

EQUITY | PAY SCALE EQUITY

Pay Scale Equity Policy (3.01.01)

Hennebery Eddy Architects is committed to providing not just a living wage to our employees, but a competitive compensation and benefit package.

We value high-quality work from our employees and are committed to compensating them for their efforts and results. It is our intent to provide a competitive compensation package that will attract, retain, and motivate employees across all job classifications and pay-scale gradients, but is equitable for all. Compensation scale equity addresses salary, wage, and benefits value equivalents. We recognize that there are real and merited differences in employee compensation, but our goal is to put a realistic and equitable maximum limit on these differences.

Pay for new employees is established based on the pay level of current employees in the same or similar positions and on the experience and skills of the new employee. It is our intent that these policies and pay practices be administered consistently throughout the firm.