

## **FY23 Certification Follow-up: Executive Compensation**

### **Attachment C**

#### **Description of UVMHN Salary Benchmarks**

UVMHN uses a variety of third-party surveys to determine salary benchmarks, including: Mercer IHN – Healthcare System and Hospital Executives; Gallagher/Integrated Healthcare Strategies – National Healthcare Leadership Survey; Towers Watson – Health Care Executive Survey Report; and Sullivan Cotter & Associates – Health Care Management & Executive Compensation Survey Report. These include comparisons to ACO executives where data exist. For example, for OneCare’s CEO, the following title matches were used:

- Accountable Care Organization (ACO) Executive/President;
- Head of Accountable Care Organization;
- Top Accountable Care Organization (ACO) Executive; and
- Top Accountable Care Organization Executive.