

CASE STUDY:

A New ASCE Employee Pay Program

OPPORTUNITY:

The nation's oldest engineering society, which is at the forefront of the civil engineering profession, wanted a redesign its employee pay program. The desire was to not only confirm the current employment structure but formalized career paths and align pay levels to be competitive in the industry.

SOLUTION:

PRM Consulting Group addressed ASCE's needs in three phases:

Discovery. Job content data was collected and analyzed to determine whether employees were properly classified. Competitive pay levels were researched and benchmarked to the various labor markets where ASCE competes for talent.

Development. PRM organized job families in order to identify distinct career progression levels/opportunities. Then designed a pay banding system and assigned ASCE positions to pay zones based on their external market values.

Assessment. PRM assessed ASCE's actual employee pay against the payzone assignment for their positions based on race, gender, age and time in position.

RESULTS:

The new pay program set employee expectations for future career paths and promotions as well as validated current classifications. The employment structure was also aligned with industry pay to make the society competitive for new talent acquisition going forward.