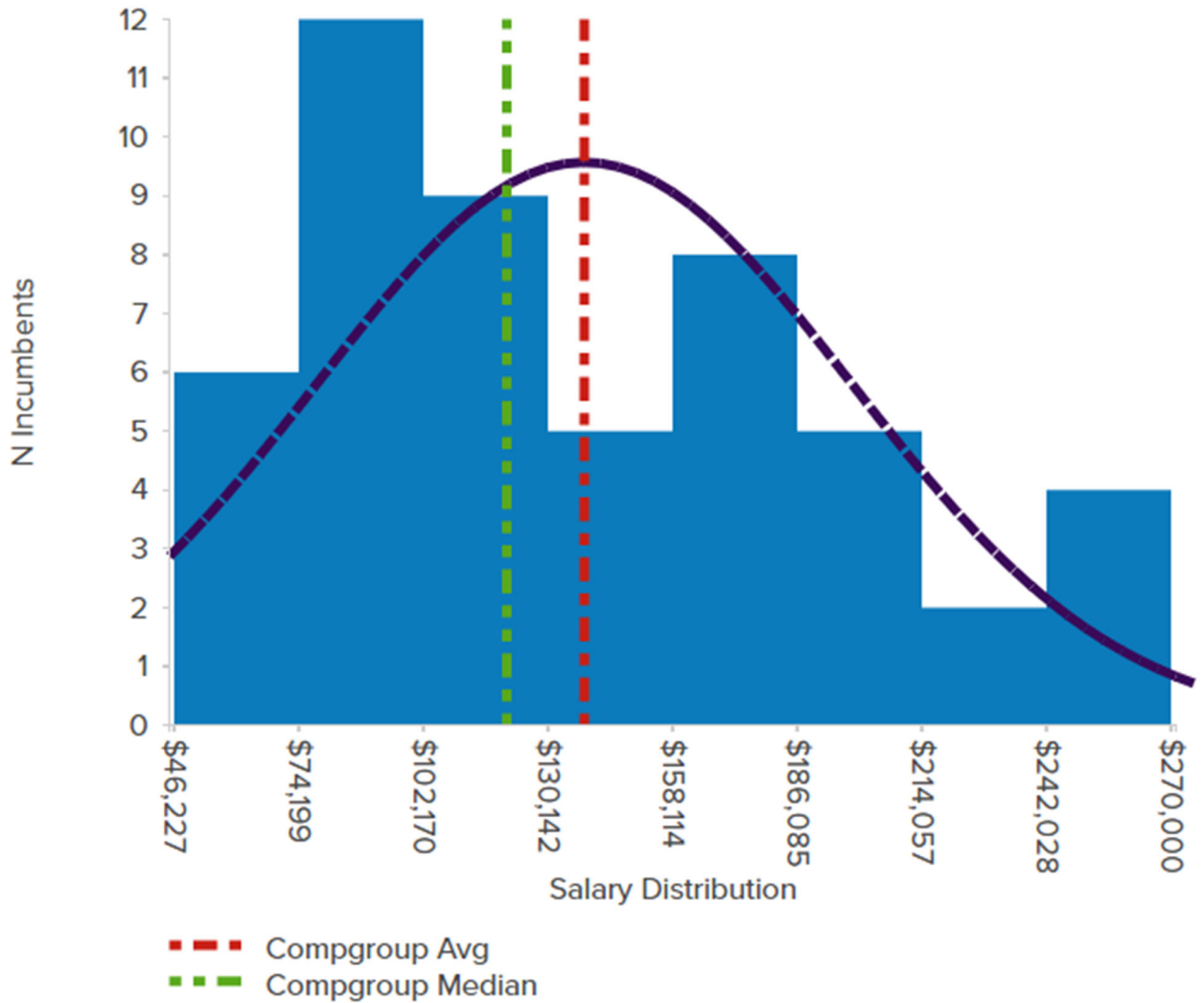




How To Calculate a Salary Range, Minimum, Maximum, Midpoint and Width

If you have **DataOnDemand**, the *Single Position Report* (available for administrators, professionals, staff, and faculty) provides these calculations and gives you benchmarking information for any comparison group you choose. It also provides three graphs that paint a complete picture of the salary distribution for this position in your comparison group. See example below:

[196270] Chief Risk Mgt/ Compliance Officer





Calculation of Range Width as a Percentage

If you already have your range, you can calculate the width using the following formula:
 $(\text{Maximum} - \text{Minimum}) / \text{Minimum}$

Ex.: Your Minimum is \$41,667 and your Maximum is \$58,333:

$$(\$58,333 - 41,667) / \$41,667 = 40\%$$

Calculation of Range Given Desired Width

If you have your midpoint and a target width percentage and you need to calculate the minimum and maximum, use the following formulas: $\text{Minimum} = \text{Midpoint} / (1 + (\text{Width}/2))$

Ex.: If you want your midpoint to be \$50,000 and a range width of 40%:

$$\text{Minimum} = 50,000 / (1 + (.40/2)) \text{ or } \$41,667 \quad \text{Maximum} = \text{Minimum} \times (1 + \text{Width})$$

Now to find your maximum:

$$\text{Maximum} = \$41,667 (1+.40) \text{ or } \$58,333 \text{ maximum for your salary range.}$$

In this example, your full salary range would be \$41,667 to \$58,333 with a midpoint of \$50,000.