



## AHI PPS MEETING OVERVIEW

<b>Meeting Title</b>	<b>Compensation and Benefits Workgroup Meeting</b>
<b>Date/Time</b>	<b>November 2, 2015 1:00pm – 2:00pm</b>
<b>Next Meeting</b>	<b>TBD – Doodle poll will be sent for dates the week of 12/7/15</b>
<b>Attendees</b>	<p><b>In attendance:</b>            WG Leader: Sadie Spada, The Adirondack Arc            Darlene Lewis, Canton Potsdam Hospital            Kelly Owens, AHI            Cyndi Reynolds, Hudson Headwaters Health Network</p> <p><b>Guests:</b>            Robert Martiniano, Center for Health Workforce Studies            Angela Carroll, Center for Health Workforce Studies</p> <p><b>Unable to attend:</b>            Marti Burnley, Hudson Headwaters Health Network            Cindy Flansburg, Glens Falls Hospital            Scott Tooker, North Country Home Services</p> <p style="text-align: right;">Kathy LaFond, Glens Falls Hospital            Megan Murphy, AHI            Michael Prezioso, Saratoga County Mental Health            Kathy Tucker, 1199 SEIU            Brooke Daley, Washington Center            Brett Smith, Canton Potsdam Hospital</p>
<b>Meeting Overview</b>	<p><b>Welcome:</b>            Group was welcomed by Sadie Spada.</p> <p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>Kelly Owens provided a summary of the All Partner PPS Meeting held on October 8. This meeting convened organizations that had indicated an interest in participating as a project partner – over 125 organizations were registered to participate. An overview of all 11 DSRIP projects was provided with organizations asked to confirm project participation. Workforce information was presented in the afternoon – information was shared on milestones as well as workgroup and committee information. Discussion included the need for partner participation in surveys and analyses that will need to be completed PPS wide.</li> <li>Discussion occurred regarding recent DOH updates specifically impacting Compensation and Benefits. The Compensation and Benefits Analysis is now a requirement for DSRIP years 1, 3 and 5. Sadie</li> </ul>



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requested follow up related to standard data elements that were referenced in the DOH Q&A Summary dated 10/21/15. Follow up will be requested with the account support team working with AHI. The statewide group met again on October 23 – more updates may follow.

**Collaboration with neighboring PPS's:**

- The compensation and benefits analysis will be guided by the job descriptions of the job titles provided by DOH, which used the 2010 Bureau of Labor Statistics to formulate the list. Kelly shared that she had met with workforce representatives from the Albany Medical Center PPS and Alliance for Better Health Care PPS and there is a plan on working together to populate the job titles that were not included in the 2010 BLS. Cyndi Reynolds indicated she could share job descriptions for emerging titles such as care manager, care coordinator, etc. There are several other job titles without job descriptions – Kelly will send a list to all on the workgroup and participants indicated they may be able to share descriptions.

**Planning the Compensation and Benefits Analysis:**

- Group preference remains to combine the Current State Analysis with the Compensation and Benefits Analysis if possible.
- Robert Martiniano shared a preliminary outline of what is planned to be included in the Compensation and Benefits Analysis and Current State Analysis.
- Discussion occurred regarding needed data elements from a PPS standpoint. Group felt measuring the number of vacancies was more useful than gathering total annual separations.
- A statement regarding adherence to anti-trust guidelines will be included in the document.
- Robert will update the draft document which will be forwarded to the workgroup within the next week.

**Next Steps:**

- Workgroup members to review document draft and discuss during next meeting.
- Kelly will follow-up with the DSRIP support team working with AHI to obtain clarification on DOH required data elements.

**Next Meeting:**

Kelly will send a doodle poll for the week of 12/7 for the next meeting.



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