
GUIDE TO COMPENSATION CONSULTING SERVICES WITH

 payfederate





A compensation management platform designed for professionals to efficiently **BUILD**, **MAINTAIN**, and **USE** compensation projects, including job descriptions, job architecture, salary ranges, and benchmarking.

For most organizations, partnering with a compensation consultant is more effective and cost-efficient than handling everything in-house.

This guide demonstrates how Payfederate empowers consultants to elevate their practice and deliver greater value to clients.



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SUMMARY OF PAYFEDERATE SUBSCRIPTION OPTIONS

Subscription Options	Details	Typical Scenario	Exclusive Consultant Pricing*
Instances for Project Based Consulting	For Consultant use only; read-only for Client to validate project. One Instance can be used on multiple Client projects within a given year. If a typical project takes 3 months then you could run 4 clients through 1 Instance.	Consultant accesses to BUILD new or overhaul existing pay structures.	Starting at \$4,800
Job Pricing Tool for Consultants	Survey management and storage. Unlimited job description creation. Unlimited AI job matching. Unlimited job pricing.	Specific job pricing for multiple clients.	\$5,000
Child Subscriptions for Ongoing Compensation Services	For both Consultant and Client use. Consultant owns the subscription and is the administrator. Consultant purchases Payfederate at a discount to bundle into their managed service fee.	Consultant BUILDS and extends services to MAINTAIN empowering Client to USE structures effectively.	Starting at \$4,800 per year (20% off list price for consultants)
Referral	For Client use. Client owns the subscription and is the administrator. Client can give access to the Consultant. Client purchases subscription at list price. Consultant receives a referral fee, credit or discount off Instances.	Client MAINTAINS and USES compensation data.	20% referral on 1st Annual subscription

*Pricing valid through 3/31/2026. Contact Payfederate for latest pricing.

FEATURES OF PAYFEDERATE

→	JOB CATALOG	Maintain job codes and descriptions
→	JOB DESCRIPTIONS	Use structured generative AI based on templates, known job architecture details, and user inputs to create consistent job descriptions
→	JOB MATCHER	AI matching of employer jobs to multiple survey jobs; create composite market targets based on multiple matches
→	JOB ARCHITECTURE	Create, view and modify job architecture with flexible career leveling and job function hierarchy
→	CREATE RANGES	Either manually or via different regression models, create range tables and edit midpoint differential and range spread to optimize fit
→	MARKET PRICING	Consolidated view of job description, market target with matched survey jobs, real-time job posting data, adjacent internal jobs to enable fine tune adjustments
→	RANGE MANAGER	Visualize placement of employees within salary ranges based on job architecture, location, grade, or career level; identify employees below or above range and possible new hire pay compression challenges; create budget scenarios for merit planning market adjustments
→	JOB POSTING	Leverage job catalog and AI to create job postings with appropriate pay range for export to ATS/recruiting software
→	NEW HIRE OFFERS	Import new hire candidates from ATS and share position in internal ranges and assess internal equity for offers and counteroffers
→	EMPLOYEE STATEMENTS	Provide employees and managers with a comprehensive view of total rewards in a visually compelling representation of base pay, STI, LTI and benefits
→	ANALYTICS	Explore scenarios and analyze structures for gender equity, geography differentials, compa ratio, range penetration
→	REPORTS	Generate 1-click reports for survey submissions, new survey comparisons, and custom reports defined by user

PAYFEDERATE VS SPREADSHEETS

Most compensation consultants create broad-based pay structures and benchmark salaries using complex spreadsheets. However, spreadsheets pose several challenges:



Limited scenario comparison

Adjusting job architecture, salary ranges, or benchmark data requires recalculating or duplicating spreadsheets.



Steep learning curve

Spreadsheets demand extensive training, complicating team collaboration.



Client intimidation

Clients often struggle with spreadsheets, requiring consultants to reformat data for validation.



PAYFEDERATE FOR CORE COMPENSATION SERVICES

Payfederate offers spreadsheet-like flexibility while enabling core activities in project delivery (**BUILD**). By leveraging AI, it streamlines tedious compensation tasks and enhances consulting practices in two key areas:



EFFICIENCY

- ▶ Job description cleanup using AI templates and quality checks.
- ▶ AI-based job matching for optimal market pricing.
- ▶ Job architecture tools for creating families, functions, and levels.
- ▶ Automated salary range creation and scenario planning.

ENHANCED CLIENT EXPERIENCE

- ▶ Clear analytics and collaborative tools for validation.
- ▶ Consultant-branded outputs for greater client confidence.

USING PAYFEDERATE TO EXPAND ONGOING SERVICES

While many compensation consultants focus solely on building new or overhauling existing pay structures, Payfederate enables them to extend their services to maintaining and empowering clients to use these structures effectively. This section outlines how to deliver ongoing **MAINTAIN** and **USE** services.

ELEMENTS OF ONGOING COMPENSATION SERVICES

With Payfederate, consultants can offer recurring revenue services, providing:

Delivery Type

Key Capabilities

Consultant-Driven: MAINTAIN

Updating survey benchmarks: Assess market changes, update job matches, and identify new pay ranges.

Job architecture refresh: Adjust architecture due to strategy shifts or market conditions.

Consultant-Driven or Client Self- Service: MAINTAIN/USE

Merit cycle scenarios: Provide optimal merit increases and market adjustments.

Creating a new job: Generate job descriptions and place jobs within the architecture.

Pricing a new job: Benchmark externally, evaluate internally, and set market targets.

Client Self- Service: USE

Employee communication: Employees access "My Pay" to view total rewards (base pay, STI, LTI, benefits).

Offer management: Recruiters and managers analyze new hire offers.

Job pricing reports: View market pricing and real-time job postings for insights.

Job architecture: Share career paths and levels to support talent development.

Reports and analytics: Track key metrics like gender equity, compa ratio, and range position with interactive analytics.

MARKETING EXAMPLE

The following is an example of how a Payfederate consulting customer could market a service offering based on the software. This is just an example – consultants can bundle many other services with Payfederate software, including executive comp, incentive plan design, and other services.

Payfederate is just an ingredient in a more comprehensive solution for consulting clients.



Amplify Your Impact with Our Always On Compensation Support Plan



However, as your business evolves, so will your compensation needs. New roles may emerge, market conditions may shift, and your compensation strategy may need to adapt. These gradual changes can affect your ability to drive business results if left unchecked.

That's why [Consultant] offers the Always On Compensation Support Plan—an annual subscription to ensure your compensation strategy stays aligned with your business goals.

In today's dynamic labor market, evaluating compensation just once every few years is no longer enough. After your initial project, you'll have clear job descriptions, a flexible job architecture, and competitive, fair salary ranges. This foundation will empower you to recruit, retain, and develop talent with confidence.



PLAN FEATURES

- **Salary Range Updates**
Annual benchmarking reviews to maintain competitiveness.
- **New Job Creation**
Up to 5 new job descriptions with market-aligned salary ranges.
- **Merit Cycle Guidance**
Recommendations for merit increases and market adjustments.
- **Key Indicator Reports**
Insights into equity, compa ratio, and market positioning.
- **On-Demand Consulting**
8 hours/month of expert advice on compensation strategies.
- **24/7 Access**
Use Payfederate to view job descriptions, pay ranges, and salaries anytime.



CONTACT US TODAY to improve the way you manage your most important resource—your talent—and ensure your compensation strategy drives long-term success.