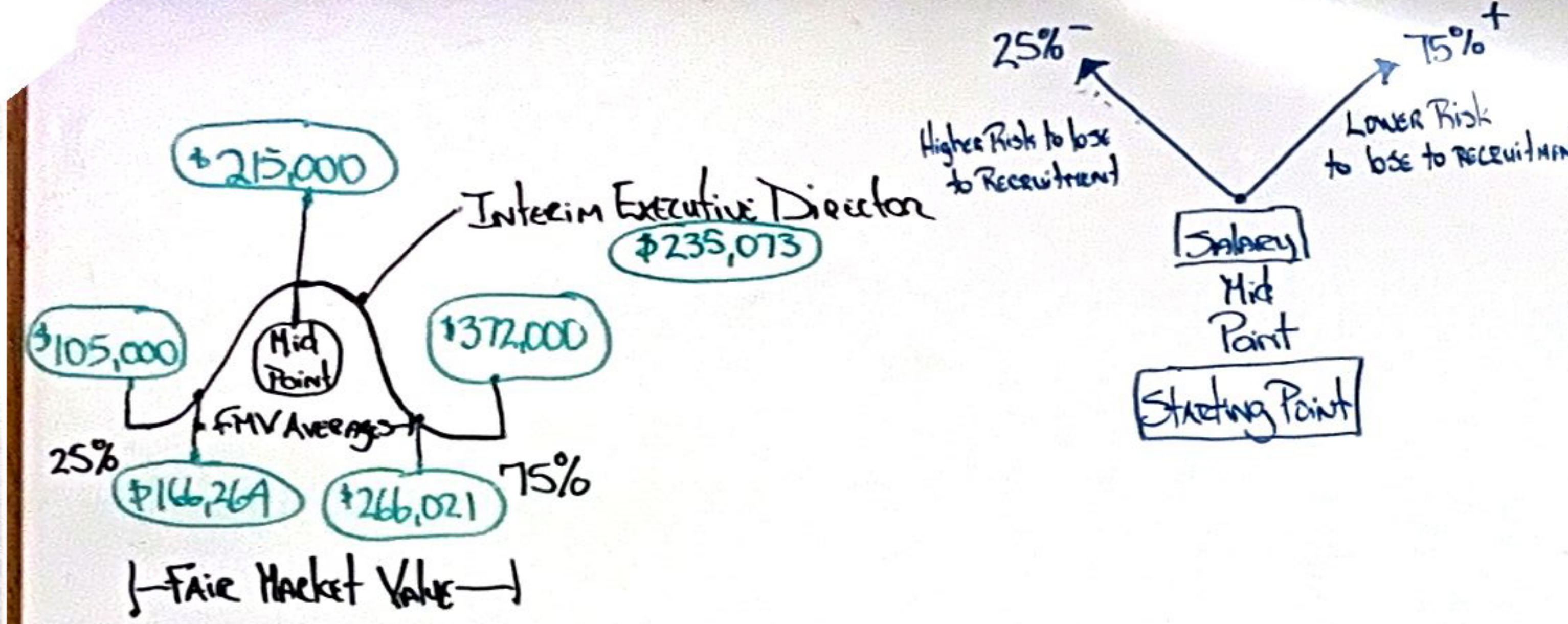


MAN - BE Smith, HealthTech, WittKieffer, Nagle and Associates, DHR Global, Kirby Bates, & 40% of Salary



- Understands Dahl, Municipality, Shagway
- Understands FQHCs and HRSA
- Understands Rural, isolated, seasonal

COORS Proposal

33 1/3% of Estimated Mid-Point

- Actual Salary → \$215,000 · 0.333 = \$71,595
- 1st payment \$23,865 at contract signing
- 2nd payment \$23,865 30 days after
- 3rd payment \$23,865 At Term ED contract signing

Estimated expense only.

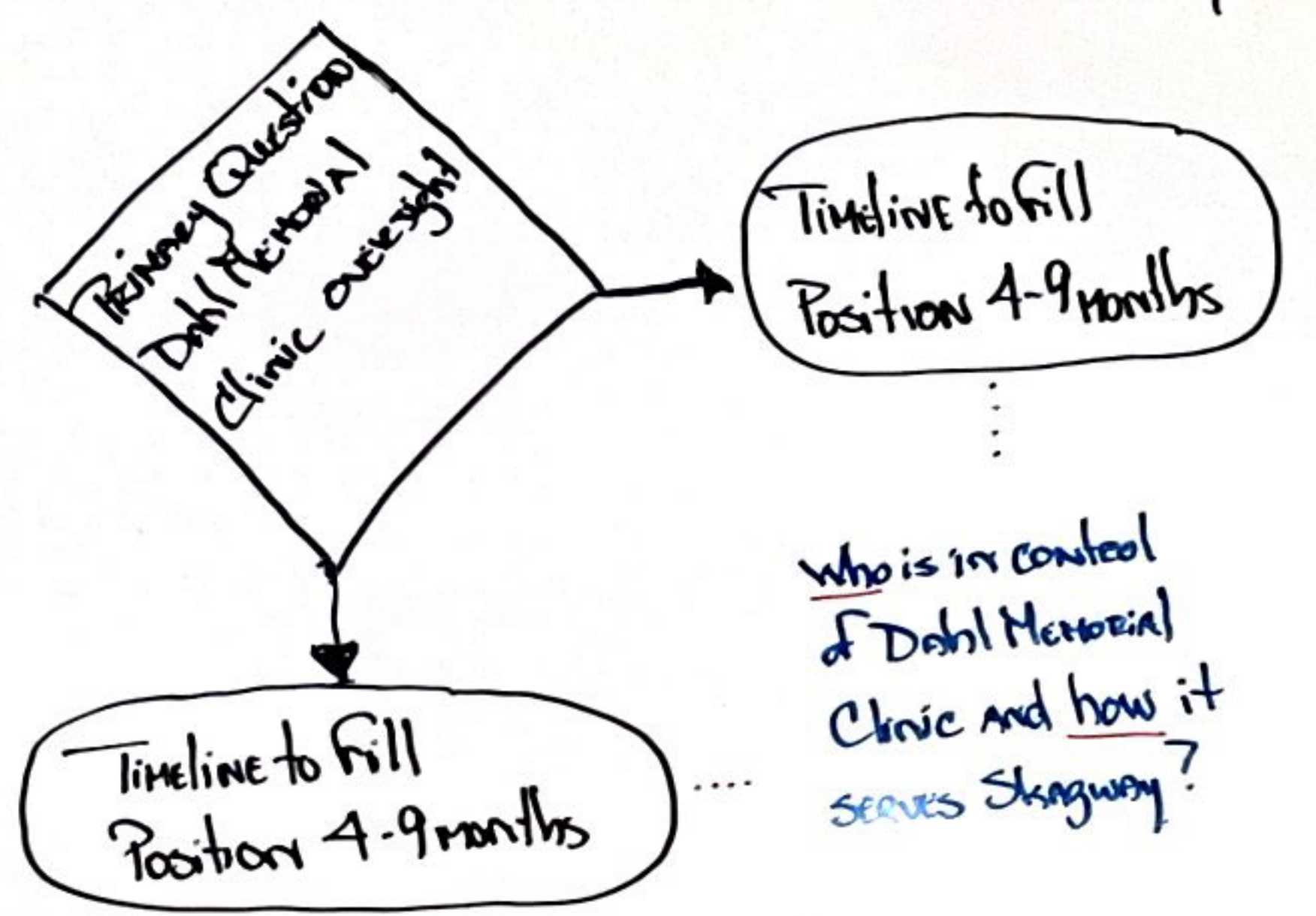
- All out-of-pocket expenses to recruit
 - Advertising \$3,900 - \$5,100
 - On-Site Visit \$5,000 - \$6,000
 - Relocation \$20,000 - \$30,000
 - 3rd party Background investigation

Dahl is responsible for actual expenses

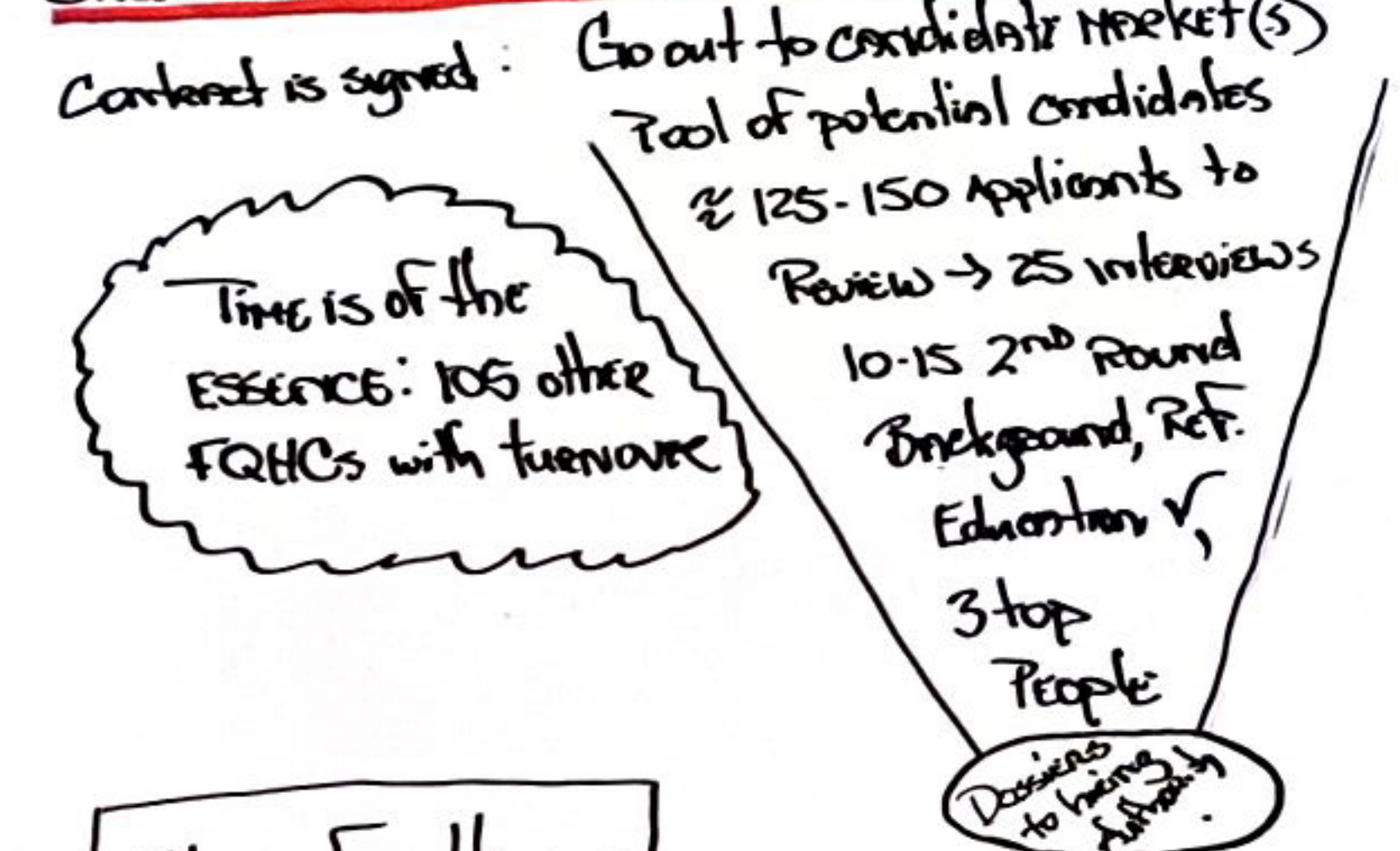
COORS proposal will complete these tasks

* Reconciliation between estimated salary and actual Executive Director contract

* 36 month placement: Dahl is responsible for all out-of-pocket expense to recruit again



ONCE decision of who controls how Dahl serves Shagway



Steps for Hiring

- Cultural Assessment (Clinic, Board, Municipality, Shagway, School), employment
- Job Description → Assessment → Interview Candidates
- Top Candidates vetted: Education, Work History, References
- Top 3-5 candidate Dossiers presented

Hiring Authority

- Top candidate(s) on-site
- Offer/Acceptance
- Repeat on average 2.8 years

- Who bears the expense of PERS for current employees, future employees?
- Who establishes salary rates?
- Who establishes charges for patients?
- Who establishes sliding scale fees?
- Who interviews, hires, evaluates, terminates Executive Director?
- Who approves Policies & Procedures?
- Who approves Budget?
- Who approves Quality Improvement/Quality Assurance Policies, Procedures, & Reporting?
- Who decides what information is shared?

2023 Budget

Category	Salary	w/ Fed Taxes	COORS
Budget	\$326,200	\$351,657 ⁴⁰	\$91,336

(28%?)

Interim Agreement

- Reasonable expenses for travel
- Beginning travel day paid
- End travel day paid
- Housing & utilities
- Vehicle
- Paid Holidays
- One vacation day per month

COORS

- Paid travel days
- Travel home every 3 weeks
- Reasonable expenses for travel
- Vehicle
- Housing & utilities
- Meals & Incidentals at 118⁰⁰ per day
- One vacation day per month
- Paid Holidays

Shagway, AK GSA → DoD

- Salary:**
- 25%: \$105,000
 - FMV Average: \$166,264 - 266,021
 - 75%: \$372,000
- Average:**
- * Time to fill position: 4-9 months
 - * 20,000 Retention bonus @ 325
 - * ≈ 10% performance incentive paid
 - * 200,000 - 250,000 Base Salary
 - * Contract protection: 6-18 months
 - * 105 FQHCs in Region X
 - * Average tenure is 2.8 years
 - * 260 days (M-F)
 - 13 holidays
 - 15 vacation/sick
 - ≈ 232 worked days

Yr 0	End of Year 1	Year 2	Year 3	Year 4
10%	21,500	21,500	21,500	NEW Hiring Process
Retention	20,000	20,000	60,000	

An estimate to hire:

- ? Salary + Benefits
- ? Out of Pocket Expenses

* Question of whether to hire Executive Search Firm

- ? Outside firm, or lost time for staff to perform search
- * who is in a better position to evaluate candidates who appear to be similar?