

# Market Pay Comparison Deliverables

Average merit percentage guide  
Average promotion percentage guide  
Banding for Administrative/Technical  
Banding for Executive/Owner  
Banding for Manager/Supervisor  
Banding for Production/Maintenance  
Compensation objective parameters  
Contractor determination tool  
Exempt classification guidelines  
Exempt-nonexempt evaluator tool  
Findings/suggestions/Q&A oral review  
Generic alpha title listing  
Generic grade listing of titles  
Ratio of actual pay compared to range  
Ratio of actual pay to market  
Ratio of pay scale compared to market  
Linear organization chart  
Missing position recommendations  
Modified “HAY” job grade slotting  
Non-cash reward suggestions  
Pay planning electronic spreadsheet  
Pay scale with pay range maximum  
Pay scale with pay range midpoint  
Pay scale with pay range minimum  
Pre-employment evaluation tool  
Preferred Employee Profile suggestions  
Rating-Range-Duration matrix examples  
Rating-Range-Duration pay raise matrix  
Recruiting intervention suggestions  
Typical merit percent range guide  
Typical promotion percent range guide

Additional and expanded  
HR services are tailored  
for specific client needs

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## Market Pay Comparison



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

## Market Pay Comparison

### What Is Needed

To attract, retain and motivate the best, most qualified employees, it is critical to offer competitive pay. To be successful in today's changing economy, organizations need to be competitive, on top of market trends and knowledgeable in managing pay.

### State-of-the-Art

PHRST's pay study provides a current snapshot comparison of your pay versus the market. We answer key questions regarding the "health" of your pay plan, develop an indispensable electronic pay planner for comparing and budgeting, provide handy guides for pay adjustments, provide exempt-nonexempt and contractor status guidance and present a comprehensive overview to guide your organization's offering. We guide pay philosophy, add needed insight and provide valuable tools for managers to use themselves in future planning.



### Knowledge, Skill & Ability

PHRST's pay planning team is staffed by human resource specialists and led by certified senior professionals in HR management. We combine a thorough understanding of practices, regulations and professional standards with technical expertise to deliver business-focused, real world solutions in a final format which you easily install and manage.

### When, Where & For How Much

Typically, project completion requires 15 work-days. Depending on client need, our professionals work at client locations, designated sites or PHRST offices. The basic service fee is \$8,000, comprising a \$4,000 initiation fee and a \$4,000 final charge. Expenses are documented and billed at-cost to clients. At an additional preferred client fee, guidance and service are available around the clock in person, via phone/video conference, by fax and via Internet.

## About PHRST

### Strategic Human Resource Management

**PHRST** stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

**PHRST** works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.