



2017 Colgate Palmolive Geographic Differentials Survey
Printable PDF Copy of Survey Questions – Please Complete Survey Online

July 6, 2017

Contact & Organization

Please enter your contact and organization information below.

First Name

Last Name

Organization Name

Job Title

Email Address

Phone Number

Revenue Category

A. \$30 Billion and Above

B. \$15-30 Billion

C. \$10-15 Billion

D. \$5-10 Billion

E. \$3-5 Billion

F. \$1-3 Billion

G. Less than \$1 Billion

Company Type

☐ Public ☐ Private ☐ Other

Demographics

1. How many US based employees do you have?

- ☐ Less than 1,000
 - ☐ 1,000-1,999
 - ☐ 2,000-4,999
 - ☐ 5,000 – 9,999
 - ☐ 10,000 – 24,999
 - ☐ 25,000 or more
-

2. How many US field based employees (working out of their homes) do you have?

- ☐ Less than 100
 - ☐ 100 – 499
 - ☐ 500 – 999
 - ☐ 1,000-4,999
 - ☐ 5,000 or more
-

3. How many office locations do you have in the US?

- ☐ Less than 5
 - ☐ 5-10
 - ☐ 10-24
 - ☐ 25 or more
-

4. Where are your US office locations? Check all that apply.

- ☐ New York Metropolitan Area
- ☐ Northeast
- ☐ Southeast
- ☐ Midwest
- ☐ Northwest
- ☐ Southwest
- ☐ Other - Write In

5. Where are your US field based employees located? Check all that apply.

- ☐ New York Metropolitan Area
- ☐ Northeast
- ☐ Southeast
- ☐ Midwest
- ☐ Northwest
- ☐ Southwest
- ☐ Other - Write In

Salary Structure

6. Do you have a US salary structure approach to compensation or do you Market Price your jobs? *

- ☐ No - We do not use salary structures
- ☐ US Salary structure only
- ☐ Market price and salary structure
- ☐ Market price only
- ☐ Other please explain

Salary Structure

7. If you have a US salary structure for your non-exempt population, do you have more than one structure?

- ☐ No
- ☐ Yes - please enter number of salary structures

8. If you have a US salary structure for your exempt population, do you have more than one structure?

- ☐ No
- ☐ Yes - please enter number of salary structures

9. Which surveys do you use to build your top five salary structures. Select all that apply.

Please comment below on other surveys used and salary structures to which they apply.

	Salary Structure #1	Salary Structure #2	Salary Structure #3	Salary Structure #4	Salary Structure #5
SIRS US ALL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SIRS ConCom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Willis Towers Watson General Industry Survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Korn Ferry Hay FMCG Survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
AON TCM Survey	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empsight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other - Please Indicate Below	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

Geographic Differentials

10. Do you use geographic differentials for the following employee populations? *

	Yes	No
Non-Exempt (Eligible for Overtime)	<input type="radio"/>	<input type="radio"/>
Exempt (Professional Level)	<input type="radio"/>	<input type="radio"/>
Exempt (Management Level)	<input type="radio"/>	<input type="radio"/>
Exempt (Executive Level)	<input type="radio"/>	<input type="radio"/>

Geographic Differentials

11. How do you define who is subject to geographic differentials? (check all that apply)

- ☐ Exempt or non-Exempt status
- ☐ Location
- ☐ Pay level
- ☐ Time in location
- ☐ Other - please enter

12. Which location do you consider your US “home base” for geographic differential purposes? Enter location to which all other locations are compared to from a cost of labor perspective.

13. How many of your US locations are affected by the geographic differentials, e.g. premium or a discount?

- ☐ Less than 3
- ☐ 3-5
- ☐ 6-10
- ☐ 11-24
- ☐ 25 or more

14. What % of your US based population has geographic differential applied to their pay?

- ☐ 0%
- ☐ 1-10%
- ☐ 11-24%
- ☐ 25-49%
- ☐ 50-74%
- ☐ 75-100%

15. How high is the greatest premium you pay for geographic differentials? (% greater than your home base)

- ☐ Less than 5%
- ☐ 5%-9%
- ☐ 10-14%
- ☐ 15-19%
- ☐ 20-25%
- ☐ Greater than 25%

16. Which locations receive your greatest premium? Enter all locations that apply

17. What percent of your US based population receives that premium?

- ☐ 0%
 - ☐ 1-10%
 - ☐ 11-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-100%
-

18. How low is your largest discount you pay for geographic differentials? (% lower than your home base)

- ☐ Less than 5%
 - ☐ 5%-9%
 - ☐ 10-14%
 - ☐ 15-19%
 - ☐ 20-25%
 - ☐ Greater than 25%
-

19. Which locations receive your greatest discount? Enter all locations that apply

20. What percent of your US based population receives that discount?

- ☐ 0%
 - ☐ 1-10%
 - ☐ 11-24%
 - ☐ 25-49%
 - ☐ 50-74%
 - ☐ 75-100%
-

Administration/Other

21. How do you administer Geographic differentials, choose all that apply?

- ☐ Provide a transition allowance
- ☐ Use higher promotion guidelines to increase pay in premium locations
- ☐ Other - please describe

22. Please describe how the base salary for an employee is impacted by a move from a low to a high geo differential location?

23. Please describe how the base salary for an employee is impacted by a move from a high to a low geo differential location? Is the higher pay grandfathered or is salary reduced? Please provide details.

24. How do you apply geographic differentials to your field based employees, those who work from home? What do you use to define their location?

- ☐ Same address as office location employees
- ☐ Do not apply geo differentials
- ☐ Apply different approach, please describe

25. Do you have any exceptions to your geographic differential policy? E.g. time period before geo diff applies, specific locations or job types excluded, Employee group that is excluded, etc. If yes, please provide description below.

- ☐ Yes
- ☐ No

Comments

Cost of Living Allowance (COLA)

26. Do you use COLAs? If so, how do you administer the COLAs? If yes, please provide description below.

☐ Yes

☐ No

Comments

27. If you are not using geographic differentials, did you use them and moved away from that practice? If yes, please provide description below.

☐ Yes

☐ No

Comments

28. If you are not using geographic differentials, are you considering using them in 2018? If yes, please provide description below.

☐ Yes

☐ No

Comments
