



Foundations in Pay Equity

Consistent Practices for Sustained Success



Agenda

Overview

Core Principles of Pay Equity

Equity Identifying Common Pay Disparities and Biases

Developing and Implementing Sustainable Pay Equity Practices

Impact of Pay equity on Company Success

Interactive Audience Questions

Panelists



Michelle Johnson

MAG Aerospace,
Director, Total Rewards



Neil Dickinson

OutSolve
VP, Compensation Services



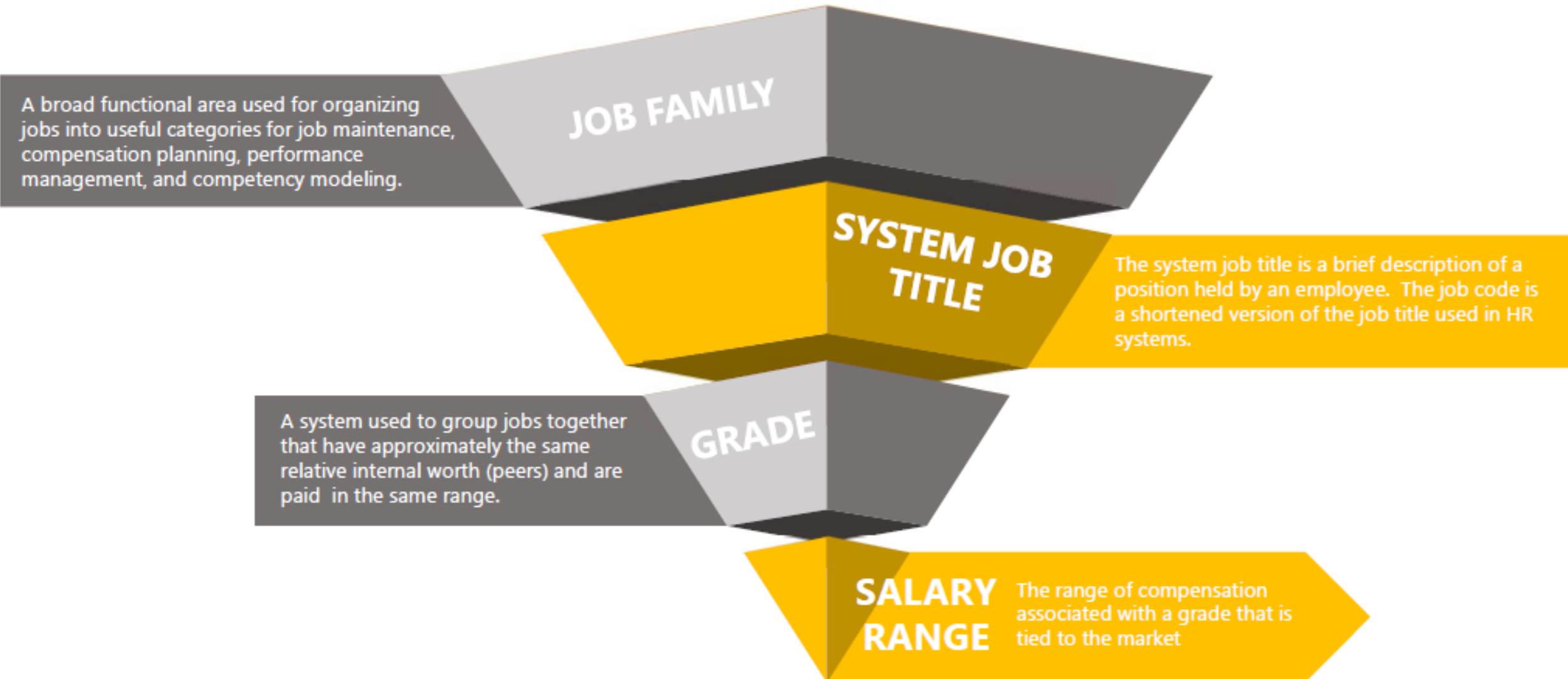
Stefanie Legge

OutSolve
Sales Consultant, Compensation

Core Principles of Pay Equity

compensation framework.

Four Parts of Framework



Identifying Common Pay Disparities and Biases

Developing & Implementing Sustainable Pay Equity Practices

framework design elements.

Key Factors

Geography

Organizations need to address geographic location of their employees and assess whether small modifications can be made on an employee level basis or whether a separate salary structure is warranted.

Meets Organization's Objectives

The structure should be tailored to the organization's labor market, industry and employee population

Efficient to Administer

The structure should be simple and easily understood by the organization



External Competitiveness

The structure, including midpoints and ranges, should fall within a well- defined competitive range of market findings

Internal Equity

The internal value that the organization applies to each job in relation to other jobs should be reflective of a position's assignment in the structure

Flexible, Compliant and Defensible

The structure should have capacity to adjust to changing market pay and/or the internal value of the organization's positions. Allows for ease in compliance to ensure it is defensible and provides process and rigor around job assessment

Impact of Pay Equity on Company Success



Interactive Audience Questions





Thank You!

Neil Dickinson
Michelle Johnson
Stefanie Legge



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