Del Puerto Health Care District 2018 Administrative Director / CEO Salary Study

Similar Districts (2018 Data)	Onerstine	Davianua	Function	#5	Tatal Warns	Title	Range Minimum	Current	Range	Torre	Country	Geographic Wage Factor		Adjusted
Similar Districts (2018 Data)	Operations	Revenue	Expense	# EES	Total Wages	Title	wiinimum	Salary	Maximum	Туре	County	wage ractor		Wage
	leases out hospital; community													
Petaluma Health Care District	education; grants	2,897,732	2,755,724	24	1,215,024	CEO	163,129	217,505	271,881	Health	Sonoma	2.8%	\$	211,581
	Government									Government				
Stanislaus Council of Governments	services	n/a	n/a	32	982,746	ED	148,522	198,029	247,536	Services	Stanislaus	0.0%	\$	198,029
Running Springs Water District	Ambulance; fire; waste; water	833,560	678,947	64	2,599,139	GM	133,037	160,965	161 7/11	Community	San Bernardino	0.3%	Ś	160,484
Rulling Springs Water District	waste, water	833,300	076,347	04	2,333,133	GIVI	133,037	100,903	101,741	Community	Bernarumo	0.576	Ą	100,484
	community wellness programs													
Camarillo Health Care District	& classes; grants	3,891,030	3,554,688	44	1,310,081	CEO	151,840	158,793	224,952	Hospital	Ventura	1.0%	\$	157,221
Del Puerto Health Care District	RHC; ambulance	5,358,459	5,017,590	52	1,952,421	AD / CEO	126,400	143,000	189,600	Health	Stanislaus	0.0%	\$	143,000
West Stanislaus Irrigation District	Irrigation	6,659,594	6,210,417	23	947,589	GM	110,902	154,985	148,625	Water	Stanislaus	0.0%	Ś	154,985
West Stanislaus Imgation District	irigation	0,033,334	0,210,417	23	347,363	GIVI	110,302	134,383	148,023	water	Stariisiaus	0.070	٧	154,565
	Mosquito													
Turlock Mosquito Abatement District	Abatement	2,666,809	2,296,858	26	841,018	GM	105,969	141,292	176,615	Pest Control	Stanislaus	0.0%	\$	141,947
6 comparable districts sorted in order of	current calary			Δναι	rage Current w	/40% Spread \$	134,236 \$	167 706	\$ 201,355		Geo Adjust	ted Comp CEOs	ć	166,749
o comparable districts sorted in order of current salary				AVE	rage current w	740% Spreau Ş	134,230 3	107,730	Ş 201,333		Geo Aujus	teu comp cros	Ţ	100,743
Red Italicized = specific information not available so estimate made based on averages. Expense = 95% of income. Salary range 20% above and below current.					Geo Adjusted	Salary Range \$	133,400 \$	166,749	\$ 200,099	-	Health C	are District Avg	\$	170,601
			Re	Recommend AD/CEOsalary Range \$ 133,600 \$ 167,000 \$ 200,400							Stanislaus Districts Avg \$ 164,98			164,987
_						-	ırrent Wage \$	158,000		=	Average	of three studies	ć	167,446
3. Mix of Health Care Districts & S				Cl	Increase	138,000			Average	n timee studies	J	107,440		

3. Mix of Health Care Districts & Stanislaus County = 50th percentile

- a. Three from out of county & four from Stanislaus (includes DPHCD)
- b. Budget range \$2.3 to \$6.7 million
- c. Staff counts between 23 and 64 employees
- d. Range of comparative salaries = \$141k to \$217k
- e. Highest and lowest removed = \$136k and \$267k (see below)