



LEADER ASSESSMENT
& DEVELOPMENT



HIRING & PROMOTION



LITIGATION SUPPORT
& RISK REDUCTION



TALENT MANAGEMENT



ABOUT APTMetrics



Pay Equity

In 2016, California, Maryland, Massachusetts, Delaware, and Nebraska passed fair pay legislation. And at the federal level, both the EEOC and OFCCP have identified pay equity as among their top enforcement priorities. Fair pay means that employees who perform substantially similar work (not always within the same job title) receive the same level of compensation.

Fair pay legislation dictates that jobs which are similar in skill, effort, responsibility, and working conditions should be combined for pay comparison. The most defensible and effective basis for grouping jobs is through a formal job analysis which gathers quantitative data to determine which jobs are “substantially similar” enough to warrant combination.

We use a rigorous job analysis approach, conduct detailed assessments of the overlap in skill, effort, responsibility and working conditions to create job groups, design statistical analyses to model your organization’s pay policies and perform the legally defensible quantitative analysis of pay differences to be addressed. Not only can this work be used for pay equity, the job analysis information will be used to align HR practices ranging from performance management to employee selection to learning and development.

In response to the recent increase in new pay equity legislation, the labor and employment law firm [Fisher Phillips LLP](#) has developed an interactive map. The map allows visitors to explore the pay equity laws by simply clicking on each state on the map.

Click [here](#) to learn about the current pay equity laws in the states and major cities across the country.

Guarding Against Wage and Hour Litigation

Wage and Hour Claims: Limiting Your Risk Through Job Analysis