

## Compensation Consulting



How an employer pays its employees is a key to the success in any business. This is especially true when the competition for available talent is in an industry that is constantly growing while undergoing constant change in almost all aspects. Health Care is at the center of a perfect storm created by growth, complexity, regulation, talent competition, margin squeeze and ever increasing demand. Chief among these may be:

- Public scrutiny over costs and quality
- Regulatory mandates and compliance
- Increased competition for profitable services
- Reduced funding for services
- Emphasis on payer mix
- Shrinking margins and bottom line

Among the human resources issues at the forefront are:

- Critical shortages in key staffing areas
- Leadership challenges for healthcare organizations
- Attracting the right people
- Motivation of current employees, and,
- Retaining those employees the organization cannot afford to lose

### *Our approach – individualized service*

Solenture's approach to compensation issues ties directly into our other core services for Health Care providers. It is a holistic approach based on our understanding of the unique conditions, personnel, financial demands and the needs of the community the hospital serves.

### *A total compensation approach*

Cash compensation is just a component of the total pay of each individual. Often the other elements of pay, health and welfare and retirement, are overlooked and undervalued by employees. We look at all elements of compensation in order to understand the competitiveness of not only the cash compensation, but the make-up of all elements.

Solenture's experience in compensation matters, combined with our understanding of the Health Care environment and a network of world-class resources, makes us uniquely suited to provide you and your organization the help you need.

### Our Services

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#### Cash compensation

- Base pay reviews for external competitiveness and internal equity
- Self-funded, performance based annual incentives
- Determine appropriate peer group(s) and market comparables

#### Situation specific incentives

- Short-term incentives to staff for critical skills
- Sign-on and retention bonuses

#### Deferred compensation

- Design and implementation
- Ongoing administration
- Plan financing

#### Regulatory compliance

- TBOR II – establishing a rebuttable presumption of reasonableness
- Replies to GAO Nonprofit Health Care Compensation Survey
- Form 990 executive compensation reporting requirements

#### Other services

- Market trends and prevalence
- Performance management process, forms and training
- Employment arrangement drafts and review
- Severance arrangements

**SOLENTURE**  
THE BENEFITS OF INNOVATIVE THINKING®

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