

FORTRESS AND FLOURISH
HR STRATEGY

Pay Transparency Roadmap

Be confident that your pay system is equitable, optimized, flexible and competitive, no matter whether you're working with contractors, hourly or salaried employees, so you can attract and retain the best people to grow with your company.



Riordan

STEPS TO PAY TRANSPARENCY

1. PREPARE

2. RESEARCH

3. ANALYSIS

4. BUILD COMPENSATION
SYSTEM

5. FINAL REPORT &
IMPLEMENTATION GUIDE

KEY PERSONNEL



Hello!

CANDICE ELLIOTT

YOUR DEDICATED HR NERD

Candice Elliott is a community-minded human resources strategist who works with business leaders to develop management systems based on their unique worldview.

Through her work with 100s of clients from international corporations to solo-entrepreneurs she developed her signature Wholistic HR approach.

She works with her students in her Wholistic HR incubation program and with clients 1-on-1. She is a certified Senior Professional in Human Resources and specializes in California employment. When she's not being an HR nerd she's exploring mountains, oceans and streams.



Candice Elliott



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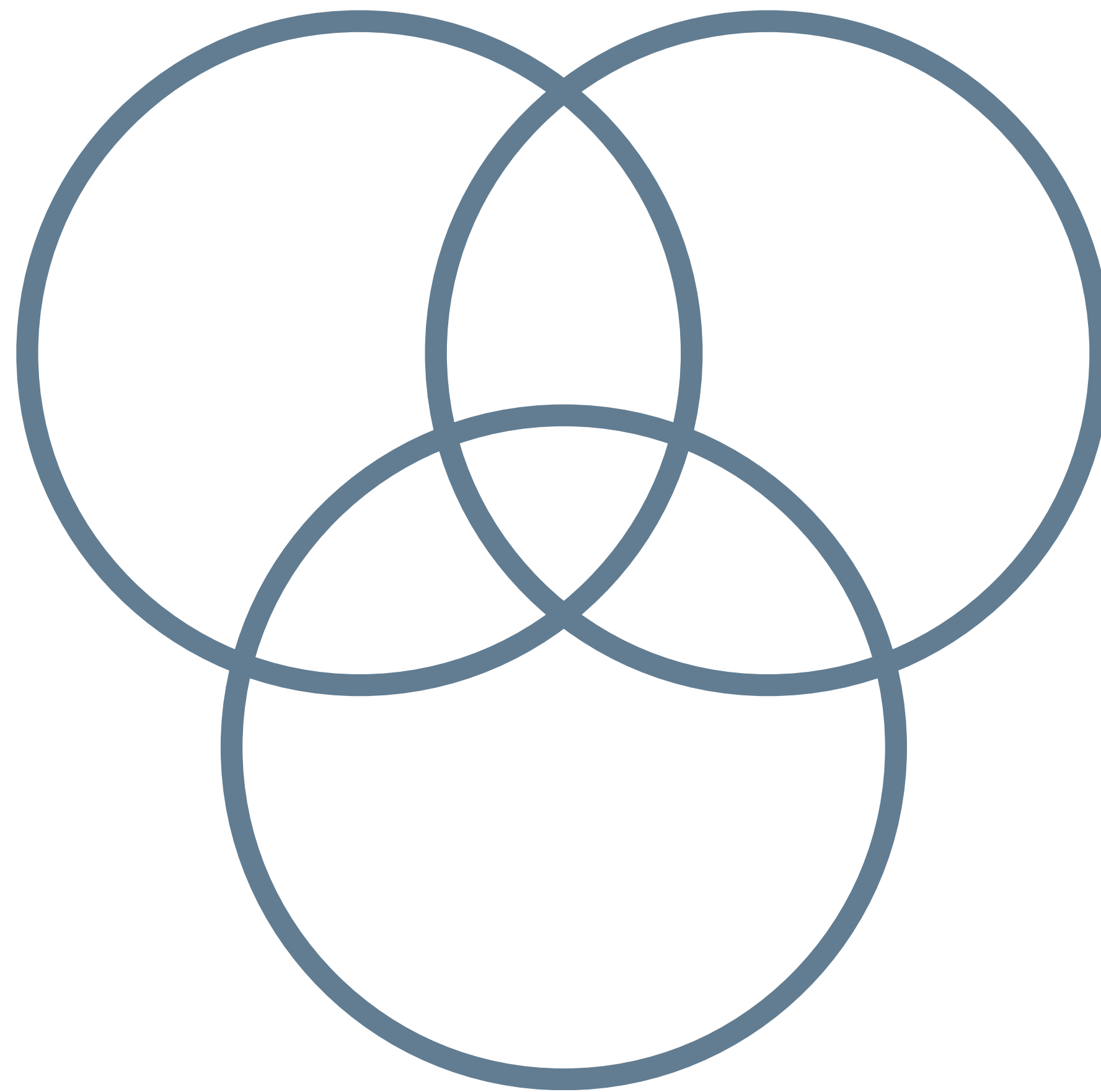
Candice

MPS, SPHR

STEP ONE

Prepare

CURRENT
STATE



FUTURE
VISION

COMPARABLE
DATA

We'll have a conversation about the current state of your company, your future vision and needs, and what comparable data will best fit your unique, equitable pay transparency system. This step ensures the data we use to build your system actually applies to your company, no matter how unusual or different your business is.

Book a free no-pressure discovery call with Candice to:

- Explore what comparable information and data we'll use for your unique situation
- Learn how to fix over or under paying on a timeline that works for you
- See how a transparent pay system can help prevent or fix blocks and challenges as your business grows

[Book Your
Discovery Call](#)



STEP TWO

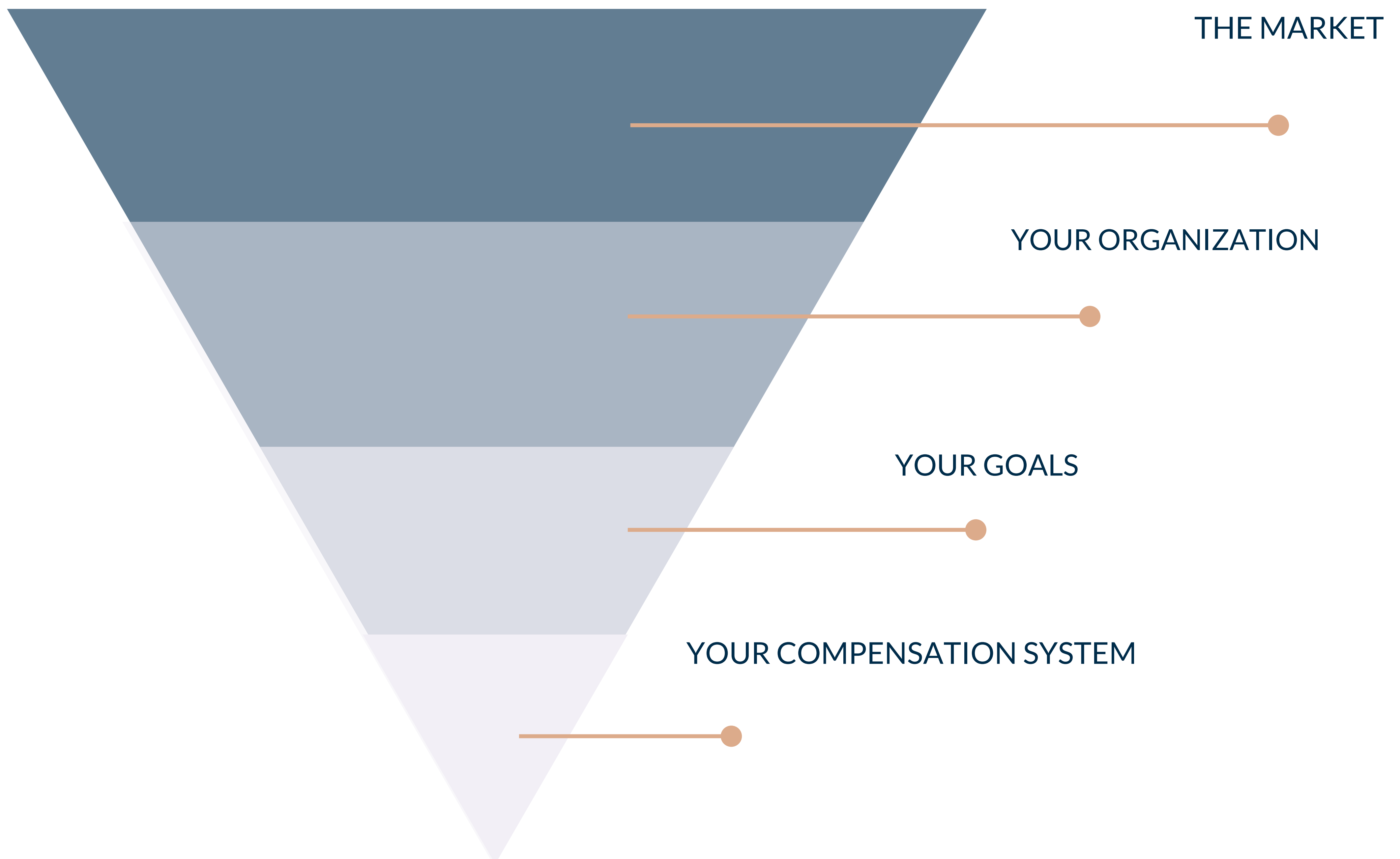
Research



The research phase provides important benchmarks about living wages and market rates so we can build the best possible transparent pay system for your company. Candice will pull data for your company's size, location and industry from employer-reported sources such as the Economic Research Institute's Salary Assessor and published pay information such as current job ads. She will also use MIT's living wage rates and the Bureau of Labor Statistic's consumer price index. She will request unpublished pay information from comparable organizations as well.

STEP THREE

Analysis



Candice will analyze how your company is paying relative to the market. She will identify gaps, outliers and advantages within your company. She'll also analyze the projected future cost of living increases, so that she can incorporate them into the final pay recommendations. You will receive a summary of the research data that shows average market pay rates and how they compare to each job in your company.

STEP FOUR

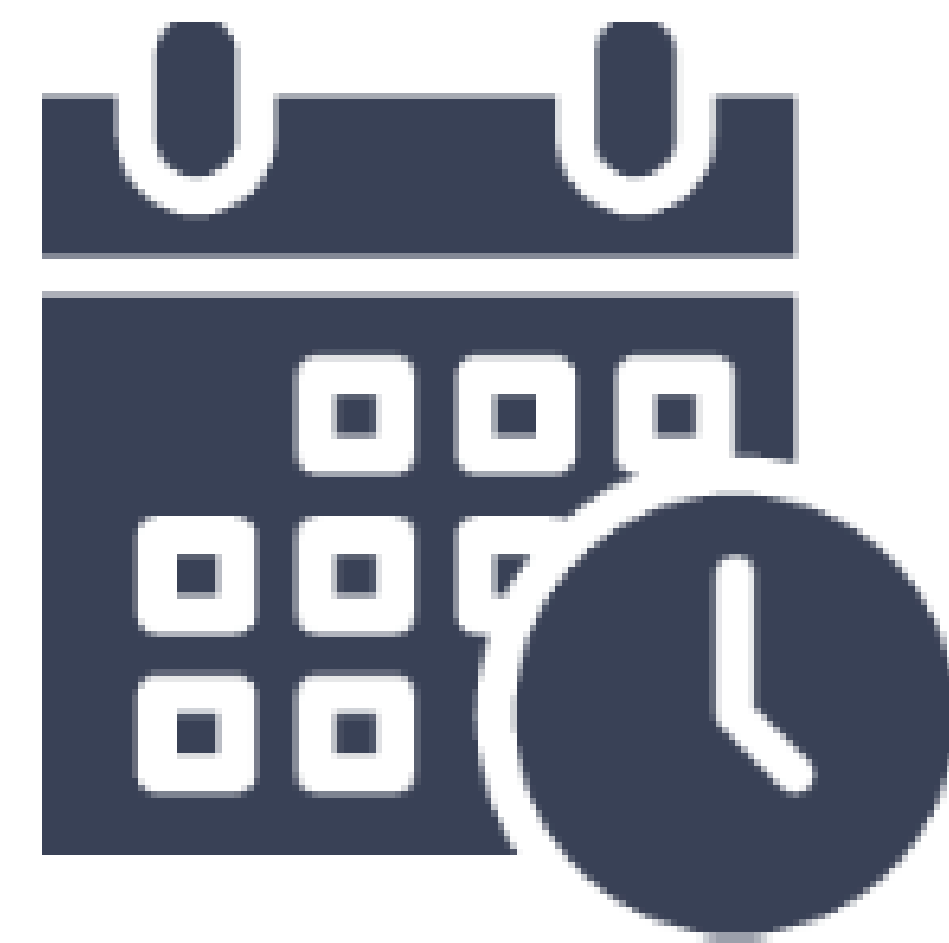
Build Compensation System

	Step 1	Step 2
Class 1	\$ --	\$ --
Class 2	\$ --	\$ --
Class 3	\$ --	\$ --

Candice will build a compensation system with equitable pay bands and steps based on what was revealed in the analysis and research phases. She'll present findings, give recommendations, and refine based on your feedback before preparing the final report. Candice will also invite your staff to provide feedback, helping them to feel seen, heard, and valued as a community working towards a common goal, and not just people who work for you. This all comes together to ensure your transparent pay system will be equitable and sustainable for years to come.

STEP FIVE

Final Report & Implementation Guide



Candice will deliver and present the final report that includes:

- Summary of data and analysis findings, so important data is accessible with ease when you need it
- Standard operating procedures around things like giving raises and promotions, how to add new jobs, pay rates for new hires, and more, so you don't have to waste time, money, or energy reinventing the wheel when making important pay decisions
- An annual calendar for doing performance reviews, when raises take effect, when to do an annual inflation and cost of living analysis, adoption of budget, and goal development, so your pay system stays flexible, equitable, and competitive year after year
- An implementation timeline to help you put your new pay transparency system into practice either all at once or in phases based on your budget cycle and unique needs

What's included in the **SOP?**

Along with the report, you will have a step-by-step guide to implementing the pay system and using it in the years to come

01



The timeline for implementation in coordination with the budget cycle

02



Annual milestones to coordinate compensation with performance reviews

03



A summary of the bands and steps that each position will start in

04



Best practices for adding new positions, hiring, raises, and promotions

05



Approval requirements for managers who want to pay above standard

06



Methodology and timing for conducting cost of living increases

Teresa

Deputy Director, Santa Cruz County Land Trust

The final report is exactly what we wanted – a helpful tool that we’ll use for a long time. It was a pleasure working with Candice. I was impressed with her knowledge of best practices and her ability to deliver such quality work on time!-



TESTIMONIAL

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WORKING WITH
CANDICE IS
FANTASTIC

Shirmaïne Director,
Arts Habitat

Susie Director, Center for
Nonprofit Excellence

“I appreciate Candice’s professional and warm approach to project management. I enjoyed collaborating with her! She delivered a clear, grounded presentation to our audience.



Logan

Director, Sequoia
Riverlands Trust

Candice brought her extensive expertise and experience to the project, which was incredibly valuable. Our Board is thrilled to have a well-researched pay band structure, and our staff feels more secure knowing that there is a roadmap for compensation.

Work doesn't have to be miserable and draining.

Having a transparent pay system can help both your company and employees thrive as you change the world through the work you're doing together.



Get Started Today!

Book a Free No-Pressure Discovery Call

- Explore what comparable information and data we'll use for your unique situation
- Learn how to fix over or under paying on a timeline that works for you
- See how a transparent pay system can help prevent or fix blocks and challenges as your business grows
- 30-minutes, no commitments or pressure!

**Book Your
Discovery Call**



Not ready for the Pay Transparency package?

Order the Pay Clarity Package

One week turnaround to help you put pay fires out now!

In the Pay Clarity Package you'll receive a comprehensive pay report that includes vetted information about comparable pay rates for companies of your size in your industry and location.

You'll also get a 1 hour session with Candice where she'll help you put it into practice immediately.

This will help you...

- Enact equitable raises across your company now
- Attract awesome new hires
- Retain your star employees
- Feel relief knowing how your numbers stack up to the market

If you don't have time or aren't ready to invest in building out a whole transparent pay system, this can help you get started. If within one year you would like to build out a sustainable, equitable pay system, the cost of the Pay Clarity Package will go towards that.

"Before working with Candice I was faced with challenges I did not know how to navigate on my own. Now I feel confident in my HR decisions, and my employees feel taken care of and supported. Candice's knowledge, skills and services have helped protect my business which has enabled us to continue to grow and serve our community."

- Jennalee Dahlen, Owner, Yoso Wellness

**Learn More &
Order Now!**

