Suhas Bhairav

AI Salary Benchmarking Market Price Guide

Practical AI workflow to build competitive local pay scales.

Turn disparate market and cost data into defendable, AI-assisted pay ranges with clear ownership.

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What to Automate and What to Review

This page defines which data processes are automated and which require human oversight. It also lists required data sources, tools, and governance considerations.

Key move **Assign a weekly data-ownership owner and deadline.**

PRACTICAL CHECKLIST

01	Ingest external data sources for regional COL, salary reports, and industry trends on a weekly cadence.
02	Normalize currencies and cost-of-living indices to a common baseline.
03	Map roles to standardized job families and internal ladders.
04	Compute proposed local pay bands using market proximity and company policy.
05	Run scenario analyses for inflation changes, hiring velocity, and openings.
06	Flag data anomalies and data quality issues for human review.
07	Generate dashboards and exportable reports for policy owners.

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Data Governance, Approvals, and Guardrails

This page details governance for data sources, model decisions, and pay-band approvals. It also defines metrics to monitor performance and fairness.

Key move **Maintain versioned models and source logs for audits.**

PRACTICAL CHECKLIST

01 Limit data access to roles that require it; minimize PII exposure.

02 Define pay policy owner and cross-functional approvals for band changes.

03 Document data sources, formulas, and model decisions for auditability.

04 Guardrail ranges: min/max bands tied to policy anchors.

05 Quality checks: outlier detection, currency conversion validation, and recency.

06 Ownership: HR Ops data steward with bi-weekly review meetings.

07 Measure impact: forecast accuracy, variance vs market, and pay outcomes.

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Weekly Adoption Roadmap

This page translates the plan into a practical weekly cadence. It focuses on repeatable steps with measurable milestones.

Key move **Document decisions and own the weekly check-ins.**

PRACTICAL CHECKLIST

01	Week 1: Define scope, data sources, privacy constraints, and owners.
02	Week 2: Build ingestion pipelines and standardize job mappings.
03	Week 3: Generate baseline market bands and document formulas.
04	Week 4: Add region/industry adjustments and guardrails testing.
05	Week 5: Create scenario templates and approval workflows.
06	Week 6: Run pilot in one region; collect feedback.
07	Week 7-8: Roll out to additional regions and set review cadence.

ABOUT THE CREATOR

Suhas Bhairav

I build AI systems that combine distributed architecture, retrieval, knowledge graphs, security, and practical workflow design. My focus is AI that can be used repeatedly by real teams: understandable, reliable, and grounded in the work people already do.

EXPERTISE

- Principal systems architecture and applied AI engineering
- Production-grade AI systems, agentic workflows, RAG, and knowledge graphs
- Full-stack workflow applications across AWS, Google Cloud, Azure, on-premise, and hybrid environments
- Practical AI implementation patterns for automotive, manufacturing, finance, logistics, cybersecurity, sales, and customer operations
- Security, governance, observability, approvals, and failure-mode thinking for operational AI systems

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