

PMC 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
PMC 20110 - Vice President of Long Term Care	\$175,605	\$175,605	\$175,605	Porter Medical Center	\$175,605	\$175,605	>	\$12,849	\$188,454	\$175,605	>
PMC 20152 - PMC & ECH VP/Chief Financial Officer*	\$133,205	\$133,205	\$133,205	Porter Medical Center	\$133,205	\$133,205		\$8,693	\$141,898	\$133,205	
E455 - President PMC & ECH*	\$214,000	\$214,000	\$214,000	Porter Medical Center	\$214,000	\$214,000		\$14,069	\$228,069	\$214,000	
M092 - ECH & PMC Chief Medical Officer**	\$166,983	\$166,983	\$166,983	Porter Medical Center	\$166,983	\$166,983		\$14,044	\$181,027	\$166,983	
PMC 20140 - Associate VP/Chief Nursing Officer	\$203,549	\$203,549	\$203,549	Porter Medical Center	\$203,549	\$203,549		\$12,053	\$215,602	\$203,549	

* .5 fte in this role, other half is ECH. Actual pay rates and market data reflect .5 fte, while pay range reflects amounts for a full time employee

** .8 fte in CMO role overall and .4 fte at PMC, other half is ECH. Actual pay rates and market data reflect .4 fte, while pay range reflects amounts for a full time employee

PMC Details

Job Title		Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description	
Vice President of Long Term Care		PMC_20110	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	15	Head of Long-Term Care	7780	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$75 Million to \$200 Million/	9	11	█	█	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	15	Head of Long-Term Care (Single Facility)	371	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$50M - \$200M/	18		█	█	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.

Job Title		Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description	
PMC & ECH VP/Chief Financial Officer		PMC_20152	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		Chief Financial Officer (CFO)	4230C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$75 Million < \$200 Million//	60	60	█	█	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		Chief Financial Officer/Top Finance Executive	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		Subsidiary Chief Financial Officer	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>

PMC Details

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
President ECH & PMC	TEMP6614880	UVMMC - 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		President/Chief Executive Officer	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	20	President/Chief Executive Officer - System-owned	4050C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Total Net Revenue (Healthcare only) - Millions: 100 to less than 200 US Dollar in millions//	106	106	■	■	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		Subsidiary Chief Executive Officer	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	65th	Job Description
CMO ECH & PMC	M092	UVMMC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast			■	■	

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	65th	Job Description
1	5	Chief Medical Officer (MD/DO)	650	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$150M - \$450M/	43		■	■	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.

PMC Details

1	5	Chief Medical Officer (MD/DO)	650	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$50M - \$200M/	27					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.
1	5	Chief Medical Officer/Top Medical Affairs Executive	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	5	Chief Medical Officer/Top Medical Affairs Executive	7010	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$75 Million to \$200 Million/	95	97				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	5	Subsidiary Chief Medical Officer (MD/DO)	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.
1	5	Subsidiary Chief Medical Officer (MD/DO)	658	Integrated HC Strategies (IHS): National Healthcare Leadership Survey 02/01/2022	Hospitals/Net Revenue \$50M - \$200M/	57					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.

Job Title	Job Code	Pay Market	Scope	Orgs	Base Incs	50th	TCC 65th	Job Description
Associate VP/Chief Nursing Officer	PMC_20140	UVMCC - Northeast	SubIndustry:Health Care Facilities/Size:All/Region:Northeast					

Data Cuts

Weight	Adjustment	Job Title	Job Code	Source	Scope	Orgs	Base Incs	50th	65th	Job Description	Cut Notes
--------	------------	-----------	----------	--------	-------	------	-----------	------	------	-----------------	-----------

PMC Details

1		2nd Level Nursing Executive	4382C	Mercer: IHN - Module 4C - Healthcare System & Hospital Executives 03/01/2022	Facility Type: System-Owned Hospital; Total Net Revenue - USD: \$75 Million < \$200 Million//	24	27	■	■	Responsible for the direction of one or more of the provider organization's nursing departments through the supervision of nursing managers. Assists in establishing the provider organization's policies and procedures related to the nursing function and ensures compliance with these policies. This title should be used only for incumbents that do not match one of the specific Nursing Service descriptions (e.g., Head of Surgical Services Executive, Head of Emergency Services). Typically reports to the Top Nursing Executive.
1		Nursing Services Executive - Second Level	DPN005-EX	Towers Watson: Health Care Executive Survey Report 04/01/2022	All - Profit Status/All - Organization Classification/Noncorporate_Incumbent Revenue Responsibility: Less than \$700 Million	9	67	■	■	Reporting directly to the Top Nursing Services Executive, shares responsibility for managing the activities of professional nursing personnel and support staff Analyzes nursing and auxiliary services to improve the quality of patient care and attain maximum utilization of staff time and resources Assumes other responsibilities delegated by the Top Nursing Services Executive
1		Second-Level Nursing Services Executive	7206	Sullivan, Cotter & Associates: Manager & Executive Compensation in Hospitals and Health Systems Survey Report 01/01/2022	Subsidiary Organizations – Hospitals/\$75 Million to \$200 Million/	24	24	■	■	Assists the top nursing services executive in directing and overseeing all phases of the nursing services of the organization. This is the second-highest nursing services executive position in an organization. Typically reports to the chief nursing officer/top patient care executive. Also see job 7272.