

**2018 Region VIII Health Center
Salary, Benefits, Turnover, &
Vacancy Survey**



*How to Complete the
2018 Salary Survey Tool*
Distance Learning Event

Wednesday, April 4, 2018

12:00PM-1:00AM Mountain Time
1:00PM-2:00PM Central Time

*Thank you for joining us!
The event will begin shortly.*



Presented by:
Andrea Martin
CHAMPS Workforce Development &
Member Services Director
andrea@championline.org

*This event is being recorded.
Participants will be joined
in listen-only mode.*

Audience Question

How many people are
watching this event at your
computer (including
yourself)?

(Use the Q&A box to reply.)

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2018 Salary Survey Advisory Committee

Amy Richardson	Falls Community Health	SD
Angela Rose	Colorado Community Health Network	CO
Ben Shannon	Valley Community Health Centers	ND
Colleen Bechtel	Summit Community Care Clinic	CO
Diane Jones	Family HealthCare	ND
Hannah Wickey	Wyoming Primary Care Association	WY
Heather Schimke	Community Health Service Inc.	ND
Lara Salazar	Montana Primary Care Association	MT
Laurie Dimitt	High Plains Community Health Center	CO
Reed Barr	Community Health Center of Central Wyoming	WY
Shelly Rios	Sunrise Community Health	CO
Shelly Hegerle	Community HealthCare Association of the Dakotas	ND
Sonja Levesque	Midtown Community Health Center	UT
Stephanie Grover	Central Montana Community Health Center	MT

With input from the Mountain/Plains Clinical Network (MPCN) Steering Committee and CHAMPS staff members Andrea Martin, Jen Anderson, and Rachel Steinberg

Thank You!

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Audience Poll

How many times have you personally used the CHAMPS tool to submit data for this Region VIII salary, benefits, etc. project?

- Never Before
- 1-2 Times
- 3+ Times

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Survey Support Materials

2018 Region VIII Salary Survey Tool

- 2018-CHAMPS-RVIII-SalarySurveyTOOL.xlsx
- <http://champsonline.org/assets/files/docs/2018-CHAMPS-RVIII-SalarySurveyTOOL.xlsx>

2018 Region VIII Salary Survey Instructions

- 2018-CHAMPS-RVIII-SalarySurveyInstructions.pdf
- <http://champsonline.org/assets/files/docs/2018-CHAMPS-RVIII-SalarySurveyInstructions.pdf>

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Audience Poll

Which parts of the Job Description (JD) Summaries are most valuable for you when figuring out the “best fit” titles for your employees? (Choose all that apply.)

- Core Duties
- Supervisory / Budget Responsibility
- Education, Years of Experience, and Licenses/Certifications
- Possible Titles/Variations
- Notes about Position Level (Assistant, Coordinator, etc.)
- Unsure

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Summary of 2018 Updates

Tab 2 – Employee Salary/Benefits

- New Admin. Titles: “Intern, Administrative” and “Manager, QI/Quality”
- New Clinical Titles: “Dentist Resident,” “Intern, Clinical,” “Pharmacist, Clinical,” and “Technician, Sterilization”

Tabs 3-5 – Expanded Benefits, Turnover, and R&R Questions

- Updated “Mid-Level Provider” to “Advanced Practice Provider”

Tab 4 – Turnover

- “Separations” broken down into “Voluntary” and “Involuntary”

Tab 5 – Organizational Questions

- Only 1 budget question: “projected/budgeted 2018 total expenses”

Tab 5 – Recruitment & Retention Questions

- Adding Behavioral Health providers to “productivity expectations” ?s
- New “staff responsible for coordinating educational experiences” ?

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*Thank You for
Participating in the Survey
and Joining Us Today!*

- Email your completed spreadsheet to andrea@champsonline.org.
- Due Date: Wednesday, May 16, 2018

Questions?



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