

2010 Healthcare Executive Compensation Survey

JOB CARDS FOR REPORTING PAY DATA

NOTE: If you use these job cards to report pay data for executive positions, please **ALSO COMPLETE** the *General Information* and *Executive Pay Practices* tabs using the **Participation Form** in **EXCEL**.

You can download the Participation Form at www.DenariusSurveys.com/executive

EXECUTIVE POSITIONS

- Chief / Top Patient Care Executive
- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Information Officer (CIO)
- Chief Medical Officer (CMO)
- Chief Operating Officer (COO)
- Compliance Officer
- Top Human Resources Executive
- Top Legal Executive
- Top Managed Care Executive
- Top Marketing Executive
- Top Professional Services Executive
- Top Quality/Patient Satisfaction Executive
- Top Support Services Executive

Chief Executive Officer (CEO)

Survey Job Code: 8000

Provide overall direction and leadership to the organization, including vision, mission, strategies, and long-range goals; guidance and leadership to the Board; selection and direction of senior executive staff; and representation of the organization to major external authorities and constituencies.

<u>Your Title</u>	<u>No. of EES</u>	<u>Annualized</u>	<u>Check If</u>	<u>Target STI</u>	<u>STI Paid</u>	<u>***** Pay Range *****</u>		
		<u>Base Pay</u>	<u>Eligible for STI</u>	<u>(% of Pay)</u>	<u>in 2009</u>	<u>Min</u>	<u>Midpoint</u>	<u>Max</u>
_____	_____	_____	<input type="checkbox"/>	_____	_____	_____	_____	_____

Chief Financial Officer (CFO)

Survey Job Code: 8002

As part of senior administration, plan, organize, direct, and control all activities related to financial strategy, planning, and management, including treasury and investment functions. Responsible for overall budget process, accounting and reporting, reimbursement, long-term capital financing, overall fiscal controls, etc.

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		<u>Base Pay</u>	<u>Eligible for STI</u>	<u>(% of Pay)</u>	<u>in 2009</u>	<u>Min</u>	<u>Midpoint</u>	<u>Max</u>
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Chief Operating Officer (COO)

Survey Job Code: 8001

Under guidance of the CEO, responsible for planning, organizing, direction, and control of all or most operations of the system or hospital. (This position is the number two position immediately under the CEO.)

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Chief Medical Officer (CMO)

Survey Job Code: 8004

Full-time salaried physician administrator accountable for ensuring the quality and effectiveness of clinical care. Develops and implements programs to improve clinical quality; monitors clinical care provided by medical staff and nursing; develops medical staff by-laws and policies in conjunction with medical staff committees; and leads physician recruitment and credentialing activities. May maintain limited clinical practice (up to 15% of time) but primary duties are medical administration.

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		<u>Base Pay</u>	<u>Eligible for STI</u>	<u>(% of Pay)</u>	<u>in 2009</u>	<u>Min</u>	<u>Midpoint</u>	<u>Max</u>
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Chief / Top Patient Care Executive

Survey Job Code: 8005

As part of senior administration, plan, organize, direct, and control assigned patient care activities including nursing and selected other patient care departments such as social service, respiratory, EEG, EKG, etc. Provide administrative direction to all departments within the division. Develop and implement patient care policies, standards, and models. Set goals, evaluate results, and implement plans to improve services.

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						<u>Min</u>	<u>Midpoint</u>	<u>Max</u>
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Chief Information Officer (CIO)

Survey Job Code: 8003

Develop and implement plans and programs to meet the information needs of the organization. In conjunction with other executives, establish priorities for implementation of computer and telecommunication systems and applications, and oversee their development, implementation, and operation.

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						<u>Min</u>	<u>Midpoint</u>	<u>Max</u>
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Compliance Officer

Survey Job Code: 8035

Plans, directs, and enforces the corporate compliance program. Develops, implements, and monitors policies and procedures to ensure compliance with rules and regulations, applicable laws, and accreditation standards.

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Top Legal Executive

Survey Job Code: 8015

Ensure that all policies, procedures, programs, and contracts of the organization and its affiliates are in compliance with laws and regulations. Represent the organization and its affiliates to courts, government agencies, and other organizations with regards to complex legal problems and/or issues. Manage all retained outside counsel and litigation affecting the organizations, including medical malpractice. Participate in negotiations with outside contractors and organizations.

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Top Human Resources Executive

Survey Job Code: 8010

As part of senior administration, develop, implement, and administer personnel related policies and programs on a strategic level in support of organizational goals. Oversee the functions of employment, compensation, benefits, employee and labor relations, HR policy, training, safety, employee assistance, organization development, and HR compliance. Title may be VP, Human Resources or HR Director.

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Top Managed Care Executive

Survey Job Code: 8025

Develops and implements the managed care strategies of the organization; develops and maintains physician/hospital and other provider networks to provide a range of care to an insured population through HMO/PPO products; negotiates on behalf of the organization with insurance companies and other providers, HMOs, PPOs, or other external entities.

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Top Marketing Executive

Survey Job Code: 8030

Responsible for planning, directing, and coordinating the marketing and public relations activities of the organization. Ensure the organization's services and products are marketed effectively. Develop and adjust marketing strategy and plans to meet changing markets and competitive conditions.

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_____	_____	_____	<input type="checkbox"/>	_____	_____	_____	_____	_____

Top Professional Services Executive

Survey Job Code: 8040

Plans, organizes, directs, and controls the Professional Services division, including departments such as Diagnostic Imaging, Pharmacy, Rehabilitation, Medical Laboratory, Respiratory Therapy, etc. Provides administrative direction to the various departments within the division, setting goals, evaluating results, and maintaining liaison with medical staff.

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Top Quality/Patient Satisfaction Executive

Survey Job Code: 8020

Leads the organization's quality improvement programs and processes, and customer satisfaction research; provides training, defines methodologies, directs the collection and analysis of data, and facilitates development of and promotes support for best practices and evidence-based medicine.

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Top Support Services Executive

Survey Job Code: 8045

Plans, organizes, directs, and controls the Support Services division, including departments such as Plant Engineering and Maintenance, Housekeeping, Laundry, Dietary, Materials Management, Communications, Security, etc. Provides administrative direction to departments within the division, setting goals, evaluating results, developing and implementing plans to improve Support Services.

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