



The Bassett Medical Center (BMC) completed a DSRIP Compensation and Benefits Analysis in June of 2016. This analysis is a required workforce milestone that reads as follows:

*Produce a compensation and benefit analysis, covering impacts on both retrained and redeployed staff, as well as new hires, particularly focusing on full and partial placements. The PPS must submit an initial compensation and benefits analysis report by June 30, 2016 with appropriate signoff from the PPS workforce governance body. PPS are required to complete additional analysis in DY3 and DY5 (i.e., start, mid-point, and end of DSRIP).*

On July 13, 2016, the workforce governing board convened to review the results. IHA presented the results of the BMC compensation and benefits survey and answered questions related to the results.

BMC utilized Iroquois Healthcare Association (IHA) to conduct a compensation and benefits survey of BMC provider organizations. 57 organizations participated in the survey representing approximately 18,000 full and part time employees. Organizations reported a 9.0% average vacancy rate for full time positions and a 13.5% average vacancy rate for part time positions. 14 organizations reported having Collective Bargaining Agreements (CBAs) with labor unions, representing approximately 1,500 full and part time employees.

There were some job titles that stood out, which will present challenges in terms of recruitment, particularly due to the reliance on Patient-Centered Medical Home care teams and home health agencies.

- The 5 job titles with the most number of positions vacancies are Staff Registered Nurses (217 vacancies), Personal Care Aides (209), Nursing Aides/Assistants (192), Licensed Practical Nurses (124), and Certified Home Health Aides (106). With the exception of Personal Care Aides, these job titles all have higher than average, double-digit vacancy rates.
- The vacancy rate for Primary Care Physicians is extremely high at 44.1%, with 52 open positions, primarily in outpatient care settings.
- Other Physician Specialties have 64 open positions with a 26.6% vacancy rate.
- Nurse Practitioners in Primary Care have 27 position openings with a 30.0% vacancy rate.

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. This valuable data will be utilized by BMC to help develop baseline data for DSRIP workforce milestones such as the workforce staff impact analysis (redeployment / retraining) and the workforce new hire analysis. The survey data will also be used to inform other workforce milestones that include defining the target workforce state, performing a workforce gap analysis, developing the workforce transition roadmap, and developing a training strategy.

Actual cash compensation and benefits summary data is displayed for 57 of the 65 job titles at the all organization level in the BMC 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 has provided BMC with an aggregate report that includes data collected from 6 Upstate NY PPS. In addition to BMC's data, the aggregate report will include data collected from providers in the Albany Medical Center Hospital PPS, the Alliance for Better Health Care PPS, the Care Compass Network PPS, the Central New York Care Collaborative PPS, and the North Country Initiative PPS.