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Hi <<First Name>>,

Welcome to the **mhca** monthly minute. We know your time is valuable, so this monthly newsletter will always be short and sweet. We hope you will take one minute to read about a timely topic relevant to our **mhca** members. If you have news to share with your peers, or topics you would like us to cover in a future edition, just let us know. Your feedback is appreciated!

Sincerely,

[Lonnie Parizek](#)

Director of Communications & Membership

Does your organization have a winning compensation strategy?

Human capital is your organization's most important asset. Is your current compensation strategy helping you align your workforce to achieve organizational goals?

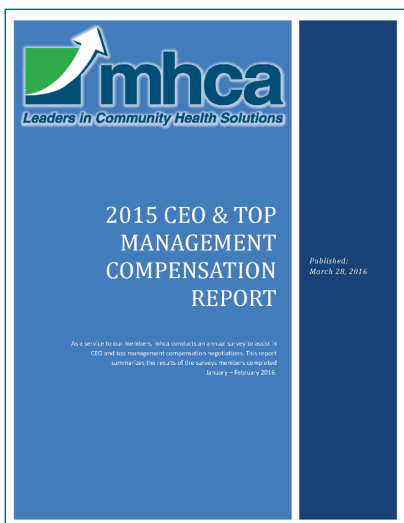
Employees who feel they are fairly compensated tend to work harder, devote more attention to clients, and point out ways to improve businesses processes.

of stability and purpose they receive from their jobs, is in line with what you are asking them to do and what they could get for similar work elsewhere.



Better compensation is one of the top reasons people cite for taking a new job. According to a [study by the Center for American Progress](#), turnover costs are often estimated to be 100% to 300% of the base salary of replaced employee, depending on wage and role of an employee. On average, replacing just 12 employees a year will cost a company at least \$250,000 in lost productivity, recruiting costs, and training costs; so, getting compensation negotiations right can have a huge impact on your organization's profitability and overall success.

Three factors that can help you be as objective as possible in compensation negotiations - from starting salaries, to raises, to bonuses - are individual performance, organizational performance and market rates.



As a service to our members, **mhca** conducts an annual survey to assist in CEO and top management compensation negotiations. Our *2015 CEO & Top Management Compensation Report* provides detailed salary and benefit information from 135 behavioral healthcare organizations across the country and highlights important 3-year trends. In addition to detailed information on CEO salaries and benefits by region, size of annual operating budget, years of experience and degree attained, the report also includes charts to help you quickly compare the

salaries of top administrative and medical positions by region and annual operating budget.

While the compensation negotiation process can be a high-anxiety experience for everyone involved, access to the most current and relevant survey data improves the quality of negotiations by making it possible to start on common ground. If you are an **mhca** member CEO, you can login to your account at www.mhca.com to download your free copy of the *2015 CEO & Top*



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