



FY25 BUDGET

Salary

Provide the salaries for the hospital's executive and clinical leadership and the hospital's salary spread, so that the Board may consider that salary information, and including a comparison of median salaries to the medians of northern New England states in accordance with 18 V.S.A. § 9456(b)(12). Provide any benchmarks and/or bases on which such compensation was established.

Grace Cottage does not have pre-defined salary spreads. We use the Northern New England Healthcare Compensation Survey, conducted annually by *Vermont Association of Hospitals and Health Systems, Inc.*, *New Hampshire Hospital Association* and *Maine Hospital Association* as a market guide for wages throughout the facility, including the executive and clinical leadership.

- CEO \$300,000
- CFO \$299,631
- CNO \$190,000