

**Kansas Hospital Association - Missouri Hospital Association  
2025 Healthcare Compensation Survey**

Management Positions

**Chief Executive Officer**

**Jobcode: 1000**

The top executive at a health care system/hospital. Responsible for directing the overall operation of the system or hospital. Establishes strategic plans and guides their implementation. Guides changes needed to reach financial goals. Selects and directs executive staff. Provides leadership and support to the Board of Directors. Represents the organization to major external authorities and constituencies. Reports to the Board of Directors.

	# Orgs	# Inc.	Base Salary				Total Cash Average	Formal Range	
			25th	Average	50th	75th		Min.	Max.
<b>All Participants</b>	100	100	\$170,000	\$320,542	\$221,473	\$319,225	\$333,006	\$216,507	\$347,850
<b>Operating Budget</b>									
Less than \$25 Million	50	50	\$154,545	\$195,905	\$183,307	\$216,393	\$199,161	\$157,818	\$250,445
\$25 - \$99.9 Million	32	32	\$212,500	\$260,927	\$243,000	\$290,514	\$266,625	\$178,434	\$279,963
\$100 - \$249.9 Million	6	6	\$318,230	\$445,495	\$429,004	\$589,252	\$445,495	***	***
\$250 Million or more	12	12	\$611,010	\$936,361	\$730,826	\$1,010,017	\$1,011,468	\$567,954	\$929,451
<b>FTEs</b>									
Less than 250 FTEs	68	68	\$163,750	\$200,779	\$195,707	\$224,684	\$204,262	\$160,360	\$253,111
250 to 499 FTEs	14	14	\$243,000	\$317,855	\$314,694	\$404,002	\$325,589	\$173,940	\$266,120
500 to 999 FTEs	5	5	\$318,230	\$402,994	\$450,000	\$464,256	\$402,994	***	***
1,000 or more FTEs	13	13	\$611,010	\$918,179	\$725,166	\$1,010,017	\$987,509	\$556,228	\$895,876
<b>Organization Type</b>									
Hospital	29	29	\$276,750	\$591,650	\$450,000	\$712,583	\$624,319	\$416,971	\$671,846
Critical Access Hospital	65	65	\$162,613	\$199,054	\$195,000	\$222,384	\$203,653	\$159,685	\$250,530
Clinic	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Kansas City Metro	7	7	\$261,456	\$459,172	\$349,856	\$478,504	\$474,639	***	***
St. Louis Metro	6	6	\$283,411	\$871,296	\$457,875	\$1,872,603	\$871,296	***	***

**All Participants**

**% Bonus Eligible** 41.9%      **Avg. Bonus \$** \$66,654      **Avg. Target %** 24.0%      **% LTI Eligible** 14.0%