

## **Chief Executive Officer Compensation Philosophy**

The Board of Directors (BOD) of Northern Inyo Healthcare District (NIHD), in a desire to attract, retain and motivate the senior hospital executive who reflects the values of our District and community, has adopted a philosophy in awarding compensation to the Hospital Chief Executive Officer (CEO).

The CEO must be able to lead our hospital in the delivery of excellent patient care and service. In part, this is accomplished by offering a remuneration package that is in line with the market as defined by peer comparable hospitals in size, mission, scope of operations and locale. Therefore the BOD uses the Allied for Health Services Executive Compensation Report for District employee pay range determination. Within that range, which is reviewed and reset every two years, the BOD sets compensation based upon training, experience, successes, and impact as measured against established goals for the organization and the senior executive.

At least once a year the BOD assesses the performance of the CEO in achieving set performance goals. Based upon the results of the review, a subcommittee, composed of two (2) Board members, recommends any pay rate adjustment to be voted on. The compensation may be adjusted but will never exceed the upper limit of the pay range determined in the Allied For Health Executive Compensation Report. Furthermore, the benefits package will be consistent with what is offered to District employees.