

# Individual Position Salary Data Analysis

## 101 - Chief Executive Officer

Duties	Knowledge, Skills & Abilities
Principal organization leader, who plans, develops and establishes policies and objectives of organization in accordance with Board directives and corporate charter. Develops business objectives and policies to coordinate functions between divisions and departments. Directs formulation of financial programs to provide funding for operations. Processes and responds to RFP's and other business opportunities.	Bachelor's degree in hospital administration, public or health administration, business administration or related field and ten years of direct high-level health management experience; OR Master's degree in hospital administration, public health or business administration and eight years of direct high-level management experience. Peer review/quality improvement organization experience preferred. Thorough working knowledge of the DRG-based reimbursement system, disease classification/coding systems, quality assurance methodologies, health care delivery systems analysis and state-of-the-art approach to medical review. Financial management expertise, experience in strategic planning, continuous quality improvement.

Category	Firm Count	Ee Count	Base Annual Salary (000)					
			25th %'tile	Median	Co Wtd Mean	Ee Wtd Mean	75th %'tile	90th %'tile
<b>All Companies</b>	22	22	\$ 213.9	\$ 229.8	\$ 238.7	\$ 238.7	\$ 263.1	\$ 318.5
Revenue	< 7.4M	7	\$ 191.9	\$ 220.0	\$ 199.5	\$ 199.5	\$ 226.4	\$ 235.0
	7.4M < 11.9M	7	\$ 205.3	\$ 217.5	\$ 218.9	\$ 218.9	\$ 229.8	\$ 245.6
	=> 11.9M	8	\$ 247.1	\$ 305.0	\$ 290.5	\$ 290.5	\$ 325.1	\$ 349.0
Emp	< 44	7	\$ 182.7	\$ 220.0	\$ 196.9	\$ 196.9	\$ 226.4	\$ 235.0
	44 < 71	7	\$ 205.0	\$ 215.9	\$ 211.3	\$ 211.3	\$ 223.1	\$ 229.6
	=> 71	8	\$ 263.1	\$ 305.0	\$ 299.3	\$ 299.3	\$ 325.1	\$ 349.0
Region	Boston	3						
	Dallas	7	\$ 209.0	\$ 241.3	\$ 249.5	\$ 244.5	\$ 284.2	\$ 328.5
	Kansas City	8	\$ 188.7	\$ 222.0	\$ 221.7	\$ 221.7	\$ 240.7	\$ 297.0
	Seattle	4	\$ 217.1	\$ 223.1	\$ 243.1	\$ 243.1	\$ 249.1	\$ 285.7

To preserve confidentiality, no compensation data is reported unless there are at least four companies reporting. If there are less than four companies reporting data, the cells are left blank.

<b>Job Match</b>	<b>Same</b>	87.0%	<b>Slightly More</b>	4.3%	<b>Significantly More</b>	4.3%	<b>Slightly Less</b>	4.3%	<b>Significantly Less</b>	0.0%
<b>FLSA Status</b>	<b>Exempt</b>	100.0%	<b>NE</b>	0.0%	<b>Not Applicable</b>	0.0%	<b>Blank</b>	0.0%		
<b>Formal Add'l Comp</b>	<b>Yes</b>	17.4%	<b>No</b>	82.6%	<b>Blank</b>	0.0%				
<b>Car Allowance</b>	<b>Yes</b>	26.1%	<b>No</b>	73.9%	<b>Blank</b>	0.0%				
<b>Other Allowance</b>	<b>Yes</b>	17.4%	<b>No</b>	82.6%	<b>Blank</b>	0.0%				