

# SC H H R A

## SC HEALTHCARE HUMAN RESOURCES ASSOCIATION

### Webinar: Compensation Trends/2020 Compensation Survey Overview with Gallagher Human Resources & Compensation Consulting

Wednesday, August 26, 2020 | 11:00am – 12:00pm

**Webinar Registration:** <https://attendee.gotowebinar.com/register/8390562756275069198>

#### Agenda

##### **Welcome & Introductions**

*Morgan Bowne, Manager Workforce & Member Services, SCHA*

##### **Responding to COVID-19**

Michael Ritter, Senior Consultant, Gallagher

Christy Boswell, Survey Manager, Gallagher

##### **Staff Through Executive Compensation Trends**

Michael Ritter, Senior Consultant, Gallagher

Christy Boswell, Survey Manager, Gallagher

##### **Trends and Findings from 2020 TriState Compensation Survey**

Michael Ritter, Senior Consultant, Gallagher

Christy Boswell, Survey Manager, Gallagher

##### **Discussion/Questions**

*Group*

## Summary of Presentations:

This presentation will highlight how best practices in understanding compensation and data will assist employers in creating a shared understanding of compensation and rewards. Compensation trends presented will include changes in organizational needs and reacting to current pressures, salary increases, and other pay practices that we typically see. We will address strategies being used to transform current compensation programs to enhance the organization's ability to attract and retain employees. We will validate our approach and presentation based on our consulting experiences as well as the data and analysis from both our national suite of surveys and information specific to the state of South Carolina, where possible.

## Objectives:

1. How organizations have been responding to the COVID-19 crisis
2. Staff through executive compensation trends
3. Salary trends and findings from the 2020 TriState Compensation Survey
4. Special pay practice trends

## Speaker Bio's:

### Michael Ritter:

Mr. Ritter has over 7 years of total rewards experience in the healthcare industry as well as operational experiences in the financial services and managed care industries. Mr. Ritter currently works with healthcare organizations across the country, with a significant portion of business from clients in the Southeast. His work includes: executive total compensation reviews presented to governing boards and compensation committees, non-executive management reviews, incentive plan review and design for all organizational levels, and robust broad-based compensation program analysis.

### Christy Boswell:

Ms. Boswell has over 15 years of experience with Gallagher. Ms. Boswell manages the development, collection, analysis and publication of all total rewards surveys and custom governance topical surveys. Her focus on survey response and facilitation of participation by target organizations is key to survey success and industry reputation. Working with survey clients, she develops custom staff and leadership surveys. She also provides oversight and development insight for our custom online survey platform used to manage participation, collect survey data, and distribute survey publications