



## **WHAT IS THE PURPOSE OF GEO PAY?**

Possible objectives include:

### **OBJECTIVE**

- Locally competitive salaries
- Equalized purchasing power
- Mobility

### **METHOD**

- Differentials based on Cost of Labor Data
- Differentials based on Cost of Living Data
- Relocation Bonuses or Temporary Stipends

8



## **Best Practices Research**

Best Practice for those who pay differentials:

**Objective: Pay Locally Competitive Compensation**

- National Pay Structures.
- Cost of Labor Geographic Pay Differential- based approach.
- Grouping of cities into zones.
- Use of Economic Research Institute (ERI) Cost of Labor data.
- Some consideration of Cost of Living.
- Relocation packages tailored to meet specific needs.

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# Human Capital Symposium On Designing And Managing Marketbased And More Performanceoriented Pay Systems

**J. Christopher Mihm**



## **Human Capital Symposium On Designing And Managing Marketbased And More Performanceoriented Pay Systems:**

**Human capital symposium on designing and managing marketbased and more performanceoriented pay systems.** United States Government Accountability Office,2005      **Human Capital** David M. Walker (au),2005-11 Critical to the success of the fed gov t transformation are its people human capital One of the questions being addressed is how to update its compensation system to be more market based performance oriented This symposium was convened on March 9 2005 to discuss organizations experiences with market based more performance oriented pay systems Representatives from public private nonprofit organizations made presentations on the successes challenges they experienced in designing managing their market based more performance oriented pay systems A cross section of human capital stakeholders was invited to further explore these successes challenges engage in open discussions Tables      Human Capital United States. Government Accountability Office,2005      *Hearing Before the Committee on the Judiciary United States Senate One Hundred Ninth Congress ,*      **Human Capital** J. Christopher Mihm,2009-02 In 2003 Congress and the admin established a performance based pay system for Senior Exec Service SES members that requires a link between individual and organizational performance and pay Specifically agencies are allowed to raise SES pay caps if their systems are certified as meeting specified criteria This Congressional Testimony is on preliminary results of ongoing work analyzing selected exec branch agencies policies and procedures for their SES performance based pay systems in the following areas factoring organizational performance into senior exec performance appraisal decisions making meaningful distinctions in senior exec performance and building safeguards into senior exec performance appraisal and pay systems Illus      Human Capital U S Government Accountability Office (G,U. S. Government Accountability Office (,2013-06 The U S Government Accountability Office GAO is an independent agency that works for Congress The GAO watches over Congress and investigates how the federal government spends taxpayers dollars The Comptroller General of the United States is the leader of the GAO and is appointed to a 15 year term by the U S President The GAO wants to support Congress while at the same time doing right by the citizens of the United States They audit investigate perform analyses issue legal decisions and report anything that the government is doing This is one of their reports      *Mom, apple pie, and working for America : accountability and rewards for the federal workforce ,*      **Alternative Personnel Systems** United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia,2006      Mom, apple pie, and working for America United States. Congress. House. Committee on Government Reform. Subcommittee on the Federal Workforce and Agency Organization,2006      **Human Capital: Trends in Executive & Judicial Pay** ,2006      **Gao-05-832sp Human Capital** United States Government Accountability Office,2018-02-03 GAO 05 832SP Human Capital Symposium on Designing and Managing Market Based and More

Performance Oriented Pay Systems      Federal Employee Compensation United States. Congress. House. Committee on Oversight and Government Reform,2017      Human Capital Management (A Comparative Study of Public, Private & Foreign Banks) Anil Kumar Ahluwalia,      Improving Performance United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia,2009      *District of Columbia Appropriations for Fiscal Year ...* United States. Congress. Senate. Committee on Appropriations,2006      Executive and Judicial Compensation in the Federal Government (Quadrennial Commission) United States. Congress. House. Committee on Government Reform. Subcommittee on the Federal Workforce and Agency Organization,2008      CIS Annual ,2005      District of Columbia Appropriations for Fiscal Year 2007 United States. Congress. Senate. Committee on Appropriations. Subcommittee on District of Columbia,2006      Human Capital United States Government Accountability Office,2018-05-29 Human Capital Designing and Managing Market Based and More Performance Oriented Pay Systems      Departments of Transportation, Treasury, HUD, the Judiciary, District of Columbia, and Independent Agencies Appropriations for 2007 United States. Congress. House. Committee on Appropriations Subcommittee on the Departments of Transportation, Treasury, HUD, the Judiciary, District of Columbia, and Independent Agencies Appropriations,2006

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