



## Compensation Analysis

Compensation plays a key role in attracting and retaining top talent. The market price for top talent can change rapidly. With SharedHR's compensation analysis, we evaluate your organization's base compensation structure as it exists and then help you determine where it needs to be in the future. We review your current offerings, compare against market rates, and offer recommendations for improvement. We also advise on how to connect incentive pay to performance. Our ultimate goal is to develop a compensation plan that aligns and reinforces employee behavior with your staffing plan and business strategy.

SharedHR is a management and human resources consulting firm. We offer services across the entire HR spectrum, including HR outsourcing, senior-level consulting, and HR payroll and benefits technology systems implementation. We believe in business-driven HR. We take the time to get to know each of our clients to understand their mission and how they define success. For over 30 years, privately held companies and non-profits of all sizes have partnered with SharedHR because of our technical expertise, extensive management and HR knowledge, and dedication to outstanding customer service.

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### The Right People

Organizations need the right people in the right positions to succeed. An attractive, market-rate compensation package is required to attract and retain those people. Organizations that fail to maintain compensation levels that are externally competitive as well as internally equitable will struggle to recruit and retain top-level employees, and worse, risk employment liability. With the rapidly changing market for talent, organizations often find that the salary increase required to replace an employee creates internal issues with other similar positions. This is known as salary compression. SharedHR helps clients stay current with the changing market to avoid this challenging problem while remaining competitive for key talent.

### A Competitive Package

With SharedHR's compensation analysis, we review your compensation structure to ensure that it aligns your organization structure and strategic staffing plan to support future growth.

As part of our compensation analysis, we will:

- Assess the market competitiveness of your current compensation plans.
- Confirm a compensation philosophy consistent with your organization's values.
- Create a structure of base compensation ranges that match the unique positions in your organization.
- Create total compensation statements that communicate the value of benefits as well as total cash compensation.
- Develop creative ways to take credit for total compensation.

### Clear Communication and Employee Retention

Compensation data is easily accessible online. The problems are relevance and accuracy. Employees can get stars in their eyes over market compensation options when investigating competitive salaries on their own. The best approach is a well-researched compensation plan that fits your organization and makes your workforce feel respected and valued. By offering transparency in total compensation, you'll be better positioned to attract and retain top talent. You'll also understand the competitive landscape, giving you the knowledge you need to make informed compensation decisions that relate to your individual organization structure and growth plans.