STAR² CENTER TALKS COMPENSATION PLANNING

BOARD OF DIRECTORS ROLE IN YOUR COMPENSATION PROGRAM, BENEFITS AND NEXT STEPS

JUNE 12, 2019
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HELLO!

Suzanne Speer Director, Workforce Development







ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

Access to Care & Clinician Support

Recruitment & Retention

National Health Service Corps

Resources

Training

Networking





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STAR² CENTER

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WEBINAR HOUSEKEEPING

We are Recording

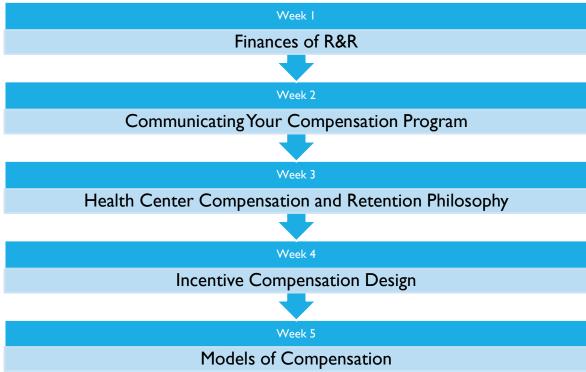
Ask Questions

Have Fun





TAKE ME BACK...







GOALS FOR TODAY

Review what we have discussed in this series so far

Discuss the importance of the Board of Directors involvement in your compensation program

Discuss the role of benefits as a part of your compensation program

Preview the STAR² Center Compensation Self-Assessment Tool





BOARD OF DIRECTORS ROLE IN COMPENSATION





POLL QUESTION I

When was the last time you reviewed your compensation program with your Board of Directors?

- A. Within the last 6 months
- B. Within the last year
- C. Within the last 2 -3 years
- D. I am not sure





GETTING BOD APPROVAL FOR COMPENSATION PROGRAM







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WHY INVOLVE B.O.D. IN COMPENSATION CONVERSATION?

- Best practice
- Minimizes conflict between Board and Management
- Overall compensation philosophy acts as a guide







HOW OFTEN SHOULD OUR BOARD REVIEW COMPENSATION STRUCTURE?

Good

Every 2-3 years

Best Practice

Annually





WHAT IS THE ROLE OF BENEFITS?





POLL QUESTION 2

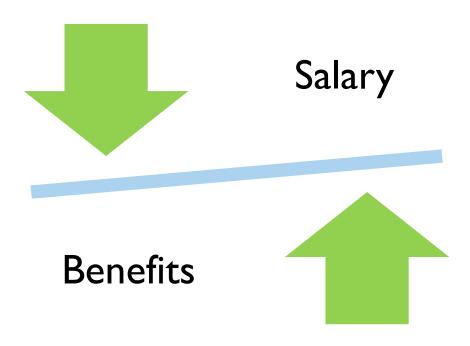
What role do benefits play in your overall compensation program?

- A. An equal role
- B. We think about our benefits, but concentrate more on compensation
- C. We work very hard to have robust benefits
- D. I am not sure really





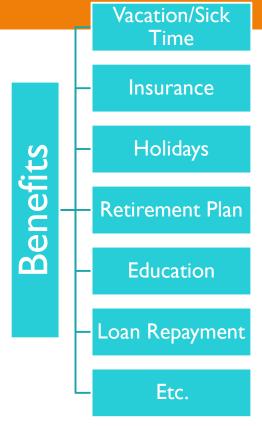
COMPENSATION







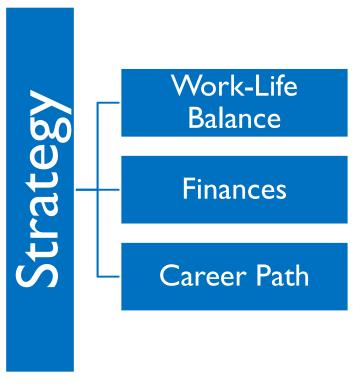
BENEFITS







BENEFITS







BENEFITS: WORK-LIFE BALANCE

Flex Hours

Limited Call

Child Care





BENEFITS: FINANCES







BENEFITS: CAREER PATH









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BENEFITS

- Review benefits annually
- Ensure that your benefits are relevant and update as necessary
- Include all generations of staff when thinking about benefits



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WHAT ARE SOME OF YOUR BEST AND MOST WELL-RECEIVED BENEFITS?





POLL QUESTION 3

When was the last time your leadership analyzed the structure of your overall compensation program?

- A. Within the last 6 months
- B. Within the last year
- C. Within the last 2 years
- D. I am not sure





PREVIEW OF UPCOMING SELF-ASSESSMENT TOOL





COMPENSATION SELF-ASSESSMENT TOOL

Assess you overall compensation structure

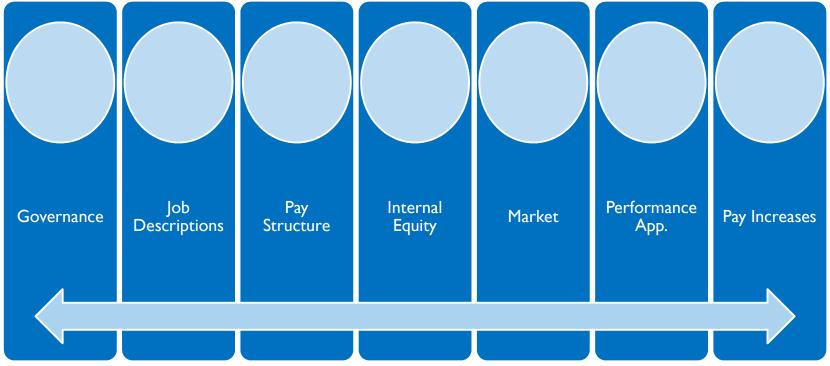
Give you feedback

Recommendations for next steps





COMPENSATION STRUCTURE







COMPENSATION SELF-ASSESSMENT TOOL



Solutions Training and Assistance for Recruitment & Retention Center or STAR2 Center provides training and technical assistance to community health centers for provider recruitment and extension. This Compensation Self-Assessment I tool has been designed to assist your health center in identifying topics for further exploration.

- Web-based tool
- Between 12 and 23 questions
- Personalized report















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- 1. Do you have a formal, written, Board-approved Compensation Philosophy?
- YES
 O NO

If "yes," does the Compensation Philosophy define what your competitive market is? (select one only)

- Yes, it defines the market for all jobs
- O Yes, but it recognizes that the market may vary for different jobs
- O No, the philosophy does not define the market

If "yes," does the Compensation Philosophy define the "position" that the organization will take to the competitive labor market? (select one only)

- Yes, it defines the market for all jobs
- O Yes, but it recognizes that the market may vary for different jobs
- O No, the philosophy does not define the market

Continue









Systems in place are inadequate to manage compensation effectively

0-25% - Gearing Up 26-50% - On Your Way 51- 75% - Nearly There 76-100% - Keep This Up!



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WHERE DO I GO FROM HERE?

- Take the compensation self-assessment tool later this month
- Reach out to your PCA
- Stay tuned to the STAR² Center for more resources
 - Sign up for our newsletter at chcworkforce.org for updates!





QUESTIONS?



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STAY IN TOUCH!

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THANK YOU!



