

PARTICIPANT HANDOUTS

HOW TO COMPLETE THE 2026 SALARY SURVEY TOOL



Community
Health
Association of
Mountain/
Plains
States



PRESENTER

Andrea Martin, Workforce Development & Member Services Director
Community Health Association of Mountain/Plains States

In collaboration with Northwest Regional Primary Care Association (NWRPCA)

LIVE BROADCAST DATE/TIME

Thursday, March 19, 2026

11AM–12:30PM Pacific Time / 12–1:30PM Mountain Time / 1–2:30PM Central Time

TARGET AUDIENCE

Region VIII and Region X health center and Primary Care Association staff responsible for working on the 2026 Health Center Salary, Benefits, Turnover, and Vacancy Survey.

EVENT OVERVIEW

This 90-minute online meeting will provide information and tips to help Region VIII and Region X health centers submit data for the 2026 Health Center Salary, Benefits, Turnover, and Vacancy Surveys. CHAMPS will review both the survey instructions (PDF) and the survey tool (Excel), emphasizing key instructions while highlighting new features of the 2026 survey and addressing common errors. The presentation will be recorded for future reference, and participation in this event is FREE for all health centers and Primary Care Associations in Regions VIII and X.

EVENT RECORDING

This event will be archived online. This online version will be posted within two weeks of the live event and will be available throughout the data collection period for this survey. For information about all CHAMPS archives, please visit <https://champsonline.org/events-trainings/distance-learning>.

DESCRIPTION OF CHAMPS

Community Health Association of Mountain/Plains States (CHAMPS) is a non-profit organization dedicated to supporting all Region VIII (CO, MT, ND, SD, UT, and WY) federally-designated community health centers so they can better serve their patients and communities. CHAMPS programs and services focus on education and training, collaboration and networking, workforce development, the collection and dissemination of regional data, and more. Staff and board members of [CHAMPS Organizational Members](#) receive [targeted benefits](#) in the areas of business intelligence, networking and peer support, recognition and awards, recruitment and retention, training discounts and reimbursement, and more. CHAMPS has been an essential resource for health center training and support for more than 40 years! Be sure to take advantage of CHAMPS' programs, products, resources, and other services. For more information about CHAMPS, please visit www.CHAMPSonline.org. The Happenings section of the CHAMPS home page highlights the newest CHAMPS offerings.

DESCRIPTION OF NWRPCA

Northwest Regional Primary Care Association (NWRPCA) is a not-for-profit 501(c)3 membership-driven organization that serves community health centers (CHCs) in AK, ID, OR, and WA (federal Region X). Founded in 1983, NWRPCA offers a range of programs and services to support and strengthen CHCs in the Northwest. NWRPCA works to ensure equal access, regardless of one's financial or insurance status, to primary and preventive health care for all residents living in the region. NWRPCA provides support to Region X CHCs through six distinct programs: business intelligence for Region X, community health improvement, education and training, member services, partnerships and sponsors, and workforce development. Please visit www.nwrpca.org for more information.

SPEAKER BIOGRAPHY

Ms. Martin has worked with CHAMPS for over 20 years, developing, presenting, and coordinating educational events for human resources and other staff members at community health centers across Region VIII. She also oversees the collection and analysis of a wide variety of health center workforce metrics to assess the environment of the region, support health center efforts to improve recruitment and retention programs and financial performance, and guide future CHAMPS support programs. Prior to joining CHAMPS, Ms. Martin provided educational programming for a variety of non-profit institutions in the Denver area, including the Denver Museum of Nature and Science and the Downtown Aquarium. She has a Bachelor of Arts degree from Luther College in Decorah, Iowa, with a Certification in Museum Studies.

RELATED RESOURCES

- 2026 Region VIII Survey Tool:
<https://champsonline.org/assets/files/Docs/2026-CHAMPS-RVIII-SalarySurveyTOOL.xlsx>
- 2026 Region VIII Survey Instructions:
<https://champsonline.org/assets/files/Docs/2026-CHAMPS-RVIII-SalarySurveyInstructions.pdf>
- CHAMPS Region VIII Health Center Salary Surveys & Reports:
<https://champsonline.org/resources/publications-e-communications/champs-publications#salary>
- CHAMPS Region VIII Health Center Workforce Metrics, Clinical Staffing, and Provider Productivity Expectations Reports:
https://champsonline.org/resources/publications-e-communications/champs-publications#staffing_expectations

- 2026 Region X Survey Tool:
<https://www.nwrpca.org/uploads/1/4/5/9/145911052/2026-nwrpca-r10-salariesurveytool.xlsx>
- 2026 Region X Survey Instructions:
<https://www.nwrpca.org/uploads/1/4/5/9/145911052/2026-nwrpca-r10-salariesurveyinstructions.pdf>
- NWRPCA Salary Survey Webpage:
<https://www.nwrpca.org/salary-survey.html>

2026 Health Center Salary, Benefits, Turnover, & Vacancy Survey

CHAMPS: Region VIII (CO, MT, ND, SD, UT, WY)
NWRPCA: Region X (AK, ID, OR, WA)



www.champsonline.org

www.nwrpca.org/salary-survey.html

How to Complete the 2026 Salary Survey Tool

Thursday, March 19, 2026

10:00-11:30AM Alaska Time | 11:00AM-12:30PM Pacific Time

12:00-1:30PM Mountain Time | 1:00-2:30 PM Central Time

Presented by:

Andrea Martin

Workforce Development & Member Services Director

**Community Health Association of
Mountain/Plains States (CHAMPS)**



Community
Health
Association of
Mountain/
Plains
States

2026 Salary Survey Advisory Committee

Committee Member	Organization	ST
Amber Mozet	Tepeyac Community Health Center	CO
Dana Peterson	Mountain Family Health Centers	CO
Emily Krizmanich	Colorado Community Health Network	CO
Jamie Dixon	Partnership Health Center	MT
Jana Suazo	Community Health Center of Central Wyoming	WY
Jennifer Davis	Wyoming Primary Care Association	WY
Jessica Weber	Horizon Health	SD
Kristina Frisk	Complete Health	SD
Maddox Ormiston	Association for Utah Community Health	UT
Regana Davis	Valley-Wide Health Systems	CO
Sandra DeBry	Association for Utah Community Health	UT
Sarah Macrander	Colorado Community Health Network	CO
Shelly Hegerle	Community HealthCare Association of the Dakotas	ND/SD
Tracy Rue	Wyoming Primary Care Association	WY



With additional input from Andrea Martin, Jen Anderson, Haleigh Donahue, and Liz Powers (CHAMPS) and Sonia Handforth-Kome and Robyn Weiss (NWRPCA)

How to Complete the 2026 Salary Survey Tool – 3/19/26



Audience Poll

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

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



Ongoing Assistance

- A recording of this event will be available
- Upcoming **Office Hours / Q&A Sessions**
 - **Thursday, April 2, 2026:**
12-1PM AT | 1-2PM PT | 2-3PM MT | 3-4PM CT
 - **Thursday, April 16, 2026:**
10-11AM AT | 11AM-12PM PT | 12-1PM MT | 1-2PM CT
- Additional questions?
 - Region VIII (MT, ND, SD, UT, WY):
andrea@championline.org (Andrea Martin)
 - Region VIII (CO):
smacrander@cchn.org (Sarah Macrander)
 - Region X (AK, ID, OR, WA):
rweiss@nwrpca.org (Robyn Weiss)



Region VIII Survey Materials

2026 Region VIII Salary Survey Tool

- <https://champsonline.org/assets/files/Docs/2026-CHAMPS-RVIII-SalarySurveyTOOL.xlsx>

2026 Region VIII Salary Survey Instructions

- <https://champsonline.org/assets/files/Docs/2026-CHAMPS-RVIII-SalarySurveyInstructions.pdf>



Region X Survey Materials

2026 Region 10 Salary Survey Tool

- <https://www.nwrpca.org/uploads/1/4/5/9/145911052/2026-nwrpca-r10-salariesurveytool.xlsx>

2026 Region 10 Salary Survey Instructions

- <https://www.nwrpca.org/uploads/1/4/5/9/145911052/2026-nwrpca-r10-salariesurveyinstructions.pdf>



Summary of 2026 Updates

Tab 1 – Contact and Organizational Information

- No updates from 2024.

Tab 2a – Employee Salary/Benefits

- Use of **position codes** – unique for each title.
- Reporting **base salary** as an **hourly** figure (tool then auto-calculates annual figure).
- Region VIII only: Asking for the number of **direct reports** for each employee.

Tab 2b – Title Job Descriptions

- Position codes included for each title.



Summary of 2026 Updates, con't

Tab 3 – Expanded Benefits

- New line asking about **certification bonuses**.

Tab 4 – Turnover

- Updated to collect calendar year **2025** figures.

Tab 5 – Additional Recruitment & Retention Questions

- Region VIII: NEW question asking about **top reasons for involuntary turnover**; removed question about employee demographics.
- Region X: A series of NEW questions related to **recruitment and retention practices and needs**.



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

DUE DATE – Wednesday, April 29, 2026

Email your completed spreadsheet to:

- Colorado: smacrander@cchn.org
- Region VIII: andrea@championline.org
- Region X: rweiss@nwrpca.org



Questions?



Please Evaluate Today's Event:

<https://www.surveymonkey.com/r/2026SalarySurveyHowToEval>



To view the archive of this and other past CHAMPS events, please visit <https://champsonline.org/events-trainings/distance-learning/online-archived-champs-distance-learning-events>.



To learn about other upcoming CHAMPS events, please visit <https://champsonline.org/events-trainings/distance-learning/upcoming-live-distance-learning-events>.



To explore NWRPCA trainings and events, please visit <https://www.nwrpca.org/training--events.html>.

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