

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"> <li>- Least Expensive Option</li> <li>- Ensures all employees are in new pay grade</li> </ul>	<ul style="list-style-type: none"> <li>- Does not address compression</li> <li>- Can cause additional compression at grade minimum</li> </ul>
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 at maximum, whereas employees with 15 years would be placed at the midpoint of the range.	<ul style="list-style-type: none"> <li>- Credits employees for time in classification</li> <li>- Addresses compression on the basis of time in classification</li> <li>- Adjusts for market</li> </ul>	<ul style="list-style-type: none"> <li>- Can erase performance gains</li> <li>- Does not account for organizational tenure</li> <li>- Does not account for outside experience</li> </ul>
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 one half 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"> <li>- Credits employees for time in classification and organizational tenure</li> <li>- Addresses compression on the basis of time in classification and organizational tenure</li> <li>- Adjusts for market</li> </ul>	<ul style="list-style-type: none"> <li>- Can erase performance gains</li> <li>- Does not account for outside experience</li> </ul>
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"> <li>- Credits employees for organizational tenure</li> <li>- Addresses compression on the basis of organizational tenure</li> </ul>	<ul style="list-style-type: none"> <li>- Can erase performance gains</li> <li>- Does not account for time in classificationnt</li> <li>- Does not account for outside experience</li> </ul>
Range Placement	Realigns employees in their recommended salary ranges by maintaining their placement within the pay range that they have currently.	<ul style="list-style-type: none"> <li>- Ensures all employees move into the new pay grade.</li> </ul>	<ul style="list-style-type: none"> <li>- Does not account for organizational tenure or outside experience.</li> </ul>