

Option	Explanation	Option Pros	Option Cons
Bring to Minimum	Realigns employees who are below the minimum of their recommended pay range by bringing them up to the minimum, with no further adjustments made.	<ul style="list-style-type: none"> - Least Expensive Option - Ensures all employees are in new pay grade 	<ul style="list-style-type: none"> - Does not address compression - Can cause additional compression at grade minimum
Class Parity	Realigns employees along their salary range on the basis of how long they have been serving in their current classification. This is done on a total 30-year basis, meaning employees with 30 or more years of experience in their current classification would be placed	<ul style="list-style-type: none"> - Credits employees for time in classification - Addresses compression on the basis of time in classification - Adjusts for market 	<ul style="list-style-type: none"> - Can erase performance gains - Does not account for organizational tenure - Does not account for outside experience
Hybrid Parity	Realigns employees along their salary range on the basis of their "hybrid years." A hybrid year would give full credit to an employee for each year they have been serving in their current classification and 1/4 credit for the amount of time they have spent in any other classification. This is done on a total 30-year basis.	<ul style="list-style-type: none"> - Credits employees for time in classification and organizational tenure - Addresses compression on the basis of time in classification and organizational tenure - Adjusts for market 	<ul style="list-style-type: none"> - Can erase performance gains - Does not account for outside experience
Tenure Parity	Realigns employees along their salary range on the basis of how long they have been serving at the organization in any job title. This is done on a total 30-year basis.	<ul style="list-style-type: none"> - Credits employees for organizational tenure - Addresses compression on the basis of organizational tenure - Adjusts for market 	<ul style="list-style-type: none"> - Can erase performance gains - Does not account for time in classification - Does not account for outside experience
Compa Ratio	Realigns employees in their recommended salary ranges by maintaining the relationship to the midpoint that they have currently. For example, an employee currently at midpoint would move to midpoint in their recommended pay range, an employee currently 5% above midpoint would move to midpoint in their new range, and an employee currently 15% below midpoint would move to 15% below midpoint in their newly recommended range.	<ul style="list-style-type: none"> - Maintains the relationships between employee salaries that currently exist - Can reward previous experience (to the extent that it is rewarded now) - Maintains performance gains 	<ul style="list-style-type: none"> - Does not correct compression - Does not account for experience