
GUIDE TO COMPENSATION CONSULTING SERVICES WITH

 payfederate



INTRODUCTION



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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WAYS TO WORK WITH PAYFEDERATE

Engagement Option	Details	Typical Use	Modules
Reusable Instances	Consultant-owned reusable access for project work across multiple clients, with optional read-only client access for collaboration and validation.	Recurring project work across multiple clients	Job Pricing, Job Descriptions, Job Architecture
Ongoing Client Subscriptions	Dedicated client subscription managed by the consultant for ongoing compensation services, with full client access.	Ongoing managed services for a specific client	Job Pricing, Job Descriptions, Job Architecture, Offers & Statements
Project Module Access	Purchase only the module(s) needed for each client project, with access dedicated to that project.	Project-specific needs using selected modules	Job Pricing, Job Descriptions, and/or Job Architecture – selected per client project
Referral	Refer the client directly to Payfederate.	Client or prospect interest beyond the current consulting engagement	Based on the client's chosen subscription

Modules	What It Does	Platform Capabilities
JOB PRICING	Job Matching – AI-match jobs to multiple survey jobs, create composite market targets, and leverage managed survey, job posting, and adjacent internal job data. Pay Structure Design – Build salary ranges and pay structures manually or with regression models; analyze employee placement, compression, and merit or market adjustments. Job Catalog Management – Maintain job codes, titles, descriptions, and related job information in a centralized catalog.	Included with every module: Reports Generate one-click reports for survey submissions, survey comparisons, and user-defined reporting needs. Analytics Explore scenarios and analyze pay structures across gender equity, geographic differentials, comparisons, range penetration, and more. Practical AI Built-in AI that reduces manual work, improves consistency, and accelerates compensation workflows across the platform.
	AI-Assisted Creation – Create consistent job descriptions using generative AI, templates, architecture details, and user inputs. Harmonization & Leveling – Harmonize similar roles and align jobs to career stages and levels. Policies & Discrepancies – Apply organizational policies and identify inconsistencies across job descriptions.	Connected Workflows Job architecture, market pricing, job descriptions, and compensation workflows operate in one connected environment. Enterprise Security SOC 2 controls and security practices help protect organizational and employee data.
JOB ARCHITECTURE	Creation & Mapping – Build and modify job architecture and map jobs within flexible function and hierarchy structures. Approval Workflow – Manage architecture changes through structured review and approval. Career Stages & Leveling – Define career stages and levels to support consistent progression and career paths.	Role-Based Access Control Control access by user role so employees see only the data and functionality appropriate to them. Flexible Data Export Export tables, data, and visual outputs for use in presentations, analysis, and downstream workflows.
OFFERS & STATEMENTS	Included at no additional cost with full Payfederate subscriptions. Supports offer modeling, total rewards statements, employee letters, internal equity review, and visibility into base pay, STI, LTI, and benefits.	

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



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.

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.



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.