

Navigating compensation in the Manufacturing and Biopharmaceutical industries



Today's presenters:



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VP of Human Resources
Glen-Gery



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Sr. Compensation Partner
Biogen



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Sr. Program Manager, Peer
Payscale

Today's agenda



Legislative Changes & Talent Attraction



Reducing Turnover & Evolving Benefits



The Role of Automation and AI



Staying Competitive in a Tight Labor Market

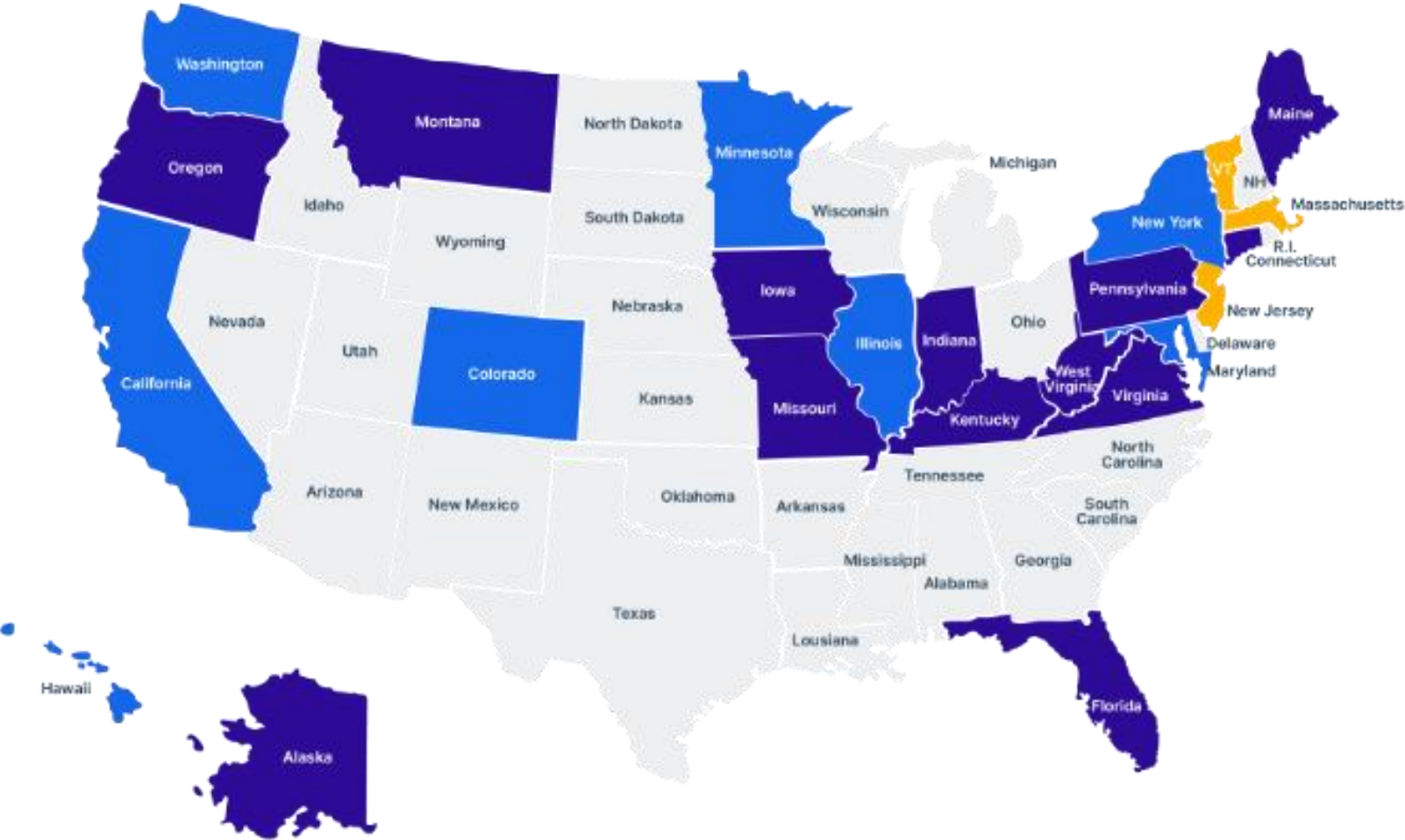


Live Q+A



Tell us about your **compensation philosophy/strategy** at your organizations.

Pay Transparency US Legislative Landscape



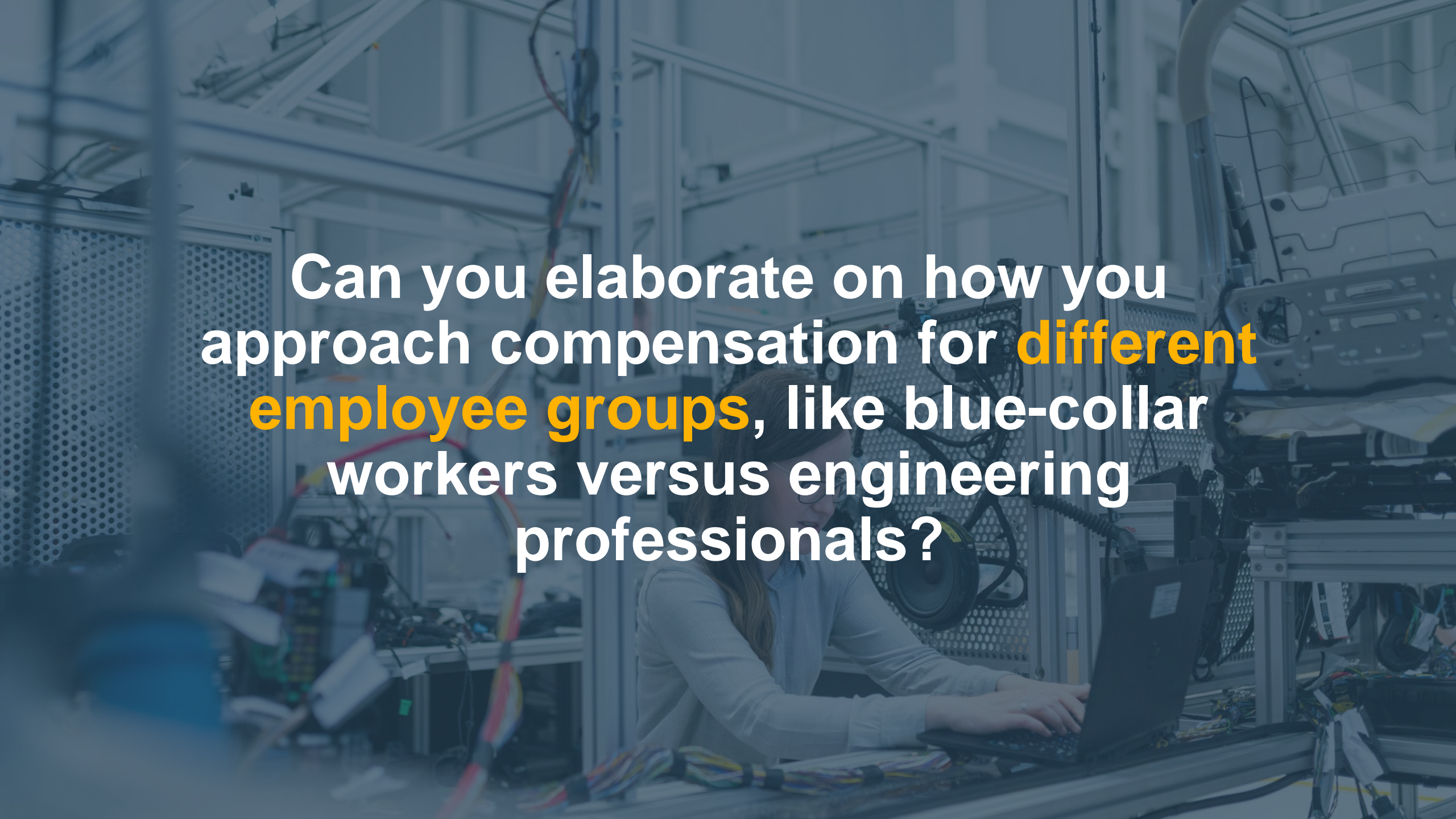
Navigating
Legislative
Changes

- Active pay transparency laws currently on the books
- Passed pay transparency laws but not yet active
- Proposed pay transparency laws that are working their way through legislation

Washington D.C. became effective on June 30, 2024

Poll: How are you approaching pay transparency?

- A. Full Transparency:** We openly share salary ranges for all positions and discuss pay structures with employees.
- B. Partial Transparency:** We provide salary bands for roles but do not disclose individual salaries.
- C. Case-by-Case Basis:** We disclose pay information when required or requested but do not have a company-wide policy.
- D. Compliance-Only Approach:** We share pay ranges only in jurisdictions where it's legally required.
- E. No Transparency (Yet):** We have not implemented a pay transparency policy but are exploring options.
- F. Other (Comment Below):** Our approach is unique—happy to share in the comments!

A woman with long brown hair and glasses, wearing a light blue button-down shirt, is seated at a workstation in a factory or laboratory. She is focused on a laptop, with her hands on the keyboard. The background is filled with industrial equipment, including metal frames, cables, and robotic arms, all slightly out of focus. The entire image has a blue tint.

Can you elaborate on how you approach compensation for **different employee groups**, like blue-collar workers versus engineering professionals?

Payscale's 16th Annual Compensation Best Practices Report is here!

Data insights to cultivate a best-in-class pay strategy and prepare for future growth.

[Download report](#)

2025 Compensation Best Practices Report

Participate in next year's Compensation Best Practices Survey.

For the past 16 years, PayScale's Compensation Best Practices Survey has collected data from compensation professionals, HR leaders, business owners, and others who make compensation decisions for their organizations. By participating, you'll receive an early copy of the results. Sign up to receive notifications to participate next year when the survey opens.

[Sign up now](#)

Highlights

Key  Number up from 2024  Number down from 2024

Readiness

44% 

of orgs say compensation is more challenging than previous years.

Readiness

70% 

of orgs have at least one dedicated compensation professional.

Readiness

30% 

of orgs use purpose-built compensation technology.

Readiness

33%

of orgs have a mature approach to compensation.

Readiness

13% 

was the average voluntary turnover for 2024; the median was 10%.

Fair pay

31% 

of orgs say perception of unfair pay is why they are losing talent.

Fair pay

70% 

of orgs proactively address severely underpaid employees as part of regular practices.

Pay communications

59% 

of orgs train managers on pay communications.

Labor market

47%

of orgs are experiencing increased tension between fair pay and optimizing spend on comp.

Remote work

41%

of orgs mandated return-to-office and 39% believe they are losing talent over it.

Pay increases

8%

is the median base pay increase given for promotions.

Pay increases

3.5% 

is the base pay increase orgs plan to give in 2025.

Pay increases

60%

of orgs are confident their pay increases are competitive.

Job descriptions

64% 

of orgs have a centralized system for creating and maintaining job descriptions.

Pay transparency

56% 

of orgs publish pay ranges in job ads regardless of whether it is required by law.

Salary data

3

is the median number of salary data sources used by organizations, 4 for larger companies.

Job architecture

59% 

of orgs have a job architecture.

Market pricing

63%

of orgs are confident in their market pricing to attract and retain talent.

Compensation strategy

61% 

of orgs have a formal compensation strategy.

Variable pay

81% 

of orgs offer variable pay.

Skills-based hiring

50%

of orgs are moving toward skills-based hiring.

Pay equity

66%

of orgs believe equity should remain a central pillar of DEI.

Pay equity

57% 

of orgs say pay equity analysis is a planned or current initiative for their organization.

Total rewards

61% 

of orgs provide a total rewards statement to employees.

Total rewards

65%

are confident in their total rewards strategy.

*Not all survey questions were asked last year to provide a comparison

Which of the following benefits, perks, or rewards did your organization offer most or all employees?

	2024	2025	Difference		2024	2025	Difference
Menopause leave	1.5%	2.3%	↑ 0.8%	Unpaid sabbatical	7.2%	5.8%	↓ -1.4%
Work-from-home stipend	7.5%	8.0%	↑ 0.5%	Financial advisor/debt services	16.5%	15.1%	↓ -1.4%
Menstrual leave	2.1%	2.5%	↑ 0.4%	Long-term disability	63.6%	62.0%	↓ -1.6%
Unlimited PTO	12.2%	12.5%	↑ 0.3%	Pension	15.9%	14.1%	↓ -1.8%
Commuter allowance	9.2%	9.5%	↑ 0.3%	Ability to work fully remote	26%	24%	↓ -2%
Travel benefits/perks for frequent travelers	7.2%	7.2%	→ 0%	Extended family leave	19.1%	16.9%	↓ -2.2%
Mental health or total wellness program	52%	52%	→ 0%	Vision insurance	73.7%	71.2%	↓ -2.5%
Gym membership or reimbursement	18.2%	18.2%	→ 0%	Employee assistance	59%	56.3%	↓ -2.7%
Student loan repayment	7.3%	7.1%	↓ -0.2%	Accrued or granted PTO	53%	50.2%	↓ -2.8%
Paid sabbatical	6.6%	6.4%	↓ -0.2%	Flextime	19.4%	16.4%	↓ -3%
Paid or subsidized childcare	5.8%	5.6%	↓ -0.2%	Life insurance	71.9%	68.8%	↓ -3.1%
Four-day workweek	7.9%	7.5%	↓ -0.4%	Paid vacation (reimbursed)	31.6%	28.3%	↓ -3.3%
Short-term disability	61.0%	60.4%	↓ -0.6%	Medical insurance	84.8%	81.2%	↓ -3.6%
Stock/equity	17.3%	16.6%	↓ -0.7%	Dental insurance	78%	73.9%	↓ -4.1%
Paid lunch, snacks, or food allowance	14.8%	13.9%	↓ -1%	401(k), 403(b), or other retirement contributions	63.4%	59%	↓ -4.4%
Fertility or family planning services	10.5%	9.5%	↓ -1%	Ability to work from home	48.9%	44.4%	↓ -4.5%
Extended paid family leave	17.3%	16.2%	↓ -1.1%	Education or tuition reimbursement	37.6%	33%	↓ -4.6%
Accrued or granted sick days	44.1%	43%	↓ -1.1%	Fixed holiday schedule	50.6%	45.1%	↓ -5.5%
Pet insurance	18.6%	17.4%	↓ -1.2%	Other	2.1%	2.3%	↑ 0.2%
Charitable contribution matching	9.7%	8.3%	↓ -1.4%	None of the above	1.22%	2.30%	↑ 1.1%

How have **benefits evolved** over the past few years in response to employee needs?

Which have been **most effective** for retaining talent?

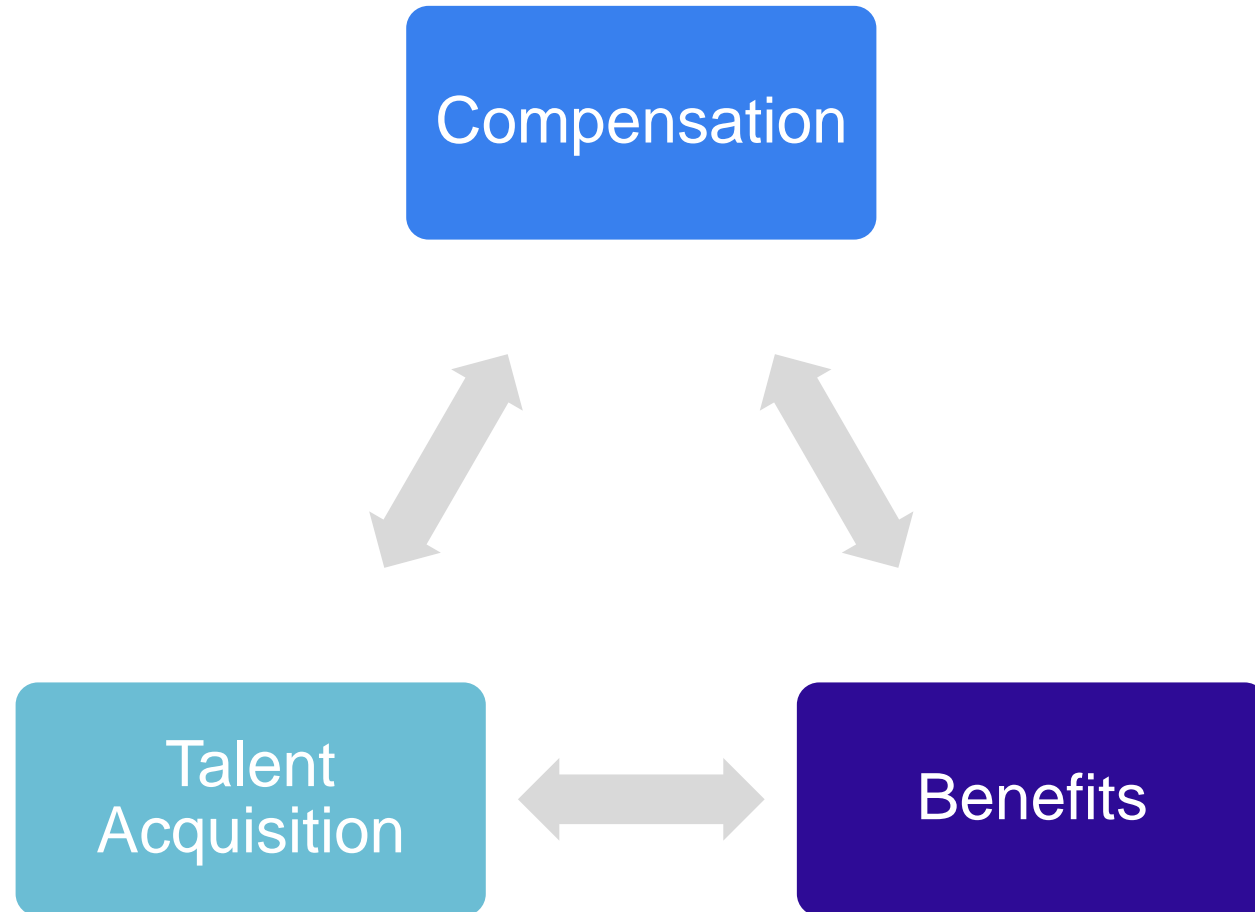
Poll: Have you made changes to your benefits to help recruit and retain talent?

- A. Yes, and we have seen a positive impact.
- B. Yes, and we have seen no impact.
- C. We are evaluating new benefits to introduce.
- D. No, we have not needed to.
- E. Unsure



Let us know what benefits you have implemented or are thinking about in the Q&A!

How has your company's partnership between **compensation**, **benefits**, and **talent acquisition** teams evolved, and how has it impacted recruitment efforts?



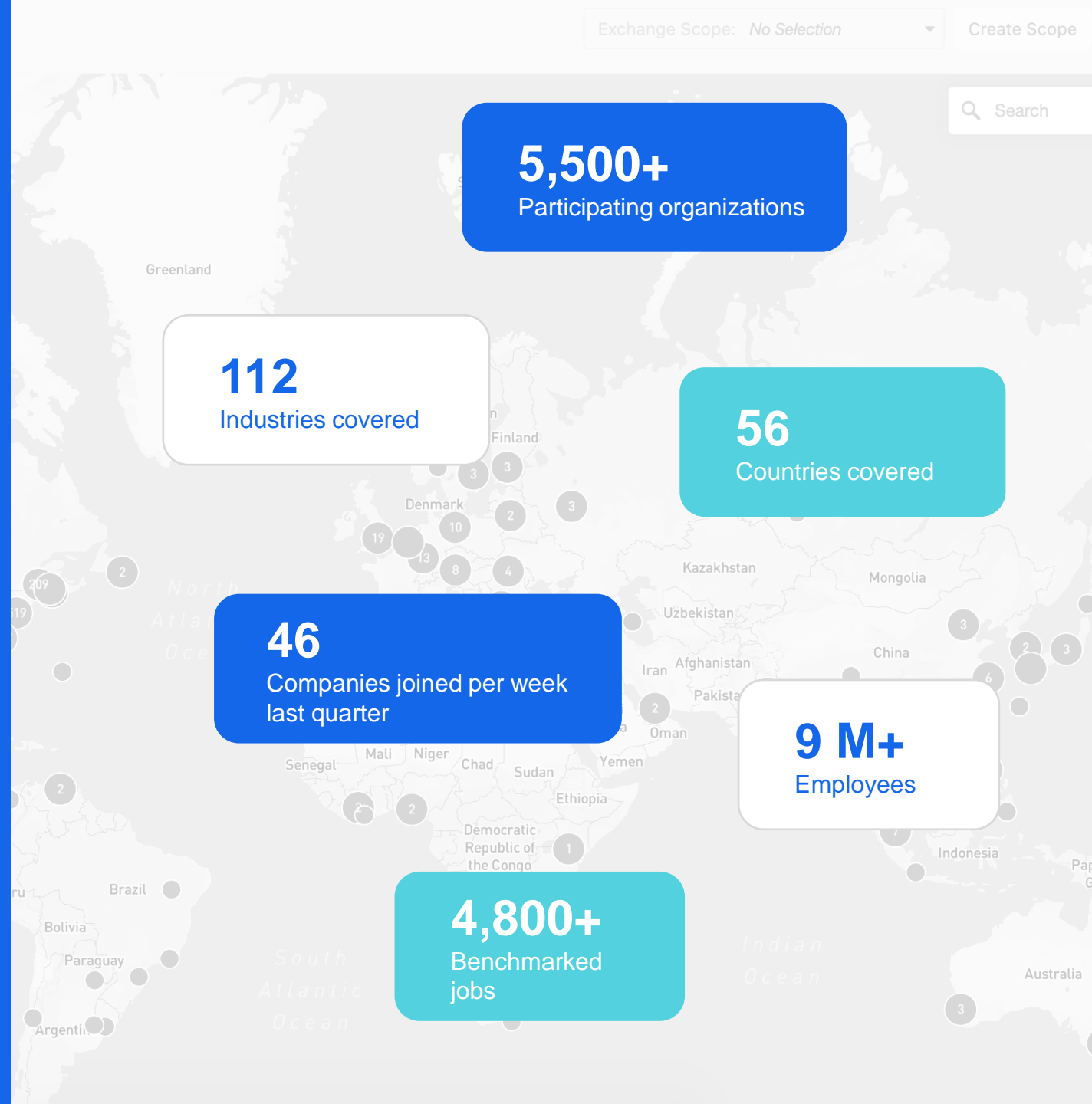


How do you navigate **the lag in survey data**, particularly in high-growth areas with rapidly changing market conditions, and how do you balance that with the need to **remain competitive**?

Peer Global Network

Payscale's revolutionary approach to the compensation survey.

- Daily-refreshed data and unmatched transparency to build a competitive compensation strategy.
- Streamlined participation through the power of AI technology.
- Unique, map-based UI to market price like never before.



Orgs: 703 Incs: 837,304 CLEAR FILTERS

Countries (OR) Q

Metro Area (OR) Q

- ☐ Atlanta, GA 13463
 - ☐ Washington, DC 9650
 - ☐ St. Louis, MO 6967
 - ☐ Houston, TX 5709
 - ☐ Denver, CO 5268
- SHOW MORE

States (OR) Q

- ☐ TX, USA 35295
 - ☐ CA, USA 32513
 - ☐ PA, USA 22633
 - ☐ NY, USA 22343
 - ☐ GA, USA 20038
- SHOW MORE

Cities (OR) Q

- ☐ Atlanta, GA 9021
 - ☐ Washington, DC 3617
 - ☐ Denver, CO 3529
 - ☐ El Paso, TX 3276
 - ☐ Houston, TX 2949
- SHOW MORE

Peer Manufacturing Network

An on demand, dynamic network built just for the manufacturing industry

Keep up with your peers

- Exchange compensation data in **near real time** with leading AED organizations worldwide
- Select individual companies by name to grow your Peer Network

Connect & collaborate

- Gain **instant access to a network** of AED professionals
- Quarterly events, exclusive discussion boards, industry webinars

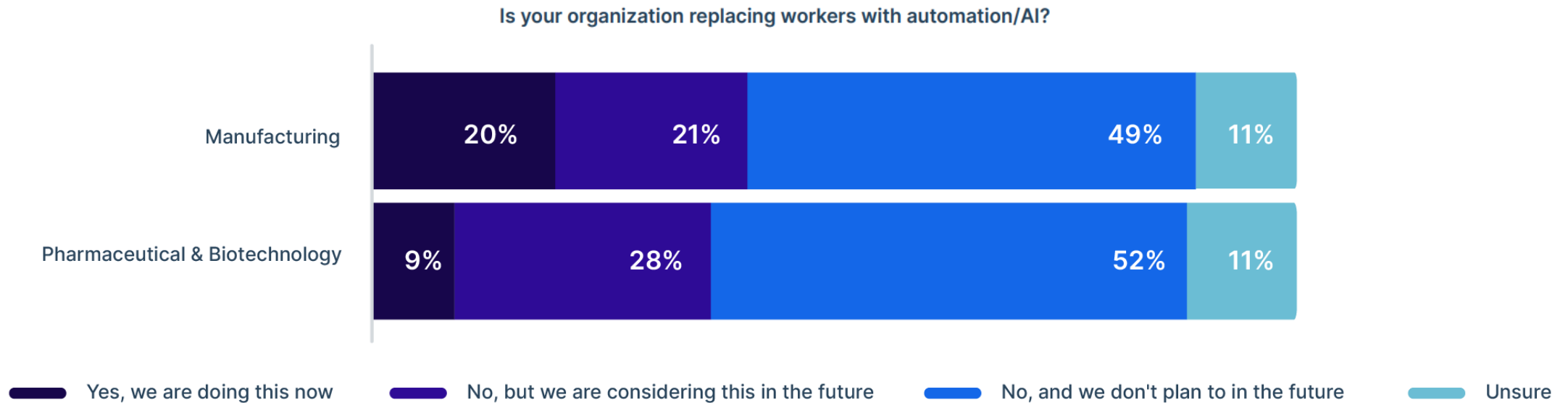
Customized to your industry

- Set your own scopes specific with **unique industry-based filters**
- Focused data for industry specific and **niche jobs**

Transparent & reliable data

- Participation and position lists provided within the product
- Fully aligned with antitrust protections

How do you balance the need for technological advancement with the importance of **maintaining a skilled human workforce?**



How do you foresee **automation and AI** impacting your specific roles in the next few years?



What advice do you have for folks
navigating compensation in the
manufacturing and
biopharmaceutical industries?

Q&A

Feel free to ask any questions in the chat!

