THE CHALLENGE

Medical Center (MMC) was performing well. However, MMC recognized that to thrive in a post-reform environment, they needed to optimize their performance in the areas of staffing, benefits, compensation, and absence management. MMC partnered with Huron Healthcare for a comprehensive performance improvement project, which included a significant human resources cost reduction component.

OUR APPROACH

Working side by side with MMC managers and staff, Huron helped MMC achieve substantial HR cost reductions while maintaining the organization’s high levels of quality and service – as well as its ability to recruit and retain top talent.

Reducing benefit costs: Helped MMC control and reduce plan costs for employees and dependents by redesigning benefits programs, contribution strategies, and the Family and Medical Leave process.

Redesigning compensation practices: Revised premium pay policies and practices that were no longer market competitive. Redesigned PTO policies, absence management, accrual schedules, and administrative practices, providing substantial labor cost savings.

RESULTS & BENEFITS

Paid Time Off Program
- Saved $1,699,079 by redesigning paid time off program.

- Achieved $79,351 in savings through improved workers compensation management.

With the tools Huron developed and the extensive training they provided, our ability to manage in key areas such as overtime, PTO and staffing has improved significantly. I’m very pleased with the result.”

Judith West
Senior Vice President and Chief Human Resources Officer
Maine Medical Center

$2,247,382M
Savings Through
Premium Pay Program Redesign

$7.5M
ANNUALLY
RECURRING
SAVINGS

$1,729,665M
Savings Through
Benefits Plan Redesign

$7.5M
ANNUALLY
RECURRING
SAVINGS