

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

Similar Districts (2018 Data)	Operations	Revenue	Expense	# Ees	Total Wages	Title	Range Minimum	Current Salary	Range Maximum	Type	County	Geographic Wage Factor	Geo Adjusted Wage	
Petaluma Health Care District	leases out hospital; community education; grants	2,897,732	2,755,724	24	1,215,024	CEO	<i>163,129</i>	217,505	<i>271,881</i>	Health	Sonoma	2.8%	\$ 211,581	
Stanislaus Council of Governments	Government services	n/a	n/a	32	982,746	ED	<i>148,522</i>	198,029	<i>247,536</i>	Government 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	161,741	Community	San Bernardino	0.3%	\$ 160,484	
Camarillo Health Care District	community wellness programs & 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%	\$ 154,985	
Turlock Mosquito Abatement District	Mosquito Abatement	2,666,809	2,296,858	26	841,018	GM	<i>105,969</i>	141,292	<i>176,615</i>	Pest Control	Stanislaus	0.0%	\$ 141,947	
6 comparable districts sorted in order of current salary							Average Current w/40% Spread					Geo Adjusted Comp CEOs		
							\$	134,236	\$	167,796	\$	201,355	\$	166,749
<i>Red Italicized = specific information not available so estimate made based on averages. Expense = 95% of income. Salary range 20% above and below current.</i>							Geo Adjusted Salary Range					Health Care District Avg		
							\$	133,400	\$	166,749	\$	200,099	\$	170,601
							Recommend AD/CEO Salary Range					Stanislaus Districts Avg		
							\$	133,600	\$	167,000	\$	200,400	\$	164,987
							Current Wage			\$ 158,000		Average of three studies		
							Increase			6%		\$ 167,446		

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)