

EEO Program Review Self-Assessment | Compensation

Compensation | Initial Compensation Offer

Guidance: The initial offer for new hires and promotions should be based only on the qualifications that directly relate to the essential functions of the role, without regard to the applicant's previous salary, and in consideration of external market data and internal equity.

Testing: Were the appropriate criteria used to set the initial offer?

Compensation | Annual Merit Compensation Program (AMCP) Adjustment

Guidance: Annual AMCP adjustments should be based on the employee's annual performance rating and with consideration for internal equity.

Testing: Was the annual AMCP adjustment made in accordance with the employee's annual performance rating and in consideration of internal equity?

Compensation | Additional Compensation

Guidance: Opportunities for additional compensation must be provided and administered in a non-discriminatory way.

Testing: If applicable, were opportunities for additional compensation provided in a non-discriminatory manner (what factors were considered, how was it evaluated, etc.)?

Compensation | Annual Compensation Review

Guidance: An annual review of employee compensation was completed to ensure that compensation rates are nondiscriminatory.

Testing: Was an annual review of similarly situated employees completed to ensure compensation practices are non-discriminatory?