

COMPENSATION & CLASSIFICATION

Ready to attract, retain, motivate, and engage qualified individuals? CRG will benchmark your jobs to ensure they reflect internal equity, external competitiveness, and individual performance.

At CRG, we can help with your compensation and classification needs. As remaining competitive and recruiting and retaining the best and brightest becomes even more crucial, it is critical to develop a clear organizational strategy for rewarding employees. We ensure your organizational goals are in alignment with your current pay, benefits, and job structure. Whether you are a flat or hierarchical organization, you can benefit from a review of your classification specifications, job families, job titles, and compensation structure.

It is important to set limits for what you are willing to pay for each position and determine whether you are going to lead, match, or lag behind the market. We can review your overall structure or we can do a competitive comparison of just a few positions. Whether you are adding a brand new position or restructuring a job, we can help you price it correctly. We use state of the art tools to compare your total compensation package to your direct competition by considering economic factors, company size, and industry, local, state, and national data. We can use your position description to benchmark both your compensation and benefits against the market and pull relevant, accurate data to use in our analysis. By ensuring your jobs are designed and priced correctly, you will be setting your company up for recruiting and retaining key talent.

We work with both small and large organizations to determine the “relative worth” of each position based on the knowledge, skills, abilities, education, and background necessary to be successful in any particular position. Depending on your needs, we can help you reclassify positions, set up a merit-based step structure, or find out just how competitive you are compared to similar organizations.



Since we focus so heavily on keeping employers compliant with local, state and federal laws, we look at whether you are administering it all legally. During our review, we focus on:

- Record keeping requirements
- Wage and hour laws (FLSA/DOL) – equal pay, child labor standards, meals & breaks, overtime pay, hazard pay, minimum wage, etc.

If we discover any areas for improvement, we will instruct you on how to fill those gaps. We believe your employees are your greatest asset for growth, continuity, and customer satisfaction. Your employees are looking for direction, sense of purpose, and to be valued by their employer. Therefore, we assist you with setting up a structure to reflect the work they do each day and to keep them at your company.