




# PAY & BENEFITS CASE STUDY



## Ensuring what you offer to employees for compensation is crucial to keeping your best talent from the competition

A Des Moines based organization was getting ready for new locations and the new year. They wanted to ensure they would be able to attract great talent and keep them when they started. This study shows how they did it.

Iowa Fractional Human Resources (IFHR) is Iowa's small business HR Partner. If this case sounds like a problem you want help with, let's chat. Choose from our contact information below.

 **515-259-0406**

 **Des Moines, Iowa**

 **mittchell@if-hr.com**

 **www.if-hr.com**

## Challenges

This Des Moines HealthCare company was opening new locations and needed to keep its current staff without knowing what was a good compensation range.

They needed not only to know what to offer, but where they wanted to position themselves versus their competition.

## Solutions

After learning about their expansion and needs. We worked on gathering data.

Research produced data from private and government sources along with other databases to get averages.

A range and a "Compensation Philosophy" were established to place them slightly above the average.

## Results

15%

Improved retention from previous year

20%

Reduced Overtime Costs



Increase in employee satisfaction scores



Reduction in training and onboarding costs from current roles.

## Testimonial

Mitchell was able to help us improve our turnover in our healthcare positions. He also helped us get new positions filled and grow our company larger than ever before.

— M

Leader in a Healthcare Company

## Conclusion

The healthcare company was able to open their new locations with new employees in markets who were not as aware of their company.

The reduction in onboarding, training, and hiring expenses relieved the line item resulting in tens of thousands in savings every quarter.