



Trust | Commitment | Values



Wage | Salary Administration Program

Features

- ▶ Analysis – Systematically breaks down jobs into key tasks and requirements.
- ▶ Evaluation – Determines relative worth of each job.
- ▶ Benchmarks – Determines what the market would pay for selected credit union jobs by analyzing cash compensation data available from credit union band banking surveys.
- ▶ Structure – Establishes structure of job grades and pay ranges within your credit union, based on job evaluation points and market pricing data.
- ▶ Impact – Determines costs for implementation of recommended salary structure.

Benefits

- ▶ Addresses need for equitable compensation for employees, defining salaries in simple terms of market rates, grades, and ranges.
- ▶ Enables you to pay competitive salaries without mortgaging future earnings.
- ▶ Defines relative worth of a job in quantifiable language, allowing you to accurately compare jobs.
- ▶ Minimizes time required for research, market data analysis, policy decision-making, and routine administration.
- ▶ Meets requirements of Title VII of the Civil Rights Act, Equal Pay Act, Age Discrimination in Employment Act, Vocational Rehabilitation Act, and Americans With Disabilities Act.

Credit unions in the market for a way to improve or enhance their human resources program have an all-star teammate in HRValue Group! More information is available on the Web at www.hrvaluegroup.com.

Contact HRValue Group today to build your team, elevate performance, and achieve success!

Owned & Operated by the Credit Union System

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