



CREATING & SUSTAINING A ROBUST COMPENSATION & BENEFITS PACKAGE

FOCUS ON COMPENSATION

What is a Compensation Plan?

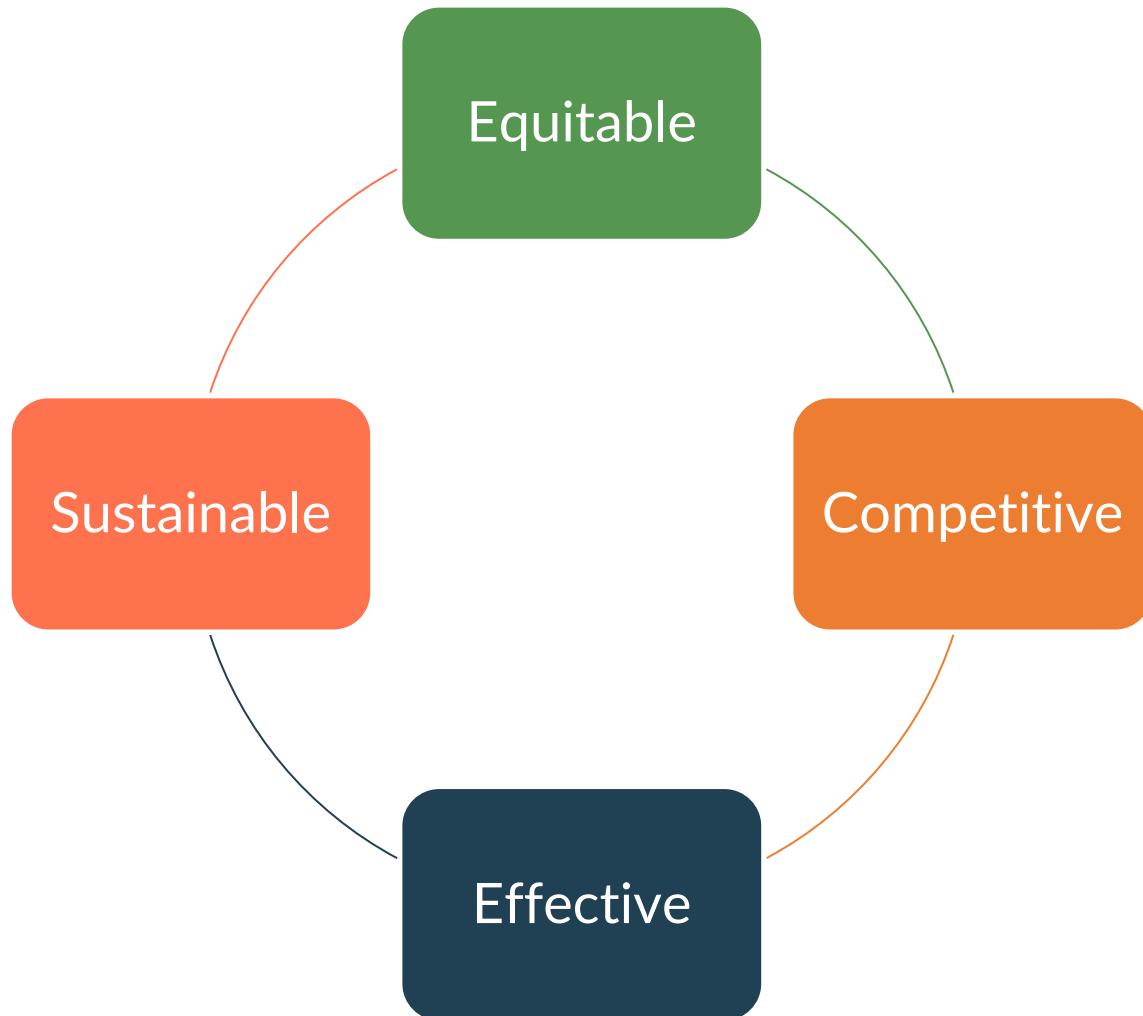


A strategically designed compensation philosophy supports several important components of your organization:

- Strategic plans
- Budgeting and business goals
- Industry-competitive challenges
- Operating needs
- Total reward strategies that support retention of the company's top talent

FOCUS ON COMPENSATION

A Compensation Plan Must Be...



Equitable and **effective** compensation structure defines a **sustainable** approach to total compensation that is **competitive** and attractive to potential and current staff and maintains fairness.



COMPENSATION

ELIMINATE PAY INEQUITIES

- Conduct regular pay audits
 - Maintain transparency and fairness
- Move stop using salary history
- Create equitable, inclusive, and fair salary ranges
 - Post in job announcement
 - Stick to it!
- Understand the history/impact on BIPOC, women, LGBTQ+, and other underrepresented communities

STAR² CENTER RESOURCE

Pay Equity Checklist



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Health Center Pay Equity Checklist

WHAT IS PAY EQUITY?

Pay equity means equal pay for work of equal value. It is important to distinguish pay equity from pay equality, which means equal pay for equal work. Pay equality overlooks the inequities and restrictions marginalized groups face when seeking to access the same professional opportunities as other employees in an organization; who are often times, the most highly compensated individuals. Pay equity bridges that gap by connecting equal pay to work of equal value.

HOW TO STRIVE FOR PAY EQUITY?

- Conduct regular and ongoing pay audits
 - Gather employee data
 - Account for pay differentials
 - Questions to consider when assessing pay differentials:
 - Are there clear and written policies that outline decisions for pay differentials? Does staff know and understand this information?
 - Are pay differentials based solely on non-subjective

FOCUS ON BENEFITS

Think Outside the Box



Think
about
EQUITY



Be
INCLUSIVE



Be
FLEXIBLE



Be
CREATIVE



Speak with the workforce about what they need/want!

ACTIVITY

Compensation & Benefits



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QUESTIONS

