

Same Old Problem



Same Old Solutions



The Problem

- Staff Shortages
- Use of Contracted Services
- Cost
- Turnover
- Untrained Staff
- Staff Satisfaction
- Lowered Standards

*It's Been The Same
Problem for Decades!*



New Approaches

- Increase Pay
- Interact with Staff Via Mobile Device
- Create More Scheduling Flexibility
- Retrain Managers to Strengthen Performance Expectations
- Offer Flexible Benefit Plans

It's Only A Benefit, If It's A Benefit To You

Become Aware of Your Employee's Circumstances

- Family Composition
- Medicaid Eligibility
- Economic Needs
- Other Family Coverages
- Perspectives by Age Cohort
- Utilization Characteristics
- Attitudes Toward Paid Time Off



New Approaches

- No Benefit Options
- Diverse Medical Plans
- Child Care
- Transportation
- Retirement Plans
- Employee Empowerment

Align Benefits Cost with Hourly Compensation—A More Holistic Approach to Total Cost



Considerations

- Taxability for Employees
- Avoid Inequity
- Consult Benefits Attorney
- ERISA Considerations
- Try on a Small Group of Employees

*Philosophical Change Does Not Occur
if You Accept Limitations Imposed By
Others*

