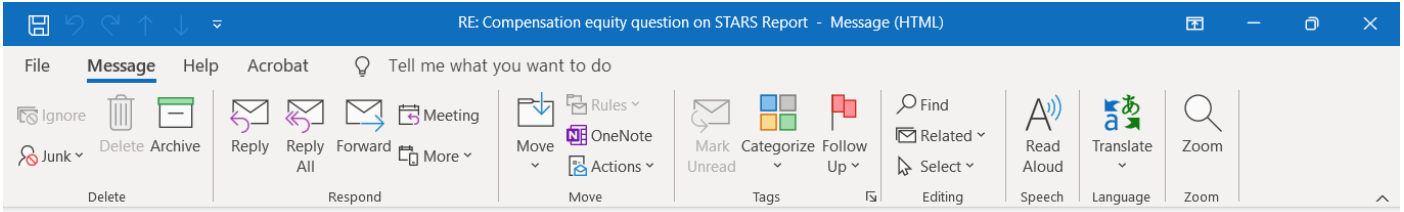


# IN-28 Pay Scale Equity – Response from Marcia Kotek

**Kotek, Marcia R. Ms.**  
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## RE: Compensation equity question on STARS Report



Kotek, Marcia  
To: Scanlon, Paul W.

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Thu 2/17/2022 3:57 PM

You replied to this message on 2/17/2022 3:58 PM.

Hi Paul, the lowest paid employee is at \$28,577 and highest paid \$308,600 – so, a factor of 10.80%. Hope that's what you need. Marcia

**From:** Scanlon, Paul W.  
**Sent:** Wednesday, February 16, 2022 2:20 PM  
**To:** Kotek, Marcia <[marcia.kotek@sru.edu](mailto:marcia.kotek@sru.edu)>; Fuhs, Bryan M. <[bryan.fuhs@sru.edu](mailto:bryan.fuhs@sru.edu)>  
**Subject:** Compensation equity question on STARS Report

Marcia, Bryan – Do either of you have this information?

The factor by which the compensation of the highest compensated senior administrator exceeds that of the lowest compensated full-time employee

\* Documentation supporting the institution's reported pay scale ratio

