

## Compensation Plan Comparison

Characteristic	Current Pay System	Proposed New Pay System
Market based salaries		√
New employee starts at entry level	√	
New employee salaries based on job, education and experience requirements,		√
Submit PIQ for possible pay increase	√	
Job duties based on master job description		√
Performance influences pay increase		√
Pay increases based solely on seniority	√	
Allow flexibility to move within salary range		√
Competitive Pay Structure		√
Provide framework for career progression		√
Uses point factor methodology to determine classification	√	