



# How Centauri Health Solutions enabled rapid company growth with a modern compensation program



## Company

Centauri Health Solutions

## Industry

Healthcare

## Size

1,700+ employees

## Location

Scottsdale, AZ  
7+ regional locations  
Hybrid-remote (US)

## Payscale Products

Insight Lab  
Payscale Crowdsourced Data  
Payscale Compensation Survey Data  
Professional Services

## Situation and challenge

Centauri Health Solutions is a private equity backed company that provides innovative technology and services to payors and providers in government sponsored health programs. The company saw significant expansion in 2017, increasing in size from 120 to 600 employees due to multiple acquisitions. This is also when the utilization of Payscale's compensation software, data and services began. Today, the company has eight main regional locations and over 1,700 employees working across the United States. With a rapid growth trajectory, it was imperative to leadership that a compensation strategy and formalized program be developed that could align with the speed of their business.

Initially, while salary data was being utilized in job offers, there was no structure or policy behind job pricing. The people department was also anticipating the excitement of future mergers, acquisitions and the implementation of a new HCM system. Acknowledging all of this, the CHRO was compelled to sit down and develop a plan for how to leverage the Payscale partnership and his team's collective experiences to drive Centauri's bold business initiatives.



**Evolution and scale of our products and services was a key part of our company strategy, which meant taking on new talent and roles for which we did not yet have compensation structures. I knew that we needed a partner like Payscale to support our ambitious goals. With Payscale, we have a trusted source for salary data as well as the right tools and technology for where we're at in our journey - and where we're headed. Payscale's ability to grow and scale with us provides flexibility to go as fast as we want or as slow as we need depending on what our business activity is at the time.**

## Jimmy Griffin

Chief Human Resources Officer | Centauri Health Solutions

## Solution and outcome

Payscale provides the technology, adaptive salary data, and professional services that have supported the development and management of Centauri's modernized compensation program. What started as basic benchmarking and annual pay reviews has transformed into a robust compensation strategy with a performance-based pay philosophy – all accomplished in a three-year timespan.

Centauri has leveraged Payscale's expertise every step of the way. Partnering with a compensation professional on the services team to build a pay structure, seeking recommendations on pricing difficult jobs, attending educational webinars, or keeping up to date on market trends are just examples of how the partnership has influenced business decisions over the years.

A key component of success was starting with a solid foundation internally. Essential steps included:

- Standardizing job descriptions and gathering accurate details from managers.
- Internal alignment to ensure the right people were in the right roles.
- Gaining buy-in from leadership on the importance of using data informed by market strategies.

Having a developed compensation program increased the team's efficiency and allowed them to stay focused amid other initiatives taking place. New jobs could quickly be benchmarked and slotted into the structure and acquired markets could be assessed and analyzed. Program maturity also enabled the creation of a variable merit matrix system so that employees could be rewarded according to performance. Lastly, an internal leadership training was produced in collaboration with Payscale to boost employee confidence in their salary during pay conversations with managers to ensure a positive experience with the company.

Avoided **tens of thousands** in under/over payment for individual roles.

Leaders have been trained to have **performance-based** comp conversations.

Increased speed of hire by **reducing turnaround time** for job pricing requests.

Ultimately, the partnership with Payscale has helped balance recruiting and retention efforts with budgeting and rapid growth. For example, in some cases, the organization's compensation strategy and structure has resulted in avoiding tens of thousands of dollars in under- or over-payment for a single role. This financial benefit has aided the ability to offer competitive total rewards packages to motivate company performance targets. Such a dialed-in approach would not have been possible without having trust in the crowdsourced data and guidance backed by Payscale.

Centauri is now well-positioned to navigate the ever-changing world of compensation and take the next step forward on their journey. This will require investing in advanced analytics, adding more salary data to the mix, and keeping the spotlight on internal equity, diversity and inclusion. The mission is to continuously evolve the impact of the compensation program on powering the business' overall goal of simplifying access to healthcare systems.

## About Payscale

As the industry leader in compensation data and technology, Payscale helps organizations #getpayright. Payscale is the only technology solution for managing compensation that provides multiple streams of fresh, transparently curated and validated salary data. Combined with modeling engines that learn continuously and generate recommendations and insight, Payscale empowers HR to price jobs and adjust compensation to reflect near real-time changes in the market — all on one trusted data platform. With Payscale's Adaptive Compensation Advantage, teams operate with efficiency, focused on outcomes rather than manual data management.

To learn how companies like The Washington Post, Perry Ellis International, United Healthcare and The New York Times rely on Payscale to attract and retain top talent, motivate and engage employees and plan their future workforce, visit [payscale.com](https://payscale.com).



**PayScale has been a tremendous partner in maturing our compensation program. They have provided us with the right data, software and services to adapt and evolve amidst rapid growth and change.**

**Dan Kuosman**

Director, Compensation & Benefits  
Centauri Health Solutions

