Creating and Using a Salary Increase Matrix

Audio Conference • February 14, 2011 or February 24, 2011 • 1:00 PM – 2:30 PM EST

EXPRESS REGISTRATION

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387320 • February 14, 2011
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Presented by:
Edward R. Rataj, CCP
CBIZ, Inc.

• Managing director of compensation consulting in the Human Capital Services Practice of CBIZ, Inc.
• More than 15 years of experience in the area of human resources, focusing on designing innovative compensation programs
• Certified compensation professional
• Recently quoted as an expert in the area of compensation in the Wall Street Journal and Smart Money magazine
• Assists clients in the design and implementation of strategic base salary and incentive programs
• Prior to joining the firm, served as a compensation consultant for Mellon, formerly known as Buck Consultants, and was employed by William M. Mercer
• Expertise includes designing market-based and job evaluation-based compensation programs, linking pay with performance, pay structures and compensation surveys, as well as developing policies and procedures
• Past president of the St. Louis Compensation and Benefits Network
• Member of WorldatWork, formerly known as the American Compensation Association
• Can be contacted at 314-692-5884 or erataj@cbiz.com

This audio conference will discuss the concept, implementation and best practices associated with a merit matrix. Implementing a merit matrix is one of the easiest and most direct ways to link pay with performance and manage turnover. Sharing of pitfalls that many companies encounter when implementing a matrix and how to avoid them will be addressed. The audio conference will provide insight into varying types of merit matrix models, as well as an example of the implementation process.

AGENDA

Foundation of a Merit Matrix System – Market-Based Pay

What Is a Merit Matrix?

Why Use a Merit Matrix?
• Motivate Employees
• Drive Results and Retain Top Performers
• Allocate Salary Increase Dollars in an Efficient and Fair Manner

Merit Matrix Pitfalls
• Structures out of Alignment With Market
• Calibration of Performance Scores
• Matrix Not Conforming to Budget

Merit Matrix Model Example
• Data Requirements
• Selecting a Model
• Employee Analysis
• Final Results and Cost Detail

“The ability to learn faster than your competitors may be the only sustainable competitive advantage.”
— Arie de Geus
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Which Program? (Check One) □ 387320 (February 14, 2011) □ 387413 (February 24, 2011)

Audio Conference Tuition (Includes Free Manual With Attendance)
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Dept. 5382, P.O. Box 2933
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Who Will Be There?
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