

Southwestern Vermont Medical Center

FY 2025 Budget

Salaries and FTE's

10. Salaries and FTE's

To attract and retain staffing for clinical and non-clinical manager and director positions, human resources reviews local and regional compensation information, salary surveys and feedback from recruiting efforts, among other sources of wage data, to confirm our wage rates remain competitive within our local (commutable distance) labor market.

Wage rates for executive level positions are influenced by a broader regional market. To determine whether our executive compensation levels fall within the 50th to 55th market percentile compared to wages among similar hospitals within our region (northeastern US), we use wage information provided by independent health care compensation consultants. Board leadership representatives review the wage information with the consultants to ensure executive salaries fall within the targeted 50th to 55th market range.

The table below provides the information requested for FTE's and compensation included in the FY 2025 Budget. It is worth noting that Physician and Associate Providers are compensated through a Professional Services Agreement (PSA) with DH reported in the Physician Fees, Salaries, Contracts and Fringes on the GMCB Summary of revenues and expenses. The figures represent total compensation paid to the providers and does not include fringe benefits or Medical Malpractices expense billed under the PSA.

Category	FY 25B FTE's	FY25B Total Compensation	FY25B Average Salary
Executive Management	5.0	\$1,982,484	\$396,497
Clinical Directors	12.0	\$1,905,813	\$158,818
Clinical all other	399.2	\$36,515,027	\$91,468
Medical Practice Group	180.5	\$12,189,587	\$67,536
Non-Clinical Directors	11.0	\$1,866,944	\$169,722
Non-Clinical all other	210.6	\$13,174,086	\$62,543
Total Hospital Staff	818.3	\$67,633,942	\$82,648
Physician Salaries (PSA)	70.4	\$28,107,308	\$399,252
Associate Provider (PAs/NPs) (PSA)	30.4	\$4,217,317	\$138,910
Total Providers	100.8	\$32,324,625	\$320,808