

# Project Timeline for Staff Compensation Study

	2017/2018							
Phase	Dec	Jan	Feb	Mar	Apr	May	June	July
<b>Phase I:</b> Conduct Market Study								
<b>Phase II:</b> Formalize Compensation Philosophy								
<b>Phase III:</b> Develop Salary Structure and Job Evaluation System								
<b>Phase IV:</b> Develop Pay Guidelines								
<b>Phase V:</b> Plan for Implementation								
<b>Phase VI:</b> Assist with Implementation								