

## CAPABILITY STATEMENT

### ABOUT US

A niche firm, HRCC has been offering compensation consulting to local governments, state agencies, non-profits and companies in a variety of industries for over 15 years. Principal, [Katie Miller Busch](#), GRP®, SHRM-SCP provides clients with over 25 years of compensation expertise. HRCC specializes in market and internal analysis, pay plan and job framework design, and tailored to client needs, objectives, and organizational philosophy. HRCC has a professional team of data analysts, writers, and compensation consultants.

### OUR DIFFERENTIATORS

HRCC is an agile, data driven, detail-oriented firm. We are mindful of our clients' core capabilities, purpose, and values. Our work is precise, informed, and our client approach is one of consultative partnership.

#### OUR CLIENTS

Local governments across the country  
Non-profits  
Private sector companies in various industries

#### CODES

80101511 HR Consulting Service  
CAGE CODE 8SDU7  
D-U-N-S 829769392  
NAICS CODES  
541612 HR Consulting Services  
541618 Other Management Consulting Services  
541990 All Other Professional, Scientific, and Technical Services



Global Remuneration  
Professional | GRP®



### CORE COMPETENCIES

#### SALARY SURVEYS

HRCC market prices jobs based on clients' recruitment & retention challenges, by industry and location so clients can:  
move toward or confirm a competitive market position for their pay ranges  
assess and address pay compression  
budget and plan for labor expenses

#### INTERNAL JOB ALIGNMENT

HRCC develops classification plans and job frameworks so clients can:  
establish internal relationships between positions  
identify career paths within job families  
create consistent and compliant job descriptions

#### PAY ADMINISTRATION

HRCC reviews pay and creates plans so clients can:  
administer pay fairly and consistently  
identify and correct inequities  
provide managers with good pay guidance using performance management software

#### DATA CONFIDENTIALITY & SECURITY

HRCC has 24/7 IT support so clients can feel confident that their data is secure

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