



SCHECHTER BENEFITS ADVISORS

FEDERALLY QUALIFIED HEALTH CENTERS

With an aging population and economic decline in many areas of the country, the need for Federally Qualified Health Centers (FQHCs) is ever increasing and the industry as a whole has seen tremendous growth. FQHCs are filling a gap in healthcare for the underserved communities in the United States. To be able to deliver the highest quality care to your communities, you need to be able to attract, recruit, retain and reward exemplary, mission-minded healthcare practitioners and executives.

OUR SERVICES

We provide sound, cutting edge advice on the best methods for attracting and retaining exemplary mission-minded executives, practitioners, and employees. We will evaluate the current FQHC compensation and retirement models, educate the FQHC executive team regarding the compensation opportunities specific to not-for-profit organizations, and make a suggestion for the most appropriate model applicable to the specific FQHC.

These options include a wide variety of governmentally sanctioned programs that have been codified in the Internal Revenue Code under the following sections: 162(m), 457(b), 457(f), 403(b), split dollar plans, executive/employee bonus programs, and other bonus retirement hybrid strategies. Additionally, there are other insurance and benefits based programs available to employees of not-for-profit FQHCs that may warrant exploration.

BEGINNING THE PROCESS

For each FQHC we work with, we seek to understand:

- ◆ **Company Direction** – The long term goals and strategies as they relate to compensation of executives and providers.
- ◆ **Company Objectives** – Short term needs and wants that the not-for-profit may have for pay and incentive packages.
- ◆ **Peoples' Needs** – What the employees, providers, and executives in the organization would like and need to have in their compensation package.
- ◆ **Economic Variables** – The various federal and state revenue and fundraising issues that are unique to the industry and how they may affect compensation.

CONTACT US

Please call Jason Zimmerman, CLU, or Brad Feldman, JD at (248) 731-9500 to schedule a consultation.

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