



B. Submit the hospital's policy or policies on executive, provider, and non-medical staff compensation.

As noted in Gifford's By-Laws the Board Personnel and Compensation Committee reviews the compensation plans and personnel policies of the organization. Duties include to review the compensation plan for the employed physicians and key staff. The committee also conducts salary and wage studies.

C. Identify:

i. Outside consultants relied on for benchmarking;

Medical Group Management Associates (MGMA) for providers; 2018 Northern New England Healthcare Compensation Survey

ii. Peer groups to which the hospital benchmarks;

Vermont/New Hampshire Critical Access Hospitals; Vermont hospitals for nursing

iii. Compensation targets in terms of percentiles for each staff category; and

Compensation for providers is in the MGMA 25th percentile to median for their specialty, depending on experience. For all other staff, Gifford utilizes the 2018 Northern New England Healthcare Compensation Study and we strive to have compensation levels comparable to other Critical Access Hospitals.

iv. The hospital's actual compensation level, compared to target, for each employee group (e.g. executive, provider, non-medical staff)

Compensation levels range from 25 percent to median, depending on staff experience and length of service.

Organizational Structure

Provide the hospital's organizational chart including parent companies, subsidiaries, affiliated entities, etc.

