



COMPENSATION & BENEFITS CONSULTING






COMPENSATION & BENEFITS CONSULTING



ERC's Compensation & Benefits Consulting services help organizations align pay and rewards with business objectives and organizational culture. We offer a broad range of services including strategy development, market pricing and salary structure design, sales compensation and variable pay plan design, executive pay solutions, and total reward assessments.

ERC's customized approach to each compensation and benefits project ensures solutions are tailored to the specific needs of each organization. We work with organizations of all sizes and across all industries to help organizations attract, retain and motivate the talent needed to drive their success.

Does your organization need a compensation checkup?

- | | | | |
|---|--|---|--|
|  | Uncertain if base salaries are competitive with external market |  | Don't have a defined career or promotional paths for employees |
|  | Having trouble attracting new hires and top talent for key jobs |  | Don't have a process to manage salary increase budgets and costs |
|  | Don't have a pay strategy and haven't assessed impact of all components of total rewards package | | |

Our Approach



DISCOVERY

ERC will gather details about your organization and your situation in this initial fact finding process. We collect information about your current programs, your goals and objectives, and historical or cultural factors that may influence the outcome of the project.



ASSESSMENT

ERC will assess information gathered in the discovery phase, compare to market best practices and identify gaps. We will develop a recommended action plan including a timeline of milestone activities and project completion dates.



DATA ANALYSIS

ERC will conduct a deep analysis of your information and data, including financial modeling and costing as required. Through this process we will identify and assess potential solutions that best meet your goals and objectives.



RECOMMENDATIONS AND SOLUTIONS

ERC will design a solution that best meets your goals and objectives and provide recommended implementation approaches and costs. We provide comprehensive reporting of findings and recommendations, and tools to assist you to maintain programs after the project is completed. We can also develop communication plans and best practice approaches that support implementation requirements.



Our Services

Total Rewards Strategy

ERC can help assess or develop your Total Rewards Strategy, and ensure that it aligns with business strategies, objectives, and organizational culture.

A Total Rewards Strategy is a formal, written statement of the organization’s position regarding compensation and benefits, including its core values and guiding principles.

You will receive:
Comprehensive review and assessment
Stakeholder interviews
Written total rewards strategy
Communication strategy
Recommendations

Market Pricing and Broad-Based Pay Analysis

ERC will help you determine your market pay competitiveness based on your industry, location and organizational size.

ERC identifies gaps and develops action plans to move pay to competitive levels.

You will receive:
Survey job matches
Base pay and target bonus
Gap analysis and cost projections
Recommendations
Comprehensive reporting

Salary Structure Design

ERC will design or modify your existing salary structure and salary ranges based on industry best practices, to ensure it attracts and retains talent.

The design of a salary structure should be aligned with your organizations Total Rewards Strategy, and support competitive pay levels and internal equity or any unique needs of an organization.

You will receive:
Market data analysis
Market-based salary structure design
Career path design
Implementation approach and costs
Training and education tools

Variable Pay Plans

ERC designs variable incentive-based pay plans customized to your organization’s business and total rewards strategy, business objectives, culture and participant group.

Variable pay plans range from executive solutions to management pay plans to team-based plans.

You will receive:
Comprehensive review and assessment
Stakeholder interviews
Comprehensive analysis
Financial modeling and costing
Variable pay plan design & summary plan document

Sales Compensation Effectiveness

ERC has practical solutions to sales effectiveness and commission plan issues that deliver ROI to your organization.

ERC will assess the effectiveness of your current sales compensation plan by conducting a comprehensive review including an analysis of your financial or other plan metrics, analysis of current and past plan payouts versus performance, and assessment of linkage between plan design and the achievement of plan objectives.

You will receive:
Comprehensive review and assessment
Stakeholder interviews
Comprehensive analysis
Financial modeling and costing
Sales compensation or commission plan design
Summary plan document



Meet Our Consultant

SUE BAILEY, Senior Consultant, Compensation & Benefits

Sue has a deep foundation and working knowledge in compensation, benefits, and human resources developed from over 25 years of HR experience and a variety of leadership roles in large corporations across many industries.

She has gained her experience through hands-on work conducting analysis and program design, and providing project management leadership, and implementation expertise.

Sue’s specialty areas include:

Total rewards strategy	Management incentive plans
Market pricing & pay analysis	Executive pay solutions
Salary structure development	Performance management
Sales compensation effectiveness	Organizational design and development



ERC helps organizations create great workplaces by providing HR Resources, Training, and Consulting services. ERC offers HR content and tools, compensation & benefit benchmarking data, experienced HR Advisors, and access to an exclusive partner network. ERC Training provides customized learning and development solutions that enhance the skills of managers, supervisors, leaders and the general workforce. ERC Consulting helps organizations attract and retain talent through assessments, coaching, and consulting services, with a specialty in compensation & benefits. ERC also sponsors the ERC Health insurance program and hosts the NorthCoast 99 program, honoring 99 great workplaces for top talent.

READY TO GET STARTED? CONTACT US FOR MORE INFORMATION:

Sue Bailey, Senior Consultant, Compensation & Benefits | 440-947-1293 | sbailey@yourERC.com | yourERC.com