
STAR² CENTER TALKS COMPENSATION PLANNING

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

JUNE 12, 2019

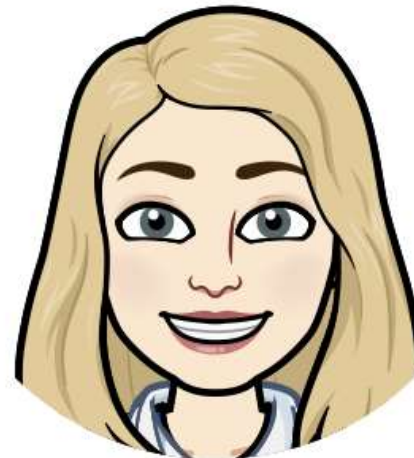
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HELLO!

Suzanne Speer
Director,
Workforce Development



ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

Access to Care & Clinician Support

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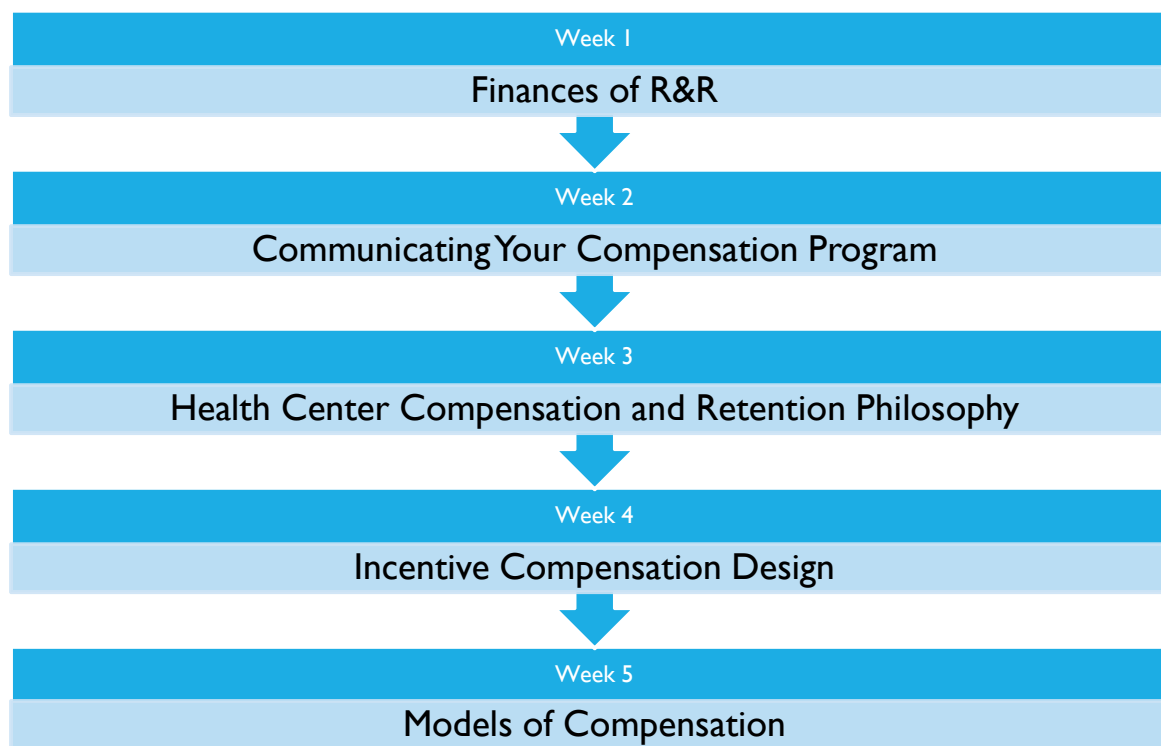
WEBINAR HOUSEKEEPING

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



<http://www.chcworkforce.org>

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

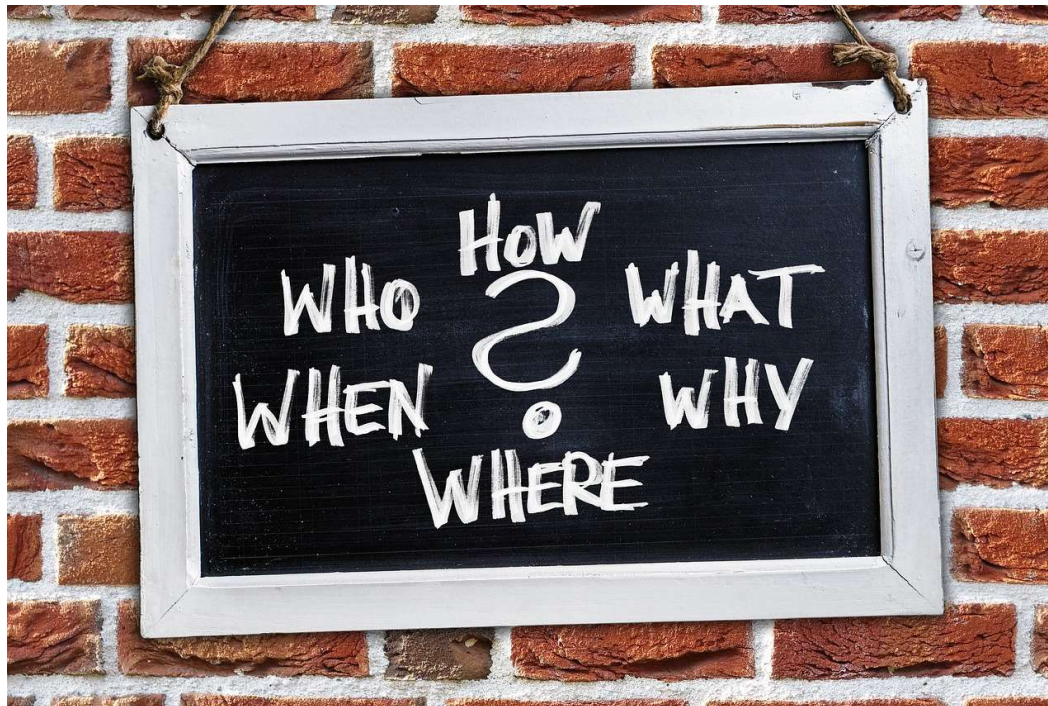


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WHY INVOLVE B.O.D. IN COMPENSATION CONVERSATION?

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

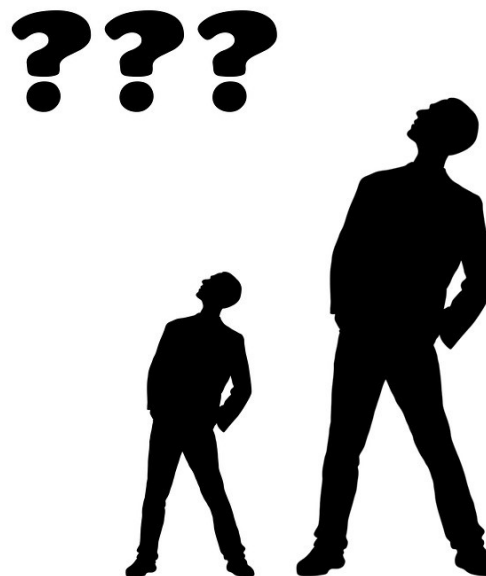


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HOW OFTEN SHOULD OUR BOARD REVIEW COMPENSATION STRUCTURE?

Good

- Every 2-3 years

Best Practice

- Annually



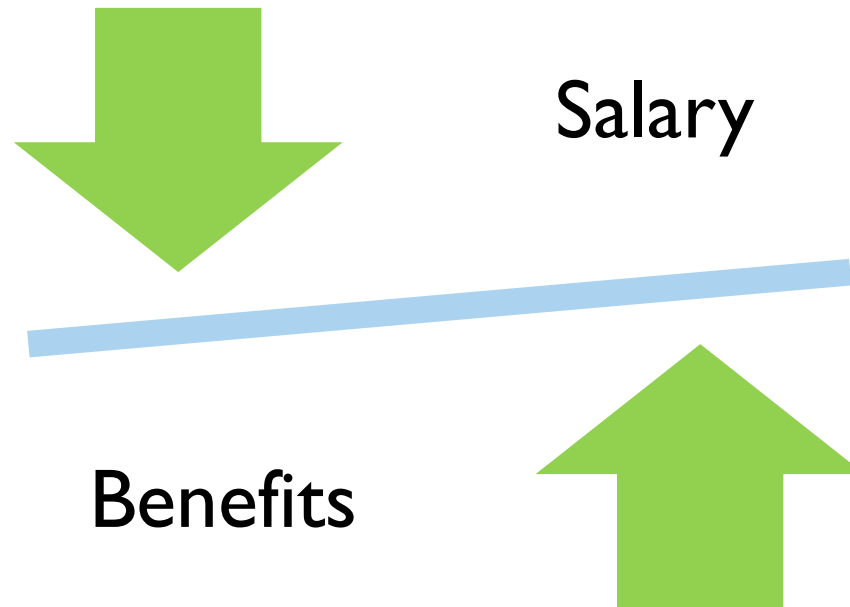
WHAT IS THE ROLE OF BENEFITS?

POLL QUESTION 2

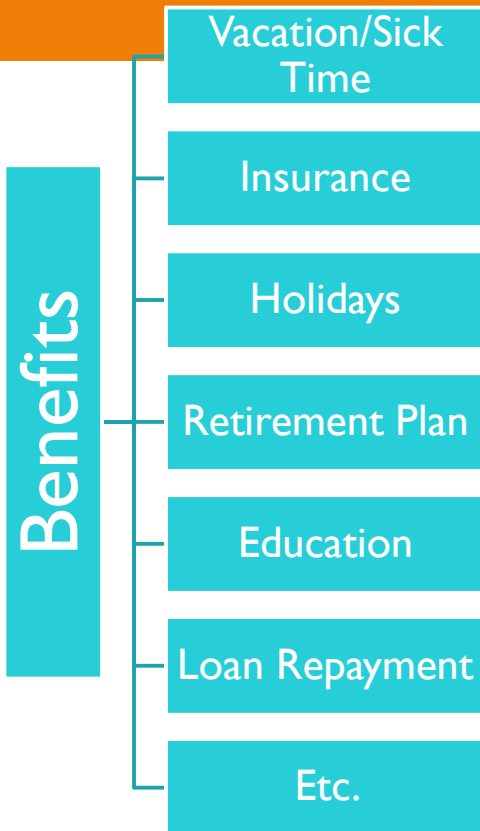
What role do benefits play in your overall compensation program?

- 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

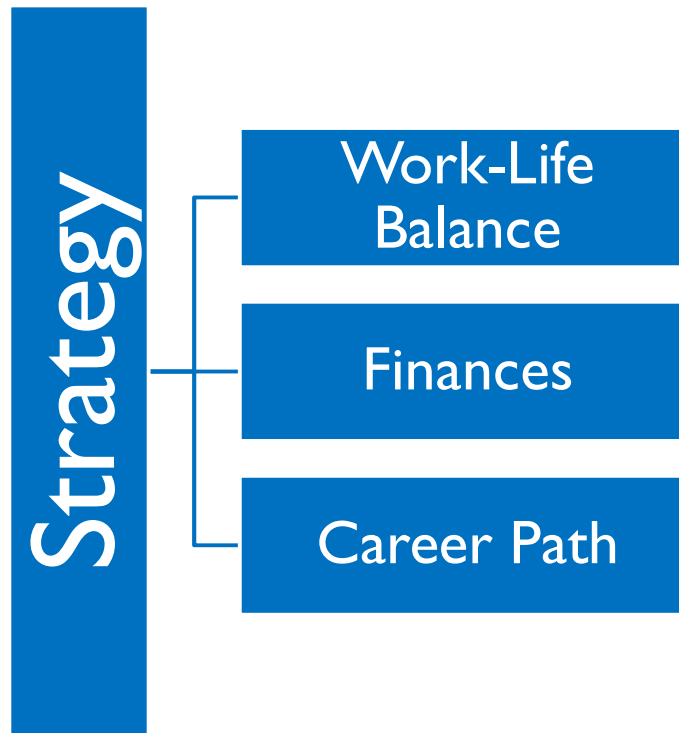
COMPENSATION



BENEFITS



BENEFITS



BENEFITS: WORK-LIFE BALANCE



Flex Hours

Limited Call

Child Care

BENEFITS: FINANCES

Financial
Planning

Mortgage
Assistance

Transportation

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



Image by isil59 on Pixabay

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



<http://www.chcworkforce.org>

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

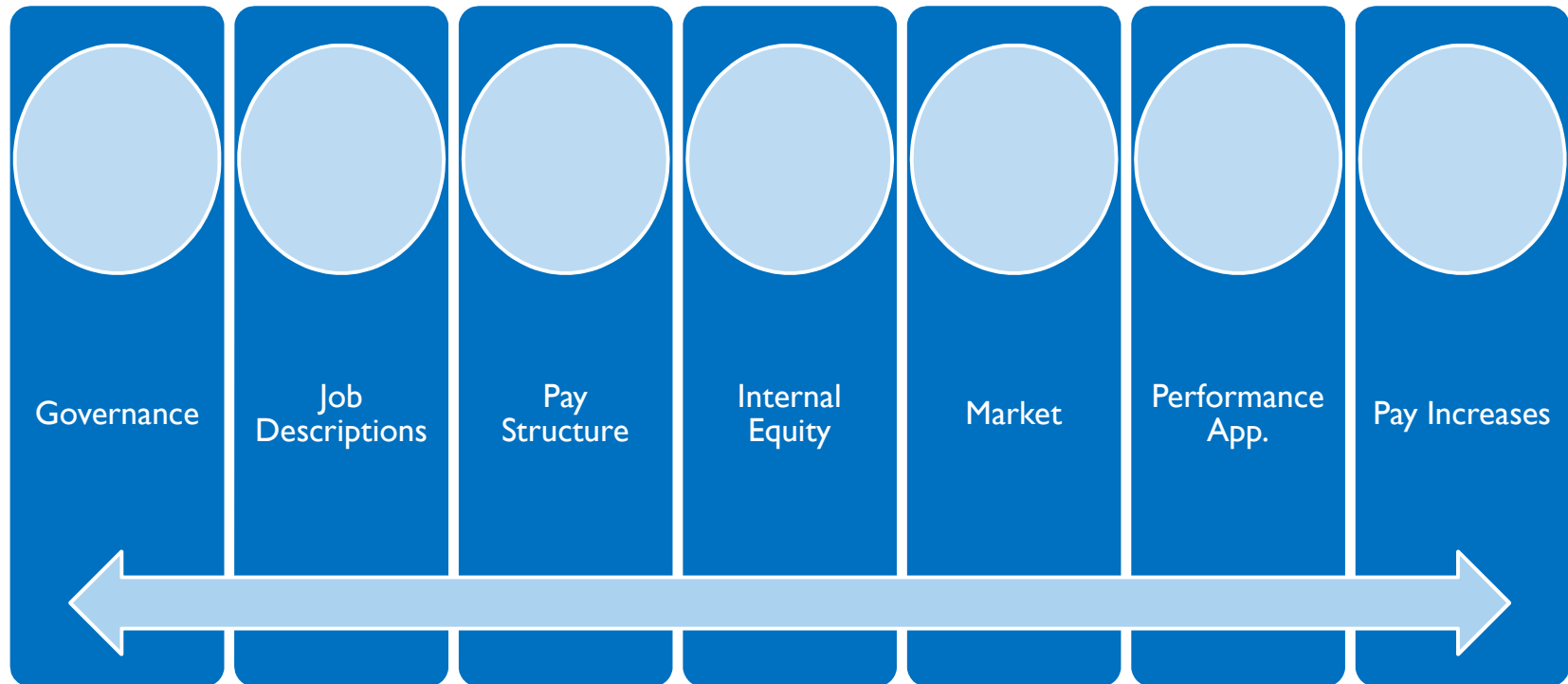


<http://www.chcworkforce.org>

COMPENSATION SELF-ASSESSMENT TOOL

- 1 Assess you overall compensation structure
- 2 Give you feedback
- 3 Recommendations for next steps

COMPENSATION STRUCTURE



COMPENSATION SELF-ASSESSMENT TOOL

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


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

 **HOW TO USE THE TOOL**

The tool includes 23 questions. It should take approximately 4 minutes to complete. To navigate through the assessment, use the "continue" or "back" buttons at the bottom of each page. Throughout the assessment, your answers will generate points for consideration and next steps in your compensation planning. When you have completed the last question you will arrive at the submission page. To end the survey click "submit" on that page. Upon submission, you will receive an automated email with a summary of your responses.

 **USES OF THE TOOL**

The Compensation Self-Assessment Tool is designed to measure the "strength" of your compensation program design. It does not take into account the way your organization actually administers compensation, and should therefore not be considered as any conclusion on the part of ACU or the STAR2 Center as to your actual practices. Using your responses, the tool will provide brief recommendations on those topics you might want to pursue. The STAR2 Center has a considerable number of resources available to you on topics included in the Compensation Self-Assessment in our Resource Library.

The STAR2 Center will also be providing trainings based on the individual needs of health centers. The Compensation Self-Assessment Tool will be used to identify these needs and allow us to focus trainings on specific aspects of highest need.

Finally, for those health centers requesting technical assistance, the Compensation Self-Assessment Tool will provide valuable information by providing an overview of your health center, targeting your health center's unique issues, and matching your needs to the appropriate technical assistance resource or consultant.

 **NEXT STEPS**

Once you have completed the Compensation Self-Assessment, you will receive an email with a record of your responses and a summary of suggestions and next steps to implement in your health center. To follow up on the recommendations, access our Resource Library, get information on trainings or request technical assistance, please visit [CHCWorkforce.org](http://www.chcworkforce.org) or call 1-864-ACU-IRRC (1-864-228-4473). Most resources and services are free for federally qualified health centers (FQHCs) and FQHC Look-Alikes.

 **CONFIDENTIALITY**

The individual data compiled as a result of the Compensation Self-Assessments will be kept confidential within the STAR2 Center and its consultants. Aggregate Compensation Self-Assessment data may be reported to assist the STAR2 Center in quality improvement initiatives, developing trainings, and progress reports to our funder. Individually identifiable information will not be included on any aggregate reports.

If you have any questions please contact:
Solutions, Training, and Assistance for Recruitment and Retention (STAR2) Center
Phone Number: 864-ACU-IRRC (864-228-4473)
Email: info@chcworkforce.org
Website: www.chcworkforce.org

[Continue](#)



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1. Do you have a formal, written, Board-approved Compensation Philosophy?

- YES NO

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

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

Continue



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

10% GOVERNANCE

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70% JOB DESCRIPTION

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50% PAY STRUCTURE

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25% INTERNAL EQUITY

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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!

Chcworkforce.org

info@chcworkforce.org

844-ACU-HIRE



THANK YOU!



<http://www.chcworkforce.org>