

COMPENSATION MANAGEMENT TECHNOLOGY

Helping
you describe,
evaluate, and
pay for work.



35+ years of compensation power, packed into one mighty solution.



CompBldr® is a comprehensive, multi-module Compensation Management Software that makes your job easier with tools that automate essential functions.

JobBldr™

Easily create, manage, and store job descriptions, collaborate with stakeholders, and manage workflow, regardless of how many job descriptions you have.

GradeBldr™

Make pay decisions with confidence using an objective, factor-based job valuing system that makes your compensation structure fair, transparent, defensible, and competitive.

MktBldr™

Gain competitive market pay insight with comparative analysis and benchmarking, multi-factor pay variants, and trend analysis.



JER HR Group is a leading compensation consulting firm that helps you build equitable compensation plans that attract and retain talented individuals.

Executive Compensation

Total rewards strategy, incentive compensation, benefits strategy, retirement programs, deferred compensation, and compliance analysis.

Staff Compensation

Compensation and compliance reviews, job analysis and evaluation, pay structures, administration, and communication strategy.

Sales Compensation

Sales compensation design, sales team compensation, compliance.

Compensation Plan Design

Compensation Plan development, pay equity, communication strategy.

Custom Compensation Surveys

Strategy, development, execution, analysis.

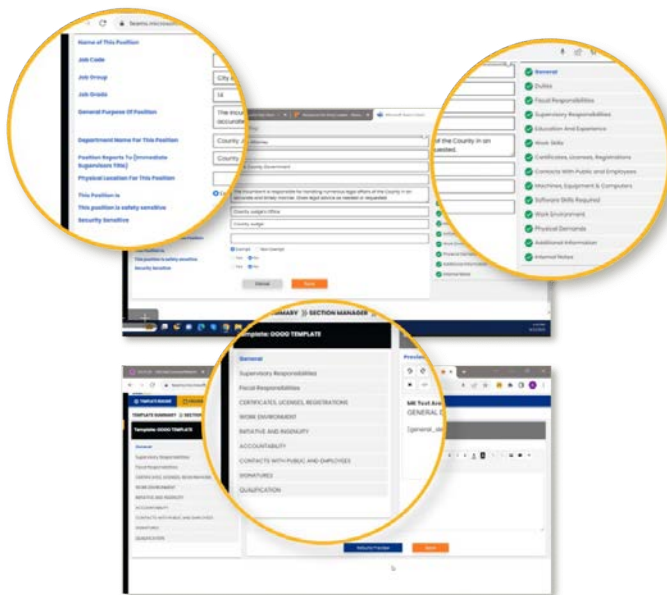
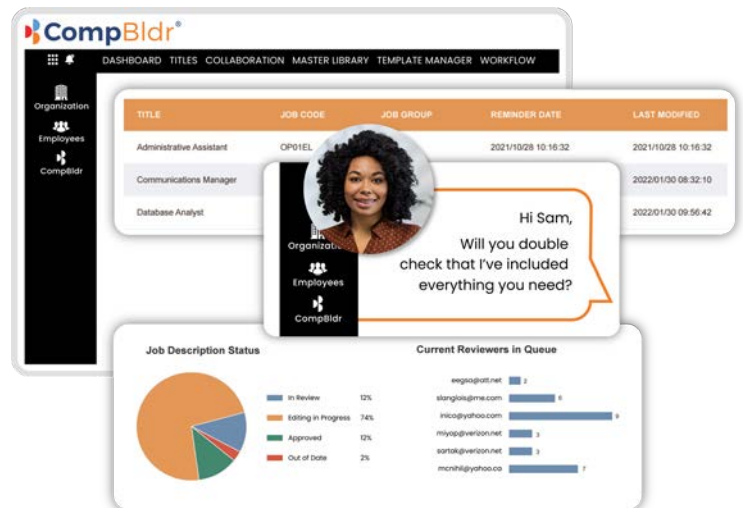
Potential starts [here.](#)

JobBldr™

JobBldr™ helps you create great Job Descriptions that underpin fair, transparent compensation structures that evaluate and reward competency, not personality.

Job Descriptions made easy.

- **Create Job Descriptions in Minutes**
Consistently create Job Descriptions with easy-to-use tools aligned with best practices.
- **Ready to Go, Right Now**
Access 11,000+ predefined Job Description templates in the online library.
- **Collaborate with Others**
Work with multiple collaborators to get feedback and buy-in on Job Descriptions using a built-in collaboration management process.
- **Unlimited Versioning**
Create as many versions of a Job Description as you want.
- **Side by Side Views**
Use side by side views to analyze comparable jobs and competencies to quickly identify disparities.



Your Job Description, Your Template.

Job descriptions provide a concise and complete description of key responsibilities. It need not be a comprehensive list of every single duty, but should clearly identify key requirements, responsibilities, and the expected outcomes that establish expectations for performance. JobBldr's comprehensive content library allows you to select, drag and drop sections into your template as needed.

Integrates into
HR, Compensation
Planning & Risk
Management

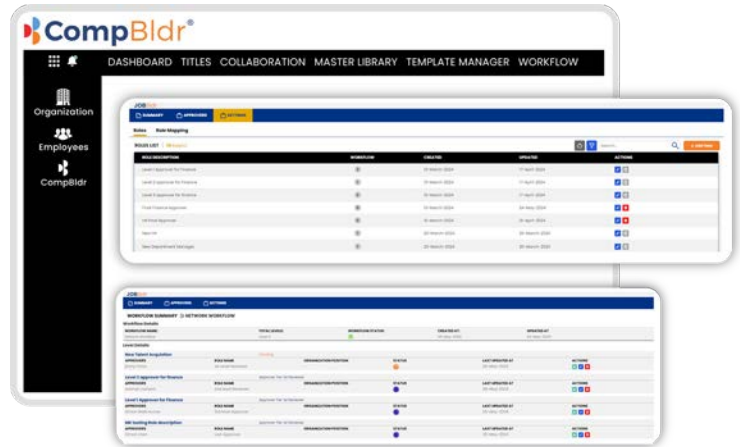
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JobBldr™ Workflow Management

Whether it is a first time overhaul or an update cycle, JobBldr's Workflow Management System makes the process easy to manage, no matter how many Job Descriptions your organization has.

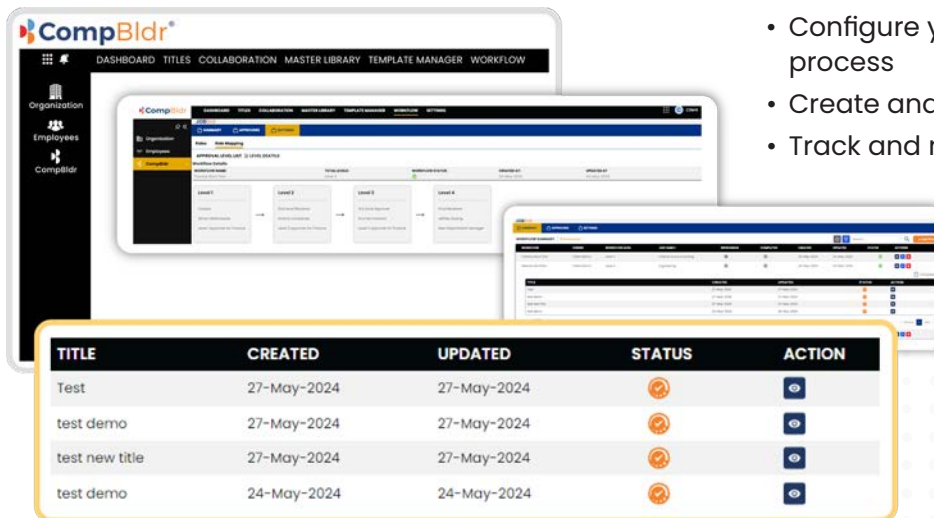
Workflow Management

- Identify, organize and coordinate tasks
- Map and optimize workflows
- Communicate and collaborate with team members
- Integrate change requests and model impact on deliverables
- Assign role based participants
- Monitor responsibilities and compliance
- Help Board provides support & recommendations to improve automated processes



Manage workflow and change management

- Automate processes, eliminate repetition & reduce errors
- Configure your workflow and communication process
- Create and assign up to 4 levels of approval
- Track and manage work in progress in real time



TITLE	CREATED	UPDATED	STATUS	ACTION
Test	27-May-2024	27-May-2024	🟡	👁️
test demo	27-May-2024	27-May-2024	🟡	👁️
test new title	27-May-2024	27-May-2024	🟡	👁️
test demo	24-May-2024	24-May-2024	🟡	👁️

GradeBldr™

GradeBldr™ is a sophisticated, objective job valuing system to rate positions within your organization. It is based on the Job Evaluation and Salary Administration Program (JESAP®), a proprietary program that utilizes internal job valuing and pay comparisons to develop and maintain pay programs that provide equitable compensation and decision-making based on the employee's position and contribution to organizational objectives.

Insights without the heavy lifting.

- 15 factor JESAP® analysis for job valuation and internal equity
- Job valuation reports to create appropriate grade levels and bands
- Pay ranges & pay grades by position, pay vs. pay grade ranges, pay grade by job value, and more
- Track pay policy ranges vs. actual trend lines
- 360° view of job descriptions, factors, hierarchies, bands, ranges
- Create compensation plans and model financial impact



Example of Job Valuing Summary

Position Title/Classification	Factor	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Value
Sheriff Chief Deputy	13	12	5	9	7	8	9	10	6	12	6	6	6	6	3	5	2402
Road Dept Superintendent	12	10	4	9	7	8	9	8	7	12	7	6	6	6	6	5	2203
County Judge - Controller	11	10	6	9	8	8	2	10	7	12	5	7	6	3	2	2044	
Sheriff - Lieutenant Detention	11	10	5	8	7	8	7	6	6	11	6	6	6	6	8	5	2014
OEM911 Director	11	8	6	8	7	8	6	7	7	12	7	7	6	7	5	2011	
Sheriff - Lieutenant Administrative	11	10	5	8	7	7	8	10	6	19	5	6	6	2	1	1922	
County Judge Administrator/HR Director	11	8	5	8	7	8	8	6	6	11	7	7	6	3	2	1910	
Road Dept Assistant Superintendent	10	9	4	8	7	7	9	7	5	11	6	6	6	6	6	5	1870
Sheriff - Lieutenant - CID	12	11	5	8	7	7	5	5	10	7	6	6	7	5	5	1868	
Sheriff - Lieutenant - patrol	12	11	5	8	6	7	5	5	10	7	6	6	7	5	5	1868	
Sheriff - Lieutenant - Special Projects	12	11	5	8	7	7	2	4	6	10	6	6	6	3	5	1701	
Building Maintenance Superintendent	10	8	4	8	6	8	5	9	5	10	6	6	6	5	2	1657	
County Clerk Finance Administrative Manager	9	8	4	8	7	8	4	6	6	11	6	6	6	3	3	1667	

Job Valuation and Pay Bands.

The automated scoring process saves countless hours. The step-by-step process is easy to use, integrates collaborators as desired, and provides comparative views and analysis to easily identify disparities.

Compensation Experts are available for consultation.

Job Value Score & Pay Grade

Position Title	No. Employees	Job Value	Job Value Range	Mid-Point Pay Range	Pay Grade
Director	1	2149	2101-2200	2150	9
Operations Manager	1	1479	1401-1500	1450	7
HR Manager	1	1157	1101-1200	1150	7
Systems Administrator	1	968	901-1000	950	6
Marketing Coordinator	1	690	651-700	675	5

Potential starts here.

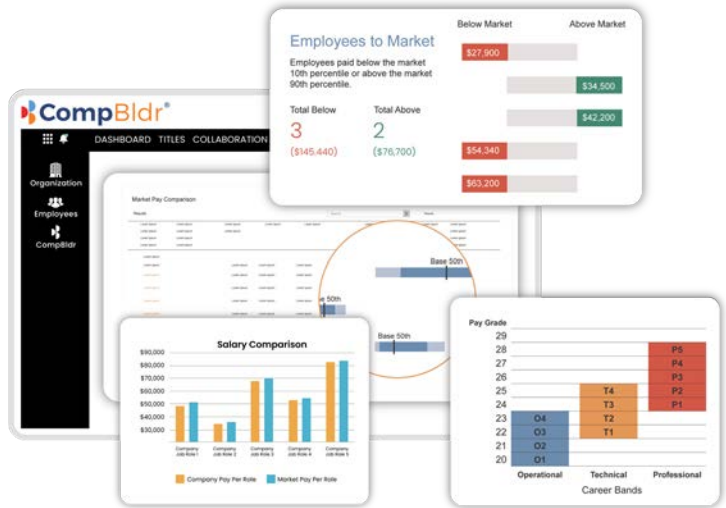
MktBldr™

MktBldr™ uses insights from market surveys, proprietary data, and industry reports to run market pay comparisons so you can make informed decisions during compensation planning.

Tap the Pros
Our brand family includes compensation, regulatory, and HR experts to assist with projects and compensation strategy.

Improve acquisition & retention with competitive market insights.

- Total rewards research by compensation structure, job title, industry, size & more
- Conduct comparative analysis & benchmarking
- Run market pay comparisons with job matching
- Multiple factor variant segmentation & analysis
- Integrate results from customized surveys
- Market price jobs using proprietary data models to integrate historical data and understand trends
- Survey experts with 35 years of experience are available to develop & execute surveys as needed



Position Title (Classification)	Job Code	Percent Pay Rate	Pay Rate	Comparison 1 Dollar Variance	Percent Variance	Comparison 2 Dollar Variance	Percent Variance	Comparison 3 Dollar Variance	Percent Variance	Pay Rate	Comparison 4 Dollar Variance	Percent Variance
Chief Operating Officer/COO	2008	\$193,762	\$193,711	(\$5,051)	-2.61%	\$175,184	(\$18,578)	\$211,655	\$17,893	\$211,628	\$17,866	-10.3%
Chief Financial Officer	2506	\$168,890	\$163,727	(\$5,163)	-3.06%	\$184,454	\$15,564	\$184,234	\$15,344	\$184,234	\$15,344	-9.1%
General Counsel/Director of Compliance	2336	\$181,118	\$214,838	(\$33,719)	-18.67%	\$205,807	(\$24,689)	\$185,000	(\$26,118)	\$185,000	(\$26,118)	-14.1%
Chief Information Officer	2319	\$125,000	\$130,815	(\$5,815)	-4.64%	\$132,720	(\$7,720)	\$118,061	\$16,939	\$138,750	(\$13,750)	-9.9%
Director of Construction	2247	\$144,987	\$134,841	\$10,146	7.00%	\$143,760	\$2,227	\$143,318	\$662	\$143,318	\$662	0.5%
Director of Information Technology	1722	\$84,984	\$113,871	(\$28,887)	-34.09%	\$113,869	(\$2)	\$95,241	\$18,628	\$113,869	(\$28,628)	-25.2%
Director of Airport Operations & Maintenance	1342	\$86,874	\$129,481	(\$42,607)	-33.09%	\$128,844	(\$63,970)	\$118,802	\$110,682	\$118,802	(\$110,682)	-93.2%
Controller	1338	\$113,458	\$137,388	(\$23,930)	-17.42%	\$128,188	(\$14,730)	\$115,778	(\$12,410)	\$115,778	(\$12,410)	-10.7%
Director of Accounting	1295	\$91,357	\$103,718	(\$12,361)	-13.53%	\$102,407	(\$10,050)	\$105,251	(\$2,844)	\$105,251	(\$2,844)	-2.7%
Director of Councils	1285	\$108,126	\$102,889	\$5,237	4.83%	\$98,749	\$9,377	\$108,188	(\$9,302)	\$108,188	(\$9,302)	-8.6%
Police Chief/ASAC	1231	\$87,704	\$102,213	(\$14,509)	-16.54%	\$102,708	(\$15,004)	\$114,413	(\$16,705)	\$108,344	(\$16,069)	-14.8%
Operations Manager	1055	\$62,871										
Fire Chief	976	\$85,321	\$101,388	(\$16,067)	-18.11%	\$101,388	(\$16,067)	\$108,882	(\$7,494)	\$101,327	(\$7,561)	-7.4%
Construction Project Coordinator	960	\$78,491	\$84,246	(\$5,755)	-7.33%	\$79,969	(\$1,478)	\$80,729	(\$2,238)	\$81,484	(\$3,000)	-3.7%
Police Captain/Assistant ASAC	900	\$72,840	\$80,379	(\$7,539)	-10.35%	\$80,341	(\$2,539)	\$80,445	(\$1,105)	\$80,758	(\$2,318)	-2.9%
Maintenance Manager	868	\$70,000										
Systems Support Specialist	839	\$68,220	\$68,889	(\$669)	-0.91%	\$68,884	(\$664)	\$71,805	(\$3,925)	\$68,755	(\$1,050)	-1.5%
Staff Accountant	816	\$66,887	\$66,020	\$867	1.29%	\$67,371	(\$544)	\$61,838	(\$5,533)	\$66,781	(\$6,964)	-10.4%
Police Sergeant	812	\$65,730	\$70,825	(\$5,095)	-7.75%	\$70,825	(\$5,095)	\$72,401	(\$1,576)	\$72,401	(\$1,576)	-2.2%
Fire Captain/Public Safety Officer	799	\$62,024	\$74,441	(\$12,417)	-20.02%	\$74,344	(\$1,917)	\$68,791	(\$5,553)	\$68,758	(\$3,964)	-5.8%
Public Affairs Manager	795	\$54,880	\$53,453	\$1,427	2.60%	\$54,358	\$522	\$58,208	(\$3,350)	\$57,824	(\$2,624)	-4.5%
Senior Executive Assistant & Board Liaison	771	\$61,458	\$67,385	(\$5,927)	-9.64%	\$68,138	(\$6,680)	\$76,827	(\$16,689)	\$68,888	(\$7,430)	-10.8%
Master Airport Maintenance Mechanic	765	\$63,045	\$68,884	(\$5,839)	-9.26%	\$63,827	(\$882)	\$61,085	\$2,742	\$63,328	(\$3,283)	-5.2%
Master Airport Electrician	760	\$67,368	\$64,889	\$2,479	3.67%	\$67,483	(\$114)	\$61,685	(\$5,798)	\$63,800	(\$2,115)	-3.3%

Taking the lead with Custom Surveys.

Custom salary surveys are an excellent tool to help you understand the relationship of one job to another, your competitiveness in the market, and how to protect your investment.

Expert Survey Implementation.

Experienced Custom Survey Consultants are available to help you define objectives, design content and format, identify participants, build and execute a communication plan, review findings, and present final reports.



10 Reasons to Choose Trainery One™ for Your Business

1

Depth and Breadth of Solutions

Trainery provides a comprehensive suite of solutions for the LEARNING and HCM needs of business. Learning solutions include a Learning Management System, Training Management System, Coaching Management System, a streaming platform and content library. HCM solutions include Compensation Management, Job Description Development, Performance Management, and a HR Policy/Document Management application.

2

Intuitive User Experience

Trainery's User-Centric Solutions are built for real-world use and high user adaptability to improve your workday and ROI. No previous IT experience required!

3

Works for Organizations of All Sizes

Whether you have 10 or 10,000 employees, any business can benefit from streamlining and automating processes. Proven onboarding processes get you up and running quickly.

4

Flexibility to Add Solutions As Needed

TraineryLEARNING and **TraineryHCM** platforms are modular, allowing you to mix and match the solutions you need to build a high-performing, people oriented organization. Add any product solution whenever you want to grow impact and streamline processes.

5

Integration Friendly

Trainery solutions feature API integrations with HRIS/HRMS systems, calendar, email, and most third party applications.

6

Transparent Pricing

Pricing is based per User, solution, and number of modules selected. You can bundle Content with **TraineryLMS®** or **Streamery** for extra savings. Pricing adjusts to your needs.

7

Depth and Breadth of Solutions

Trainery provides an integrated suite of seven solutions for the LEARNING and HCM needs of business.

8

AI Integration

Trainery integrates smart AI to improve speed and efficiency for users. Artificial Intelligence (AI) is incorporated into data management and other features, including search, task and workflow management.

9

Customization Capabilities

Trainery solutions include built-in configuration options. Customized programming to meet unique business needs is available.

10

Consultant Support

Our brand family includes HR, compensation, learning and development, content, and compliance specialists from **JER HR Group**. Consultants are available to lead or collaborate on compensation and HR initiatives.

Call
800.397.5215
to find a talent
management
solution that fits
your needs.

Potential starts here.



Helping you bridge the gap between people, work, and pay.



COMPREHENSIVE COMPENSATION SOLUTIONS

JER HR Group helps your organization build a fair and equitable rewards plan that attracts and retains talented individuals. We help you define a compensation philosophy and strategy, evaluate market competitiveness, and create tailored plans that fit your workplace culture. From insights to tools, we go further.

EXECUTIVE COMPENSATION

Total rewards strategy, cash & incentive compensation, benefits strategy, retirement programs, and deferred compensation design.

STAFF COMPENSATION

Compensation reviews, job descriptions, job classification, position analysis/comparable worth, pay structure & ranges, market pricing, salary administration procedures, and staff communication plan.

SALES COMPENSATION

Defining sales comp plans, impact of incentive mix, leverage, performance measures, sales team role identification/comp plan, relationship between plan design & behavior, modeling, legal consideration, and communication plan.

COMPENSATION PLAN DESIGN

Alignment of compensation philosophy & strategy with culture & values, plan structure, design & development; pay grade & salary range matrix, competency model, pay equity analysis, career path model, and regulatory compliance review.

CUSTOM COMPENSATION SURVEYS

Objectives & content strategy, survey design, participant identification & engagement, field execution, data analysis, market to internal analysis, report & presentation of analysis, findings & recommendations.

NONPROFIT PLANS

Executive compensation plans, nonprofit board compensation governance, intermediate sanctions reviews, and communication plans. Specialized, experienced nonprofit compensation experts.



40+
CONSULTANTS

20+
YEARS AVG. PER
CONSULTANT

1,000+
COMPENSATION
CLIENTS

Potential starts here.





7

SOLUTIONS

50K+

USERS

300+

CLIENTS

5K+

COURSES

Trainery™ Features | SaaS Technology

Benefits

- ✓ A la carte modules
- ✓ Transparent pricing
- ✓ Scalable to your needs
- ✓ No IT infrastructure required
- ✓ Continuous feature development
- ✓ Integration friendly
- ✓ SSO ready
- ✓ Secure cloud storage
- ✓ Works on desktop, laptop, tablet and smartphone
- ✓ 24/7 accessibility
- ✓ Dedicated customer service from our team of experts

Outstanding Customer Service Satisfaction Rating

With every Trainery solution, you can expect:

- A smooth onboarding process
- Knowledgeable customer support
- Training on new feature rollouts
- Ongoing education with demos, videos, webinars, articles, case studies, and more
- **Expert Compensation Consultants available from within our brand family.** JER HR Group has been providing national compensation consultation for over 35 years and is recognized as a leading authority in the industry.

Call 800.397.5215 to find a talent management solution that fits your needs.

Potential starts **here.**