

Merces Consulting Group, Inc.
Chief Executive Officer Compensation in Federally Qualified Health Centers
Fourth Edition – 2015 (Participation Deadline: July 31, 2015)

Please return this questionnaire to Edmund B. Ura at Merces Consulting Group, Inc., or complete the questionnaire online at:
<https://www.research.net/r/Merces-FQHC-CEO-2015>

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PARTICIPANT INFORMATION

Organization Name:			
Completed By:		Title:	
Address:			
City/State/Zip:		Phone:	
e-mail:			
Name of CEO:		CEO Title:	
Name/Title of Person to Receive Final Report:			

ABOUT THE HEALTH CENTER

Services Area Is:	<input type="checkbox"/> Primarily Urban	<input type="checkbox"/> Primarily Rural	<input type="checkbox"/> Mixed Urban & Rural
Total Revenue		Total Expenses	
Annual Patients Served		Annual Migrants Served	
Annual Encounters		Migrant Encounters	
Population of Area Served		Number of Sites	

ABOUT THE CEO

Age		Years at FQHC		Years as CEO	
Race	<input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Arab/Middle Eastern <input type="checkbox"/> Asian <input type="checkbox"/> Multiple Races <input type="checkbox"/> Black/African American <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> White				
Ethnicity	<input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Not Hispanic/Latino				
Gender	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other, explain:				
Highest Level of Education	<input type="checkbox"/> High School <input type="checkbox"/> Associates <input type="checkbox"/> Bachelors <input type="checkbox"/> Masters <input type="checkbox"/> PhD/MD/JD/DDS et al.				
CEO is Provider	<input type="checkbox"/> No <input type="checkbox"/> Mid-level (PA/NP) <input type="checkbox"/> Medical Doctor <input type="checkbox"/> Dentist <input type="checkbox"/> Psychologist/Psychiatrist				
Masters Degree?	<input type="checkbox"/> MBA <input type="checkbox"/> MPH/MPA <input type="checkbox"/> MSW <input type="checkbox"/> Other				

CEO COMPENSATION

Annualized Base Salary as 7/1/2015:			
Date of Last Adjustment (MM/YYYY):		Annualized Salary Prior to Last Adjustment	
Was the CEO Eligible to receive a bonus for the last fiscal year?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If "yes," amount of the bonus:			
Is there a formal salary range for the CEO position?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
If "yes," range minimum:		range midpoint:	
		range maximum:	

Is there a formal incentive/bonus compensation program?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If "yes," is the final award determined:	
<input type="checkbox"/> Completely based on pre-established goals/objectives <input type="checkbox"/> Primarily based on pre-established objectives, but with allowance for Board discretion <input type="checkbox"/> Partially based on pre-established goals, but primarily board discretion <input type="checkbox"/> Completely based on Board Discretion	
If "yes," what is the target bonus/incentive to be paid if all objectives are met (as % of salary)?	

CEO RETIREMENT PLAN

Is the CEO a participant in an organization wide retirement program?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Is there a supplemental retirement/deferred compensation plan for the CEO?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, what is the annual contribution (if known)?	

CEO EMPLOYMENT CONTRACT

Does the CEO have an employment contract?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If "yes," what is the initial term (number of years?)	
If "yes," does the contract automatically renew?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If "yes," what is the length of the automatic renewal?	
If "yes," does the CEO receive compensation if terminated without cause?	<input type="checkbox"/> Yes <input type="checkbox"/> No
If so, how many months of pay does the CEO receive?	

CEO COMPENSATION GOVERNANCE

Does the organization have a Board-adopted compensation philosophy?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
Does the Board have a formal Compensation of Personnel Committee?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
If "yes," does this committee have different members than the executive committee?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
If "yes," how many members are on the committee?			
If "yes," how many committee members are "consumer members" of the Board?			
Is there a formal, written job description for the CEO Position?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Last revised in:	
Is there a formal, written performance appraisal program for the CEO position?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
If "yes," does the CEO feel it provides meaningful feedback on performance?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
Which of the following best describes how the CEO's compensation is set?			
<input type="checkbox"/> Determined by the full Board, without recommendation from a committee <input type="checkbox"/> Determined by the full Board, based on recommendation of Executive or Finance Committee <input type="checkbox"/> Determined by the full Board, based on recommendation of Compensation or Personnel Committee <input type="checkbox"/> Determined by the Executive or other Committee, without full Board approval <input type="checkbox"/> Not determined by the Board or a Board Committee.			
What is the PRIMARY source of research in support of the Board's decision-making on CEO compensation?			
<input type="checkbox"/> Member of the Board/Board Committee <input type="checkbox"/> HR/Finance Staff <input type="checkbox"/> Outside Accountant/Auditor <input type="checkbox"/> Outside Attorney/Law Firm <input type="checkbox"/> Outside Management Consultant			
Is the researcher an "Independent Compensation Consultant" as defined by the IRS?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know		
Does the Board follow processes to establish the "rebuttable presumption?"	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't Know		
Which of the following are used in determining CEO compensation (check all that apply)?			
<input type="checkbox"/> NACHC Compensation Survey <input type="checkbox"/> State/Regional PCA survey(s) <input type="checkbox"/> Other health care surveys <input type="checkbox"/> Other surveys (not health care)			
<input type="checkbox"/> Forms 990 If so, about how many? <input type="checkbox"/> Formal report from external advisor <input type="checkbox"/> Formal report from internal staff			