# LCHP Compensation and Benefits Survey DY3

The Leatherstocking Collaborative Health Partners PPS (LCHP) completed a DSRIP Year 3 Compensation and Benefits Analysis in March of 2018. Participating providers were asked to report data effective as of November 1, 2017.

On March 22, 2018, the Workforce governing board convened to review the results. IHA presented the results of the LCHP compensation and benefits survey and answered questions related to the results.

LCHP utilized Iroquois Healthcare Association (IHA) to conduct a compensation and benefits survey of LCHP provider organizations. 47 organizations participated in the survey representing over 18,500 full and part time employees. Organizations reported a 7.77% average vacancy rate for full time positions and a 5.75% average vacancy rate for part time positions. Nine organizations reported having Collective Bargaining Agreements (CBAs) with labor unions, representing approximately 1,500 full and part time employees.

The survey requested compensation and benefits data on 65 job titles across 10 different organization types. The number of employees, and position vacancies, are displayed for most job titles across the various organization types. Actual cash compensation and benefits summary data is displayed for 49 of the 65 job titles at the all organization level in the LCHP survey. Due to antitrust guidelines, compensation and benefits data may not be displayed in instances where less than 5 organizations reported data for a job title. There are many more instances at the 10 different organization type levels where compensation and benefit data is not displayed due to these antitrust guidelines.

In order to obtain additional cash compensation and benefits summary data by job title, and by organization type, IHA will be providing LCHP with an aggregate report that includes data collected from 6 Upstate NY PPS. In additional to LCHP’s data, the aggregate report will include data collected from providers in the Alliance for Better Health PPS, Better Health for Northeast New York PPS, Care Compass Network PPS, Central New York Care Collaborative PPS, and the North Country Initiative PPS.

A few points regarding the DY3 compensation and benefits survey for LCHP:

* 47 organizations participated in DY3 compared to 57 in DY1. Partners expressed concerns regarding the amount of time it takes them to complete the survey does not show the return on investment with details at the job title level for some facility types.
* DY3 survey asked about the vacancy rate in terms of “intention to fill vacant positions”; whereas in DY1 the question asked “# of vacant positions”. This may have contributed to the vacancy rate decrease showing from DY1 to DY3.
* No private practice primary care facility types responded to the survey. The LCHP region is primarily comprised of primary care physicians working in an employed model.