

CVMC Summary

Job Profile	R_Min	R_Mid	R_Max	Company	Total Base Pay Amount	1/1/24 Market Base P50	Base Pay Market Percentile	12/2023 VPP Payment	Current Base + 12/2023 VPP Payment	1/1/24 Market TCC P65	12/23 TCC Market Percentile
CVMC 1002 - President and Chief Operating Officer	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$407,697	\$[REDACTED]	[REDACTED]	\$51,701	\$459,398	\$[REDACTED]	[REDACTED]
CVMC 1012 - Vice President Support Service	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$256,480	\$[REDACTED]	[REDACTED]	\$18,767	\$275,246	\$[REDACTED]	[REDACTED]
CVMC 4249 - VP Clinical Operations--CVMC	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$239,990	\$[REDACTED]	[REDACTED]	n/a	n/a	\$[REDACTED]	[REDACTED]
CVMC 1010 - Chief Financial Officer	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$290,767	\$[REDACTED]	[REDACTED]	\$21,171	\$311,939	\$[REDACTED]	[REDACTED]
CVMC 1019 - VP Patient Care Services	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$256,906	\$[REDACTED]	[REDACTED]	\$18,791	\$275,704	\$[REDACTED]	[REDACTED]
CVMC 1099 - Admin/VP Aging Svcs Woodridge	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$174,696	\$[REDACTED]	[REDACTED]	\$12,781	\$187,479	\$[REDACTED]	[REDACTED]
CVMC 3054 - CVMC Chief Medical Officer*	\$[REDACTED]	\$[REDACTED]	\$[REDACTED]	Central Vermont Medical Center, Inc.	\$368,811	\$[REDACTED]	[REDACTED]	\$17,621	\$386,434	\$[REDACTED]	[REDACTED]

\*.9 fte in this role. Actual pay rates and market data reflect .9 fte.

CVMC Details

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>President and Chief Operating Officer</b>	CVMC_1002	UVMCC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			■	■	

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
1		<b>President/Chief Executive Officer</b>	7000	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	291	292	■	■	Responsible for establishing and achieving short- and long-term objectives and the overall viability of the organization and its entities. Develops policies and procedures and provides guidance with their implementation. Typically reports to the board or senior leadership if owned, leased or contract managed by another corporate organization. This is the most senior executive at a corporate organization, health plan, medical group, region/division/market or system-owned or -operated hospital facility in which all operations and, often, shared services (e.g., finance, human resources, legal and information services) are managed by this position. Only one employee, the most senior individual, per organization entity should be reported. Also see job 7002.
1		<b>President/Chief Executive Officer - System-owned</b>	4050C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Total Net Revenue (Healthcare only) - Millions: 200 to less than 400 US Dollar in millions//	132	132	■	■	Top management position in a system-owned or -operated hospital facility. Responsible for the overall operation of the facility including departments such as finance, legal, and human resources as well as the clinical departments. May report directly to the system senior management or to the Board of Directors. Note: This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.
1		<b>Subsidiary Chief Executive Officer</b>	052	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	152		■	■	The top executive at a health care system/hospital. Responsible for directing the overall operation of the system or hospital. Establishes strategic plans and guides their implementation. Guides changes needed to reach financial goals. Selects and directs executive staff. Provides leadership and support to the Board of Directors. Represents the organization to major external authorities and constituencies. Reports to the Board of Directors.

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>Vice President Support Service</b>	CVMC_1012	UVMCC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			■	■	

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
1	5	<b>Head of Support Services</b>	4530C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$200 Million or More//	17	17	■	■	Responsible for providing administrative oversight to a number of provider organization's support service departments such as Housekeeping, Laundry, Food Service, etc. Assists in the development and administration of the provider organization's policies and procedures. Typically reports to the Chief Operating Officer (COO). Note: This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.
1	5	<b>Top Executive, Support Services</b>	215	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	13		■	■	Plans, organizes, and directs operations of the support services division, including departments such as plant engineering and maintenance, housekeeping, laundry, dietary, central supply, security, etc. May have responsibility for facilities planning and construction. Reports to the CEO or COO.

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1	5	<b>Top Support Services Executive</b>	7061	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	10	10	█	█	Responsible for planning, directing and overseeing three or more of the organization’s support functions (e.g., housekeeping, maintenance, facilities management, biomedical engineering, nutrition services and security). Typically reports to the chief operating officer.
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Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>VP Clinical Operations</b>	CVMC_4249	UVMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			█	█	The Vice President of Clinical Operations is a senior level executive position at UVMHN-Central Vermont Medical Center (CVMC). This position focuses on providing high-value services and operational oversight of the CVMC Clinical Operations functions. The VP of Clinical Operations will oversee Rehabilitative Therapies, Laboratory, Radiology, Radiation Oncology, Peri-Operative Services and Cardiopulmonary Services. This role reports to the President of CVMC and works closely with CVMC and Network Senior Leadership to achieve strategic objectives and assure efficient and effective operations. Clinical Operation responsibilities include quality assurance and operational oversight in order to advance patient outcomes. As a member of the Senior Leadership team, this executive leader will participate in the development of Central Vermont Medical Center’s strategic plans, budgets, goals, objectives, and margin improvement efforts. The VP of Clinical Operations participates in appropriate University of Vermont Health Network (UVMHN) councils, committees and subgroups to fully meet Network objectives and goals.

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
1		<b>Top Executive, Professional Services</b>	175	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$250M - \$750M/	30		█	█	Plans, organizes, and directs operations of the professional services division, including departments such as diagnostic imaging, pharmacy, laboratory, rehabilitation, respiratory therapy, etc. Reports to the CEO or COO.
1		<b>Top Professional Services Executive</b>	7060	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	18	19	█	█	Responsible for planning, directing and overseeing three or more of the organization’s professional functions (e.g., diagnostic imaging, laboratory services, behavioral health, rehabilitation and pharmacy services). Typically reports to the chief operating officer.
1		<b>Top Professional Services Executive</b>	DNA010-EX	Towers Watson: Health Care Executive Survey Report 04/01/2022	Not-For-Profit/All - Organization Classification/Corporate_Incumbent Revenue Responsibility: All - Incumbent Revenue Responsibility	13	13	█	█	Has primary responsibility for all clinical divisions, departments and programs   Ensures that overall mission and goals are achieved by participating in the formulation of clinical objectives, services, policies and procedures   Develops and maintains administrative and regulatory compliance systems and optimal resource allocation criteria   Monitors performance and budgets of clinical services   Serves as liaison with all clinical professional, administrative and support staff   Serves as a member of the senior management group and various key committees

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>Chief Financial Officer</b>	CVMC_1010	UVMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			█	█	

Data Cuts

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CVMC Details

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Incs	50th	65th	Job Description
1		<b>Chief Financial Officer (CFO)</b>	4230C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$200 Million or More//	178	179	█	█	Responsible for the financial viability of the provider organization through the administration of policies and procedures related to its accounting practices. Directs all fiscal activities such as accounting, budgets, audits, taxes, and the preparation of regulatory and governmental agency reports. Typically reports to the President/Chief Executive Officer (CEO) or the Chief Operating Officer (COO). Note: This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.
1		<b>Chief Financial Officer/Top Finance Executive</b>	7015	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	196	196	█	█	Responsible for planning, organizing and directing all functions related to the financial management, budgeting, accounting and reimbursement of the organization and its entities. Establishes and implements policies and procedures related to accounting practices. May have responsibility for information systems. Typically reports to the president/chief executive officer.
1		<b>Subsidiary Chief Financial Officer</b>	427	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	61		█	█	<p>Chief Financial Officer (Independent)</p> <p>Plans, organizes, and directs all activities related to financial management at a hospital or system, including financial planning, budgeting, accounting systems and controls, patient financial services, reimbursement, external financing, and treasury and investment. May also oversee information systems, materials management, and/or managed care contracting.</p> <p>Chief Financial Officer (Subsidiary Hospital)</p> <p>Develops budgets, manages operational accounting for the facility, prepares internal reports for management, and advises the other members on the executive team on cost control and operational effectiveness. Often oversees admitting and identification of charges for services rendered.</p>

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>VP Patient Care Services</b>	CVMC_1019	UVMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			█	█	

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
1		<b>Chief Nursing Officer/Top Executive, Nursing (Operations)</b>	121	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	223		█	█	Plans, organizes, and directs all or most nursing operations. Has responsibility and accountability for nursing units and operations in one or more hospitals/locations. Participates with CEO, top physician executive and other senior leadership in clinical transformation and the development and implementation of new patient care models. Reports to the CEO/COO or to system CNO/CNE.
1		<b>Chief Nursing Officer/Top Patient Care Executive</b>	7046	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	335	335	█	█	Responsible for organizing, planning, directing and evaluating all nursing services functions. May have responsibility over other patient care areas (e.g., social services, emergency medicine, pharmacy, rehabilitation and respiratory care services). May have oversight of advanced practice providers (APPs). Recommends and implements policies and procedures to improve efficiency and delivery of quality nursing services. Typically reports to the president/chief executive officer or chief operating officer. This position requires an RN.
1		<b>Top Nursing Executive</b>	4380C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$200 Million or More//	228	229	█	█	Responsible for evaluating, developing, recommending, and implementing provider organization's policies and procedures related to the delivery of safe and efficient quality nursing care. Plans and directs the activities of a staff of managerial, professional/technical, and auxiliary nursing personnel. Typically reports to the President/Chief Executive Officer (CEO) or Chief Operating Officer (COO). Note: This is generally a single incumbent position. Only one employee, the most senior individual, per organization entity should be reported.

CVMC Details

1	<b>Top Nursing Services Executive</b>	DPN000-EX	Towers Watson: Health Care Executive Survey Report 04/01/2022	All - Profit Status/All - Organization Classification/All - Corporate/Noncorporate_Incumbent Revenue Responsibility: Less than \$700 Million	16	42	█	█	Has primary responsibility for the activities of professional nursing personnel and support staff   Implements and interprets administrative policies and procedures, regulates activities of the various nursing units, analyzes and evaluates nursing services rendered, and plans and directs orientation and in-service training programs for the nursing staff
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Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
<b>Admin/VP Aging Svcs Woodridge</b>	CVMC_1099	UVMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			█	█	Under the general direction of the CVMC President and Chief Operating Officer, the Administrator is responsible for all operations at Woodridge in keeping with overall organization policies and regulatory guidelines. Incumbent provides leadership and direction in maintaining and improving quality of service, attracting and retaining qualified staff, meeting operating expense targets and optimizing return on invested capital. Sees that Woodridge contributes to and enhances CVMC's ability to achieve its overall mission.

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
1		<b>Head of Long-Term Care</b>	7780	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	4	5			Responsible for managing and directing the care and services provided to extended care patients. Manages and directs lower-level managers or supervisors ensuring all facilities and staff meet and comply with all legal and regulatory requirements. Ensures department operates within budget and in accordance with performance standards.
1		<b>Head of Long-Term Care (Single Facility)</b>	371	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	7		█	█	Directs the operations of a single nursing home or skilled nursing facility. Responsible for the financial performance of the facility and the quality of care provided. Develops and implements policies and procedures and ensures adequate staffing for the facility.
1		<b>Long-term Care/Nursing Home Administrator</b>	6155	Mercer: IHN - Module 6C - Skilled Nursing/Assisted Living Facilities 03/01/2021	Total Net Revenue (Healthcare only) - Millions: 185 to less than 300 US Dollar in millions//	4	5			Responsible for the strategic development and program administration of a long term care facility/nursing home which is a facility that provides rehabilitative, restorative, and/or ongoing skilled nursing care to patients or residents in need of assistance with activities of daily living. Long-term care facilities include nursing homes, rehabilitation facilities, inpatient behavioral health facilities, and long-term chronic care hospitals. Responsibilities encompass all aspects of operations which may include marketing, census development, community relations, implementation of policies and procedures, budget adherence and regulatory compliance. Typically requires a state administrator license.

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	65th	Job Description
<b>CVMC Chief Medical Officer</b>	CVMC_3054	UVMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			█	█	The Chief Medical Officer (CMO) at UVMHN - Central Vermont Medical Center (CVMC) serves as a member of the CVMC senior leadership team. The incumbent has primary accountability for the Medical Staff Office, and related provider functions and works collaboratively with leaders across the UVMHN. They demonstrate the ability to effectively support and advance clinical and business objectives that align with CVMC's strategic priorities and mission and those of the UVMHN. They are responsible for supporting and modeling a patient and family centered culture focused on advancing employee engagement, clinical quality, patient safety, service excellence and fiscal responsibility.

Data Cuts

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CVMC Details

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Incs	50th	65th	Job Description
1		<b>Chief Medical Officer-Medical Group</b>	4322C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$200 Million or More//	1	1			Responsible for the direction, planning, and coordination of all medical-related activities; establishes and implements standards for medical practices and policies. Consults with the President/Chief Executive Officer (CEO) on medical and administrative problems affecting patient care. Incumbent works within a medical group.
1		<b>Chief Medical Officer/Top Medical Affairs Executive</b>	7010	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$150 Million to \$400 Million/	196	196	■	■	Responsible for planning, coordinating and overseeing the strategic medical affairs of the organization. Establishes and implements standards and policies to align medical staff goals with those of the organization. Ensures medical staff complies with all legal and regulatory requirements. May be responsible for clinical integration, accountable care organization (ACO), medical group, quality and/or patient safety. May also have oversight of population health and value-based care initiatives. Typically reports to the president/chief executive officer or top physician executive/chief physician executive. This position requires an MD. Also see job 7007.
1		<b>Subsidiary Chief Medical Officer (MD/DO)</b>	658	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	92		■	■	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 and other professional staff. Develops medical staff by-laws and policies in conjunction with medical staff committees. Leads physician recruitment and credentialing activities. May oversee one or more of the following: medical education programs, one or more medical group(s), or departmental medical directors and chiefs of clinical services. May maintain a limited clinical practice (up to 20% of time) but primary duties are medical administration.