

# Del Puerto Health Care District

Fiscal Year 2023-24 CEO Work Plan for Karin Freese

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**Vision:** *A locally cultivated, healthier community*  
**Mission:** *To provide, promote, and partner in quality healthcare for all.*  
**Values:** *Compassion / Commitment / Excellence*

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## Board Leadership

- Facilitate annual Board self-evaluation.
- All Board members attend one annual conference or regional training or event
- Conduct annual Board strategic planning retreat (April 2024)

## Safety

- Safety Committee – quarterly meetings, chaired by Safety Officer, including staff representatives, and all department heads. Keep agendas and minutes and provide copies to all employees.
- Ensure completion of annual safety evaluations (Administration, Health Center, Ambulance)
- Active Shooter Training for all employees
- Annual review of safety policies and procedures and IIPP
- Regular safety inspections documented.
- Ongoing education

## Finance

- Operating & Capital Budgets completed by (June 2024)
- Seek participation in the county IGT reimbursement program.

## Human Resources

- Ensure all annual employee reviews are completed (June 2024)
- Evaluate benefit package for financial sustainability (Sept 2023)
- Legal update to Personnel Rules Book (July 2023)
- Triennial Review of Personnel Policies and Procedures (March 2024)
- Develop an annual training plan for all employees

## Health Center Goals

- Written evaluation on the expansion of clinic services: imaging, labs,
- Expand the availability of after-hours care
- Complete health center safety and privacy renovations
- Health Center Operations Policy and Procedure manual review

## Ambulance Goals

- Ambulance Operations Policy and Procedure manual update
- Union Contract Negotiations (February – June 2024)

## Community Engagement

- Publish District Annual Report (September 2023)
- Triennial Update to Community Health Needs Assessment (Jan 2024)
- Attend Patterson City Council meetings as issues arise
- Rebranding: two-year plan written and initiated (August 2023)

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## Building Project

- Project Management
- Design-Build RFP
- Funding
- Construction
- Fencing
- Equipping
- Landscaping
- Paving

## Legislation and Advocacy

- Support legislation that is in the best interest of the district through active engagement in the following organizations
  - Association of California Healthcare Districts
  - California Special District Association
  - California Ambulance Association / American Ambulance Association
  - California Primary Care Association (new membership)
  - National Rural Health Clinic Association / California RHC Association
- Participate in Legislative meetings with community, county, state, and federal politicians.

### Comparable California Special Districts CEO Salary

FY 2020-21 Data with COLA added for 2023

Year	Similar Districts with 2021 Data	Operation	Revenue	Expenses	# EEs	Total Wages	Total Health & Retirement	Title	Range Minimum	2020-21 Earnings Salary	Range Maximum	County	Geographic Wage Factor	Geo Adjusted Current Wage
2021	Desert Healthcare District	Health Enterprise	\$ 9,173,103	\$ 7,108,588	18	\$ 1,249,052	\$ 338,847	CEO	\$ 200,000	\$ 237,194	\$ 250,000	Riverside	-4.9%	\$ 217,840
2021	Stanislaus Council of Governments	Admin/General	n/a	n/a	31	\$ 1,510,805	\$ 636,147	Asst Exec Officer	\$ 150,176	\$ 200,659	\$ 225,264	Stanislaus	0.0%	\$ 192,033
2021	Running Springs Water District	Ambulance Service	\$ 958,489	\$ 738,846	53	\$ 2,801,262	\$ 647,625	GM	\$ 176,160	\$ 187,589	\$ 215,727	San Bernardino	-4.9%	\$ 183,694
2021	Camarillo Health Care District	Health Enterprise	\$ 3,705,129	\$ 2,918,199	40	\$ 1,291,727	\$ 269,844	CEO	\$ 151,840	\$ 185,007	\$ 224,952	Ventura	-18.9%	\$ 151,873
2021	West Stanislaus Irrigation District	Admin/General	\$11,361,989	\$ 7,981,626	25	\$ 1,119,387	\$ 479,999	GM	\$ 165,750	\$ 180,036	\$ 195,000	Stanislaus	0.0%	\$ 187,518
2021	Patterson Irrigation District	Admin/General	\$ 9,470,348	\$ 6,435,207	20	\$ 974,645	\$ 363,157	GM	\$ 165,000	\$ 174,000	\$ 171,000	Stanislaus	0.0%	\$ 170,000
2021	Del Puerto Health Care District	Health Enterprise	\$ 6,054,383	\$ 5,817,136	52	\$ 2,508,622	\$ 488,889	CEO	\$ 133,600	\$ 164,993	\$ 200,400	Stanislaus	0.0%	\$ 166,331
<i>High and Low Salaries excluded</i>														
<i>red italic = estimated</i>														
								2021 Average	\$ 151,940	\$ 189,925	\$ 227,911			GEO ADJUSTED AVC \$ 181,327
								Public Geo & COLA Adj Salary with 30% Range	\$ 166,689	\$ 196,105	\$ 225,521	Public Geo Adjusted + COLA	8.15%	\$ 196,105
								2023 Private Market with 30% Range	\$ 175,733	\$ 206,745	\$ 237,757	Private		\$ 206,745
								Recommended 2023 CEO Salary Range	\$ 171,211	\$ 201,425	\$ 231,639	Avg of studies		\$ 201,425
								Current CEO Salary		\$ 173,489				

- 3. Mix of Health Care Districts & Stanislaus County = 50<sup>th</sup> percentile
  - a. Three from out of county & four from Stanislaus
  - b. Expense range \$ 74 to \$ 79.98 million
  - c. Staff counts between 18 and 52 employees
  - d. Range of comparative salaries = \$164k to \$237k
  - e. Highest and lowest removed = \$159k and \$235k (see below)

EXCLU DED	Similar Health Care Districts 2021 Data	Enterprise Fund Name (Specify)	Revenue	Expenses	# EEs	Total Wages	Total Health & Retirement	Title	Range Minimum	2020-21 Earnings Salary	Range Maximum	County	Geographic Wage Factor	Geo Adjusted Current Wage
HIGH	Eden Township Healthcare District	Health Enterprise	\$ 5,078,842	\$ 6,049,837	8	\$ 474,769	\$ 52,135	CEO	\$ 199,866	\$ 235,137	\$ 270,408	Alameda	-19.7%	\$ 188,815
LOW	Chowchilla Memorial Healthcare District	Hospital Enterprise	\$ 3,874,817	\$ 3,755,054	87	\$ 2,118,823	\$ 101,341	CEO	\$ 135,210	\$ 159,071	\$ 182,932	Madera	1.0%	\$ 160,662

