



Welcome to HR Café

August 1, 2018



HR Café News



Mission:

The mission of HR Café is to connect HR professionals in a learning community that supports growth and renewal. HR Café is a place to dialogue about things that matter. We do this through sharing ideas and practical tools that can be applied in any organization to increase the positive influence of HR as leaders and business partners.

Who We Serve:

HR Café serves HR practitioners in primarily small to medium sized companies. Whether you are a one-person HR department or larger, joining the HR Cafe community allows you more opportunities to connect, learn and influence.



HR Café News



Registration News

Career Conversation

- Employers looking to fill HR-related roles
- Candidates seeking new opportunities for an internal HR position



Upcoming Monthly Events

Creating Severance Agreements that Protect your Organization

David Monks, Fisher Phillips

Wednesday, September 5, 2018

7:30 - 9:00 AM



Recruiting Top Talent and the Candidate Experience

Wednesday, October 3, 2018

7:30 - 9:00 AM





Upcoming Workshop

Protecting You and Your Business from Harassment Claims by Intersecting Compliance and Culture

Jenna H. Leyton-Jones, Esq., Shareholder
Petit Kohn Ingrassia Lutz & Dolin PC



Catherine Mattice Zundel, MA, SPHR
President, Civility Partners



Wednesday, October 24, 2018
8:00 - 10:30 AM



Today's Sponsors

Event Sponsor

Location Sponsor



MARSH & MCLENNAN
AGENCY



THE POINT

Compensation Perspectives



An Expert Panel Dialogue



Introductions

Andy Welt, Moderator

Senior Consultant & Manager, Compensation Consulting Practice

Andrew Welt (Andy) joined Marsh & McLennan Agency (MMA) in 2017. In his role, Andy is responsible for developing and managing projects and relationships across the breadth of the division's core practice areas. However, he specializes in assisting clients with Board and executive compensation, long- and short-term incentives, recognition programs, and broad-based compensation.

Over the span of his 20-year career, Andy has worked in compensation and benefits in both the corporate as well as the consulting environments. On the corporate side, he's held leadership positions at Achillion Pharmaceuticals, Biogen, Haemonetics, Hasbro, and CVS. He has also worked as a senior consultant at Aon Hewitt and Watson Wyatt (now Willis Towers Watson).

Andy has a bachelor's degree in political science and history from Hartwick College and a master's in Labor and Industrial Relations from the University of Rhode Island.

In addition to his consulting and management responsibilities, Andy is a faculty member for Work-at-Work and an adjunct professor at San Diego State University.





Introductions



Katie Healon, 24 Hour Fitness **Senior Director of Pay Processes**

Katie is responsible for leading the Payroll and Accounts Payable teams through the accurate and compliant process of paying 22,000 team members and 3,500 vendors across 425 locations.

Katie has over 15 years of experience leading teams and projects with a focus on improving complex business processes and systems and collaborating across the organization to gain strategic alignment. Specialties include: business analytics, business process management, project and program management, business analysis, vendor management, and technology and program roll-outs for multi-unit operations.

Previous to her current role, Katie led the Applications Management function within the IT group and was a Senior Project Manager working directly with Executive Management to implement large scale projects across the organization.





Introductions

Lauren Krase, Mitchell International Director, Compensation & Analytics, People & Workplace

Lauren is the Compensation and Analytics leader at Mitchell International, a San Diego based strategic technology partner to insurance companies and auto repair centers. Prior to her role at Mitchell, Lauren specialized in systems and culture programs on the HR team at NuVasive, a San Diego based medical device company focused on transforming spine surgery.

Lauren has a Bachelor's degree from SDSU in Anthropology and specialized in local archaeological fieldwork during her studies.

Lauren has a passion for native plants, is an active volunteer for habitat restoration and preservation in San Diego, and has served on the board of the Friends of San Diego National Wildlife Refuges.





Introductions

Scot Porter, SPHR, Kisco Senior Living Associate Relations Specialist

Scot joined Kisco Senior Living in 2013 as an Associate Relations Specialist where he acts as the liaison for the on-site community's Executive Directors, HR Directors and other Management Team Members to help to counsel, investigate and mediate any Associate issues. He works with the Management Team Members to ensure that Company Policy, Federal/State/Local Law and Kisco's Principals Values and Beliefs are being upheld. Scot is passionate about the Employment Law and Legislation aspect of Human Resources and stays up to date on any new law or employment requirement in order to ensure compliance company-wide. In addition to those duties, Scot also assists with Compensation and Benefits planning as well as facilitates any payroll and benefit related items that are escalated.

Outside of work he spends as much time as possible with his family: Wife, Rochell, daughter Ada (7 years old), son Andrew (3 years old), and puppy Daisy. He enjoys music, movies and sports and considers himself an expert on obscure 80's music and pop culture.



Perspectives...



Compensation Foundations – Base Pay Administration:

Why is having salary structures and obtaining salary survey data so important? If someone is trying to formalize these processes / programs in their organization, what advice would you give them?



Perspectives...

Compliance – Fair Pay Act

“Requires equal pay for employees who perform ‘substantially similar work,’ when viewed as a composite of skill, effort, and responsibility.”

Without case law to guide us, what is most important or most challenging about complying with the California Fair Pay Act?

Perspectives...



Transparency - Mandated

How did your organizations adjust to the new law requiring companies to disclose salary bands if asked during the interview process to candidates?

Do you provide salary band information to your current employees?

Perspectives...



Market Pressure

What are your organizations doing to attract talent and keep a competitive pay package with such low unemployment and minimum wage increases at the city and county level?



Thank you for your participation & feedback!