Compensation/Benefits Report – Administrative Positions in the Hospital (HB 321)

(A) Position Title*	(B) Breakdown of W-2 and/or 1099-MISC Compensation				(C) Retirement and other Deferred Compensation	(D) Nontaxable Benefits	(E) Comment
	(i) Base Compensation	(ii) Bonus & Incentive Comp.	(iii) Taxable Deferred Comp. Accrued in Prior Years	(iv) Other Reportable Compensation			
1. President & CEO	695,444	150,869		187,283		25,293	Other = 457F age payout
2. Chief Medical Officer	580,699	-		791		16,352	
3. Chief Operating Officer	405,607	96,451		6,147		30,658	
4. Senior VP & CFO	417,875	76,951		6,312		19,096	
5.VP of Chief Patient Svcs	350,215	77,051		5,161		13,665	
6. Chief Information Officer	333,263	68,051		2,837		30,905	
7. Corporate Counsel	337,803	58,851		3,181		30,905	
8. VP of Corp & Network Svcs	291,801	82,851		587		28,814	
9. VP of Network Operations	262,805	56,351		6,624		30,905	
10.VP Revenue Cycle Mgt	256,982	52,851		2,475		26,359	

Notes:

a. Reporting Period is Calendar Year 2018.
b. Deferred compensation is reported only for the year when earned or accrued, whether or not funded, vested, qualified, or non-qualified or subject to substantial risk of forfeiture.
c. (*) Report title, not employee name.

The reasonableness of executive compensation pay is important and is determined independently by the Board of Director's Compensation Committee with the assistance of a third-party executive compensation consultant. The third-party executive compensation consultant provides the Compensation Committee with comparable market pay data, helps determine what level of pay would be considered reasonable, and also provides a formal opinion indicating the reasonableness of any proposed pay actions. The consultant's opinion demonstrates that the Board members did the proper due diligence and relied on an independent expert opinion. The Board of Director's Compensation Committee incorporates the consultant's market pay data when determining what base pay increase it would like to give and what incentive payout is appropriate, and ensures the resulting pay package is within the appropriate range and remains reasonable.