

HR STRATEGIC PLAN 2016–2020

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 non-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