

# CompAnalyst® Salary Structures & Merit Modeling

The Salary Structures and Merit Modeling modules facilitate streamlined analysis of cost scenarios related to internal salary structures and distribution of merit budgets. Leverage these modules together or independently to assess the impact of new salary structures on compensation budgets and model the cost of performance-based merit increase programs with ease.

## Features

### Manage internal structures and grades:

- Manage the relationship between salary structures, plans, grades and the placement of jobs and employees within the resulting pay structures:
  - Analyze salary structures against market rates and actual pay practices.
  - Build and save new structures using market reference points.
- Model changes to salary structures and conduct detailed impact analysis of proposed structures:
  - Adjust existing pay structures by a percentage.
  - Identify outliers, determine causality and estimate cost impact.
  - Create multiple proposed (“what-if”) scenarios.
- Create visual representations of salary ranges for each job.

### Seamlessly model merit budgets:

- Build merit matrices based on performance and range placement or market index.
- Model with historical data or expected distributions.
- Evaluate and compare the cost of multiple scenarios for the distribution of a merit budget.
- Prepare presentation-ready reports on the details and cost of each potential program.

## Benefits

- Efficiently model salary structures and merit scenarios in a single tool.
- Analyze internal pay structures against market rates to ensure competitiveness.
- Evaluate the impact of changes to salary structures on a compensation budget.
- Model the cost of performance-based merit programs for distribution of budgets.
- Determine and manage the best cost scenario for your salary structure plan.
- Produce presentation-ready reports to support your recommendations.



Overview of key features

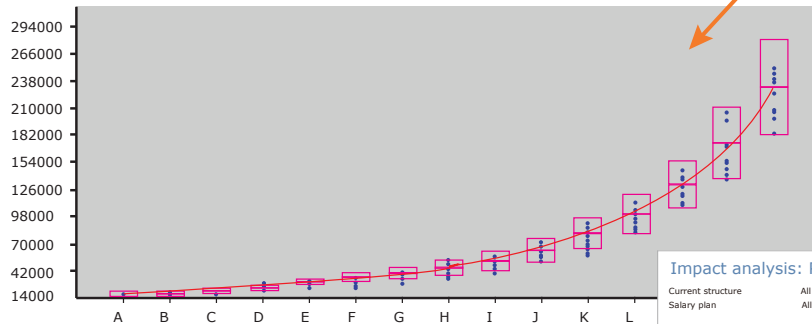
Salary Plan Summary

**Structure name:** Domestic Professional (D1)  
**Salary plan:** East (E)  
**# of grades:** 15  
**# of jobs:** 308

View salary plan analysis, find out-of-range employees & click through to each job

Salary Plan Analysis

Click a point on the graph below to view data for each job



**Legend**

- Job
- Midpoint
- Salary range

**Scale**

Y (USD) 14,000 - 302,568  
 X (Grade) A - O

Impact analysis: Proposed Structure Changes

| Structure attributes                                   | Current | Proposed #1 |        | Proposed #2 |        |
|--|---------|-------------|--------|-------------|--------|
|  | Value   | Value       | % Diff | Value       | % Diff |
| # structures   | 2       | 2           | 0%     | 2           | 0%     |
| # grades   | 19      | 19          | 0%     | 22          | 16%    |
| # salary plans   | 3       | 3           | 0%     | 1           | -67%   |
| # employees  | 1,096   | 1,096       | 0%     | 0           | -100%  |
| # employees with grade/plan changed                    |         |             |        | - 1,096     | -      |
| <b>Range placement</b>                                 |         |             |        |             |        |
| Average compa-ratio                                    | 93%     | 90%         | -3%    |             |        |
| Average position in range                              | 28%     | 17%         | -39%   |             |        |
| # employees below min                                  | 181     | 323         | -78%   | 0           | -100%  |
| # employees over max                                   | 17      | 5           | -71%   | 0           | -100%  |
| <b>Cost Comparison</b>                                 |         |             |        |             |        |
| Total Payroll for all employees in this structure/plan |         | 139,760,623 | -      |             |        |
| Cost to bring below-minimum employees to minimum       |         | 2,379,191   | -      |             |        |
| Cost of employees above range maximum                  |         | 3,635       | -      |             |        |

Model salary structure changes to determine which model works best for your comp plan

Merit Program - Fy2007 - Version 1

**Eligible population** FLSA Status - Exempt AND (Edit)  
 hire date > 06/01/2006

**Pay ranges** Salary structures

Enter values in the matrix below to calculate the payout for this merit program. To reset the matrix to the last saved values, click the "Reset" button below.

Hide call payout | Edit matrix

|                          |     | POSITION IN RANGE** |            |            |            |              |
|--------------------------|-----|---------------------|------------|------------|------------|--------------|
|                          |     | Below minimum       | 0 - 33     | 34 - 66    | 37 - 100   | Over maximum |
| Performance Rating*      | %   | 10                  | 15         | 45         | 25         | 5            |
| 5 - Outstanding          | 10  | 7.5 (.075)          | 6.0 (.090) | 5.5 (.247) | 4.5 (.247) | 0 (.000)     |
| 4 - Excellent            | 20  | 6.5 (.130)          | 6.5 (.180) | 5.0 (.450) | 3.0 (.450) | 0 (.000)     |
| 3 - Good                 | 45  | 6.5 (.225)          | 4.0 (.270) | 3.0 (.607) | 2.0 (.607) | 0 (.000)     |
| 2 - fair                 | 20  | 3.0 (.060)          | 2.0 (.060) | 2.0 (.405) | 0 (.405)   | 0 (.000)     |
| 1 - Poor                 | 5   | 0 (.000)            | 0 (.000)   | 0 (.000)   | 0 (.000)   | 0 (.000)     |
| Employees data (summary) | 100 | .490                | .600       | 1.709      | 1.709      | 0            |

\* Expected distribution  
 \*\* Actual distribution, current pay structure.

Create proposed merit models to determine impact on budget and salary plan