

Capabilities – Compensation & Job Pricing

America is in tough tight talent acquisition times! Employers have a timely opportunity to establish a talent management framework that will help create competitive advantage. A basic component of your positioning is putting in place a **competitive, yet affordable, pay system** - something you should not leave to chance!



- PORTICO can price just about any job for any type of organization - profit or non-profit.
 - We can zero into your size, sales and geographic location.
 - We ask the right questions to assure that the survey jobs most closely match your jobs in "**your world**".
 - We can guide you in defining your pricing strategy and then integrate this strategy into job pricing.
 - We efficiently price jobs using credible survey sources.
 - We can price one job at a time and **develop singular salary ranges** or,
 - Price all benchmark jobs and **build an integrated pay structure that is statistically validated**.
 - We can also facilitate the "slotting" of non-benchmark jobs into a market based pay structure
 - We document all data and rationale into a professional summary report that is **board ready**.
 - For a "**one-source**" compensation report we charge only **\$119 per job**.
 - For a "**two-source**" compensation report including analysis, weighting of data and a base compensation range, we charge \$189 per job.
- ❖ *Note: In the event that a client's job is a combination of multiple jobs, the time it will take to price, weight and document the various survey jobs to arrive at an average market value and pay range for the job may be more than \$189. (PORTICO will quote a price for these situations).*
- ❖ *While PORTICO possesses a number of industry salary surveys applicable to client companies for which it regularly performs compensation work, it is impossible to stock all salary surveys. It is assumed that the client will purchase surveys within its industry & PORTICO will use these as appropriate on pricing projects.*
- Please refer to PORTICO's Website for an overview of all our HR & Compensation capabilities.