

Option	Explanation	Option Pros	Option Cons
Bring to Closest Step	Realigns employees to the next step in the progression, with no further adjustments made. If an employee is between 2 steps, it will round them to the next step in the new plan.	- Least Expensive Option - Ensures all employees are in new pay grade	- Does not address compression - Can cause additional compression at grade minimum
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 5% above midpoint in their new range, and an employee currently 15% below midpoint would move to 15% below midpoint in their newly recommended range.	- Maintains the relationships between employee salaries that currently exist - Can reward previous experience (to the extent that it is rewarded now) - Maintains performance gains	- Does not correct compression - Does not account for experience