How to Build a Salary Structure & Merit Pay System

Description: This workshop will provide business owners with an overview of the value of having a formal salary structure and the key steps that are needed to build one. Participants will also learn how to build a merit pay system that is linked to a salary structure and understand how you can pay your superior performers significantly more than your average performers without busting your merit pay budget.

Learning Goals:

An overview of all the key steps in building a Salary Structure

- Create ADA Job Descriptions (helpful)
- Create Job Families
- Compare to Current Situation
- Create Salary Structure
- Match Jobs to Structure
- Obtain Current Salary Data
- Create Pay Grade Matrix
- Link Matrix to Merit/Promotion System

Annette Limon
1100 N. Grand Ave., Bldg. 40, Rm# 136
Walnut, CA 91789
Phone: (909) 274-4027
Fax: (909) 274-2937
E-mail: workforcetraining@mtsac.edu
WTC.MTSAC.EDU