

Pay-Scale Equity Policy

Effective January 1, 2017

Bassetti Architects is committed to pay scale equity across all job levels and pay-scale gradients for employees. Pay scale equity addresses salary, wage, and benefits discrepancies within the organization. The goal of this pay scale equity program is to attract and retain high-performing individuals by paying them a fair wage, and to place value in what individuals do at every level of the organization. In accordance with Bassetti Architects' Non-Discrimination Policy, the firm applies its pay scale equity program equally to all employees without regard to any legally-protected characteristics.

Bassetti Architects recognizes that there are real and merited differences in employee compensation scales within the organization's pay scale equity program, but sets a maximum limit on the potential difference in this compensation at 1:10. In this ratio 1 represents the compensation of the lowest-paid full-time employee and 10 represents the compensation of the highest-paid employee or shareholder.