

Creating a Compensation Philosophy

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Company Overview

ClearPath Digital Solutions LLC will be a new technology service company in Austin, Texas. It will design accessible websites, maintain cybersecurity systems, and provide technical support for small businesses, nonprofit organizations, and community health clinics in Central Texas. ClearPath will open with 30 employees. Ten positions will be exempt: the chief executive officer, four functional managers, and five software developers. Twenty positions will be nonexempt: web and quality-assurance technicians, customer-support specialists, inside sales representatives, and administrative assistants. Exemption decisions will be based on actual job duties and wage-and-hour law, not titles.

Salary Decision Factors

ClearPath will base salary decisions on job responsibilities, local market data, education, relevant experience, certifications, specialized skills, and expected contribution. Internal equity will be reviewed so employees performing comparable work receive comparable pay. Performance will influence movement within a salary range, but it will not justify inconsistent starting salaries. The human resources manager will document exceptions and complete an annual pay-equity review. Budget limits and long-term payroll sustainability will also be considered because compensation promises must remain affordable during slower business periods.

Market Position and Incentive Pay

ClearPath will target base pay near the 60th percentile of the Austin technology market. This is above the industry average but below the top quartile, balancing recruitment needs with a start-up budget. The U.S. Bureau of Labor Statistics reported Austin-area mean hourly wages of

\$56.16 for computer and mathematical occupations, \$67.01 for software developers, and \$29.47 for computer user support specialists (U.S. Bureau of Labor Statistics [BLS], 2025). ClearPath will use these figures as benchmarks while adjusting for job scope, experience, scarce skills, and internal equity.

Top performers will receive annual incentive opportunities of up to 8 percent of base pay for exempt employees and 5 percent for eligible nonexempt employees. Awards will combine company, team, and individual results, including client retention, service quality, project delivery, security compliance, and customer satisfaction. Incentives will reward achievement without replacing fair base pay or encouraging employees to sacrifice teamwork and quality.

Benefits Strategy and Local Competition

ClearPath will provide above-market benefits to strengthen retention while base pay remains below the top quartile. The package will include medical, dental, and vision coverage; a 401(k) plan with a 4 percent employer match; paid vacation, sick leave, holidays, and parental leave; hybrid-work options; and professional-development support. The company will pay most of the employee-only health premium and review costs annually. This package supports health, financial security, work-life balance, and employee growth.

Austin employers strongly affect these principles. Apple, Dell Technologies, Samsung, Tesla, Google, IBM, and Oracle compete for similar technology and support workers (Opportunity Austin, 2026). ClearPath may not match every large-company salary, so it will compete through transparent pay ranges, flexible work, meaningful local projects, direct access to leaders, and clear development opportunities. The company will review market data, employee feedback, pay equity, and benefit costs each year to keep the compensation program competitive, ethical, and financially sustainable.

References

Opportunity Austin. (2026). *Major employers*. <https://opportunityaustin.com/state-of-the-atx-economy/major-employers/>

U.S. Bureau of Labor Statistics. (2025, June 17). *Occupational employment and wages in Austin-Round Rock-San Marcos—May 2024*. https://www.bls.gov/regions/southwest/news-release/occupationalemploymentandwages_austin.htm