

## Proposed Template for Compensation Ladders

Current Title	Level	Proposed Titles, if any	Compensable Factors				
			Years in Job/ Satisfactory Perf (not compens- able)				
			4R				
			3R				
			2R				
			1R				

R = required

O = optional

Each position contains levels and compensable factors. While each factor is independently compensable, all required factors within each level must be achieved before compensation will be awarded. Optional factors are compensable but are not required for movement to the next level.