GRADING CRITERIA FOR PHASE II

1. **Strategy, Competitive Positioning, Objectives, Rewards-25 points**

Recommended Compensation Strategy

 Specify Objectives

 Specify Internal Alignment Policy

 Specify Competitive Position Policy

Link Competitive Position Policy to Compensation Objectives

Recommended Policy Lines, Rationale

Distinguish Level and Mix

Outline Pay for Performance Policy

Outline Administrative Policy

Distinguish Base, Total Cash, Total Compensation

1. **Market Selection, Rationale, Job Matches-25 points**

Market Analysis Decisions

 Number of Markets FastCat Competes

 Organizations Included

 Key Jobs and Matches

 Skill-Based Plan Conversion

 Competency Plan Conversion

 Data Analysis

 Updating

1. **Analysis of Resulting Compensation Structure-25 points**

Data Analysis Used to Support Recommendations

Interpretation and Use of Regression Results

 Analyze Various Alternatives

Recommended Grades/Classes; Rationale

Recommended Bands/Reference Rates: Rationale

Recognized Career Progressions

Examine Range or Zones Overlaps/Differentials

1. **Communication and Integration-25 points**

Communication/Training/Roles – Responsibilities

Results: The Pay Level, Pay Mix, and Pay Structure

Integration with Phase I: Balance Internal Alignment and External Competitiveness

Do Final Level, Mix, and Structures Help Achieve Objectives?

Consistency of Decisions