

2023 New Year HR and Comp Panel

Today's Agenda

- Brief introduction
- Panel questions
- Audience Q&A

Today's Panelists:



Amy Stewart
Associate Director
Content
Moderator



James Redfern
Chief Financial
Officer



Russ Wakelin
Chief Product
Officer



Ruth Thomas
Chief Product
Evangelist



Lexi Clarke
VP of People

Q: What are the top priorities for HR going into 2023?

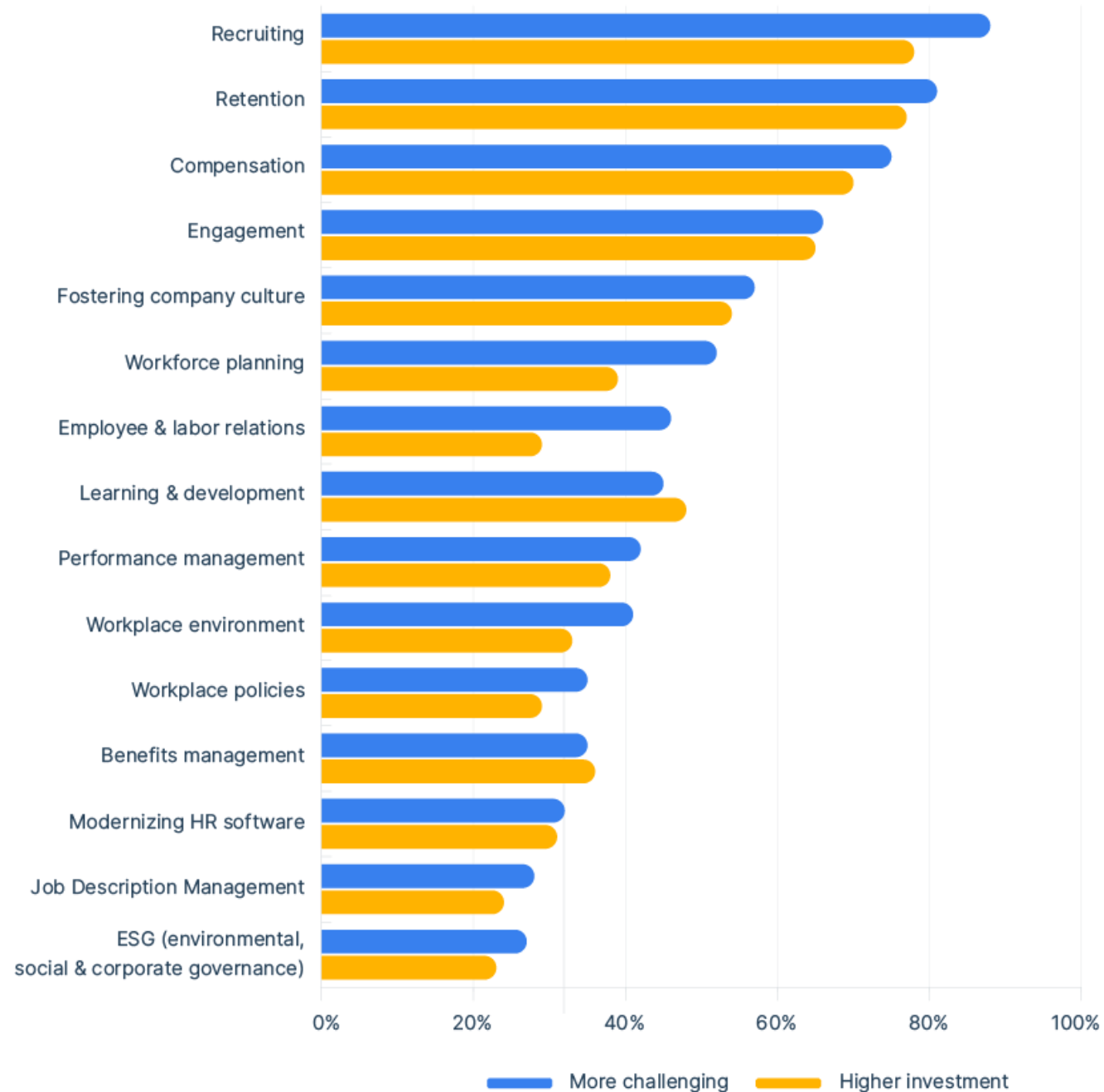
In [Payscale's 2022 Compensation Best Practices Report](#), we asked participants to prioritize their most difficult challenges as well as where they are investing more:

- **Recruiting, Retention, Compensation, and Engagement** topped the list during The Great Reshuffle.
- **Employee & Labor Force Relations** was notably regarded as more challenging than the investment it receives.
- **ESG** (environmental, social and corporate governance) fell to the bottom of the priority list for 2022.

The **2023 Compensation Best Practices Survey** is open for participation now through 12/31/22.

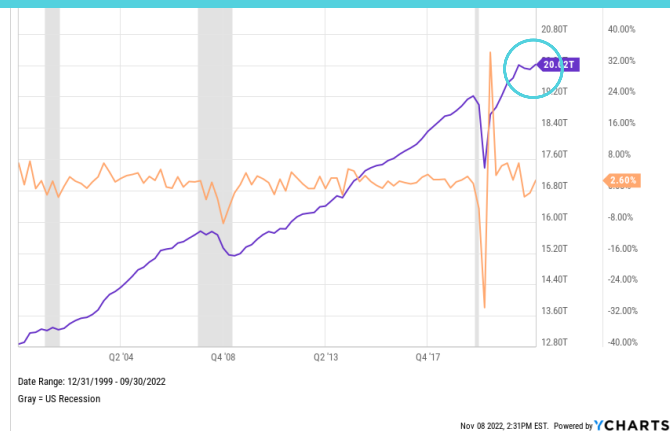
<https://at.pysc.ai/3u0>

The greatest challenges for HR in 2022 compared to previous years

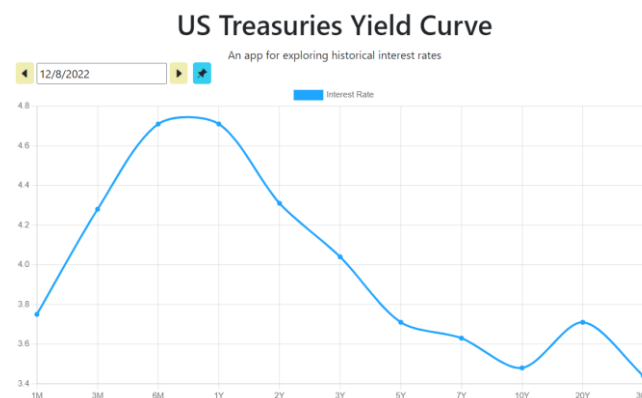


Q: What is the current economic landscape and what does it mean for people strategy going into 2023?

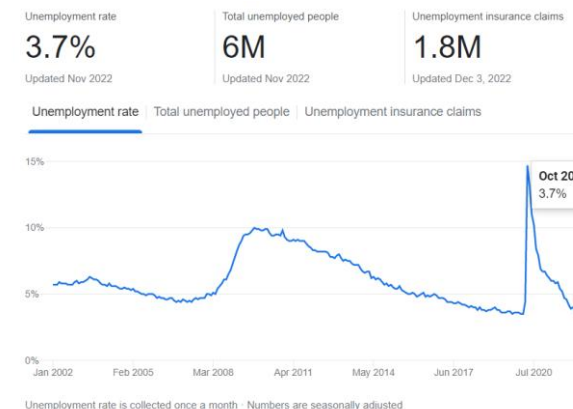
GDP shows small decline in Q1/Q2 but not Q3



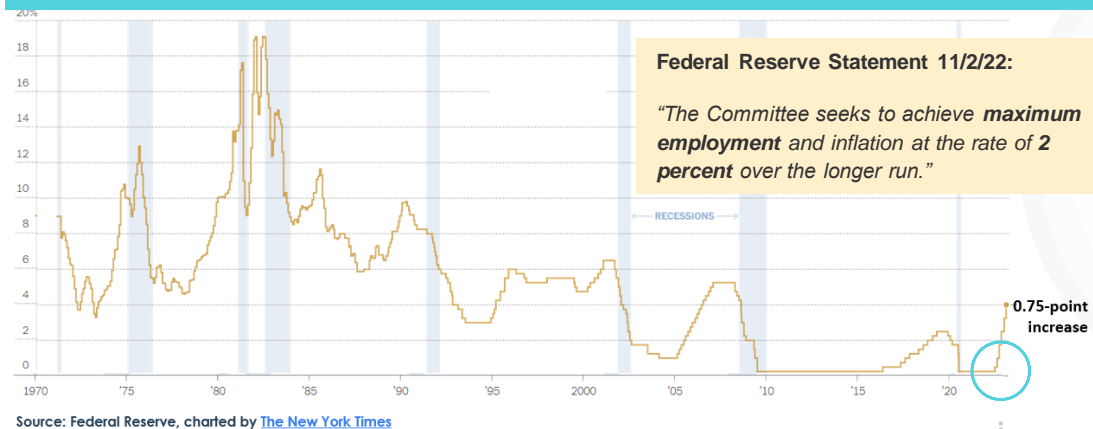
Inversion of the yield curve suggests a recession



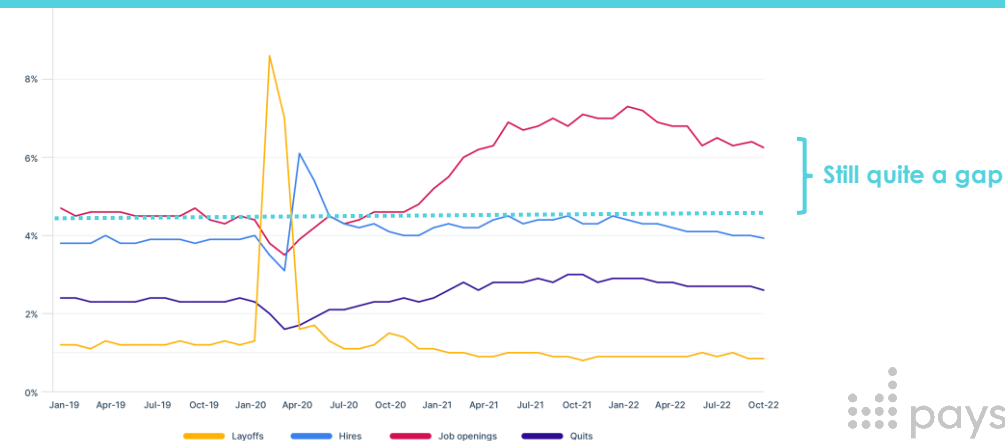
Unemployment is low but will climb with recent layoffs



Fed raises interest rates to combat inflation; is this just evidence it's working?



JOLTS data suggests labor market tightening, but TA&R is still competitive



Q: What are your thoughts around “quiet quitting” and “act your wage” on social media?

I've had an eye opening few months in my role, but I “quiet quit” the moment I realized I cared a lot more about my company than they cared about me.

8-16 ❤️ 8 Reply

I am management and I'm feeling burnt out cuz I'm the one who has the super high expectations and don't get paid enough.

8-16 ❤️ 159 Reply

I'm not a fan of that terminology. You aren't quitting. You're setting a boundary. At least that's the way I look at it.

8-16 ❤️ 250 Reply

Yup.. when satisfactory and exceptional on my yearly review equal the same 2% raise for the last few years. Why be exceptional?

8-16 ❤️ 24 Reply

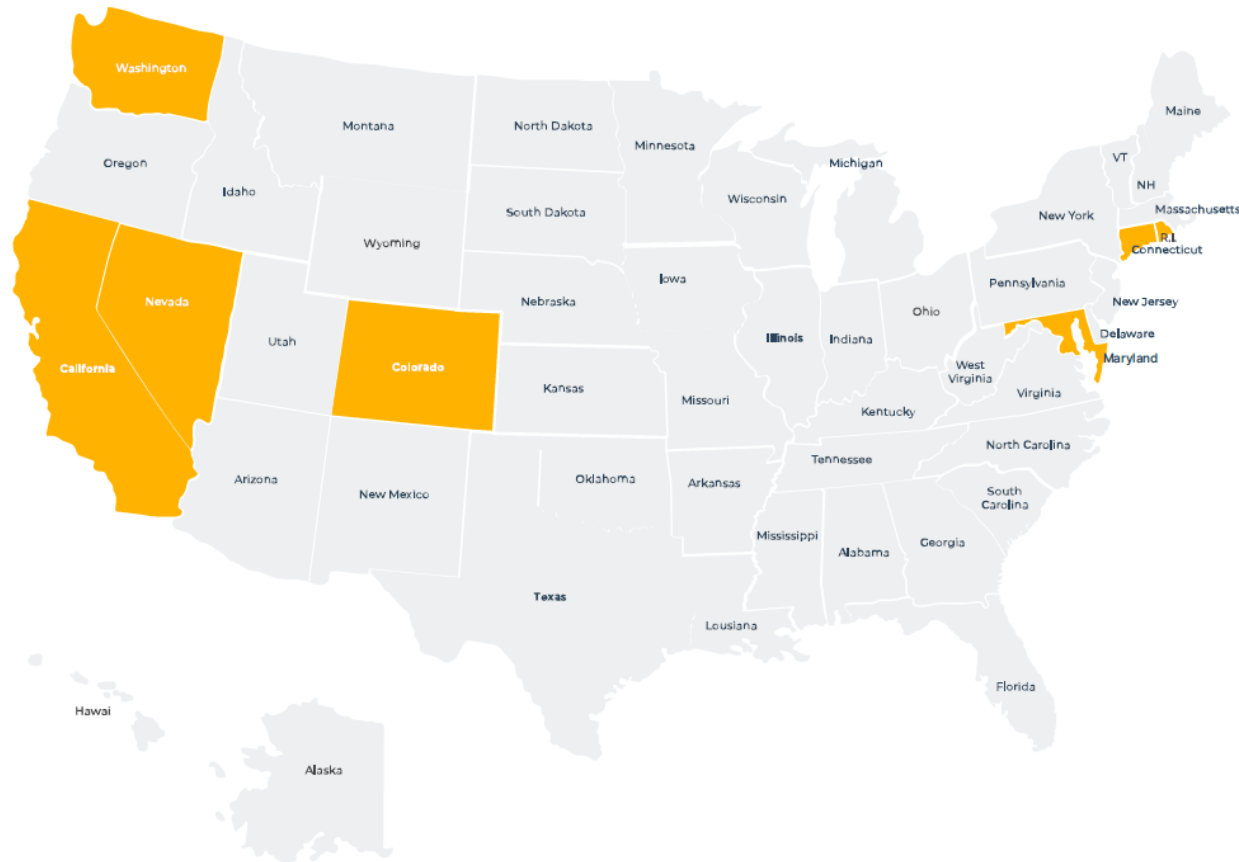
You gave me the courage to sit down and write down my workplace values. I finally decided to give my notice and look for a new job.

8-16 ❤️ 6 Reply



Q: Pay transparency is on the rise. Will it become a standard practice? If so, what's the impact on compensation strategy?

States with pay transparency laws in 2022



Your Guide to U.S. Pay Transparency Legislation

There has been a steady uptake of pay transparency legislation in recent months, with more planned in 2022 as momentum around pay equity continues to build. To help you stay up to date and successfully navigate changing regulations, we've compiled a comprehensive list of current and proposed transparency legislation in the United States in one spot.

Payscale will provide updates to any legislation as soon as reasonably practicable. While this is merely a reference guide, please ensure that you speak to your own legal counsel if you have any questions about the legislation below.

State	Current Pay Transparency Requirement	Link to Bill	Who must comply?	What to watch out for?
California	Upon candidate request	AB 2282	All California employers	SB 1162 : passed on Aug 30, 2022—salary range disclosure in job descriptions and pay data reporting. Effective January 1, 2023
Colorado	Salary range and general benefits in job posting	EFEW Act	Employers with at least 1 employee working in Colorado	
Connecticut	Upon candidate request or at offer (whichever is sooner)	HB 6380	Employers with at least 1 employee working in Connecticut	
Maryland	Upon candidate request	HB 123	Maryland employers	
Massachusetts	-	-	-	S.2721 : Proposed bill to require employers to post salary range in job posting
Nevada	After first interview	SB 293	Nevada employers	
New Jersey	Jersey City only: effective April 13, 2022, in job postings	Ord. 22-026	Employers with 5 or more employees with principal place of business in Jersey City	
New York	New York City Only : Starting November 1, 2022, in job postings Ithaca : starting September 1, 2022, in job postings Westchester County : Starting November 6, 2022, in job postings	NYC Local Law 32 Ithaca Ordinance Westchester No. 119-2022	New York City : employers with 4 or more employees with at least 1 in NYC Ithaca County : 4 or more employees Westchester County : any employer posting for a job performed or can be performed in Westchester	New York State : disclose salary range in job posting. Waiting for the Governor's signature NY SB 9477 Albany County : proposed to disclose salary range in job postings News Update
Ohio	Cincinnati and Toledo only: upon request or after conditional offer of employment is made (whichever is sooner)	Toledo Cincinnati	15 or more employees in Toledo/Cincinnati	
Rhode Island	Upon candidate request starting Jan. 1, 2023	RI Equal Pay Law	RI Employers	
Washington	Salary range and general benefits in job posting: effective January 1, 2023	SB 5781	Employers with 15 or more employees, with at least one working in Washington.	

<https://www.payscale.com/solutions/us-pay-transparency-legislation/>

Q: Why has there been so much news about layoffs recently? What are best practices?

Facebook parent Meta cuts 11,000 jobs, 13% of workforce

Elon Musk says Twitter is done with layoffs and ready to hire again

Netflix Begins Second Round of Layoffs, 300 Positions Cut (EXCLUSIVE)

DoorDash lays off 1,250 employees

Tesla lays off about 200 Autopilot workers and closes a California office as Musk staff cuts spread

Second round of layoffs hit Cameo in 2022

Carvana lays off 1,500 employees following stock free fall

Virgin just signaled the Hyperloop dream is dying with shock layoffs of half its staff

Compass does another big round of layoffs

Peloton to cut 12% of workforce in fourth round of layoffs this year

Email startup Superhuman lays off 22% of staff

Taboola laying off 6% of workforce, a total of over 100 employees

Zillow lays off 300 employees in latest workforce shift

Shopify stock sinks 14% after company says it will lay off 10% of workers

Ford Lays Off 3,000 Employees To Cut Costs As It Transitions To EVs

SoundCloud Confirms Layoffs Impacting Nearly 20% of Its Workforce

Substack is laying off 14% of its staff.

'It was devastating': Inside the 'bloodbath' at 7-Eleven, where nearly 900 corporate jobs were just cut

Bird is laying off 23% of staff

The Mom Project lays off 15% of its staff

Snap Announces 20% Staff Layoffs, Will End Production of Original Series

CANDY DIGITAL CUTS OVER A THIRD OF WORKFORCE AMID TECH TUMULT

NEWS
Amazon layoffs now expected to mount to 20,000, including top managers

MasterClass cuts 20% of 600-person staff to 'get to self-sustainability faster'

Robinhood lays off 23% of staff, CEO Vlad Tenev says, 'This is on me'

NFT marketplace OpenSea lays off 20% of its staff: 'We have entered ... crypto winter'

The company behind Pokémon GO, Niantic lays off 8% of staff and cancels 4 projects

Redfin lays off 13% of workforce, citing shrinking housing market

Lyft to lay off 13% of staff

DocuSign to cut workforce by 9% as part of restructuring plan

Outbrain to oust 38 employees after losing 75% of its market cap in a year

Vimeo Lays Off 6% of Its Workforce Citing Challenging Market Conditions

a16z-backed Loom lays off 14% of staff, one year after becoming a unicorn

Q: What trends or best practices are there around setting up performance reviews?



Q: What should employers be doing to keep pace with pay in the job market?

Recession proof jobs by salary growth (employee-reported)

Rank	Job title	Median pay	% Salary growth
1	Waiter/Waitress	\$19,900	30%
2	Private Banker	\$93,000	25%
3	Media Director	\$108,000	23%
4	Police, Fire, or Ambulance Dispatcher	\$44,500	19%
5	Sales Consultant	\$56,800	18%
6	Microbiologist	\$59,900	16%
7	Marketing & Business Development Director	\$119,000	16%
8	Dock Worker	\$41,100	15%
9	Electrocardiogram (EKG) Technician	\$40,400	15%
10	Installation Technician	\$46,800	15%
11	Assembly Line Machine Operator	\$37,200	15%
12	Bookkeeping, Accounting, or Auditing Clerk	\$47,300	15%
13	Tanker Truck Driver	\$58,100	15%
14	Journalist	\$46,500	15%
15	Graphic Design Manager	\$69,700	14%
16	Pastry Chef	\$43,400	14%
17	Diversity Manager	\$97,100	14%
18	Education Coordinator	\$51,800	14%
19	Director of Environmental Services	\$73,800	14%
20	Estimator, Automobile Damage	\$60,300	14%

**Check out PayScale's 2022
End of Year Hot Jobs Report**

<https://at.pysc.al/cbpr23s-eoy>

Q: How can you know if you are paying employees fairly?

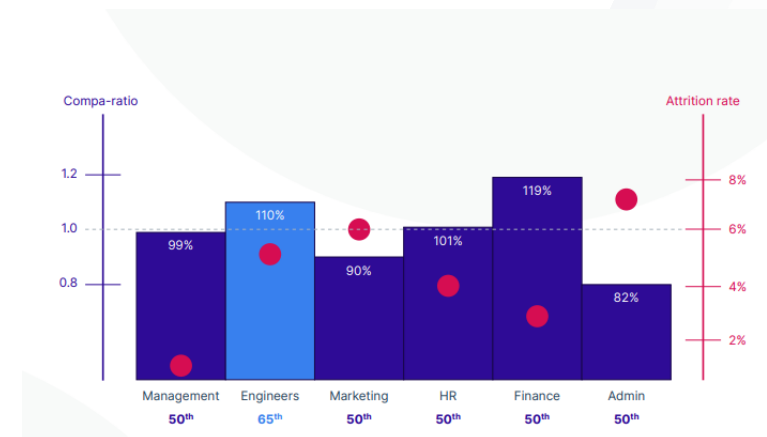
Compa-ratio (external market fairness)



Pay compression analysis (internal pay fairness)



Attrition rate by market penetration



Learn more from our whitepaper: **The Basics of Pay Analysis** (<https://at.pysc.al/e3w>)

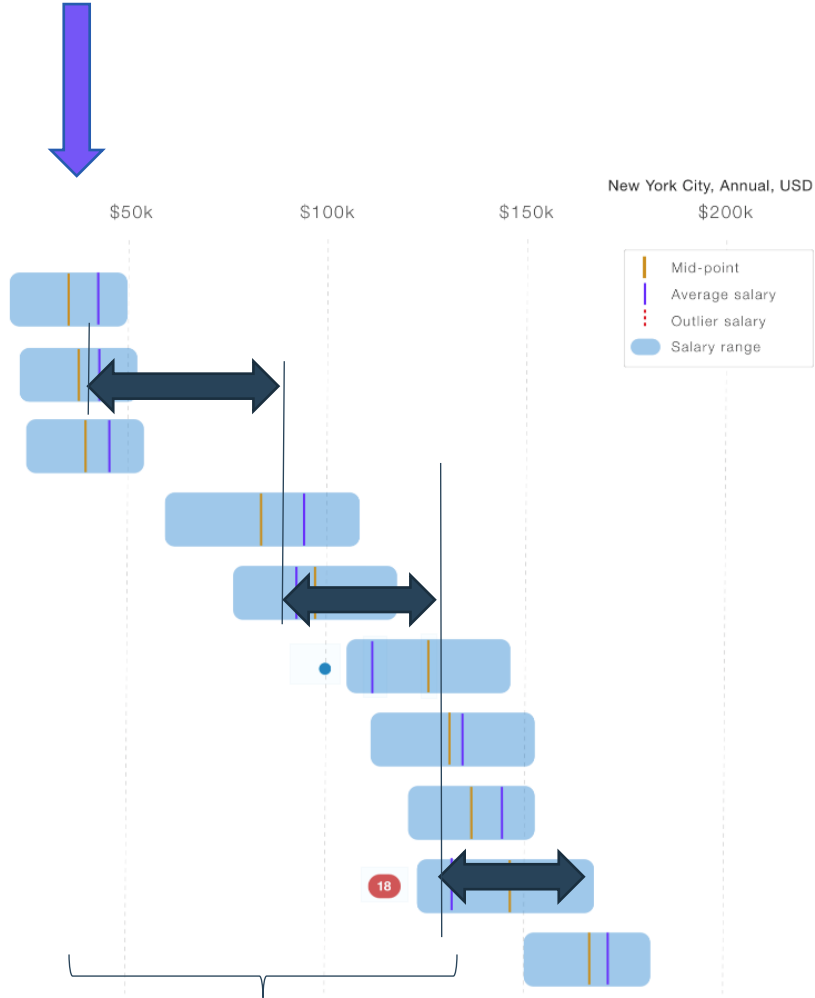
Q: What is an example of how can you assess fair pay in Payfactors?

Self Assessment: Create a Visualization Job Family Level

Job Ranges						
TITLE	MIN.	MID.	MAX.	# EE	MRP	GRADE
Associate Recruiter	\$29,000	\$39,500	\$50,000	3	\$39,500	PRO1
Associate Benefits Spec.	\$30,000	\$41,500	\$53,000	3	\$41,500	PRO1
Associate H.R. Generalist	\$35,000	\$46,500	\$58,000	3	\$46,500	PRO1
Compensation Specialist	\$62,000	\$86,000	\$110,000	3	\$86,000	PRO1
Internal Comm. Specialist	\$85,000	\$102,500	\$120,000	3	\$102,500	PRO1
Recruiter	\$115,000	\$130,000	\$145,000	3	\$130,000	PRO1
Compensation Manager	\$119,000	\$135,000	\$152,000	3	\$135,000	PRO1
Internal Comm. Manager	\$120,000	\$137,500	\$155,000	3	\$137,500	PRO1
Relocation Consultant	\$122,000	\$146,000	\$170,000	3	\$146,000	PRO1
H.R. Manager	\$150,000	\$175,000	\$200,000	3	\$175,000	PRO1

Key Job Family
Anchor Jobs
Fast moving

Internal average
salary in position



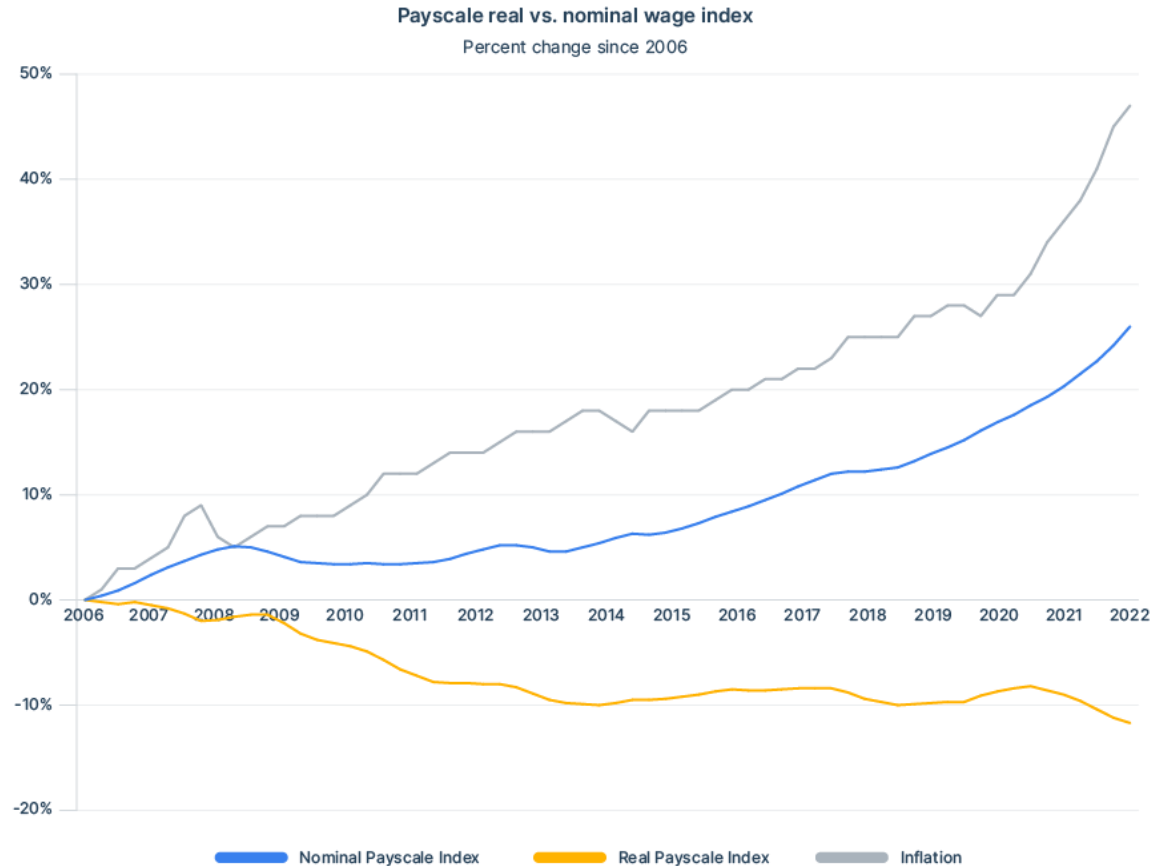
Evaluate Progression

Q: Should budgets increase to ensure fair pay, esp. given the rising cost of inflation?

Do wages go down in a recession?

Should 2023 pay increases account for inflation?

What is the ROI of fair pay?



<https://www.payscale.com/payscale-index>

Q&A

Feel free to ask any questions in the chat!

