

## [External Email] DAHL Memorial ED Perm Contract



Stephen Hartz <sjhartz@coorsleadership.com>

Thu 10/13, 6:08 AM

Jeremy Simmons; Lisa Mandeville

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Proposal\_DAHL.pdf

17 MB

Executive Search Place...

47 KB

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### [ATTENTION: This Email was received from outside the Municipality]

Good morning,

Attached you will find the interim Contract. A few things I would like to note:

Currently average salary ranges between \$166,264 and \$266,021, the low end is at \$105,000 the high-end is at \$372,000.

With the contract, I provided you a copy of a formal proposal, I did this, because it shows the indepthness we use for our process and why are the only firm in the nation to offer a 36-month guarantee for an executive level position. Additionally, you will see the sample documents that we put together and our expectations that each candidate puts together so the board and community can make a very educated decision.

To pull this information we look at a variety of sources, AMA (American Medical Association), UHC solutions, salary.com, indeed, HRSA, and MGMA. These rates are for 2022, and do not take into account the remote location, harsh winters, etc.

A few additional expenses need to be considered:

1. Initial onsite – we have already done this and feel extremely confident in what your organization needs, **NO COST**
2. Advertisement – We create an advertising plan and get it approved by the board, this ranges between \$1,300 and \$1,700 a month based on the advertisement costs, this is a direct cost and we would run for a minimum of 90 days, **COST: \$3,900 - \$5,100**
3. We would save cost by not interviewing candidates in-person, COORS that is, we can do this via zoom, not ideal, but significant cost savings.
4. **ONSITE** for candidates, we would present you the top 3-5 candidates and we would recommend bringing the boards top two onsite for in-person interviews and site visit, **COST:**

### \$5,000 to \$6,000

Additional expectations for a successful search:

**Relocation package:** Typically runs between \$20,000 to \$30,000 to relocate a family of four (average)

**Performance Incentive:** Industry average is 20% of base salary, the positive is, this is only paid out if they hit there goals established by the board and the ED, average pay outs are around 10%

**Differed Compensation:** Most organizations are looking for stability, as an incentive they often pay differed compensation, average is \$20K a year, but not paid out until the end of the third or fifth year.

Standing by for any questions.

V/r  
Steve

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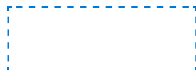
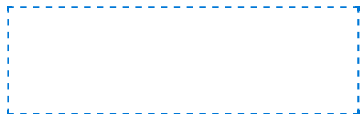
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