

Compensation Analysis



Let OneOC be your compensation analysis guide to creating a comprehensive plan for your organization's needs. One of our compensation analysis experts will sit with your leadership team to determine the goals and objectives for your organization.

Package Includes:

1. Compensation Planning

- Pre-meeting with selected team members (e.g., CEO/COO, board member, HR, etc.) to discuss compensation analysis needs and your organization's overall compensation philosophy
- Review current organizational job descriptions and pay structure
- Define goals and objectives

2. Develop Job Descriptions

Based on pre-meeting goals and objectives, OneOC Expert will develop job descriptions based on those identified for the organization.

3. Job Analysis

Once your job descriptions are in place, a thorough analysis will be completed for each job identified. Your internal job descriptions will be matched with external jobs with similar responsibilities for benchmarking purposes and

to set salary ranges. OneOC uses a variety of resources and credible salary data sources to ensure your compensation plans are meeting market trends to keep you competitive.

4. Create Pay & Job Family Structure

A true compensation analysis is complete with the implementation of comparable pay based on family structures. Based on the number of positions identified, OneOC will guide you in defining your job families and how they fit into the overall job and pay structure for your employees.

5. Process Report

- OneOC Expert will compile your project into a process report, identifying the resources and information gathered.
- **Bonus service:** Presentation to the Board on your organization's compensation analysis, and market trends to support your plans.

For more info:

Contact Stacy Brooks at sbrooks@OneOC.org.