

TOTAL COMP?

1. **Have you defined your “ideal” employee? If not, why not?**
2. **Do you know how to increase employee compensation without a corresponding increase in budget? If not, why not?**
3. **You do realize, don't you, the cost of health care will NEVER go down, because there's absolutely no reason for care givers, health care providers and insurance companies to do so? So, what are you going to do about it?**
4. **If SHRM and other human resource certifications had any real value, how come employers still have salary inequities, EEOC claims of discrimination, reductions-in-force, and other problems effectively managing human capital?**
5. **Does your commitment to DEI cost you more than your previous commitment to AA/EEO? If so, why?**

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What do you learn from this consultation?

- How to increase pay without a corresponding increase in budget.
- How to increase executive level performance.
- How to achieve the values of TQM, ISO, Lean, and Six Sigma without the high cost of implementation.
- How to strategically and perpetually reduce or eliminate health claims while concurrently improving the health and fitness of employees and dependents.

About the Consultant

Trip Reynolds is a subject matter expert in compensation and total rewards, and has performed as a "key" player guiding senior management in all human resource disciplines, which includes using a phenomenal amount of knowledge about organizational development and media relations to achieve strategic business objectives through human capital. Reynolds has created and recruited over 50,000 jobs in nearly every industry, and conducted performance management 443,810 employees and counting. Reynolds has diverse HR management experience in health care, municipal government, finance, broadcasting, aerospace, public education, gaming, IT, retail, manufacturing, property/casualty insurance, and management consulting. His HR management experience includes public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international.



Let's talk shop about comp and benefits!

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DO YOU “VALUE” YOUR EMPLOYEES?

Work closures due to the pandemic. Lousy work conditions and hours. At-will employment that devalues employees. Fewer unions and those that remain have little influence, and the “Great Exit” has seasoned employees leaving and refusing to return.

What? It's employment at-will, and they can leave anytime if they don't like it. Besides, it's none of your business how much I pay my employees!



TOTAL COMP: 101

AVERAGE COST OF HEALTH CARE IS 40% OF TOTAL PAYROLL

PAY FOR TIME WORKED

1. Salaries (base pay, merit pay, service pay)
2. Overtime Pay (less QT premium pay)
3. Shift Differential
4. Deferred Compensation
5. Special Pay (Assignment pay, Hazardous Duty Pay, Qualification Pay, Certification Pay)
6. Holiday Pay (*Less Holiday Premium Pay)
7. Work-related travel

Employers DO administer employee compensation in return for satisfactory work performed.

Total Payroll Cost = Pay for Time Worked + Pay for Time Not Worked

PAY FOR TIME NOT WORKED

1. Sick Leave
2. Vacation Leave
3. Holiday Leave
4. Other Leaves (Jury Duty, Funeral, Emergency, Military, Administrative)
5. Salary Continuance
6. Personal Time Allowance (Paid coffee or meal breaks)
7. Pay in lieu-of vacation
8. Pay in lieu-of sick leave
9. Any incentive pay
10. Any bonus pay
11. Overtime premium pay
12. On-call pay (stand-by)
13. Call-back pay
14. Holiday Premium pay

Total Benefit Cost = Pay for Time Not Worked + Other Benefits Paid

OTHER BENEFITS PAID

1. Pensions
2. Life Insurance (AD & D)
3. Health Insurance (benefits, dental, vision, etc.)
4. Social Security (FICA)
5. Unemployment Insurance
6. Uniforms
7. Uniform Allowance, dry cleaning, etc.
8. Tuition Reimbursement
9. Workers Compensation - Medical
10. Workers Compensation - Weekly Compensation
11. Equipment (Car) Allowance
12. Arbitration Awards
13. Stock Option Plans
14. Profit Sharing Plans
15. Group Savings (Thrift) Plans
16. Employee Discounts
17. Complimentary Gifts
18. Other perquisites (perks): Annual physical exams, financial planning, legal assistance, free parking, holiday parties, etc.
19. Short-term Disability Plans
20. Long-term Disability Plans

Employers DO NOT administer employee benefits in return for health maintained.

Your Employees KNOW they're under no obligation to help their employer contain or reduce the cost of health benefits.

HEALTH BENEFITS: 101

NO PLAN IMPERATIVE TO IMPROVE USER HEALTH OR REDUCE BENEFIT COSTS*

Researchers found no statistically significant differences in concentration between those enrolled in HMOs and other types of gatekeeper plans and those enrolled in indemnity or preferred provider organizations (PPOs). For example, the top 5 percent of spenders accounted for 51 percent of expenses for those enrolled in HMOs, compared with 50 percent of expenses for those in HMOs and other "gatekeeper" managed care combined and 53 percent of expenses for those in indemnity plans and some PPOs.

HMOs, PPOs, EPOs, IPOs, Obamacare, etc.

CLAIM GENERATING EMPLOYEES, DEPENDENTS, RETIREES

TOP 20%

80% BENEFIT COSTS

* The five most expensive health conditions are heart disease, cancer, trauma, mental disorders, and pulmonary disorders.

* The 15 most expensive health conditions account for 44 percent of total health care expenses.



"BENCHMARKS" NOT DESIGNED TO IMPROVE HEALTH OR REDUCE COSTS

* Source: <http://www.ahrq.gov/research/findings/factsheets/costs/expriach/index.html>