

The Employers' Association - 2009 Policies & Benefits Survey

PAY PRACTICES	U	NU	CT	SMP
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I. PAY ADMINISTRATION

1. Do you have a formal compensation plan?

a. Yes

90%	66%	69%	63%
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b. No

10%	34%	31%	37%
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TOTAL COMPANIES RESPONDED

10	71	70	75
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2. Our compensation program is based upon:

a. Market pricing (single job rates)

13%	58%	62%	61%
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b. Ranking

13%	10%	12%	12%
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c. Formal job evaluation

25%	48%	54%	55%
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d. Broadbanding

0%	4%	8%	8%
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e. Skill-based pay

38%	18%	13%	12%
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f. Other

38%	8%	6%	6%
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TOTAL COMPANIES RESPONDED

8	50	52	51
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*Numbers equal more than 100% due to multiple responses.

3. Our compensation strategy seeks to:

a. Stay even with area labor market

10%	80%	75%	70%
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b. Stay ahead of area labor market

10%	4%	6%	8%
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c. Stay below area labor market

0%	4%	4%	4%
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d. Stay even with industry competitors

30%	34%	36%	38%
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e. Stay ahead of industry competitors

0%	4%	6%	6%
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f. Stay below industry competitors

0%	0%	0%	0%
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TOTAL COMPANIES RESPONDED

10	50	53	53
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*Numbers equal more than 100% due to multiple responses.

4. Our company has established ranges for its jobs.

a. Yes

78%	82%	81%	81%
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b. No

22%	18%	19%	19%
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TOTAL COMPANIES RESPONDED

9	50	52	52
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5. What is the percent spread of your rate ranges from minimum to maximum?

a. No ranges

25%	7%	12%	14%
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b. Less than 15%

25%	4%	4%	4%
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c. 15% to 25%

0%	15%	12%	10%
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d. 26% to 50%

0%	24%	24%	24%
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e. Over 50%

13%	2%	4%	2%
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f. Percent varies by grade level

13%	24%	22%	24%
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g. Percent varies by job level

25%	33%	30%	29%
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TOTAL COMPANIES RESPONDED

8	46	50	49
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*Numbers equal more than 100% due to multiple responses.

6. What type of job evaluation plan do you use?

a. Point factor plan

40%	30%	20%	21%
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b. Factor comparison plan

0%	5%	6%	4%
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c. Ranking plan

0%	14%	18%	21%
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d. Other

60%	57%	55%	56%
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TOTAL COMPANIES RESPONDED

5	44	49	48
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*Numbers equal more than 100% due to multiple responses.

