



August 2020

### **Shared Problem-Solving Discussion**

*Connect directly with your peers to share a success or seek advice on what isn't working.*

### **Compensation strategies - is anyone looking to make modifications?**

#### **Members said**

- Reduced 401k matching – the savings gained help them keep compensation the same.
- Reduced pay for Q1, by Q2 they were back. May have to reduce merit pay from 3% to 2%.
- Implemented compensation premium, essentially a hazard pay which they are now looking to phase out by 5% per month so employees can use to it.
- Reduced hours to 32 and reduced executive pay by 25%
- Modified executive comp – no bonuses but keeping long term incentives. Front line team are paid by route volume, which is down. Used freed-up cash so they continue to receive normal pay as demand was down. Offered customer incentives to return.
- Merit increases are on hold for the foreseeable future
- Had merit cycle in April. Hasn't had to layoff or furlough employees.

### **We also discussed “how to keep people’s head in the game?”**

#### **Members said**

- On the lighter side - daily or weekly emails/Teams/Zooms focused on physical and mental wellness
- One employee is leading a chair yoga break, another holds 10-minute meditation sessions on Fridays
- Blogs from employees are available to share
- Mental ally program
- Healthy rewards - step and water challenges
- Manager tool kit on team site – includes ideas on how to keep employees engaged
- Lunch and learn sessions
- CEO videos, videos from people in HR who have special skills or interests to share