

# Compensation & Survey Services



**Lindsay Hill,**  
**CCP, GRP**  
Director,  
Compensation  
Services



**McKenna  
Arnold**  
Survey and  
Research  
Manager



**Margaret  
Oglesby**  
Compensation  
Consultant



**Olivia  
Steelman**  
Compensation  
Consultant

## ***We Can Help with...***

## ***What We Do***

### **Market Pricing of Individual Jobs**

One data point isn't enough. Using multiple current data sources, we'll recommend pay ranges for individual jobs, including organization versus market comparisons.

### **Compensation Structure Assessment and Design Consulting**

Backed by multiple market-data sources, we'll develop or refine a market-base pay structure complete with grades and ranges, along with a comparison of your practices to the competitive market.

### **Equal Pay Analysis**

This analysis identifies wage disparities in positions comparable in character and seeks to justify differentials based on equal pay laws, providing recommended adjustments for compliance and future strategy.

### **Benefits Analysis**

Perform comparisons of organization employee benefit plans and practices versus competitive market norms. Includes identification of gaps versus market norms and specific recommendations for correcting shortfalls when appropriate.

### **Total Compensation Assessments**

Provide comparison of organization total compensation practices (base, bonus and benefits) versus market practices and recommend reallocation of compensation dollars as appropriate.

### **Total Reward Statements**

Create customized individual compensation statements to share with your employees regarding their total compensation package including base pay, variable pay, benefits, and perks.

### **Compensation Program Audit**

We will review your current compensation program and make recommendations for areas of improvement.

### **Compensation Training**

We can develop materials for your organization to pass along for you to perform the training or we can present to staff.

### **Compensation Philosophy and Strategy Development**

Facilitate discussions to determine appropriate compensation philosophy and strategy in view of your organization's mission and goals. Draft specific recommendations to better align compensation practices.

### **Job Descriptions**

We'll draft or update your job descriptions, ensuring they are compliant, accurate and aligned with organization needs.

### **FLSA Classification**

Our team of experts will provide guidance to ensure you are classifying employees correctly and remaining in compliance.

### **Variable Pay Design**

We'll help you design, develop and implement an incentive plan that gives you an edge on the competition and aligns with your organizational goals.

### **Compensation Consulting**

Have a unique compensation situation that you aren't sure how to approach? We can provide experienced guidance to help you make those difficult decisions.

### **Custom Salary Surveys**

Conduct survey of identified organizations and compile aggregate data (base pay, incentives/bonuses, and/or benefits). Survey can include both industry-specific and standard benchmark jobs.



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