BENEFITS PROGRAMS & STRATEGIES

**Strategies:**

* Control costs and create value for employees through plan design
* Focus on giving employees choices and alternatives
* Recognize critical nature of UC medical enterprise with regards to pricing

**Future Implications**

* Stabilization of cost curve
* Emphasize employee responsibility in a less paternalistic culture
* UC Medical Enterprise becomes a core health provider and assumes a role in stabilizing the cost curve

COMPENSATION PROGRAMS & STRATEGY

**Strategies:**

* Establish and implement market based system-wide compensation programs and practices
* Implement and communicate common frameworks for position evaluation and performance management
* Streamline, simplify and automate processes and procedures

**Future Implications**

* Moving toward market alignment allows us to make competitive talent choices
* Predictable pay practices will drive internal credibility to help us attract and retain talent
* Moving to more strategic approach to compensation

EMPLOYEE RELATIONS

**Strategies:**

* Have Employee Relations (ER) strategies lead Labor Relations (LR) strategies
* Continue to distinguish the function of ER from LR
* Increase interface with no represented employees
* Acknowledge the importance of a regular salary increase program

**Future Implications**

* Sets the environment to attract and retain the best talent
* Drives productivity by incorporating employee satisfaction and engagement
* An enabling culture that fosters trust, respect and inclusion of diverse ideas