KPCA

IMPROVING KENTUCKY'S CAPACITY TO CARE

2026 Kentucky Community Health Centers

Compensation Report

The first statewide compensation data report for Kentucky Community Health Centers, Rural Health Clinics, and Primary Care Organizations

Created by the Kentucky Primary Care Association in collaboration with Hanna Resource Group

HANNA RESOURCE GROUP



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Benchmark Role Categories

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Investing in the People Who Make Our Mission Possible

LETTER FROM THE CEO

Dear Colleagues,

Every day, Kentucky's community health centers improve lives because of the extraordinary people who choose to serve their communities. Whether caring for patients in our largest cities or our most rural counties, your teams make access to high-quality primary care possible.

Across Kentucky, health centers are competing for physicians, nurses, behavioral health professionals, dentists, care managers, and administrative staff in an increasingly competitive workforce environment. Leaders are making difficult compensation decisions while balancing financial stewardship, workforce shortages, and the responsibility to remain true to their mission.

For many years, organizations have relied on national salary surveys that often fail to reflect Kentucky's unique labor markets. While those resources provide useful context, they rarely answer the question our members ask most often.

What does the market actually look like where we recruit and retain employees?

That question inspired this report.

This is the first compensation report developed specifically for Kentucky community health centers, rural health clinics, and primary care organizations. Our goal is to provide reliable, Kentucky-focused market intelligence that supports thoughtful workforce planning and informed compensation decisions; not to tell organizations what to pay.

We also recognize that compensation is only one part of the employment decision. Competitive pay is essential, but exceptional organizations remain exceptional because they offer meaningful work, supportive leadership opportunities for professional growth, strong workplace cultures, and the privilege of improving the health of their communities.

We hope this report becomes more than a salary reference. We hope it serves as a strategic resource that helps Kentucky's health centers strengthen their workforce, invest wisely in their people, and continue building healthier communities across the Commonwealth.

Thank you for allowing KPCA to serve alongside you as we work together to increase Kentucky's capacity to care.

> **Compensation is one of the most important investments a health center makes—but it is only one part of attracting and retaining exceptional people.**



Molly

Molly Lewis
Chief Executive Officer
Kentucky Primary Care Association

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Why We Created This Report

Kentucky deserves Kentucky data.

Most compensation surveys compare community health centers to national averages or organizations operating in vastly different labor markets.

While those surveys may provide broad context, they often do little to answer the question leaders face every day:

"What salary will allow us to successfully recruit and retain the person we need in our community?"

This report was created to help answer that question.



- Recruit the right people
- Retain exceptional employees
- Make informed compensation investments
- Remain competitive within their communities
- Strengthen workforce stability
- Support long-term organizational sustainability

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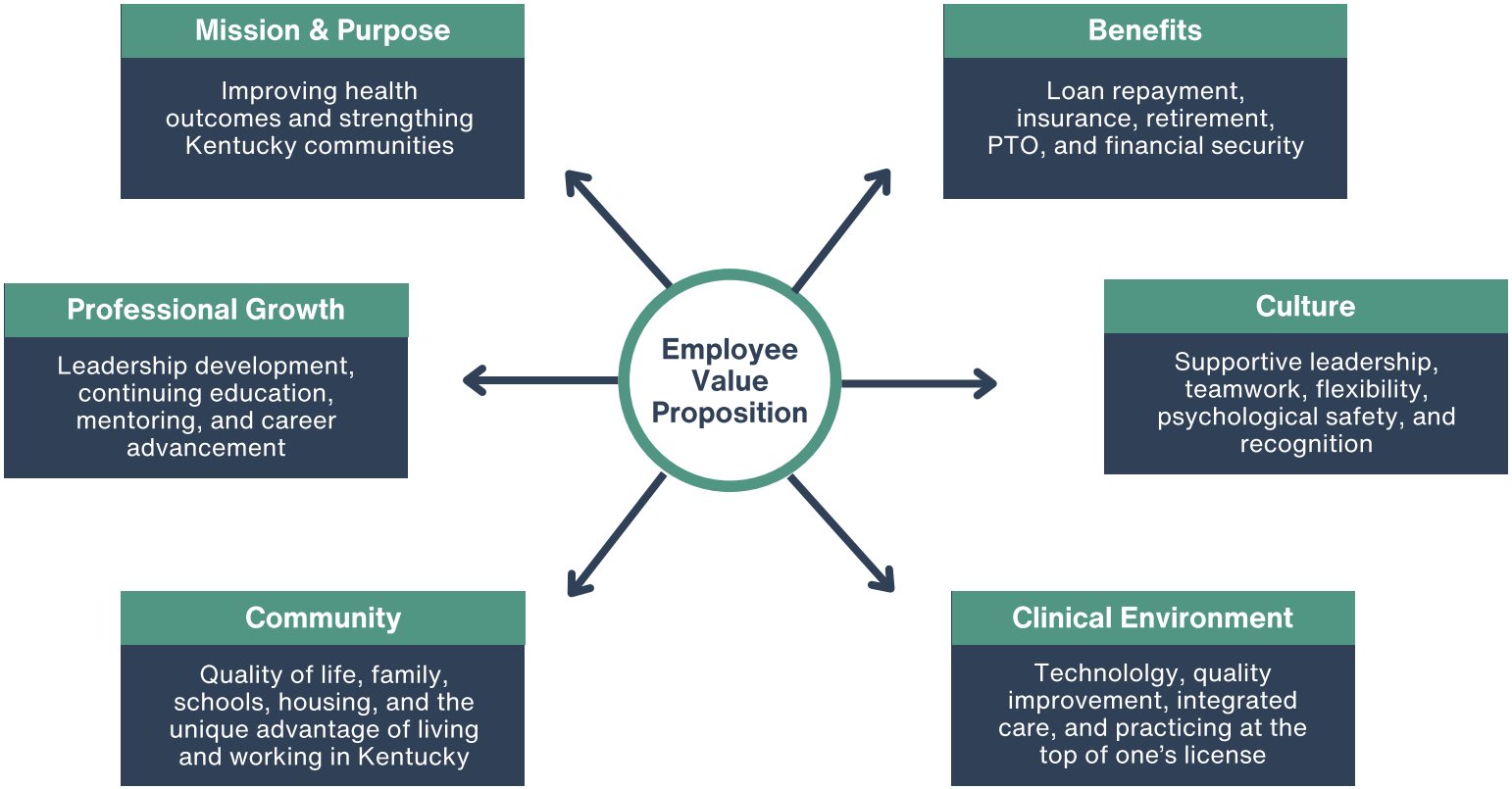
The Complete Employment Value Proposition

Compensation is only one part of being a good employer

Competitive compensation is essential, but attracting and retaining exceptional employees is about far more than salary alone.

Organizations that consistently recruit and retain outstanding people understand that employees evaluate far more than salary alone.

Salary attracts attention. Purpose, culture, and opportunity build long-term commitment.



Why KPCA Partnered with Hanna Resource Group

No single organization could lead this effort alone. KPCA brings decades of Kentucky community health expertise; Hanna Resource Group brings nationally recognized compensation methodology.

Together, we can deliver market intelligence that is both locally relevant and analytically rigorous.

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IMPROVING KENTUCKY'S CAPACITY TO CARE

Community Health Expertise

Understanding of Kentucky community health workers and rural dynamics

Member Relationships

Trusted partnerships across the Commonwealth

Kentucky Workforce Insight

Knowledge of local labor markets and workforce realities

Mission Driven

Committed to strengthening Kentucky's capacity to care

HANNA RESOURCE GROUP

Compensation Methodology

Independent wage survey and market segmentation

Market Pricing

National benchmarking and compensation analytics

Job Evaluation

Position matching and defensible methodology

Workforce Strategy

Compensation planning and labor market interpretation

Expertise + Methodology = Kentucky's First Community Health Center Compensation Report

How We Built This Report - The Scope

Reliable compensation data begins with understanding who you compete with

Community health centers recruit physicians, nurses, dentists, behavioral health professionals, executives, and support staff from the same labor market as hospitals, physician practices, ambulatory care organizations, and other healthcare employers

For that reason, this report uses nationally recognized outpatient healthcare compensation data and applies a Kentucky-specific methodology to reflect the markets in which community health centers actually recruit and retain employees.



1 Industry

National outpatient healthcare compensation databases and validated salary benchmarking sources

2 Geography

Compensation adjusted using Kentucky's regional labor markets across the Commonwealth

3 Organization Size

Benchmarked by organization size and comparable position level

4 Kentucky Compensation Report

Practical market intelligence designed specifically for Kentucky community health centers

Together, these factors create a market comparison that is more representative of the workforce environment facing Kentucky community health centers and provides a practical foundation for informed compensation and workforce planning decisions.

Why These Factors Matter

Compensation is influenced by more than a job title

They require matching the market, organization, and role. Compensation is influenced by more than a job title. Labor markets, organizational complexity, and the scope of a position all affect what employers must pay to recruit and retain qualified professionals.

This report considers four key factors to produce compensation benchmarks that are practical, relevant, and reflective of the markets in which Kentucky community health centers compete for talent.



Industry

Healthcare

Community health centers compete with many healthcare employers, not only other FQHCs.

Using outpatient healthcare benchmarks better reflects the market candidates evaluate when considering employment opportunities.



Geography

Kentucky's 15 Area Development Districts

Labor markets vary across Kentucky.

Each organization is matched to its Area Development District, with comparisons anchored to the largest nearby employment center to better reflect local recruiting conditions.



Organization Size

Scale Matters

Compensation often varies based on organizational complexity, leadership responsibilities, staffing, and operational scope.

Organizations are grouped into comparable size categories to improve relevance.



Position Level

Comparable Roles

Every position is matched using standardized compensation methodology so comparisons reflect similar responsibilites, not simply similar job titles.

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Industry Scope

This report's pay data is based on Ambulatory Healthcare Services. Because these clinics often compete with hospitals and other healthcare organizations for talent, average pay differentials between sectors are provided on the next page.



Healthcare

The Healthcare sector consists of a wide range of companies that provide various medical and social services. Services can be provided through hospitals, doctors' offices, clinics, nursing homes, outpatient surgery centers, and other facilities where licensed healthcare practitioners provide clinical services. Examples of medical and social services include outpatient care, dental work, radiology, psychotherapy, physical therapy, and social work.



Ambulatory Healthcare Services

Ambulatory Healthcare Services is comprised of entities that provide medical care on an outpatient basis. These services are provided by physicians, dentists, mental health specialists, and other health practitioners at dedicated locations, such as the practitioner's own offices or outpatient clinics. Typical services include diagnosis, observation, consultation, treatment, intervention, and rehabilitation of diseases and other medical conditions.



Hospital

The Hospital industry encompasses health care institutions that provide medical, diagnostic, and treatment services to patients on an inpatient and outpatient basis. Examples include general medical and surgical hospitals, psychiatric facilities, and specialty hospitals for the treatment of specific types of diseases and medical conditions.

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Industry Differential

This report's pay data is based on Ambulatory Healthcare Services. Because these clinics often compete with hospitals and other healthcare organizations for talent, the chart below shows each sector's average pay differential relative to the Ambulatory baseline (using the 'All FTEs' size cut).

While salary is an important consideration, relatively small differences in market pay mean that our members often compete just as successfully through other factors unique to CHCs.

Ambulatory Healthcare Services

0.0%

Baseline

Healthcare

-0.2%

Pays slightly less

Hospital

+1.4%

Pays slightly more

Pay is about the same across all three industries. Hospitals pay about 1.4% more than Ambulatory clinics, and the Healthcare sector pays about 0.2% less.

READING THE DIFFERENTIAL

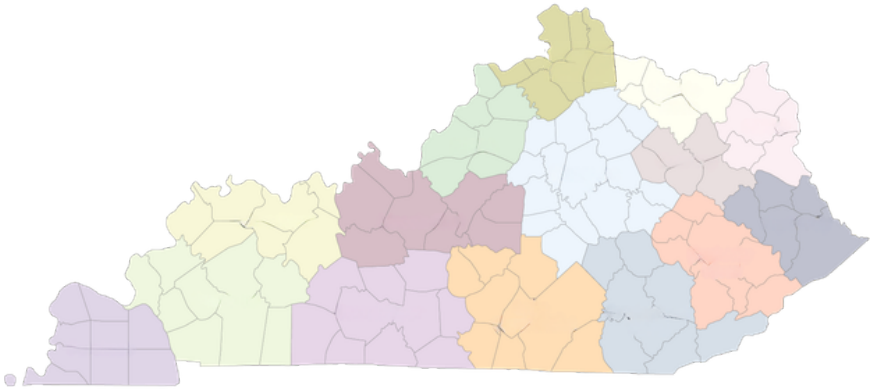
- Ambulatory Healthcare Services is the baseline (0%)
- Positive values = market pays more than Ambulatory
- Negative values = market pays less than Ambulatory
- Hospital pays +1.36%; Healthcare -0.19% vs Ambulatory

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Geographic Scope

15 | **REGIONS**

Aligned to the Kentucky Area Development Districts framework



What This Means for Members

Localized Comparisons

For each region, market pay is scoped to its largest city - not a generic national average.

Cross-Region Insight

Members can compare their region against neighboring regions to spot meaningful pay differences.

Consistent Boundaries

Regions follow the Area Development Districts, a familiar framework used across the state.

Industry-Sensitive

Geography is layered with industry scoping so each comparison reflects real pay practices.

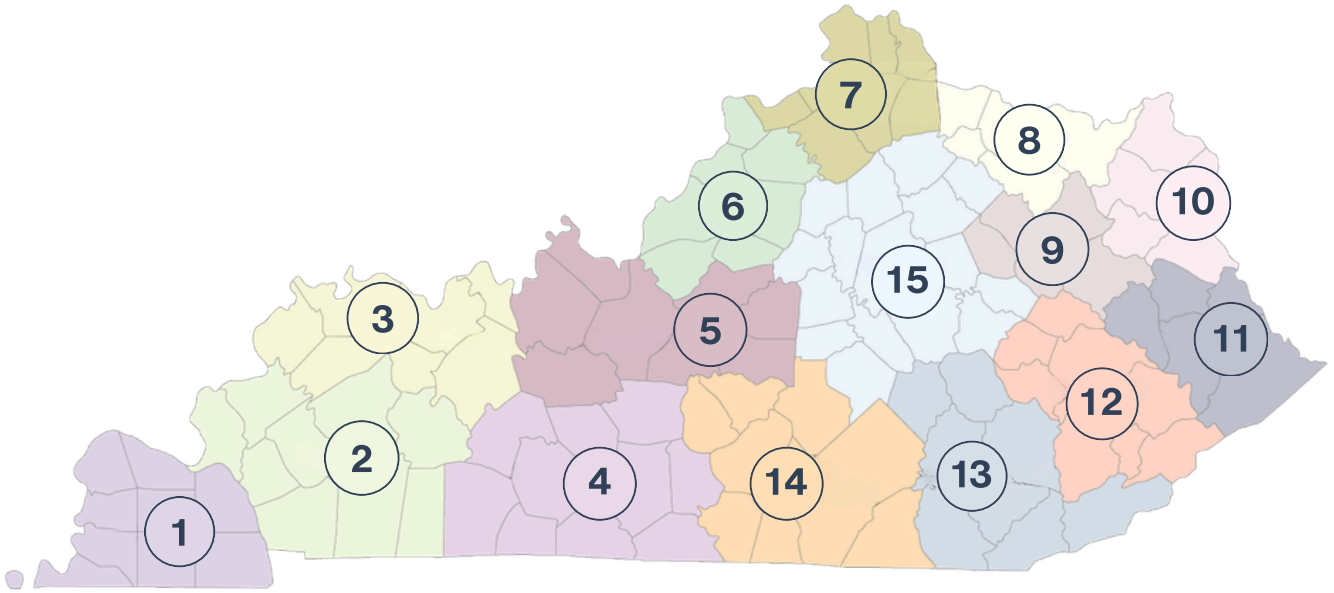
GEOGRAPHY METHODOLOGY CompAnalyst localizes each region to its largest city, applying a geographic salary differential - the area's cost of labor - to 100% employer-related survey data, scoped to the selected industry and refreshed monthly.

Kentucky Area Development Districts

The 15 regions align with the Kentucky Area Development Districts framework. For each region, CompAnalyst scopes market pay to the region's largest city, listed below.

REGIONAL MAP

Each color-coded district matches one of the 15 numbered regions listed below.



GEOGRAPHY METHOD

Localized pay is produced by applying a geographic salary differential - each city's cost of labor - to CompAnalyst's 100% employer-reported survey data, refreshed monthly and scoped to the selected industry.

1 **Purchase Area** (Paducah, KY)	2 **Pennyrile** (Hopkinsville, KY)	3 **Green River** (Owensboro, KY)	4 **Barren River** (Bowling Green, KY)	5 **Lincoln Trail** (Elizabethtown, KY)
6 **KIPDA** (Louisville, KY)	7 **Northern KY** (Cincinnati, OH)	8 **Buffalo Trace** (Maysville, KY)	9 **Gateway** (Morehead, KY)	10 **FIVCO** (Ashland, KY)
11 **Big Sandy** (Pikeville, KY)	12 **KY River** (Hazard, KY)	13 **Cumberland Valley** (London, KY)	14 **Lake Cumberland** (Somerset, KY)	15 **Bluegrass** (Lexington, KY)

Organizational Size Scope

Why a 100-200 FTE peer group produces a true comparison

For all roles other than Executive Leadership, the size scope is set to organizations with 100-200 full-time equivalents (FTEs) - the band where the majority of KPCA member organizations fall. Matching the survey to this operational scale produces an apples-to-apples view of pay practices for clinicians, providers, operations staff, and corporate support functions.

WHY THIS IS A TRUE COMPARISON

Pay scales with employer size

Total cash and base pay move with workforce scale, so comparing organizations of similar size removes a major source of variance.

Mirrors member operations

The 100-200 FTE band reflects the mid-sized clinics and multi-site practices typical of KPCA members, not a single-practitioner offices or large hospital systems.

Filters out outliers

Setting aside the smallest and largest employers screens out atypical pay structures that wouldn't translate to a mid-sized peer group.

All Other Roles

100-200

Full-Time Equivalents

Executive Leadership

FIVE SIZED BANDS

<25 TO 200-500

Full-Time Equivalents

NOTE: *Executive pay scales with organizational size, revenue, and complexity, so executives are scoped differently from every other role.*

Because Executive Leadership is the only role group scoped across all five size bands instead of one, executive results include more data points than other roles.

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Job Framework

Benchmark job descriptions are intentionally broad and generalized so they capture the core responsibilities of a role rather than the specifications of any one organization. Each position information sheet pairs a job description with the career track that applies to it, and the chart below shows the typical progression across paraprofessional, professional, and management roles.

Career levels recognize that an entry-level employee and a highly experienced subject matter expert may hold similar job titles while performing work at very different levels of complexity and responsibilty.

PARAPROFESSIONAL

Support roles that typically do not require a college degree

TYPICAL PROGRESSION

- Entry
- Intermediate
- Senior
- Specialist
- Expert

PROFESSIONAL

Specialized roles that generally require college-level education and independent judgement

TYPICAL PROGRESSION

- Entry
- Intermediate
- Senior
- Specialist
- Expert
- Advisor

MANAGEMENT

Leadership roles with increasing responsibility for people, operations, and strategy

TYPICAL PROGRESSION

- Team Leader
- Supervisor
- Sr. Supervisor/Asst. Manager
- Manager
- Sr. Manager/Assoc. Director
- Director
- VP/Exec. Director
- CEO/President

Job Framework - Level Descriptions

How responsibility and proficiency progress within each career track

When matching a position, consider the overall scope of the work, not simply years of experience of the employee's current title. Primary responsibilities and complexity, level of independent decision-making, technical knowledge, supervisory responsibilities, and organizational impact are all important benchmarking factors.



PARAPROFESSIONAL

Foundational support work that begins under close to moderate supervision and grows into a broader competency and more independent day-to-day work within established procedures. The most advanced roles demonstrate full profficiency across a wide range of activities, take on more complex duties, and handle difficult issues with minimal direct supervision



PROFESSIONAL

Specialist work that supports tasks of limited to moderate complexity and gains independence as experience develops, advancing to a collaborative yet independent level of responsibility. The most advanced roles represent expert levels that handle complex technical or business matters and provide the deepest subject matter knowledge, innovation, and thought leadership within the framework.



MANAGEMENT

Leadership work that begins with team leadership, process guidance, and early people oversight, then expands to accountability for goals, budgets, staff, and broader operational or strategic decisions. The most senior roles provide functional leadership across departments or major organizational areas and, at the highest levels, set enterprise strategy, executive leadership, and overall organizational direction.

Benchmark Role Categories

The report covers a broad range of benchmark roles, grouped into eigh functional categories

No two community health center organizations organize their workforce exactly the same way. Job titles, reporting structures, and responsibilities often vary from one organization to another. For that reason, this report compares benchmark roles rather than employer-specific job titles.

When using this report, match your positions based on the **work performed, not the title.** Consider the role's primary responsibilities and overall scope rather than the name of the position.

Executive Leadership	**Clinical Leadership & Providers**	**Dental Leadership & Providers**	**Pharmacy**
C-suite and senior leadership roles	Physicians, clinical directors, and care leadership	Dental directors, dentists, and hygiene leadership	Pharmacy directors, pharmacists, and technicians
Operations & Administration	**Human Resources & Workforce**	**Finance**	**Information Technology**
Operations, facilities, and administrative leadership	HR generalists, talent, and workfoce planning	Accounting, finance leadership, and analysts	IT leadership, infrastructure, and applications

***Remember:** A benchmark role is a comparison tool, not a job description. It provides a consistent framework for comparing compensation across organizations with different structures and naming conventions.*

How to Read a Role Page

Follow these steps to locate your benchmarks in the report

1 Find the page for a position using the Table of Contents

Chief Financial Officer

Job Description

Plans and leads an organization's financial operations, reporting, and governance to ensure financial health and support high-level strategic planning. Develops and drives the financial strategy, including capital allocation, funding initiatives, and resource management to support organizational goals. Collaborates with senior leaders to ensure financial controls, policies, and priorities are integrated across business operations. Oversees budgeting and forecasting to ensure resources and efforts align with the organization's mission. Researches and adopts emerging technologies, tools, and best practices to enhance reporting, forecasting, or operational efficiency. Negotiates and leads funding opportunities through debt, equity, and various financial instruments to support business operations, optimize cash flow, and manage risk. Requires a master's degree in accounting or finance. May require

YEARS OF EXPERIENCE	EDUCATION / CERTIFICATION	CAREER TRACK
Varies	Master's degree · CPA	Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase [illegible]ucah, KY)	168.4	218.3	277.3	190.1	246.5	313.1	207.8	269.4	342.2	213.9	277.4	352.3	257.0	333.3	423.3
[illegible]gion 2 - Pennyrile (Hopkinsville, KY)	166.8	216.4	274.8	188.4	244.3	310.3	205.9	267.0	339.1	211.9	274.8	349.1	254.6	[illegible]	419.5
Region 3 - Green River (Owensboro, KY)	170.9	221.6	281.5	192.9	250.2	317.8	210.9	273.4	347.3	217.1	281.5	357.5	260.8	338.2	429.6
[illegible]gion 4 - Barren River (Bowling Green, KY)	165.8	215.0	273.0	187.2	242.7	308.3	204.5	265.2	336.9	210.6	273.1	346.8	[illegible]	328.1	[illegible]
Region 5 - Lincoln Trail (Elizabethtown, KY)	170.3	220.9	280.6	192.3	249.4	316.8	210.2	272.6	346.2	216.4	280.6	356.4	260.0	337.1	[illegible]

2 Locate your area in the Region Column

3 Identify your organization size

4 Find the low, typical, and high salary for the position, shown in thousands

Note: Executives are reported across all five size bands (<25 to 200-500 FTEs), so executive results include more data than other roles, by design. The size scope for all other roles is set to organizations with 100-200 full-time equivalents (FTEs), the band where the majority of KPCA members fall.

Overview

This report summarizes employer-reported compensation market data for healthcare benchmark roles, drawn from Salary.com's CompAnalyst database and effective as of June 1, 2026.

Methodology

Salary.com's CompAnalyst aggregates 100% employer-reported pay data from hundreds of top-tier commercial, industry, and association surverys. Certified Compensation Professionals collect and audit each data point through automated and manual controls, and figures are scoped to the selected industry and geography.

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Key Terms

A quick reference for the compensation terms used throughout this report

WHAT THE NUMBERS MEAN

Percentile — a way to rank pay. The 50th percentile is the midpoint: half of employers pay more, half pay less

Base Compensation — regular base salary or wages, before bonuses, overtime, or benefits

WHO IS BEING COMPARED

FTE (Full-Time Equivalent) — one full-time employee. Used to measure an organization's size by its number of full-time staff

Peer Group — the similar organizations your pay is compared against; 100-200 FTEs for this report

MARKET LANGUAGE

Benchmark Role — a common, clearly defined job used as a yardstick to compare pay across organizations

Market Rate — what employers in the market typically pay for a role, based on reported salary data

Executive Leadership

Senior leadership and C-suite roles

IN THIS SECTION

Chief Executive Officer p.19
Chief Administrative Officer p.20
Chief Financial Officer p.21
Chief Human Resources Officer (CHRO) p.22
Chief Information Technology Officer p.23
Chief Medical Officer p.24
Chief Operating Officer p.25
Head of Corporate Compliance p.26

Job Description

Responsible for an organization's short and long-term profitability and growth. Defines and executes the company's vision, mission, and long-term goals. Organizes leadership and staff to meet strategic goals. Collaborates with C-suite executives to provide strategic guidance and technical oversight to drive business efficiencies and competitive advantages. Ensures appropriate governance and controls to mitigate risks and protect the organization. Prepares and presents summary reports and technical presentations to represent the organization to investors, board members, and government agencies. May require an advanced degree. Typically reports to board of directors.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Advanced degree

CAREER TRACK
Chief Executive

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	203.0	266.7	334.1	216.1	283.9	355.7	264.8	347.8	435.7	277.9	365.0	457.3	331.7	435.7	545.9
Region 2 - Pennyrile (Hopkinsville, KY)	201.2	264.2	331.1	214.2	281.3	352.4	262.4	344.6	431.8	275.4	361.7	453.2	328.7	431.7	540.9
Region 3 - Green River (Owensboro, KY)	205.0	269.3	337.4	218.3	286.7	359.2	267.4	351.2	440.1	280.7	368.6	461.9	335.0	440.0	551.3
Region 4 - Barren River (Bowling Green, KY)	198.7	261.0	327.0	211.5	277.8	348.1	259.2	340.4	426.5	272.0	357.2	447.6	324.7	426.4	534.3
Region 5 - Lincoln Trail (Elizabethtown, KY)	204.2	268.2	336.0	217.4	285.5	357.7	266.3	349.8	438.3	279.5	367.1	459.9	333.6	438.2	549.0
Region 6 - KIPDA (Louisville, KY)	209.3	274.9	344.5	222.8	292.7	366.7	273.0	358.6	449.3	286.5	376.3	471.5	342.0	449.2	562.8
Region 7 - Northern KY (Cincinnati, OH)	211.5	277.8	348.0	225.1	295.7	370.5	275.8	362.3	453.9	289.5	380.2	476.4	345.6	453.9	568.6
Region 8 - Buffalo Trace (Maysville, KY)	199.4	262.0	328.2	212.3	278.9	349.4	260.1	341.7	428.1	273.0	358.6	449.2	325.9	428.0	536.3
Region 9 - Gateway (Morehead, KY)	202.9	266.4	333.8	216.0	283.6	355.4	264.6	347.5	435.4	277.7	364.7	457.0	331.5	435.3	545.5
Region 10 - FIVCO (Ashland, KY)	200.6	263.5	330.1	213.6	280.5	351.4	261.6	343.6	430.6	274.6	360.6	451.9	327.8	430.5	539.4
Region 11 - Big Sandy (Pikeville, KY)	201.2	264.2	331.1	214.2	281.3	352.4	262.4	344.6	431.8	275.4	361.7	453.2	328.7	431.7	540.9
Region 12 - KY River (Hazard, KY)	200.8	263.7	330.4	213.7	280.7	351.7	261.8	343.9	430.9	274.8	360.9	452.2	328.0	430.8	539.8
Region 13 - Cumberland Valley (London, KY)	199.4	261.8	328.1	212.2	278.7	349.2	260.0	341.5	427.9	272.9	358.4	449.1	325.7	427.8	536.0
Region 14 - Lake Cumberland (Somerset, KY)	199.5	262.0	328.2	212.3	278.9	349.4	260.2	341.7	428.1	273.0	358.6	449.3	325.9	428.0	536.3
Region 15 - Bluegrass (Lexington, KY)	205.0	269.3	337.4	218.3	286.7	359.2	267.4	351.3	440.1	280.7	368.6	461.9	335.0	440.0	551.3

Chief Administrative Officer

Job Description

Leads operations and plans all aspects of an organization's staff and service functions. Establishes the infrastructure and capacity to provide internal services to the organization. Oversees multiple functions that typically include administrative/office, financial operations, facility maintenance/space planning, security, hospitality services, equipment and supply procurement, vendor management, and others. Develops the capital and operating budgets for each function. Designs processes and policies that support efficient service delivery and meet the organization's changing needs. Sets overall performance goals and standards of service. Utilizes data analytics to measure activity and drive continuous improvement. Requires a bachelor's degree. Typically reports to Chief Executive Officer (CEO).

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	171.2	211.1	257.6	185.6	229.0	279.3	195.9	241.7	294.8	203.2	250.6	305.7	215.0	265.3	323.6
Region 2 - Pennyrile (Hopkinsville, KY)	169.6	209.2	255.2	183.9	226.9	276.8	194.2	239.5	292.1	201.4	248.4	303.0	213.1	262.9	320.6
Region 3 - Green River (Owensboro, KY)	171.6	211.7	258.2	186.1	229.6	280.0	196.5	242.3	295.6	203.7	251.3	306.5	215.6	266.0	324.4
Region 4 - Barren River (Bowling Green, KY)	166.1	204.9	249.9	180.1	222.2	271.0	190.1	234.5	286.0	197.2	243.2	296.6	208.7	257.4	313.9
Region 5 - Lincoln Trail (Elizabethtown, KY)	170.7	210.5	256.8	185.1	228.3	278.5	195.4	241.0	293.9	202.6	249.9	304.8	214.4	264.5	322.6
Region 6 - KIPDA (Louisville, KY)	175.0	215.8	263.3	189.7	234.0	285.5	200.3	247.0	301.3	207.7	256.2	312.5	219.8	271.1	330.7
Region 7 - Northern KY (Cincinnati, OH)	176.4	217.5	265.3	191.2	235.9	287.7	201.8	249.0	303.7	209.3	258.2	315.0	221.5	273.3	333.3
Region 8 - Buffalo Trace (Maysville, KY)	166.3	205.1	250.2	180.3	222.4	271.3	190.4	234.8	286.4	197.4	243.5	297.0	208.9	257.7	314.3
Region 9 - Gateway (Morehead, KY)	171.5	211.5	258.0	185.9	229.3	279.7	196.2	242.1	295.3	203.5	251.0	306.2	215.4	265.7	324.1
Region 10 - FIVCO (Ashland, KY)	169.5	209.1	255.1	183.8	226.8	276.6	194.1	239.4	292.0	201.3	248.2	302.8	213.0	262.7	320.5
Region 11 - Big Sandy (Pikeville, KY)	170.0	209.7	255.8	184.4	227.4	277.4	194.6	240.0	292.8	201.8	248.9	303.7	213.6	263.5	321.4
Region 12 - KY River (Hazard, KY)	169.9	209.6	255.7	184.3	227.3	277.3	194.5	239.9	292.7	201.7	248.8	303.5	213.5	263.3	321.2
Region 13 - Cumberland Valley (London, KY)	167.5	206.6	252.0	181.6	224.0	273.2	191.7	236.4	288.4	198.8	245.2	299.1	210.4	259.5	316.5
Region 14 - Lake Cumberland (Somerset, KY)	167.5	206.7	252.1	181.7	224.1	273.4	191.8	236.5	288.5	198.9	245.3	299.2	210.5	259.6	316.7
Region 15 - Bluegrass (Lexington, KY)	172.2	212.5	259.1	186.8	230.4	281.0	197.1	243.2	296.6	204.5	252.2	307.6	216.4	266.9	325.6

Chief Financial Officer

Job Description

Plans and leads an organization's financial operations, reporting, and governance to ensure financial health and support high-level strategic planning. Develops and drives the financial strategy, including capital allocation, funding initiatives, and resource management to support organizational goals. Collaborates with senior leaders to ensure financial controls, policies, and priorities are integrated across business operations. Oversees budgeting and forecasting to ensure resources and efforts align with the organization's mission. Researches and adopts emerging technologies, tools, and best practices to enhance reporting, forecasting, or operational efficiency. Negotiates and leads funding opportunities through debt, equity, and various financial instruments to support business operations, optimize cash flow, and manage risk. Requires a master's degree in accounting or finance. May require

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · CPA

CAREER TRACK
Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	168.4	218.3	277.3	190.1	246.5	313.1	207.8	269.4	342.2	213.9	277.4	352.3	257.0	333.3	423.3
Region 2 - Pennyrile (Hopkinsville, KY)	166.8	216.4	274.8	188.4	244.3	310.3	205.9	267.0	339.1	211.9	274.8	349.1	254.6	330.2	419.5
Region 3 - Green River (Owensboro, KY)	170.9	221.6	281.5	192.9	250.2	317.8	210.9	273.4	347.3	217.1	281.5	357.5	260.8	338.2	429.6
Region 4 - Barren River (Bowling Green, KY)	165.8	215.0	273.0	187.2	242.7	308.3	204.5	265.2	336.9	210.6	273.1	346.8	253.0	328.1	416.7
Region 5 - Lincoln Trail (Elizabethtown, KY)	170.3	220.9	280.6	192.3	249.4	316.8	210.2	272.6	346.2	216.4	280.6	356.4	260.0	337.1	428.2
Region 6 - KIPDA (Louisville, KY)	174.6	226.5	287.6	197.2	255.7	324.8	215.5	279.4	354.9	221.8	287.7	365.4	266.5	345.6	439.0
Region 7 - Northern KY (Cincinnati, OH)	176.7	229.2	291.1	199.5	258.7	328.6	218.0	282.8	359.2	224.5	291.1	369.7	269.7	349.8	444.3
Region 8 - Buffalo Trace (Maysville, KY)	166.6	216.1	274.5	188.2	244.0	309.9	205.6	266.7	338.7	211.7	274.5	348.7	254.3	329.8	419.0
Region 9 - Gateway (Morehead, KY)	168.0	217.8	276.7	189.6	245.9	312.4	207.3	268.8	341.4	213.4	276.7	351.4	256.4	332.5	422.3
Region 10 - FIVCO (Ashland, KY)	166.1	215.4	273.6	187.5	243.2	308.9	204.9	265.8	337.6	211.0	273.6	347.5	253.5	328.8	417.6
Region 11 - Big Sandy (Pikeville, KY)	166.6	216.0	274.4	188.1	243.9	309.8	205.5	266.5	338.6	211.6	274.4	348.5	254.2	329.7	418.8
Region 12 - KY River (Hazard, KY)	166.0	215.3	273.5	187.5	243.1	308.8	204.9	265.7	337.4	210.9	273.5	347.4	253.4	328.6	417.4
Region 13 - Cumberland Valley (London, KY)	165.8	215.0	273.0	187.2	242.7	308.3	204.5	265.2	336.9	210.5	273.0	346.8	253.0	328.1	416.7
Region 14 - Lake Cumberland (Somerset, KY)	165.8	215.1	273.2	187.2	242.8	308.4	204.6	265.4	337.1	210.6	273.2	347.0	253.1	328.2	416.9
Region 15 - Bluegrass (Lexington, KY)	170.5	221.1	280.8	192.5	249.6	317.1	210.4	272.8	346.5	216.5	280.8	356.7	260.2	337.4	428.6

Chief Human Resources Officer (CHRO)

Job Description

Provides the leadership, strategy, design, and execution of an organization's human resources philosophy, programs and initiatives. Designs and develops an end-to-end human resources function to deliver talent acquisition, training, compensation, benefits, labor relations, and employee support services. Partners with leadership across the organization to provide human resources programs aligned with the organization's operational objectives, mission, and values. Builds and develops the teams and technology resources to facilitate regulatory compliance, recordkeeping, transaction processing, and analysis of workforce metrics. Explores trends in human resources to enhance the employee experience, meet evolving organizational needs and create innovative programs. Requires a bachelor's degree. Typically reports to Chief Executive Officer (CEO).

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	177.3	203.7	237.0	199.9	229.6	267.2	219.5	252.2	293.4	237.4	272.8	317.4	280.3	322.1	374.8
Region 2 - Pennyrile (Hopkinsville, KY)	175.7	201.8	234.8	198.1	227.5	264.8	217.5	249.9	290.8	235.3	270.3	314.5	277.8	319.1	371.4
Region 3 - Green River (Owensboro, KY)	179.9	206.7	240.5	202.8	233.0	271.2	222.8	255.9	297.8	241.0	276.8	322.1	284.5	326.9	380.4
Region 4 - Barren River (Bowling Green, KY)	174.5	200.5	233.3	196.8	226.1	263.1	216.1	248.2	288.9	233.7	268.5	312.5	276.0	317.1	369.0
Region 5 - Lincoln Trail (Elizabethtown, KY)	179.3	206.0	239.8	202.2	232.3	270.3	222.0	255.1	296.9	240.2	275.9	321.1	283.6	325.8	379.2
Region 6 - KIPDA (Louisville, KY)	183.9	211.2	245.8	207.3	238.1	277.1	227.6	261.5	304.3	246.2	282.9	329.2	290.7	334.0	388.7
Region 7 - Northern KY (Cincinnati, OH)	186.0	213.7	248.7	209.8	241.0	280.4	230.4	264.6	308.0	249.2	286.3	333.1	294.2	338.0	393.3
Region 8 - Buffalo Trace (Maysville, KY)	175.5	201.6	234.6	197.8	227.3	264.5	217.2	249.6	290.4	235.0	270.0	314.2	277.5	318.8	370.9
Region 9 - Gateway (Morehead, KY)	176.8	203.2	236.4	199.4	229.1	266.6	219.0	251.5	292.7	236.8	272.1	316.6	279.7	321.3	373.9
Region 10 - FIVCO (Ashland, KY)	174.9	200.9	233.8	197.2	226.5	263.6	216.5	248.7	289.5	234.2	269.1	313.1	276.5	317.7	369.7
Region 11 - Big Sandy (Pikeville, KY)	175.4	201.5	234.5	197.7	227.2	264.3	217.1	249.5	290.3	234.9	269.8	314.0	277.3	318.6	370.8
Region 12 - KY River (Hazard, KY)	174.8	200.8	233.7	197.1	226.4	263.5	216.4	248.6	289.3	234.1	269.0	313.0	276.4	317.6	369.6
Region 13 - Cumberland Valley (London, KY)	174.5	200.5	233.3	196.8	226.0	263.1	216.1	248.2	288.9	233.7	268.5	312.5	276.0	317.1	369.0
Region 14 - Lake Cumberland (Somerset, KY)	174.6	200.6	233.4	196.9	226.2	263.2	216.2	248.4	289.0	233.8	268.7	312.6	276.1	317.2	369.1
Region 15 - Bluegrass (Lexington, KY)	179.5	206.2	240.0	202.4	232.5	270.6	222.2	255.3	297.1	240.4	276.2	321.4	283.8	326.1	379.5

Chief Information Technology Officer

Job Description

Provides strategic guidance and technical oversight into planning and developing an organization's information technology systems. Develops IT strategies, policies, and objectives that support current business needs and organizational goals while adapting to technology advancements and industry changes. Collaborates with executives and department leaders to identify technology solutions that enhance productivity and streamline business processes. Oversees and evaluates IT continuity planning to ensure the organization's resilience against potential disruptions. Monitors IT performance metrics and manages budgets to optimize resource allocation and cost-effectiveness. Typically requires an advanced degree. Typically reports to Chief Executive Officer (CEO).

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Advanced degree

CAREER TRACK
Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	192.7	224.1	262.0	205.3	238.7	279.1	212.7	247.4	289.3	244.0	283.8	331.8	262.3	305.1	356.6
Region 2 - Pennyrile (Hopkinsville, KY)	191.0	222.1	259.6	203.4	236.6	276.6	210.8	245.2	286.6	241.8	281.2	328.8	259.9	302.3	353.4
Region 3 - Green River (Owensboro, KY)	196.1	228.0	266.6	208.8	242.9	284.0	216.5	251.8	294.3	248.3	288.8	337.6	266.9	310.4	362.9
Region 4 - Barren River (Bowling Green, KY)	190.3	221.3	258.7	202.7	235.7	275.6	210.1	244.3	285.6	240.9	280.2	327.6	259.0	301.2	352.1
Region 5 - Lincoln Trail (Elizabethtown, KY)	195.5	227.4	265.9	208.3	242.3	283.2	215.9	251.1	293.5	247.6	288.0	336.6	266.1	309.6	361.9
Region 6 - KIPDA (Louisville, KY)	200.5	233.1	272.6	213.5	248.4	290.3	221.3	257.4	300.9	253.8	295.2	345.1	272.8	317.3	371.0
Region 7 - Northern KY (Cincinnati, OH)	203.0	236.1	276.0	216.3	251.5	294.0	224.1	260.7	304.7	257.1	299.0	349.5	276.3	321.4	375.7
Region 8 - Buffalo Trace (Maysville, KY)	191.4	222.7	260.3	203.9	237.2	277.3	211.4	245.8	287.4	242.4	282.0	329.6	260.6	303.1	354.3
Region 9 - Gateway (Morehead, KY)	192.1	223.4	261.2	204.6	238.0	278.2	212.1	246.6	288.3	243.2	282.9	330.7	261.4	304.1	355.5
Region 10 - FIVCO (Ashland, KY)	189.9	220.9	258.3	202.3	235.3	275.1	209.7	243.9	285.1	240.5	279.7	327.0	258.5	300.7	351.5
Region 11 - Big Sandy (Pikeville, KY)	190.5	221.5	259.0	202.9	236.0	275.9	210.3	244.6	285.9	241.2	280.5	327.9	259.3	301.6	352.5
Region 12 - KY River (Hazard, KY)	189.7	220.7	258.0	202.1	235.1	274.8	209.5	243.7	284.8	240.3	279.5	326.7	258.3	300.4	351.2
Region 13 - Cumberland Valley (London, KY)	190.0	220.9	258.3	202.3	235.3	275.1	209.7	243.9	285.1	240.5	279.8	327.0	258.5	300.7	351.5
Region 14 - Lake Cumberland (Somerset, KY)	190.0	221.0	258.4	202.4	235.5	275.3	209.8	244.0	285.3	240.6	279.9	327.2	258.7	300.9	351.7
Region 15 - Bluegrass (Lexington, KY)	195.4	227.2	265.6	208.1	242.1	283.0	215.7	250.9	293.3	247.4	287.7	336.4	265.9	309.3	361.6

Chief Medical Officer

Job Description

Directs the staff and develops policies for the organization's clinical programs. Works closely with hospital staff, department directors, and physicians to ensure that the highest standards of quality and service are maintained. Oversees the implementation of quality improvement efforts designed to improve clinical performance and maintain compliance with HIPAA and other regulations and standards. Evaluates developments and innovations in medical care and makes recommendations for new practices and procedures. Advises CEO and medical teams on matters impacting patient care. Requires a MD. Requires State License to Practice Medicine. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Vice President

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	341.9	394.5	467.2	352.9	407.1	482.2	358.6	413.7	490.0	378.9	437.1	517.7	398.0	459.2	543.8
Region 2 - Pennyrile (Hopkinsville, KY)	338.9	390.9	463.0	349.7	403.4	477.8	355.4	410.0	485.6	375.5	433.2	513.1	394.4	455.0	538.9
Region 3 - Green River (Owensboro, KY)	342.9	395.5	468.5	353.8	408.2	483.4	359.6	414.8	491.3	379.9	438.3	519.1	399.1	460.4	545.3
Region 4 - Barren River (Bowling Green, KY)	331.8	382.8	453.3	342.4	395.0	467.8	348.0	401.4	475.4	367.7	424.1	502.4	386.2	445.5	527.7
Region 5 - Lincoln Trail (Elizabethtown, KY)	340.9	393.3	465.9	351.8	405.9	480.7	357.6	412.5	488.6	377.8	435.8	516.2	396.8	457.8	542.2
Region 6 - KIPDA (Louisville, KY)	349.5	403.2	477.6	360.7	416.1	492.8	366.6	422.9	500.9	387.3	446.8	529.2	406.8	469.3	555.9
Region 7 - Northern KY (Cincinnati, OH)	352.3	406.4	481.3	363.5	419.4	496.7	369.5	426.2	504.8	390.4	450.3	533.4	410.0	473.0	560.3
Region 8 - Buffalo Trace (Maysville, KY)	332.2	383.3	453.9	342.8	395.5	468.4	348.4	401.9	476.1	368.1	424.7	503.0	386.7	446.1	528.3
Region 9 - Gateway (Morehead, KY)	342.5	395.1	468.0	353.4	407.7	482.9	359.2	414.4	490.8	379.5	437.8	518.6	398.6	459.9	544.7
Region 10 - FIVCO (Ashland, KY)	338.7	390.7	462.8	349.5	403.2	477.5	355.2	409.8	485.3	375.3	432.9	512.8	394.2	454.7	538.6
Region 11 - Big Sandy (Pikeville, KY)	339.6	391.8	464.1	350.5	404.3	478.9	356.2	410.9	486.7	376.4	434.2	514.2	395.3	456.1	540.1
Region 12 - KY River (Hazard, KY)	339.5	391.6	463.9	350.3	404.1	478.7	356.0	410.7	486.5	376.2	434.0	514.0	395.1	455.8	539.9
Region 13 - Cumberland Valley (London, KY)	334.5	385.9	457.1	345.2	398.2	471.7	350.8	404.7	479.4	370.7	427.6	506.5	389.4	449.2	532.0
Region 14 - Lake Cumberland (Somerset, KY)	334.7	386.1	457.3	345.4	398.4	471.9	351.0	404.9	479.6	370.9	427.9	506.8	389.6	449.4	532.3
Region 15 - Bluegrass (Lexington, KY)	344.1	396.9	470.1	355.0	409.6	485.1	360.8	416.3	493.0	381.3	439.8	520.9	400.5	462.0	547.2

Chief Operating Officer

Job Description

Leads the planning and development of an organization's operational policies, objectives, and initiatives. Develops strategies and oversees the execution of plans to attain short- and long-term financial and mission-critical operational goals. Directs the development of the organization's functional capacity that will produce sustainable growth and minimize risk. Defines operating goals and develops budgets to support business objectives. Establishes effective operational policies and procedures. Researches technology changes to lead expansion efforts, drive scalability, and implement technology-driven solutions. Typically requires a master's degree. Typically reports to Chief Executive Officer (CEO).

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree

CAREER TRACK
Executive / Officer

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	154.3	196.7	249.6	168.4	214.7	272.4	206.5	263.2	334.0	245.3	312.7	396.8	277.7	354.1	449.3
Region 2 - Pennyrile (Hopkinsville, KY)	152.9	195.0	247.4	166.9	212.7	269.9	204.6	260.8	331.0	243.1	309.9	393.2	275.2	350.9	445.2
Region 3 - Green River (Owensboro, KY)	154.7	197.3	250.3	168.8	215.2	273.1	207.0	263.9	334.9	245.9	313.5	397.8	278.5	355.0	450.5
Region 4 - Barren River (Bowling Green, KY)	149.7	190.9	242.2	163.4	208.3	264.3	200.3	255.4	324.1	238.0	303.4	385.0	269.5	343.5	435.9
Region 5 - Lincoln Trail (Elizabethtown, KY)	153.9	196.2	248.9	167.9	214.0	271.6	205.9	262.4	333.0	244.5	311.8	395.6	276.9	353.0	447.9
Region 6 - KIPDA (Louisville, KY)	157.7	201.1	255.2	172.1	219.4	278.4	211.0	269.0	341.4	250.7	319.6	405.6	283.9	361.9	459.2
Region 7 - Northern KY (Cincinnati, OH)	159.0	202.7	257.2	173.5	221.2	280.6	212.7	271.2	344.1	252.7	322.1	408.8	286.1	364.8	462.8
Region 8 - Buffalo Trace (Maysville, KY)	149.9	191.1	242.5	163.6	208.6	264.6	200.6	255.7	324.5	238.3	303.8	385.5	269.8	344.0	436.5
Region 9 - Gateway (Morehead, KY)	154.6	197.1	250.0	168.7	215.0	272.8	206.8	263.6	334.5	245.7	313.2	397.4	278.2	354.6	450.0
Region 10 - FIVCO (Ashland, KY)	152.8	194.9	247.3	166.8	212.6	269.8	204.5	260.7	330.8	242.9	309.7	393.0	275.1	350.7	444.9
Region 11 - Big Sandy (Pikeville, KY)	153.3	195.4	248.0	167.3	213.2	270.6	205.1	261.4	331.7	243.6	310.6	394.1	275.8	351.7	446.2
Region 12 - KY River (Hazard, KY)	153.2	195.3	247.8	167.2	213.1	270.4	205.0	261.3	331.6	243.5	310.4	393.9	275.7	351.5	446.0
Region 13 - Cumberland Valley (London, KY)	151.0	192.5	244.2	164.7	210.0	266.5	202.0	257.5	326.7	239.9	305.9	388.1	271.7	346.4	439.5
Region 14 - Lake Cumberland (Somerset, KY)	151.0	192.6	244.3	164.8	210.1	266.6	202.1	257.6	326.9	240.1	306.1	388.3	271.8	346.5	439.7
Region 15 - Bluegrass (Lexington, KY)	155.3	198.0	251.2	169.4	216.0	274.1	207.7	264.8	336.0	246.8	314.6	399.2	279.4	356.2	452.0

Head of Corporate Compliance

Job Description

Provides leadership and direction for an organization's compliance programs, policies, reporting, and practices. Ensures that all activities follow regulatory requirements related to the governance of the organization as well as any industry-specific or location-specific laws. Oversees internal controls and auditing systems that monitor and report on regulated activities and processes. Develops risk-based compliance testing of existing procedures and controls to identify, detect, and correct noncompliance. Evaluates and implements changes to compliance processes due to new or amended regulations. Establishes communication and training initiatives that inform stakeholders about compliance requirements. Requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Director / VP

BASE COMPENSATION

Region / Size	<25 FTEs			25 – 50 FTEs			50 – 100 FTEs			100 – 200 FTEs			200 – 500 FTEs		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Region 1 - Purchase Area (Paducah, KY)	170.4	199.7	232.7	175.8	206.1	240.1	190.7	223.5	260.4	193.2	226.4	263.8	205.4	240.7	280.5
Region 2 - Pennyrile (Hopkinsville, KY)	168.9	197.9	230.6	174.2	204.2	237.9	189.0	221.5	258.1	191.4	224.3	261.4	203.5	238.5	277.9
Region 3 - Green River (Owensboro, KY)	170.9	200.3	233.3	176.3	206.6	240.7	191.2	224.1	261.1	193.7	227.0	264.5	205.9	241.4	281.2
Region 4 - Barren River (Bowling Green, KY)	165.4	193.8	225.8	170.6	200.0	233.0	185.1	216.9	252.7	187.4	219.7	255.9	199.3	233.6	272.1
Region 5 - Lincoln Trail (Elizabethtown, KY)	169.9	199.2	232.0	175.3	205.5	239.4	190.2	222.9	259.7	192.6	225.7	263.0	204.8	240.0	279.6
Region 6 - KIPDA (Louisville, KY)	174.2	204.2	237.9	179.7	210.6	245.4	195.0	228.5	266.2	197.4	231.4	269.6	209.9	246.1	286.7
Region 7 - Northern KY (Cincinnati, OH)	175.6	205.8	239.7	181.1	212.3	247.4	196.5	230.3	268.3	199.0	233.2	271.7	211.6	248.0	288.9
Region 8 - Buffalo Trace (Maysville, KY)	165.6	194.1	226.1	170.8	200.2	233.3	185.3	217.2	253.0	187.7	220.0	256.3	199.5	233.9	272.5
Region 9 - Gateway (Morehead, KY)	170.7	200.1	233.1	176.1	206.4	240.5	191.0	223.9	260.8	193.5	226.8	264.2	205.7	241.1	280.9
Region 10 - FIVCO (Ashland, KY)	168.8	197.8	230.5	174.1	204.1	237.8	188.9	221.4	257.9	191.3	224.2	261.2	203.4	238.4	277.8
Region 11 - Big Sandy (Pikeville, KY)	169.3	198.4	231.1	174.6	204.7	238.5	189.4	222.0	258.7	191.9	224.9	262.0	204.0	239.1	278.6
Region 12 - KY River (Hazard, KY)	169.2	198.3	231.0	174.6	204.6	238.4	189.4	221.9	258.6	191.8	224.8	261.9	203.9	239.0	278.4
Region 13 - Cumberland Valley (London, KY)	166.7	195.4	227.7	172.0	201.6	234.9	186.6	218.7	254.8	189.0	221.5	258.0	200.9	235.5	274.4
Region 14 - Lake Cumberland (Somerset, KY)	166.8	195.5	227.8	172.1	201.7	235.0	186.7	218.8	254.9	189.1	221.6	258.2	201.0	235.6	274.5
Region 15 - Bluegrass (Lexington, KY)	171.5	201.0	234.2	176.9	207.4	241.6	191.9	224.9	262.0	194.4	227.8	265.4	206.7	242.2	282.2

Clinical Leadership and Providers

Clinicians, providers, and clinical leadership

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Job Description

Assists in the examination and treatment of patients under the direction of a physician. Interviews patients, measures vital signs (i.e., pulse rate, temperature, blood pressure, weight, and height), and records or inputs information to patients' medical records. Prepares treatment rooms for the examination of patients. May draw and collect blood samples from patients and prepare specimens for laboratory analysis. May perform administrative duties such as ordering supplies, answering the phone, and scheduling appointments. Requires a high school diploma. Typically reports to a supervisor.

YEARS OF EXPERIENCE
0-1 years

EDUCATION / CERTIFICATION
High school diploma

CAREER TRACK
Entry Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	33.1	36.8	41.1
Region 2 — Pennyrile (Hopkinsville, KY)	32.8	36.5	40.7
Region 3 — Green River (Owensboro, KY)	34.0	37.8	42.2
Region 4 — Barren River (Bowling Green, KY)	33.0	36.8	41.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	33.9	37.8	42.2
Region 6 — KIPDA (Louisville, KY)	34.8	38.7	43.2
Region 7 — Northern KY (Cincinnati, OH)	35.4	39.4	43.9
Region 8 — Buffalo Trace (Maysville, KY)	33.3	37.1	41.4
Region 9 — Gateway (Morehead, KY)	32.8	36.5	40.8
Region 10 — FIVCO (Ashland, KY)	32.5	36.1	40.3
Region 11 — Big Sandy (Pikeville, KY)	32.6	36.2	40.5
Region 12 — KY River (Hazard, KY)	32.4	36.0	40.2
Region 13 — Cumberland Valley (London, KY)	32.8	36.5	40.7
Region 14 — Lake Cumberland (Somerset, KY)	32.8	36.5	40.7
Region 15 — Bluegrass (Lexington, KY)	33.7	37.5	41.9

Medical Assistant - Certified

Job Description

Assists in the examination and treatment of patients under the direction of a physician. Interviews patients, measures vital signs (i.e., pulse rate, temperature, blood pressure, weight, and height), and records or inputs information to patients' medical records. Prepares treatment rooms for the examination of patients. May draw and collect blood samples from patients and prepare specimens for laboratory analysis. May perform administrative duties such as ordering supplies, answering the phone, and scheduling appointments. Requires a high school diploma. May require Certified Medical Assistant (CMA). May require Registered Medical Assistant (RMA). Typically reports to a supervisor.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
High school diploma · CMA / RMA

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	38.1	41.9	46.1
Region 2 — Pennyrile (Hopkinsville, KY)	37.7	41.5	45.7
Region 3 — Green River (Owensboro, KY)	39.1	43.1	47.4
Region 4 — Barren River (Bowling Green, KY)	38.0	41.9	46.1
Region 5 — Lincoln Trail (Elizabethtown, KY)	39.1	43.0	47.3
Region 6 — KIPDA (Louisville, KY)	40.1	44.1	48.5
Region 7 — Northern KY (Cincinnati, OH)	40.7	44.8	49.3
Region 8 — Buffalo Trace (Maysville, KY)	38.4	42.3	46.5
Region 9 — Gateway (Morehead, KY)	37.8	41.6	45.8
Region 10 — FIVCO (Ashland, KY)	37.4	41.2	45.3
Region 11 — Big Sandy (Pikeville, KY)	37.5	41.3	45.4
Region 12 — KY River (Hazard, KY)	37.3	41.0	45.1
Region 13 — Cumberland Valley (London, KY)	37.7	41.5	45.7
Region 14 — Lake Cumberland (Somerset, KY)	37.7	41.6	45.7
Region 15 — Bluegrass (Lexington, KY)	38.8	42.7	47.0

Diet Technician I

Job Description

Provides assistance in all food service functions to ensure compliance with patients' prescribed nutrition plans. Assists the dietitian with patient data collection, nutrition screening, and modified menu planning. Accurately edits patients' menu selections according to nutrition standards to ensure patients receive food that is compliant with diet orders. Assists in food preparation and serving. Monitors intake and acceptance of required meals and supplements. Tracks patients' food intake and calorie count results. Requires a high school diploma. Typically reports to a dietitian.

YEARS OF EXPERIENCE
0-1 years

EDUCATION / CERTIFICATION
High school diploma

CAREER TRACK
Entry Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	30.9	33.8	37.9
Region 2 — Pennyrile (Hopkinsville, KY)	30.6	33.5	37.5
Region 3 — Green River (Owensboro, KY)	31.8	34.8	38.9
Region 4 — Barren River (Bowling Green, KY)	30.9	33.8	37.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	31.8	34.7	38.9
Region 6 — KIPDA (Louisville, KY)	32.6	35.6	39.9
Region 7 — Northern KY (Cincinnati, OH)	33.1	36.2	40.5
Region 8 — Buffalo Trace (Maysville, KY)	31.2	34.1	38.2
Region 9 — Gateway (Morehead, KY)	30.7	33.6	37.6
Region 10 — FIVCO (Ashland, KY)	30.4	33.2	37.2
Region 11 — Big Sandy (Pikeville, KY)	30.5	33.3	37.3
Region 12 — KY River (Hazard, KY)	30.3	33.1	37.1
Region 13 — Cumberland Valley (London, KY)	30.6	33.5	37.5
Region 14 — Lake Cumberland (Somerset, KY)	30.7	33.5	37.5
Region 15 — Bluegrass (Lexington, KY)	31.5	34.5	38.6

Diet Technician II

Job Description

Provides assistance in all food service functions to ensure compliance with patients' prescribed nutrition plans. Screens and identifies patients with nutritional risk using scoring guidelines, and initiates referrals for dietetic assessment. Institutes basic nutrition plans including individualized menu plans. Accurately edits patients' menu selections according to nutrition standards to ensure patients receive food that is compliant with diet orders. Monitors intake and acceptance of required meals and supplements. Tracks patients' food intake and calorie count results. Requires an associate degree. Typically requires Dietetic Technician - Registered (DTR). Typically reports to a dietitian.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
Associate degree · DTR

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	37.0	42.2	48.7
Region 2 — Pennyrile (Hopkinsville, KY)	36.7	41.8	48.2
Region 3 — Green River (Owensboro, KY)	38.0	43.4	50.0
Region 4 — Barren River (Bowling Green, KY)	37.0	42.2	48.6
Region 5 — Lincoln Trail (Elizabethtown, KY)	38.0	43.3	50.0
Region 6 — KIPDA (Louisville, KY)	39.0	44.4	51.2
Region 7 — Northern KY (Cincinnati, OH)	39.6	45.1	52.1
Region 8 — Buffalo Trace (Maysville, KY)	37.4	42.6	49.1
Region 9 — Gateway (Morehead, KY)	36.8	41.9	48.3
Region 10 — FIVCO (Ashland, KY)	36.4	41.5	47.8
Region 11 — Big Sandy (Pikeville, KY)	36.5	41.6	47.9
Region 12 — KY River (Hazard, KY)	36.2	41.3	47.6
Region 13 — Cumberland Valley (London, KY)	36.7	41.8	48.2
Region 14 — Lake Cumberland (Somerset, KY)	36.7	41.8	48.3
Region 15 — Bluegrass (Lexington, KY)	37.7	43.0	49.6

Dietitian

Job Description

Designs and implements nutritional care plans for patients utilizing general dietetic standards and regulations. Monitors and documents patient progress and consults with physicians as needed. Evaluates effectiveness of the care plan and communicates to the other members of the healthcare team to provide optimal nutrition outcomes. Educates and provides guidance to staff, patients, and families regarding diet and food plans. Administers and advises food service operations to ensure menus comply with prescribed nutritional plans. Requires a bachelor's degree in clinical nutrition, dietetics, or related degree. Requires Registered Dietitian (RD). May require Registered Dietitian Nutritionist (RDN). May require State License to Practice. Typically reports to a manager.

YEARS OF EXPERIENCE
2-4 years

EDUCATION / CERTIFICATION
Bachelor's degree · RD

CAREER TRACK
Intermediate Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	61.8	68.1	75.0
Region 2 — Pennyrile (Hopkinsville, KY)	61.2	67.5	74.3
Region 3 — Green River (Owensboro, KY)	63.5	70.0	77.1
Region 4 — Barren River (Bowling Green, KY)	61.7	68.1	75.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	63.4	69.9	77.0
Region 6 — KIPDA (Louisville, KY)	65.0	71.7	79.0
Region 7 — Northern KY (Cincinnati, OH)	66.1	72.9	80.2
Region 8 — Buffalo Trace (Maysville, KY)	62.3	68.7	75.7
Region 9 — Gateway (Morehead, KY)	61.4	67.6	74.5
Region 10 — FIVCO (Ashland, KY)	60.7	66.9	73.7
Region 11 — Big Sandy (Pikeville, KY)	60.8	67.1	73.9
Region 12 — KY River (Hazard, KY)	60.5	66.7	73.4
Region 13 — Cumberland Valley (London, KY)	61.2	67.5	74.3
Region 14 — Lake Cumberland (Somerset, KY)	61.2	67.5	74.4
Region 15 — Bluegrass (Lexington, KY)	62.9	69.4	76.4

Job Description

Supports community-focused health programs that promote wellness and prevent disease by connecting patients and families with local resources and reducing barriers to care. Brings hospital services and health education into the community through outreach, engagement, and education on healthy practices. Helps patients navigate follow-up care and social support services, while documenting activities and sharing feedback to improve programs. Requires a high school diploma. Typically reports to a supervisor.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
High school diploma

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	43.6	48.4	55.2
Region 2 — Pennyrile (Hopkinsville, KY)	43.2	48.0	54.7
Region 3 — Green River (Owensboro, KY)	44.8	49.8	56.8
Region 4 — Barren River (Bowling Green, KY)	43.6	48.4	55.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	44.8	49.7	56.7
Region 6 — KIPDA (Louisville, KY)	45.9	51.0	58.1
Region 7 — Northern KY (Cincinnati, OH)	46.7	51.8	59.1
Region 8 — Buffalo Trace (Maysville, KY)	44.0	48.9	55.7
Region 9 — Gateway (Morehead, KY)	43.3	48.1	54.9
Region 10 — FIVCO (Ashland, KY)	42.8	47.6	54.2
Region 11 — Big Sandy (Pikeville, KY)	43.0	47.7	54.4
Region 12 — KY River (Hazard, KY)	42.7	47.4	54.1
Region 13 — Cumberland Valley (London, KY)	43.2	48.0	54.7
Region 14 — Lake Cumberland (Somerset, KY)	43.2	48.0	54.7
Region 15 — Bluegrass (Lexington, KY)	44.4	49.4	56.3

Peer Support Specialist

Job Description

Provides support and guidance to individuals by drawing on common life experiences. Utilizes personal life experience to connect with individuals and create a sense of understanding. Identifies objectives and helps individuals develop strategies and solutions to achieve their goals. Teaches techniques and promotes skills to successfully address their needs and situation. May refer individuals to specialists or recommend additional services. May require a high school diploma or equivalent. May require a state or national Certified Peer Specialist (CPS) certificate or other applicable credentials. Typically reports to a manager.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
High school diploma · CPS

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	34.1	39.0	44.2
Region 2 — Pennyrile (Hopkinsville, KY)	33.8	38.7	43.8
Region 3 — Green River (Owensboro, KY)	35.1	40.1	45.4
Region 4 — Barren River (Bowling Green, KY)	34.1	39.0	44.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	35.0	40.1	45.4
Region 6 — KIPDA (Louisville, KY)	35.9	41.1	46.6
Region 7 — Northern KY (Cincinnati, OH)	36.5	41.8	47.3
Region 8 — Buffalo Trace (Maysville, KY)	34.4	39.4	44.6
Region 9 — Gateway (Morehead, KY)	33.9	38.8	43.9
Region 10 — FIVCO (Ashland, KY)	33.5	38.3	43.4
Region 11 — Big Sandy (Pikeville, KY)	33.6	38.5	43.6
Region 12 — KY River (Hazard, KY)	33.4	38.2	43.3
Region 13 — Cumberland Valley (London, KY)	33.8	38.7	43.8
Region 14 — Lake Cumberland (Somerset, KY)	33.8	38.7	43.8
Region 15 — Bluegrass (Lexington, KY)	34.8	39.8	45.1

Job Description

Provides social work services to hospital patients and their families. Counsels and provides crisis intervention for patients, including assessment and treatment of emotional and behavioral problems related to hospitalization. Participates as a member of multi-disciplinary team and may assist patients in treatment planning. May contribute to the formulation of discharge plans. Requires a bachelor's degree of social work. Typically reports to a manager.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's in social work · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	54.4	62.3	71.5
Region 2 — Pennyrile (Hopkinsville, KY)	53.9	61.7	70.9
Region 3 — Green River (Owensboro, KY)	55.9	64.0	73.5
Region 4 — Barren River (Bowling Green, KY)	54.4	62.3	71.5
Region 5 — Lincoln Trail (Elizabethtown, KY)	55.9	64.0	73.5
Region 6 — KIPDA (Louisville, KY)	57.3	65.6	75.3
Region 7 — Northern KY (Cincinnati, OH)	58.2	66.6	76.5
Region 8 — Buffalo Trace (Maysville, KY)	54.9	62.9	72.2
Region 9 — Gateway (Morehead, KY)	54.1	61.9	71.0
Region 10 — FIVCO (Ashland, KY)	53.5	61.2	70.3
Region 11 — Big Sandy (Pikeville, KY)	53.6	61.4	70.5
Region 12 — KY River (Hazard, KY)	53.3	61.0	70.0
Region 13 — Cumberland Valley (London, KY)	53.9	61.7	70.9
Region 14 — Lake Cumberland (Somerset, KY)	54.0	61.8	70.9
Region 15 — Bluegrass (Lexington, KY)	55.5	63.5	72.9

Job Description

Provides social work services to hospital patients and their families. Counsels and provides crisis intervention for patients, including assessment and treatment of emotional and behavioral problems related to hospitalization. Participates as a member of multi-disciplinary team and may assist patients in treatment planning. May contribute to the formulation of discharge plans. May take a leadership role on more complex cases. Requires a master's degree of social work. Typically reports to a manager.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's in social work · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	64.6	71.8	78.2
Region 2 — Pennyrile (Hopkinsville, KY)	64.1	71.1	77.5
Region 3 — Green River (Owensboro, KY)	66.4	73.8	80.4
Region 4 — Barren River (Bowling Green, KY)	64.6	71.7	78.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	66.4	73.7	80.4
Region 6 — KIPDA (Louisville, KY)	68.1	75.6	82.4
Region 7 — Northern KY (Cincinnati, OH)	69.2	76.8	83.7
Region 8 — Buffalo Trace (Maysville, KY)	65.2	72.4	78.9
Region 9 — Gateway (Morehead, KY)	64.2	71.3	77.7
Region 10 — FIVCO (Ashland, KY)	63.5	70.5	76.9
Region 11 — Big Sandy (Pikeville, KY)	63.7	70.7	77.1
Region 12 — KY River (Hazard, KY)	63.3	70.3	76.6
Region 13 — Cumberland Valley (London, KY)	64.1	71.1	77.5
Region 14 — Lake Cumberland (Somerset, KY)	64.1	71.2	77.6
Region 15 — Bluegrass (Lexington, KY)	65.9	73.2	79.7

Psychologist – M.A.

Job Description

Evaluates patients for mental, emotional, or behavioral disorders. Diagnoses disorders, including nature and extent, and determines the appropriate course of treatment for the patient. Uses talk therapy to treat patient illness or distress, cannot prescribe medication. Requires a master's degree in clinical psychology. Requires a valid state license to practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
7+ years

EDUCATION / CERTIFICATION
Master's degree · State license

CAREER TRACK
Specialist

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	80.6	92.7	106.1
Region 2 — Pennyrile (Hopkinsville, KY)	79.9	91.9	105.2
Region 3 — Green River (Owensboro, KY)	82.8	95.3	109.1
Region 4 — Barren River (Bowling Green, KY)	80.5	92.6	106.1
Region 5 — Lincoln Trail (Elizabethtown, KY)	82.8	95.2	109.0
Region 6 — KIPDA (Louisville, KY)	84.8	97.6	111.8
Region 7 — Northern KY (Cincinnati, OH)	86.2	99.2	113.6
Region 8 — Buffalo Trace (Maysville, KY)	81.3	93.5	107.1
Region 9 — Gateway (Morehead, KY)	80.1	92.1	105.4
Region 10 — FIVCO (Ashland, KY)	79.2	91.1	104.3
Region 11 — Big Sandy (Pikeville, KY)	79.4	91.3	104.6
Region 12 — KY River (Hazard, KY)	78.9	90.8	103.9
Region 13 — Cumberland Valley (London, KY)	79.9	91.9	105.2
Region 14 — Lake Cumberland (Somerset, KY)	79.9	91.9	105.2
Region 15 — Bluegrass (Lexington, KY)	82.1	94.5	108.2

Job Description

Provides clinical mental health counseling and case management services to patients. Conducts patient assessments, coordinates services, and provides individual therapy to help patients make positive behavior changes. Coordinates with multi-disciplinary teams to develop and implement a holistic treatment plan. Requires a master's degree in psychology or equivalent. Requires certification as a Licensed Professional Clinical Counselor (LPCC). Typically reports to a manager.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · LPCC

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	63.4	71.0	79.0
Region 2 — Pennyrile (Hopkinsville, KY)	62.9	70.4	78.3
Region 3 — Green River (Owensboro, KY)	65.2	73.0	81.2
Region 4 — Barren River (Bowling Green, KY)	63.4	71.0	79.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	65.1	72.9	81.1
Region 6 — KIPDA (Louisville, KY)	66.8	74.8	83.2
Region 7 — Northern KY (Cincinnati, OH)	67.9	76.0	84.5
Region 8 — Buffalo Trace (Maysville, KY)	64.0	71.6	79.7
Region 9 — Gateway (Morehead, KY)	63.0	70.5	78.5
Region 10 — FIVCO (Ashland, KY)	62.3	69.7	77.6
Region 11 — Big Sandy (Pikeville, KY)	62.5	69.9	77.8
Region 12 — KY River (Hazard, KY)	62.1	69.5	77.4
Region 13 — Cumberland Valley (London, KY)	62.9	70.4	78.3
Region 14 — Lake Cumberland (Somerset, KY)	62.9	70.4	78.3
Region 15 — Bluegrass (Lexington, KY)	64.6	72.4	80.5

Job Description

Provides clinical social work services to patients and their families. Counsels and provides crisis intervention for patients, including assessment and treatment of emotional and behavioral problems. Coaches patients on how to manage ongoing health conditions and provides therapy to help patients make positive behavior changes. Requires a master's degree in social work. Requires Licensed Clinical Social Worker (LCSW). Requires the applicable State License to Practice Clinical Social Work. Typically reports to a head of a unit/department.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · LCSW

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	73.2	80.4	87.7
Region 2 — Pennyrile (Hopkinsville, KY)	72.5	79.7	86.9
Region 3 — Green River (Owensboro, KY)	75.2	82.7	90.2
Region 4 — Barren River (Bowling Green, KY)	73.1	80.4	87.7
Region 5 — Lincoln Trail (Elizabethtown, KY)	75.2	82.6	90.1
Region 6 — KIPDA (Louisville, KY)	77.1	84.7	92.4
Region 7 — Northern KY (Cincinnati, OH)	78.3	86.0	93.9
Region 8 — Buffalo Trace (Maysville, KY)	73.8	81.1	88.5
Region 9 — Gateway (Morehead, KY)	72.7	79.9	87.2
Region 10 — FIVCO (Ashland, KY)	71.9	79.0	86.2
Region 11 — Big Sandy (Pikeville, KY)	72.1	79.2	86.4
Region 12 — KY River (Hazard, KY)	71.6	78.7	85.9
Region 13 — Cumberland Valley (London, KY)	72.5	79.7	86.9
Region 14 — Lake Cumberland (Somerset, KY)	72.6	79.7	87.0
Region 15 — Bluegrass (Lexington, KY)	74.6	82.0	89.4

Licensed Practical Nurse

Job Description

Administers nursing care under the supervision of a registered nurse or other medical supervisor. Provides basic medical care, including changing bandages, administering medication, and collecting specimens. Ensures the health, comfort and safety of patients by assisting with bathing, feeding, and dressing. Monitors and reports changes in patient's condition to supervisor. Requires a high school diploma. Typically reports to a registered nurse or supervisor. Requires graduation from approved LPN educational program. Requires a state license to practice.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
LPN program · State license

CAREER TRACK
Para Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	48.8	53.7	59.3
Region 2 — Pennyrile (Hopkinsville, KY)	48.4	53.2	58.8
Region 3 — Green River (Owensboro, KY)	50.2	55.2	61.0
Region 4 — Barren River (Bowling Green, KY)	48.8	53.7	59.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	50.2	55.2	61.0
Region 6 — KIPDA (Louisville, KY)	51.4	56.6	62.5
Region 7 — Northern KY (Cincinnati, OH)	52.3	57.5	63.5
Region 8 — Buffalo Trace (Maysville, KY)	49.3	54.2	59.9
Region 9 — Gateway (Morehead, KY)	48.5	53.4	59.0
Region 10 — FIVCO (Ashland, KY)	48.0	52.8	58.3
Region 11 — Big Sandy (Pikeville, KY)	48.1	52.9	58.5
Region 12 — KY River (Hazard, KY)	47.8	52.6	58.1
Region 13 — Cumberland Valley (London, KY)	48.4	53.2	58.8
Region 14 — Lake Cumberland (Somerset, KY)	48.4	53.3	58.8
Region 15 — Bluegrass (Lexington, KY)	49.8	54.8	60.5

Staff Nurse - RN I

Job Description

Provides professional nursing care to assigned patients. Records patient histories, performs various diagnostic tests, administers medications, and develops patient care plans in conjunction with other medical professionals. Assists physicians during examinations and procedures, operating and monitoring medical equipment as necessary. Observes patients' progress and records observations in patient medical records. Promotes patients' independence by teaching patients and families to understand conditions, medications, and self-care skills. May require a bachelor's degree in nursing. Requires a valid state Registered Nurse (RN) license. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
0-2 years

EDUCATION / CERTIFICATION
Bachelor's degree · RN license

CAREER TRACK
Entry Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	62.2	68.0	75.8
Region 2 — Pennyrile (Hopkinsville, KY)	61.6	67.4	75.2
Region 3 — Green River (Owensboro, KY)	63.9	69.9	78.0
Region 4 — Barren River (Bowling Green, KY)	62.1	68.0	75.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	63.8	69.9	77.9
Region 6 — KIPDA (Louisville, KY)	65.5	71.6	79.9
Region 7 — Northern KY (Cincinnati, OH)	66.5	72.8	81.1
Region 8 — Buffalo Trace (Maysville, KY)	62.7	68.6	76.5
Region 9 — Gateway (Morehead, KY)	61.8	67.6	75.3
Region 10 — FIVCO (Ashland, KY)	61.1	66.8	74.5
Region 11 — Big Sandy (Pikeville, KY)	61.2	67.0	74.7
Region 12 — KY River (Hazard, KY)	60.9	66.6	74.3
Region 13 — Cumberland Valley (London, KY)	61.6	67.4	75.2
Region 14 — Lake Cumberland (Somerset, KY)	61.6	67.5	75.2
Region 15 — Bluegrass (Lexington, KY)	63.4	69.3	77.3

Job Description

Provides professional nursing care to assigned patients. Records patient histories, performs various diagnostic tests, administers medications, and develops patient care plans in conjunction with other medical professionals. Assists physicians during examinations and procedures, operating and monitoring medical equipment as necessary. Observes patients' progress and records observations in patient medical records. Promotes patients' independence by teaching patients and families to understand conditions, medications, and self-care skills. May require a bachelor's degree in nursing. Requires a valid state Registered Nurse (RN) license. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
2-4 years

EDUCATION / CERTIFICATION
Bachelor's degree · RN license

CAREER TRACK
Intermediate Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	75.9	83.3	92.2
Region 2 — Pennyrile (Hopkinsville, KY)	75.2	82.5	91.3
Region 3 — Green River (Owensboro, KY)	78.0	85.6	94.7
Region 4 — Barren River (Bowling Green, KY)	75.8	83.2	92.1
Region 5 — Lincoln Trail (Elizabethtown, KY)	77.9	85.5	94.7
Region 6 — KIPDA (Louisville, KY)	79.9	87.7	97.0
Region 7 — Northern KY (Cincinnati, OH)	81.2	89.1	98.6
Region 8 — Buffalo Trace (Maysville, KY)	76.5	84.0	93.0
Region 9 — Gateway (Morehead, KY)	75.4	82.7	91.6
Region 10 — FIVCO (Ashland, KY)	74.5	81.8	90.5
Region 11 — Big Sandy (Pikeville, KY)	74.7	82.0	90.8
Region 12 — KY River (Hazard, KY)	74.3	81.5	90.2
Region 13 — Cumberland Valley (London, KY)	75.2	82.5	91.3
Region 14 — Lake Cumberland (Somerset, KY)	75.2	82.6	91.4
Region 15 — Bluegrass (Lexington, KY)	77.3	84.9	93.9

Staff Nurse - RN III

Job Description

Provides professional nursing care to assigned patients. Records patient histories, performs various diagnostic tests, administers medications, and develops patient care plans in conjunction with other medical professionals. Assists physicians during examinations and procedures, operating and monitoring medical equipment as necessary. Observes patients' progress and records observations in patient medical records. Promotes patients' independence by teaching patients and families to understand conditions, medications, and self-care skills. May focus on a specific medical specialty. May require a bachelor's degree in nursing. Requires a valid state Registered Nurse (RN) license. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
4-7 years

EDUCATION / CERTIFICATION
Bachelor's degree · RN license

CAREER TRACK
Senior Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	86.0	95.4	108.7
Region 2 — Pennyrile (Hopkinsville, KY)	85.2	94.5	107.7
Region 3 — Green River (Owensboro, KY)	88.4	98.1	111.7
Region 4 — Barren River (Bowling Green, KY)	85.9	95.4	108.6
Region 5 — Lincoln Trail (Elizabethtown, KY)	88.3	98.0	111.6
Region 6 — KIPDA (Louisville, KY)	90.5	100.5	114.5
Region 7 — Northern KY (Cincinnati, OH)	92.0	102.1	116.3
Region 8 — Buffalo Trace (Maysville, KY)	86.7	96.3	109.7
Region 9 — Gateway (Morehead, KY)	85.4	94.8	108.0
Region 10 — FIVCO (Ashland, KY)	84.5	93.7	106.8
Region 11 — Big Sandy (Pikeville, KY)	84.7	94.0	107.1
Region 12 — KY River (Hazard, KY)	84.2	93.4	106.4
Region 13 — Cumberland Valley (London, KY)	85.2	94.5	107.7
Region 14 — Lake Cumberland (Somerset, KY)	85.2	94.6	107.8
Region 15 — Bluegrass (Lexington, KY)	87.6	97.2	110.8

Job Description

Coordinates the overall care plan for patients from admission to discharge. Evaluates the needs of the patient, the resources available, and recommends the plan for the best outcome. Collaborates with physicians and other medical staff members to facilitate the progression of care. Monitors the patient's progress and acts as a liaison between the patient, medical staff, and insurers. Develops a discharge plan that provides the best available resources to meet ongoing patient needs. Identifies patient care issues and makes recommendations. May also be responsible for conducting utilization reviews. Typically requires a bachelor's degree in nursing. Requires a Registered Nurse (RN) license. Typically reports to a manager.

YEARS OF EXPERIENCE
2-4 years

EDUCATION / CERTIFICATION
Bachelor's degree · RN license

CAREER TRACK
Intermediate Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	69.0	76.1	83.8
Region 2 — Pennyrile (Hopkinsville, KY)	68.3	75.5	83.1
Region 3 — Green River (Owensboro, KY)	70.9	78.3	86.2
Region 4 — Barren River (Bowling Green, KY)	68.9	76.1	83.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	70.8	78.2	86.1
Region 6 — KIPDA (Louisville, KY)	72.6	80.2	88.3
Region 7 — Northern KY (Cincinnati, OH)	73.8	81.5	89.7
Region 8 — Buffalo Trace (Maysville, KY)	69.6	76.8	84.6
Region 9 — Gateway (Morehead, KY)	68.5	75.6	83.3
Region 10 — FIVCO (Ashland, KY)	67.7	74.8	82.4
Region 11 — Big Sandy (Pikeville, KY)	67.9	75.0	82.6
Region 12 — KY River (Hazard, KY)	67.5	74.6	82.1
Region 13 — Cumberland Valley (London, KY)	68.3	75.5	83.1
Region 14 — Lake Cumberland (Somerset, KY)	68.4	75.5	83.1
Region 15 — Bluegrass (Lexington, KY)	70.3	77.6	85.5

Job Description

Provides care to patients under the supervision of a physician. Conducts medical histories and physical exams, diagnoses and treats illnesses and injuries, and develops treatment plans. Orders and interprets diagnostic tests and laboratory work. Writes progress notes, conducts patient education, writes prescriptions, and provides advice about various health issues. Requires a master's degree in health sciences for physician assistants. Requires Certified Physician Assistant (PA-C). Requires State License to practice. Typically reports to a physician.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · PA-C

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	113.9	124.6	138.0
Region 2 — Pennyrile (Hopkinsville, KY)	112.9	123.5	136.7
Region 3 — Green River (Owensboro, KY)	116.8	127.8	141.5
Region 4 — Barren River (Bowling Green, KY)	113.5	124.2	137.5
Region 5 — Lincoln Trail (Elizabethtown, KY)	116.6	127.6	141.3
Region 6 — KIPDA (Louisville, KY)	119.6	130.8	144.8
Region 7 — Northern KY (Cincinnati, OH)	121.4	132.8	147.0
Region 8 — Buffalo Trace (Maysville, KY)	114.5	125.3	138.7
Region 9 — Gateway (Morehead, KY)	113.2	123.9	137.2
Region 10 — FIVCO (Ashland, KY)	112.0	122.5	135.7
Region 11 — Big Sandy (Pikeville, KY)	112.3	122.9	136.0
Region 12 — KY River (Hazard, KY)	111.7	122.2	135.3
Region 13 — Cumberland Valley (London, KY)	112.7	123.3	136.5
Region 14 — Lake Cumberland (Somerset, KY)	112.8	123.4	136.6
Region 15 — Bluegrass (Lexington, KY)	115.9	126.8	140.4

Nurse Practitioner

Job Description

Examines and treats patients independently and in autonomous collaboration with other health care professionals. Ensures proper illness and injury care and disease prevention, diagnosis, treatment, and recovery. May prescribe medications and order diagnostic tests. Advises patients about continuing care. Requires a master's degree. Typically reports to a manager or head of a unit/department. Requires RN. Requires Advanced Registered Nurse Practitioner (ARNP) or Certified Registered Nurse Practitioner (CRNP).

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · ARNP / CRNP

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	112.9	122.6	134.3
Region 2 — Pennyrile (Hopkinsville, KY)	111.9	121.4	133.1
Region 3 — Green River (Owensboro, KY)	116.0	126.0	138.1
Region 4 — Barren River (Bowling Green, KY)	112.8	122.5	134.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	115.9	125.9	138.0
Region 6 — KIPDA (Louisville, KY)	118.9	129.0	141.5
Region 7 — Northern KY (Cincinnati, OH)	120.8	131.1	143.7
Region 8 — Buffalo Trace (Maysville, KY)	113.9	123.7	135.6
Region 9 — Gateway (Morehead, KY)	112.1	121.7	133.5
Region 10 — FIVCO (Ashland, KY)	110.9	120.4	132.0
Region 11 — Big Sandy (Pikeville, KY)	111.2	120.7	132.4
Region 12 — KY River (Hazard, KY)	110.5	120.0	131.5
Region 13 — Cumberland Valley (London, KY)	111.9	121.5	133.1
Region 14 — Lake Cumberland (Somerset, KY)	111.9	121.5	133.2
Region 15 — Bluegrass (Lexington, KY)	115.1	124.9	136.9

Job Description

Works in collaboration with physicians to manage care for patients in a pediatric setting. Orders, interprets, and records results of clinical tests and reports results to physicians. Prescribes medications and makes recommendations for other therapeutic forms of treatment. Requires a master's degree. Requires Certified Registered Nurse Practitioner (CRNP). Requires Registered Nurse (RN). Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · CRNP, RN

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	107.7	115.8	126.5
Region 2 — Pennyrile (Hopkinsville, KY)	106.7	114.8	125.4
Region 3 — Green River (Owensboro, KY)	110.7	119.0	130.0
Region 4 — Barren River (Bowling Green, KY)	107.7	115.8	126.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	110.6	119.0	129.9
Region 6 — KIPDA (Louisville, KY)	113.4	122.0	133.2
Region 7 — Northern KY (Cincinnati, OH)	115.2	123.9	135.3
Region 8 — Buffalo Trace (Maysville, KY)	108.7	116.9	127.6
Region 9 — Gateway (Morehead, KY)	107.0	115.1	125.7
Region 10 — FIVCO (Ashland, KY)	105.8	113.8	124.3
Region 11 — Big Sandy (Pikeville, KY)	106.1	114.1	124.6
Region 12 — KY River (Hazard, KY)	105.5	113.4	123.9
Region 13 — Cumberland Valley (London, KY)	106.7	114.8	125.4
Region 14 — Lake Cumberland (Somerset, KY)	106.8	114.8	125.4
Region 15 — Bluegrass (Lexington, KY)	109.8	118.1	128.9

Pediatrician

Job Description

Examines and treats children to ensure proper injury care, disease prevention, diagnosis, treatment, and recovery. Prescribes medications, performs routine vaccinations, and provides preventative care. Requests necessary tests, follow-up visits, and refers patients to specialists, as necessary. Requires a MD. Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	203.2	230.0	259.6
Region 2 — Pennyrile (Hopkinsville, KY)	201.4	227.9	257.3
Region 3 — Green River (Owensboro, KY)	203.8	230.6	260.3
Region 4 — Barren River (Bowling Green, KY)	197.2	223.2	251.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	202.6	229.3	258.9
Region 6 — KIPDA (Louisville, KY)	207.8	235.1	265.4
Region 7 — Northern KY (Cincinnati, OH)	209.4	237.0	267.5
Region 8 — Buffalo Trace (Maysville, KY)	197.5	223.5	252.3
Region 9 — Gateway (Morehead, KY)	203.6	230.4	260.1
Region 10 — FIVCO (Ashland, KY)	201.3	227.8	257.2
Region 11 — Big Sandy (Pikeville, KY)	201.9	228.5	257.9
Region 12 — KY River (Hazard, KY)	201.8	228.4	257.8
Region 13 — Cumberland Valley (London, KY)	198.8	225.0	254.0
Region 14 — Lake Cumberland (Somerset, KY)	198.9	225.1	254.1
Region 15 — Bluegrass (Lexington, KY)	204.5	231.4	261.2

Job Description

Examines and treats patients regardless of age or sex. Conducts medical histories and physical exams, diagnoses and treats illnesses and injuries, and develops treatment plans. Orders and interprets diagnostic tests and laboratory work. Writes progress notes, conducts patient education, writes prescriptions, and provides advice about various health issues. Requires a MD. Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	225.4	256.2	298.8
Region 2 — Pennyrile (Hopkinsville, KY)	223.3	253.8	296.1
Region 3 — Green River (Owensboro, KY)	226.0	256.8	299.6
Region 4 — Barren River (Bowling Green, KY)	218.7	248.5	289.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	224.7	255.4	297.9
Region 6 — KIPDA (Louisville, KY)	230.4	261.8	305.5
Region 7 — Northern KY (Cincinnati, OH)	232.2	263.9	307.9
Region 8 — Buffalo Trace (Maysville, KY)	219.0	248.9	290.3
Region 9 — Gateway (Morehead, KY)	225.7	256.6	299.3
Region 10 — FIVCO (Ashland, KY)	223.2	253.7	296.0
Region 11 — Big Sandy (Pikeville, KY)	223.9	254.4	296.8
Region 12 — KY River (Hazard, KY)	223.8	254.3	296.7
Region 13 — Cumberland Valley (London, KY)	220.5	250.6	292.3
Region 14 — Lake Cumberland (Somerset, KY)	220.6	250.7	292.5
Region 15 — Bluegrass (Lexington, KY)	226.8	257.7	300.7

Job Description

Examines and treats general client base to ensure proper injury care, disease prevention, diagnosis, treatment, and recovery. Prescribes medications, performs routine vaccinations, and provides advice regarding personal health. Requests necessary tests, follow-up visits, and refers patients to specialists, as necessary. Requires a MD. Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	218.0	245.6	278.1
Region 2 — Pennyrile (Hopkinsville, KY)	216.1	243.4	275.6
Region 3 — Green River (Owensboro, KY)	218.6	246.3	278.9
Region 4 — Barren River (Bowling Green, KY)	211.5	238.3	269.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	217.4	244.9	277.3
Region 6 — KIPDA (Louisville, KY)	222.9	251.0	284.3
Region 7 — Northern KY (Cincinnati, OH)	224.6	253.0	286.5
Region 8 — Buffalo Trace (Maysville, KY)	211.8	238.6	270.2
Region 9 — Gateway (Morehead, KY)	218.4	246.0	278.6
Region 10 — FIVCO (Ashland, KY)	215.9	243.2	275.5
Region 11 — Big Sandy (Pikeville, KY)	216.6	243.9	276.3
Region 12 — KY River (Hazard, KY)	216.5	243.8	276.1
Region 13 — Cumberland Valley (London, KY)	213.3	240.3	272.1
Region 14 — Lake Cumberland (Somerset, KY)	213.4	240.4	272.2
Region 15 — Bluegrass (Lexington, KY)	219.4	247.1	279.8

Job Description

Acts as primary care physician for adults. Provides preventive services like vaccinations, health screenings, and wellness counseling. Manages both acute and chronic conditions, such as diabetes, hypertension, heart disease, respiratory disorders, and infections. Requests necessary tests, follow-up visits, and refers patients to specialists, as necessary. Consults with patients to determine the appropriate course of treatment. Requires a MD. Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	222.1	247.0	272.7
Region 2 — Pennyrile (Hopkinsville, KY)	220.1	244.7	270.2
Region 3 — Green River (Owensboro, KY)	222.7	247.6	273.4
Region 4 — Barren River (Bowling Green, KY)	215.5	239.6	264.6
Region 5 — Lincoln Trail (Elizabethtown, KY)	221.4	246.2	271.9
Region 6 — KIPDA (Louisville, KY)	227.0	252.4	278.7
Region 7 — Northern KY (Cincinnati, OH)	228.8	254.4	280.9
Region 8 — Buffalo Trace (Maysville, KY)	215.7	239.9	264.9
Region 9 — Gateway (Morehead, KY)	222.4	247.4	273.1
Region 10 — FIVCO (Ashland, KY)	219.9	244.6	270.1
Region 11 — Big Sandy (Pikeville, KY)	220.6	245.3	270.8
Region 12 — KY River (Hazard, KY)	220.5	245.2	270.7
Region 13 — Cumberland Valley (London, KY)	217.2	241.6	266.8
Region 14 — Lake Cumberland (Somerset, KY)	217.4	241.7	266.9
Region 15 — Bluegrass (Lexington, KY)	223.4	248.5	274.4

Job Description

Specializes in women's reproductive health, encompassing both obstetrics and gynecology. Examines female patients to ensure a healthy reproductive system. May monitor patients during prenatal, natal, and postnatal periods. Recommends and orders tests. Consults with patients to determine the appropriate course of treatment. Requires a MD. Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	282.4	325.0	369.3
Region 2 — Pennyrile (Hopkinsville, KY)	279.8	322.1	366.0
Region 3 — Green River (Owensboro, KY)	283.1	325.9	370.3
Region 4 — Barren River (Bowling Green, KY)	274.0	315.3	358.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	281.6	324.0	368.2
Region 6 — KIPDA (Louisville, KY)	288.7	332.2	377.5
Region 7 — Northern KY (Cincinnati, OH)	290.9	334.8	380.5
Region 8 — Buffalo Trace (Maysville, KY)	274.4	315.7	358.8
Region 9 — Gateway (Morehead, KY)	282.8	325.5	369.9
Region 10 — FIVCO (Ashland, KY)	279.7	321.9	365.8
Region 11 — Big Sandy (Pikeville, KY)	280.5	322.8	366.8
Region 12 — KY River (Hazard, KY)	280.4	322.6	366.6
Region 13 — Cumberland Valley (London, KY)	276.3	317.9	361.3
Region 14 — Lake Cumberland (Somerset, KY)	276.4	318.1	361.5
Region 15 — Bluegrass (Lexington, KY)	284.1	327.0	371.6

Psychiatrist

Job Description

Evaluates, diagnoses, and treats patients with mental illnesses through a combination of personal counseling (psychotherapy), psychoanalysis, hospitalization, and/or medication. Performs initial psychiatric assessments, develops individualized care plans, and implements treatment for the patient. Prescribes psychopharmacological medications as needed. Monitors and records client progress, and amends treatment plan according to patient response. Requires a MD. Typically requires Board Certification by the American Board of Psychiatry and Neurology (ABPN). Requires State License to Practice. Typically reports to a medical director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD · ABPN board certified

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	252.5	280.7	306.5
Region 2 — Pennyrile (Hopkinsville, KY)	250.2	278.1	303.7
Region 3 — Green River (Owensboro, KY)	253.2	281.4	307.3
Region 4 — Barren River (Bowling Green, KY)	245.0	272.3	297.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	251.8	279.8	305.6
Region 6 — KIPDA (Louisville, KY)	258.1	286.9	313.3
Region 7 — Northern KY (Cincinnati, OH)	260.1	289.1	315.7
Region 8 — Buffalo Trace (Maysville, KY)	245.3	272.7	297.8
Region 9 — Gateway (Morehead, KY)	252.9	281.1	307.0
Region 10 — FIVCO (Ashland, KY)	250.1	278.0	303.5
Region 11 — Big Sandy (Pikeville, KY)	250.8	278.8	304.4
Region 12 — KY River (Hazard, KY)	250.7	278.6	304.3
Region 13 — Cumberland Valley (London, KY)	247.0	274.6	299.8
Region 14 — Lake Cumberland (Somerset, KY)	247.1	274.7	300.0
Region 15 — Bluegrass (Lexington, KY)	254.1	282.4	308.4

Job Description

Manages the evaluation and improvement of health plan performance. Oversees staff who analyze claims, member, provider, and financial data. Develops reports and analytical models to track utilization, costs, quality measures, and risk adjustment. Ensures data accuracy, regulatory compliance, and alignment with organizational objectives. Provides outcomes to internal teams to optimize plan design, identify cost-saving opportunities, and support initiatives that improve member health outcomes and plan efficiency. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	112.8	125.2	136.5
Region 2 — Pennyrile (Hopkinsville, KY)	111.8	124.1	135.2
Region 3 — Green River (Owensboro, KY)	115.3	128.0	139.5
Region 4 — Barren River (Bowling Green, KY)	112.0	124.4	135.6
Region 5 — Lincoln Trail (Elizabethtown, KY)	115.1	127.8	139.3
Region 6 — KIPDA (Louisville, KY)	118.0	131.0	142.8
Region 7 — Northern KY (Cincinnati, OH)	119.7	132.9	144.9
Region 8 — Buffalo Trace (Maysville, KY)	112.9	125.3	136.6
Region 9 — Gateway (Morehead, KY)	112.2	124.6	135.8
Region 10 — FIVCO (Ashland, KY)	111.0	123.2	134.3
Region 11 — Big Sandy (Pikeville, KY)	111.3	123.6	134.7
Region 12 — KY River (Hazard, KY)	110.7	122.9	134.0
Region 13 — Cumberland Valley (London, KY)	111.5	123.7	134.9
Region 14 — Lake Cumberland (Somerset, KY)	111.5	123.8	134.9
Region 15 — Bluegrass (Lexington, KY)	114.6	127.3	138.7

Job Description

Oversees the study and treatment of patients with emotional, mental, or psychological disorders. Develops, implements, and updates strategic initiatives, programs, and services. Manages and directs the operations of behavioral health services. Uses knowledge of behavioral health research and trends to ensure the department's practices are up-to-date and effective. Establishes training programs and supports and supervises staff. Ensures all behavioral health operations comply with clinical guidelines and regulations. Requires an advanced degree in psychology or related field. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Advanced degree (psychology)

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	117.0	135.4	156.4
Region 2 — Pennyrile (Hopkinsville, KY)	115.9	134.2	155.0
Region 3 — Green River (Owensboro, KY)	120.3	139.2	160.8
Region 4 — Barren River (Bowling Green, KY)	116.9	135.3	156.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	120.2	139.1	160.7
Region 6 — KIPDA (Louisville, KY)	123.2	142.6	164.7
Region 7 — Northern KY (Cincinnati, OH)	125.2	144.9	167.4
Region 8 — Buffalo Trace (Maysville, KY)	118.1	136.6	157.8
Region 9 — Gateway (Morehead, KY)	116.2	134.5	155.4
Region 10 — FIVCO (Ashland, KY)	114.9	133.0	153.7
Region 11 — Big Sandy (Pikeville, KY)	115.3	133.4	154.1
Region 12 — KY River (Hazard, KY)	114.6	132.6	153.2
Region 13 — Cumberland Valley (London, KY)	116.0	134.2	155.0
Region 14 — Lake Cumberland (Somerset, KY)	116.0	134.3	155.1
Region 15 — Bluegrass (Lexington, KY)	119.3	138.0	159.4

Job Description

Supports the implementation of medical policies for the entire organization. Ensures the delivery of quality patient care. Researches and evaluates new treatments and medical innovations. Works collaboratively throughout the organization to ensure the adoption of standards and policies for all functional aspects of clinical services that result in patient care improvements. Requires a MD degree. Typically reports to Medical Director.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
MD

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	255.8	287.4	333.9
Region 2 — Pennyrile (Hopkinsville, KY)	253.5	284.8	330.9
Region 3 — Green River (Owensboro, KY)	256.5	288.2	334.8
Region 4 — Barren River (Bowling Green, KY)	248.2	278.9	324.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	255.1	286.6	332.9
Region 6 — KIPDA (Louisville, KY)	261.5	293.8	341.3
Region 7 — Northern KY (Cincinnati, OH)	263.5	296.1	344.0
Region 8 — Buffalo Trace (Maysville, KY)	248.5	279.2	324.4
Region 9 — Gateway (Morehead, KY)	256.2	287.9	334.4
Region 10 — FIVCO (Ashland, KY)	253.4	284.6	330.7
Region 11 — Big Sandy (Pikeville, KY)	254.1	285.5	331.6
Region 12 — KY River (Hazard, KY)	254.0	285.3	331.5
Region 13 — Cumberland Valley (London, KY)	250.3	281.2	326.6
Region 14 — Lake Cumberland (Somerset, KY)	250.4	281.3	326.8
Region 15 — Bluegrass (Lexington, KY)	257.4	289.2	336.0

Medical Director

Job Description

Plans and directs all aspects of an organization's medical policies, standards, and programs. Responsible for strategic clinical relationships with physicians and interns. Ensures all clinical programs are in compliance with all applicable regulations. Researches and studies current medical publications and data on new treatments and practices to ensure high quality clinical service offerings. Advises non medical management on clinical and patient related matters and policies. Requires a MD degree. Typically reports to top management.

YEARS OF EXPERIENCE
8+ years

EDUCATION / CERTIFICATION
MD

CAREER TRACK
Sr. Director / VP

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	282.8	314.1	357.3
Region 2 — Pennyrile (Hopkinsville, KY)	280.2	311.3	354.1
Region 3 — Green River (Owensboro, KY)	283.5	315.0	358.3
Region 4 — Barren River (Bowling Green, KY)	274.4	304.8	346.7
Region 5 — Lincoln Trail (Elizabethtown, KY)	281.9	313.2	356.3
Region 6 — KIPDA (Louisville, KY)	289.0	321.1	365.3
Region 7 — Northern KY (Cincinnati, OH)	291.3	323.6	368.1
Region 8 — Buffalo Trace (Maysville, KY)	274.7	305.2	347.2
Region 9 — Gateway (Morehead, KY)	283.2	314.6	357.9
Region 10 — FIVCO (Ashland, KY)	280.1	311.1	353.9
Region 11 — Big Sandy (Pikeville, KY)	280.9	312.0	354.9
Region 12 — KY River (Hazard, KY)	280.7	311.9	354.8
Region 13 — Cumberland Valley (London, KY)	276.6	307.3	349.6
Region 14 — Lake Cumberland (Somerset, KY)	276.8	307.5	349.8
Region 15 — Bluegrass (Lexington, KY)	284.5	316.1	359.5

Dental Leadership and Providers

Dental providers and dental practice leadership

IN THIS SECTION

Business Office Manager - Healthcare p.59
Dental Assistant p.60
Expanded Function Dental Assistant p.61
Dental Hygienist p.62
Dentist p.63

Job Description

Oversees day to day activities of one or more functions within a hospital's business office. Responsible for admitting and registration, patient billing and collection, third-party payer relations, and/or preparation of insurance claims. Ensures activities comply with hospital standards and government regulations. May also be responsible for the patient admitting function. Generates budgets, financial statements, and various reports. Requires a bachelor's degree. Typically reports to the head of a unit/department.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	67.80	77.80	89.50
Region 2 — Pennyrile (Hopkinsville, KY)	67.20	77.00	88.70
Region 3 — Green River (Owensboro, KY)	69.50	79.70	91.70
Region 4 — Barren River (Bowling Green, KY)	67.50	77.50	89.10
Region 5 — Lincoln Trail (Elizabethtown, KY)	69.40	79.60	91.60
Region 6 — KIPDA (Louisville, KY)	71.10	81.60	93.90
Region 7 — Northern KY (Cincinnati, OH)	72.20	82.90	95.30
Region 8 — Buffalo Trace (Maysville, KY)	68.10	78.10	89.90
Region 9 — Gateway (Morehead, KY)	67.40	77.30	89.00
Region 10 — FIVCO (Ashland, KY)	66.60	76.40	88.00
Region 11 — Big Sandy (Pikeville, KY)	66.80	76.70	88.20
Region 12 — KY River (Hazard, KY)	66.50	76.20	87.70
Region 13 — Cumberland Valley (London, KY)	67.10	76.90	88.50
Region 14 — Lake Cumberland (Somerset, KY)	67.10	77.00	88.60
Region 15 — Bluegrass (Lexington, KY)	69.00	79.10	91.10

Job Description

Assists with dental surgical and other procedures under the direct supervision of a dentist. Prepares patient and arranges instruments and supplies used for procedures. Hands instruments to the dentist and helps during treatment. Ensures all instruments are sterile and follows infection control protocols. Records treatment notes and updates patient records. May take and process x-rays. May require an associate degree in dental assisting or equivalent. Has Basic Life Support (BLS) and depending on state, may have licensing requirement. Typically reports to a dentist.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
Associate degree

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	42.00	46.80	51.60
Region 2 — Pennyrile (Hopkinsville, KY)	41.60	46.30	51.10
Region 3 — Green River (Owensboro, KY)	43.20	48.10	53.00
Region 4 — Barren River (Bowling Green, KY)	42.00	46.70	51.50
Region 5 — Lincoln Trail (Elizabethtown, KY)	43.10	48.00	53.00
Region 6 — KIPDA (Louisville, KY)	44.20	49.20	54.30
Region 7 — Northern KY (Cincinnati, OH)	44.90	50.00	55.20
Region 8 — Buffalo Trace (Maysville, KY)	42.40	47.20	52.00
Region 9 — Gateway (Morehead, KY)	41.70	46.50	51.20
Region 10 — FIVCO (Ashland, KY)	41.20	45.90	50.70
Region 11 — Big Sandy (Pikeville, KY)	41.40	46.10	50.80
Region 12 — KY River (Hazard, KY)	41.10	45.80	50.50
Region 13 — Cumberland Valley (London, KY)	41.60	46.30	51.10
Region 14 — Lake Cumberland (Somerset, KY)	41.60	46.40	51.10
Region 15 — Bluegrass (Lexington, KY)	42.80	47.70	52.60

Job Description

Assists with dental surgical and other procedures under the direct supervision of a dentist. Prepares patient and arranges instruments and supplies used for procedures. Hands instruments to the dentist and helps during treatment. Ensures all instruments are sterile and follows infection control protocols. Records treatment notes and updates patient records. Takes and processes x-rays. May perform polishing, apply sealants or fluoride treatment. Requires an associate degree in dental assisting or equivalent. Has Expanded Function Dental Assisting (EFDA) certification, applicable state licensing, and Basic Life Support (BLS). Typically reports to a dentist.

YEARS OF EXPERIENCE
3-5 years

EDUCATION / CERTIFICATION
Associate degree · EFDA

CAREER TRACK
Senior Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	45.40	50.60	55.80
Region 2 — Pennyrile (Hopkinsville, KY)	45.00	50.10	55.30
Region 3 — Green River (Owensboro, KY)	46.70	52.00	57.40
Region 4 — Barren River (Bowling Green, KY)	45.40	50.60	55.80
Region 5 — Lincoln Trail (Elizabethtown, KY)	46.70	52.00	57.30
Region 6 — KIPDA (Louisville, KY)	47.80	53.30	58.80
Region 7 — Northern KY (Cincinnati, OH)	48.60	54.10	59.70
Region 8 — Buffalo Trace (Maysville, KY)	45.80	51.10	56.30
Region 9 — Gateway (Morehead, KY)	45.10	50.30	55.40
Region 10 — FIVCO (Ashland, KY)	44.60	49.70	54.80
Region 11 — Big Sandy (Pikeville, KY)	44.80	49.80	55.00
Region 12 — KY River (Hazard, KY)	44.50	49.50	54.60
Region 13 — Cumberland Valley (London, KY)	45.00	50.10	55.30
Region 14 — Lake Cumberland (Somerset, KY)	45.00	50.20	55.30
Region 15 — Bluegrass (Lexington, KY)	46.30	51.60	56.90

Dental Hygienist

Job Description

Under the direct supervision of a dentist, cleans calcareous deposits, accretions, and stains from teeth and beneath margins of gums using dental instruments. Performs routine examination and assessment of dental health. Feels lymph nodes under patient's chin to detect swelling or tenderness that could indicate presence of oral cancer. Feels and visually examines gums for sores and signs of disease. Provides instruction, guidance, and coaching to patients about methods to improve dental health. May take Radiographs or x-rays. Typically requires an associate degree in dental hygiene. Meets licensing requirements as a dental hygienist for the state. Radiography/x-ray certification per state guidelines. Basic Life Support certification (BLS.) Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
5-7 years

EDUCATION / CERTIFICATION
Associate degree · RDH

CAREER TRACK
Specialist

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	74.10	82.40	91.00
Region 2 — Pennyrile (Hopkinsville, KY)	73.50	81.60	90.20
Region 3 — Green River (Owensboro, KY)	76.20	84.70	93.50
Region 4 — Barren River (Bowling Green, KY)	74.10	82.30	90.90
Region 5 — Lincoln Trail (Elizabethtown, KY)	76.20	84.60	93.40
Region 6 — KIPDA (Louisville, KY)	78.10	86.70	95.80
Region 7 — Northern KY (Cincinnati, OH)	79.30	88.10	97.30
Region 8 — Buffalo Trace (Maysville, KY)	74.80	83.10	91.80
Region 9 — Gateway (Morehead, KY)	73.70	81.80	90.40
Region 10 — FIVCO (Ashland, KY)	72.80	80.90	89.40
Region 11 — Big Sandy (Pikeville, KY)	73.00	81.20	89.60
Region 12 — KY River (Hazard, KY)	72.60	80.70	89.10
Region 13 — Cumberland Valley (London, KY)	73.50	81.60	90.20
Region 14 — Lake Cumberland (Somerset, KY)	73.50	81.70	90.20
Region 15 — Bluegrass (Lexington, KY)	75.60	84.00	92.70

Dentist

Job Description

Examines and treats diseases and injuries of teeth and gums. Performs preventative and maintenance dentistry and educates the patient in proper tooth and gum care. Recommends braces or surgery to correct any malformations. Requires a doctorate degree in dentistry, either a Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD) degree from an accredited school. Requires a state licensed to practice. Typically reports to a top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
DDS / DMD · State license

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	167.20	189.60	217.30
Region 2 — Pennyrile (Hopkinsville, KY)	165.70	187.90	215.30
Region 3 — Green River (Owensboro, KY)	169.30	192.00	220.00
Region 4 — Barren River (Bowling Green, KY)	164.10	186.10	213.30
Region 5 — Lincoln Trail (Elizabethtown, KY)	168.60	191.30	219.10
Region 6 — KIPDA (Louisville, KY)	172.90	196.10	224.70
Region 7 — Northern KY (Cincinnati, OH)	174.80	198.30	227.20
Region 8 — Buffalo Trace (Maysville, KY)	164.90	187.00	214.20
Region 9 — Gateway (Morehead, KY)	166.90	189.30	216.90
Region 10 — FIVCO (Ashland, KY)	165.10	187.20	214.50
Region 11 — Big Sandy (Pikeville, KY)	165.50	187.70	215.10
Region 12 — KY River (Hazard, KY)	165.10	187.20	214.50
Region 13 — Cumberland Valley (London, KY)	164.40	186.40	213.60
Region 14 — Lake Cumberland (Somerset, KY)	164.50	186.50	213.70
Region 15 — Bluegrass (Lexington, KY)	169.10	191.80	219.70

Pharmacy

Pharmacy operations and pharmacist roles

IN THIS SECTION

Certified Pharmacy Technician p.66
Senior Certified Pharmacy Technician p.67
Pharmacist p.68
Pharmacy Director p.69

Job Description

Assists a registered pharmacist with support activities and processes required to dispense medical prescriptions. Collects, inputs, and verifies prescription, refill, and patient information. Receives and stocks incoming supplies. May prepare labels and routine prepacked orders. May be expected to perform some clerical duties relating to the department. Requires a high school diploma. May require Certified Pharmacy Technician (CPhT). Typically reports to a supervisor.

YEARS OF EXPERIENCE
0-1 years

EDUCATION / CERTIFICATION
High school diploma · CPhT

CAREER TRACK
Entry Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	40.30	44.10	48.80
Region 2 — Pennyrile (Hopkinsville, KY)	39.90	43.70	48.30
Region 3 — Green River (Owensboro, KY)	41.40	45.40	50.10
Region 4 — Barren River (Bowling Green, KY)	40.30	44.10	48.70
Region 5 — Lincoln Trail (Elizabethtown, KY)	41.40	45.30	50.10
Region 6 — KIPDA (Louisville, KY)	42.40	46.50	51.30
Region 7 — Northern KY (Cincinnati, OH)	43.10	47.20	52.20
Region 8 — Buffalo Trace (Maysville, KY)	40.70	44.50	49.20
Region 9 — Gateway (Morehead, KY)	40.00	43.80	48.40
Region 10 — FIVCO (Ashland, KY)	39.60	43.40	47.90
Region 11 — Big Sandy (Pikeville, KY)	39.70	43.50	48.00
Region 12 — KY River (Hazard, KY)	39.50	43.20	47.70
Region 13 — Cumberland Valley (London, KY)	39.90	43.70	48.30
Region 14 — Lake Cumberland (Somerset, KY)	40.00	43.80	48.40
Region 15 — Bluegrass (Lexington, KY)	41.10	45.00	49.70

Job Description

Assists a registered pharmacist with support activities and processes required to dispense medical prescriptions. Collects, inputs, and verifies prescription, refill, and patient information. Receives and stocks incoming supplies. May prepare labels and routine prepacked orders. May be expected to perform some clerical duties relating to the department. Requires a high school diploma. May require Certified Pharmacy Technician (CPhT). Typically reports to a supervisor.

YEARS OF EXPERIENCE
0-1 years

EDUCATION / CERTIFICATION
High school diploma · CPhT

CAREER TRACK
Entry Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	40.30	44.10	48.80
Region 2 — Pennyrile (Hopkinsville, KY)	39.90	43.70	48.30
Region 3 — Green River (Owensboro, KY)	41.40	45.40	50.10
Region 4 — Barren River (Bowling Green, KY)	40.30	44.10	48.70
Region 5 — Lincoln Trail (Elizabethtown, KY)	41.40	45.30	50.10
Region 6 — KIPDA (Louisville, KY)	42.40	46.50	51.30
Region 7 — Northern KY (Cincinnati, OH)	43.10	47.20	52.20
Region 8 — Buffalo Trace (Maysville, KY)	40.70	44.50	49.20
Region 9 — Gateway (Morehead, KY)	40.00	43.80	48.40
Region 10 — FIVCO (Ashland, KY)	39.60	43.40	47.90
Region 11 — Big Sandy (Pikeville, KY)	39.70	43.50	48.00
Region 12 — KY River (Hazard, KY)	39.50	43.20	47.70
Region 13 — Cumberland Valley (London, KY)	39.90	43.70	48.30
Region 14 — Lake Cumberland (Somerset, KY)	40.00	43.80	48.40
Region 15 — Bluegrass (Lexington, KY)	41.10	45.00	49.70

Job Description

Assists a registered pharmacist with support activities and processes required to dispense medical prescriptions. Collects, inputs, and verifies prescription, refill, and patient information. Receives and stocks incoming supplies. May prepare labels and routine prepacked orders. May be expected to perform some clerical duties relating to the department. Requires a high school diploma. May require Certified Pharmacy Technician (CPhT). Typically reports to a supervisor.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
High school diploma · CPhT

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	43.00	47.70	52.90
Region 2 — Pennyrile (Hopkinsville, KY)	42.60	47.20	52.40
Region 3 — Green River (Owensboro, KY)	44.20	49.00	54.40
Region 4 — Barren River (Bowling Green, KY)	43.00	47.70	52.90
Region 5 — Lincoln Trail (Elizabethtown, KY)	44.20	49.00	54.30
Region 6 — KIPDA (Louisville, KY)	45.30	50.20	55.70
Region 7 — Northern KY (Cincinnati, OH)	46.00	51.00	56.60
Region 8 — Buffalo Trace (Maysville, KY)	43.40	48.10	53.40
Region 9 — Gateway (Morehead, KY)	42.80	47.40	52.60
Region 10 — FIVCO (Ashland, KY)	42.30	46.80	52.00
Region 11 — Big Sandy (Pikeville, KY)	42.40	47.00	52.10
Region 12 — KY River (Hazard, KY)	42.10	46.70	51.80
Region 13 — Cumberland Valley (London, KY)	42.60	47.20	52.40
Region 14 — Lake Cumberland (Somerset, KY)	42.70	47.30	52.50
Region 15 — Bluegrass (Lexington, KY)	43.90	48.60	53.90

Pharmacist

Job Description

Compounds and dispenses prescribed drugs per physician's instructions in a hospital or healthcare facility setting. Consults with medical staff about potential drug interactions, patient medical history, and the use of particular medications. Responds to questions from patients about medications and dosage instructions. Ensures that all required pharmacy data is recorded and maintained and complies with all regulatory, security and hospital procedures. May supervise pharmacy technicians. May require a doctorate degree in pharmacy. Requires Registered Pharmacist (RPh). Typically reports to a manager.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
PharmD · RPh

CAREER TRACK
Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	126.40	135.30	145.30
Region 2 — Pennyrile (Hopkinsville, KY)	125.30	134.10	144.00
Region 3 — Green River (Owensboro, KY)	129.30	138.30	148.60
Region 4 — Barren River (Bowling Green, KY)	125.60	134.40	144.40
Region 5 — Lincoln Trail (Elizabethtown, KY)	129.00	138.10	148.30
Region 6 — KIPDA (Louisville, KY)	132.30	141.60	152.10
Region 7 — Northern KY (Cincinnati, OH)	134.20	143.60	154.30
Region 8 — Buffalo Trace (Maysville, KY)	126.50	135.40	145.50
Region 9 — Gateway (Morehead, KY)	125.80	134.60	144.60
Region 10 — FIVCO (Ashland, KY)	124.40	133.10	143.00
Region 11 — Big Sandy (Pikeville, KY)	124.70	133.50	143.40
Region 12 — KY River (Hazard, KY)	124.10	132.80	142.70
Region 13 — Cumberland Valley (London, KY)	124.90	133.70	143.60
Region 14 — Lake Cumberland (Somerset, KY)	125.00	133.80	143.70
Region 15 — Bluegrass (Lexington, KY)	128.50	137.50	147.70

Pharmacy Director

Job Description

Directs, establishes, and plans the overall policies and goals for a pharmacy or healthcare facility's pharmacy services. Ensures compliance with all federal and state regulations and company policies and procedures. Establishes and measures performance metrics. Develops purchasing parameters, and creates processes for acquiring, storing, and maintaining pharmaceutical inventory. May negotiate with vendors. Requires a doctorate degree in pharmacy. Requires Registered Pharmacist (RPh) license. Typically reports to senior management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
PharmD · RPh

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	168.10	183.90	202.10
Region 2 — Pennyrile (Hopkinsville, KY)	166.60	182.30	200.30
Region 3 — Green River (Owensboro, KY)	171.00	187.10	205.70
Region 4 — Barren River (Bowling Green, KY)	166.00	181.60	199.60
Region 5 — Lincoln Trail (Elizabethtown, KY)	170.60	186.60	205.10
Region 6 — KIPDA (Louisville, KY)	174.90	191.30	210.30
Region 7 — Northern KY (Cincinnati, OH)	177.10	193.80	212.90
Region 8 — Buffalo Trace (Maysville, KY)	167.00	182.70	200.80
Region 9 — Gateway (Morehead, KY)	167.60	183.30	201.50
Region 10 — FIVCO (Ashland, KY)	165.70	181.30	199.20
Region 11 — Big Sandy (Pikeville, KY)	166.20	181.80	199.80
Region 12 — KY River (Hazard, KY)	165.50	181.10	199.00
Region 13 — Cumberland Valley (London, KY)	165.70	181.30	199.20
Region 14 — Lake Cumberland (Somerset, KY)	165.80	181.40	199.30
Region 15 — Bluegrass (Lexington, KY)	170.40	186.50	204.90

Operations and Administration

Operational, administrative, and clinical-support leadership

IN THIS SECTION

Medical Records Coding Manager p.71
Small Medical Clinic Manager p.72
Medium Size Medical Clinic Manager p.73
Large Medical Clinic Manager p.74
Medical Billing Manager p.75
Medical Staff Credentialing Manager p.76
Physician Practice Operations Manager p.77
Program Manager p.78
Risk Manager p.79
Corporate Compliance Officer - Healthcare p.80
Director of Grants and Proposals p.81
Operations Director p.82
Quality Assurance Director - Healthcare p.83
Revenue Cycle Director p.84

Job Description

Supervises and trains a team of medical coders to ensure medical records are coded with accuracy and completeness. Ensures medical records coding operations follow the latest guidelines and compliance standards. Maintains required documentation and confidentiality of patient records. Implements processes for coding operations that support the needs of other healthcare partners. Develops and maintains up-to-date knowledge of the latest ICD and CPT coding versions and ensures coders receive updates and training on classification or guideline changes. Is a certified medical coder and the exact type of coding certification may vary based on the clinical setting or a medical specialty focus. Typically requires a bachelor's degree in healthcare administration, a related field, or equivalent. Depending on the setting typically requires the Certified Coding Specialist (CCS) certification. May additionally have the Registered Health Information Administrator (RHIA) credential. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
3-5 years

EDUCATION / CERTIFICATION
Bachelor's degree · CCS

CAREER TRACK
Sr. Supervisor

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	74.7	84.3	94.4
Region 2 — Pennyrile (Hopkinsville, KY)	74.0	83.5	93.5
Region 3 — Green River (Owensboro, KY)	76.8	86.6	97.0
Region 4 — Barren River (Bowling Green, KY)	74.7	84.2	94.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	76.7	86.6	96.9
Region 6 — KIPDA (Louisville, KY)	78.7	88.7	99.4
Region 7 — Northern KY (Cincinnati, OH)	79.9	90.2	101.0
Region 8 — Buffalo Trace (Maysville, KY)	75.4	85.0	95.2
Region 9 — Gateway (Morehead, KY)	74.2	83.7	93.7
Region 10 — FIVCO (Ashland, KY)	73.4	82.8	92.7
Region 11 — Big Sandy (Pikeville, KY)	73.6	83.0	93.0
Region 12 — KY River (Hazard, KY)	73.2	82.5	92.4
Region 13 — Cumberland Valley (London, KY)	74.1	83.5	93.5
Region 14 — Lake Cumberland (Somerset, KY)	74.1	83.6	93.6
Region 15 — Bluegrass (Lexington, KY)	76.2	85.9	96.2

Job Description

Administers the daily operations of a medical clinic staffed by 25 physicians or less. Prepares and monitors budgets, purchases equipment and supplies, oversees maintenance of the facility. Responsible for hiring and training office and nursing support staff. Establishes and oversees billing practices. May be responsible for contracts or negotiations with insurance providers. This is an administrative non-physician role. Typically requires a bachelor's degree or equivalent. Typically reports to a director.

YEARS OF EXPERIENCE
3+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Supervisor

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	66.3	76.8	88.2
Region 2 — Pennyrile (Hopkinsville, KY)	65.7	76.1	87.4
Region 3 — Green River (Owensboro, KY)	68.1	79.0	90.7
Region 4 — Barren River (Bowling Green, KY)	66.2	76.8	88.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	68.1	78.9	90.6
Region 6 — KIPDA (Louisville, KY)	69.8	80.9	92.9
Region 7 — Northern KY (Cincinnati, OH)	70.9	82.2	94.4
Region 8 — Buffalo Trace (Maysville, KY)	66.9	77.5	89.0
Region 9 — Gateway (Morehead, KY)	65.8	76.3	87.6
Region 10 — FIVCO (Ashland, KY)	65.1	75.5	86.7
Region 11 — Big Sandy (Pikeville, KY)	65.3	75.7	86.9
Region 12 — KY River (Hazard, KY)	64.9	75.2	86.4
Region 13 — Cumberland Valley (London, KY)	65.7	76.1	87.4
Region 14 — Lake Cumberland (Somerset, KY)	65.7	76.2	87.5
Region 15 — Bluegrass (Lexington, KY)	67.6	78.3	89.9

Job Description

Administers the daily operations of a medical clinic staffed by 25 to 50 physicians. Prepares and monitors budgets, purchases equipment and supplies, oversees maintenance of the facility. Responsible for hiring and training office and nursing support staff. Establishes and oversees billing practices. May be responsible for contracts or negotiations with insurance providers. This is an administrative non-physician role. Typically requires a bachelor's degree or equivalent. Typically reports to a director.

YEARS OF EXPERIENCE
3-5 years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Supervisor

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	85.1	98.4	113.8
Region 2 — Pennyrile (Hopkinsville, KY)	84.3	97.5	112.8
Region 3 — Green River (Owensboro, KY)	87.0	100.6	116.4
Region 4 — Barren River (Bowling Green, KY)	84.5	97.7	113.1
Region 5 — Lincoln Trail (Elizabethtown, KY)	86.9	100.4	116.2
Region 6 — KIPDA (Louisville, KY)	89.0	102.9	119.1
Region 7 — Northern KY (Cincinnati, OH)	90.3	104.4	120.8
Region 8 — Buffalo Trace (Maysville, KY)	85.2	98.5	113.9
Region 9 — Gateway (Morehead, KY)	84.7	97.9	113.3
Region 10 — FIVCO (Ashland, KY)	83.7	96.8	112.0
Region 11 — Big Sandy (Pikeville, KY)	84.0	97.1	112.3
Region 12 — KY River (Hazard, KY)	83.5	96.6	111.7
Region 13 — Cumberland Valley (London, KY)	84.1	97.2	112.5
Region 14 — Lake Cumberland (Somerset, KY)	84.1	97.3	112.5
Region 15 — Bluegrass (Lexington, KY)	86.5	100.0	115.7

Job Description

Administers the daily operations of a medical clinic staffed by more than 50 physicians providing multiple specialties and services. Prepares and monitors budgets, purchases equipment and supplies, oversees maintenance of the facility. Responsible for hiring and training office and nursing support staff. Establishes and oversees billing practices. May be responsible for contracts or negotiations with insurance providers. This is an administrative non-physician role.Typically requires a bachelor's degree or equivalent. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	94.8	110.0	123.0
Region 2 — Pennyrile (Hopkinsville, KY)	93.9	109.0	121.9
Region 3 — Green River (Owensboro, KY)	96.9	112.5	125.8
Region 4 — Barren River (Bowling Green, KY)	94.2	109.3	122.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	96.8	112.3	125.6
Region 6 — KIPDA (Louisville, KY)	99.2	115.1	128.7
Region 7 — Northern KY (Cincinnati, OH)	100.6	116.8	130.6
Region 8 — Buffalo Trace (Maysville, KY)	94.9	110.1	123.1
Region 9 — Gateway (Morehead, KY)	94.3	109.5	122.4
Region 10 — FIVCO (Ashland, KY)	93.3	108.3	121.0
Region 11 — Big Sandy (Pikeville, KY)	93.6	108.6	121.4
Region 12 — KY River (Hazard, KY)	93.1	108.0	120.8
Region 13 — Cumberland Valley (London, KY)	93.7	108.7	121.6
Region 14 — Lake Cumberland (Somerset, KY)	93.7	108.8	121.6
Region 15 — Bluegrass (Lexington, KY)	96.4	111.8	125.0

Job Description

Plans and manages medical billing processes to ensure timely, accurate, and efficient billing operations. Develops policies, procedures, and controls to ensure medical billing operations are compliant with industry standards and regulations. Validates patient billing and insurance information to verify coverage and ensure accurate calculation of charges. Continuously evaluates and optimizes processes to control department costs and adhere to budget. Prepares routine reports to summarize revenue cycles, payments, overdue balances, and other billing metrics for management insight. Remains knowledgeable and compliant with proper medical and insurance claim processes. Needs to be familiar with ICD-10, CPT, and/or HCPCS Coding Systems as well as claim forms such as CMS-1500 and UB-04. May require a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	77.7	89.3	103.9
Region 2 — Pennyrile (Hopkinsville, KY)	77.0	88.5	103.0
Region 3 — Green River (Owensboro, KY)	79.9	91.7	106.8
Region 4 — Barren River (Bowling Green, KY)	77.7	89.2	103.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	79.8	91.7	106.8
Region 6 — KIPDA (Louisville, KY)	81.9	94.0	109.4
Region 7 — Northern KY (Cincinnati, OH)	83.2	95.5	111.2
Region 8 — Buffalo Trace (Maysville, KY)	78.4	90.1	104.9
Region 9 — Gateway (Morehead, KY)	77.2	88.7	103.3
Region 10 — FIVCO (Ashland, KY)	76.4	87.7	102.1
Region 11 — Big Sandy (Pikeville, KY)	76.6	87.9	102.4
Region 12 — KY River (Hazard, KY)	76.1	87.4	101.8
Region 13 — Cumberland Valley (London, KY)	77.0	88.5	103.0
Region 14 — Lake Cumberland (Somerset, KY)	77.1	88.5	103.1
Region 15 — Bluegrass (Lexington, KY)	79.2	91.0	105.9

Medical Staff Credentialing Manager

Job Description

Manages the team responsible for processing credentialing and recredentialing applications for providers within a health care network. Monitors the reviewing and verification of credentialing applications. Loads and maintains provider information in the credentialing database system. Tracks license and certification expirations for medical staff to ensure timely renewals. Resolves complex questions regarding credentialing, database maintenance, and best practices.Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree · CPCS

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	89.6	100.5	112.9
Region 2 — Pennyrile (Hopkinsville, KY)	88.8	99.5	111.9
Region 3 — Green River (Owensboro, KY)	92.1	103.3	116.0
Region 4 — Barren River (Bowling Green, KY)	89.6	100.4	112.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	92.0	103.2	116.0
Region 6 — KIPDA (Louisville, KY)	94.4	105.8	118.9
Region 7 — Northern KY (Cincinnati, OH)	95.9	107.5	120.8
Region 8 — Buffalo Trace (Maysville, KY)	90.4	101.4	113.9
Region 9 — Gateway (Morehead, KY)	89.0	99.8	112.2
Region 10 — FIVCO (Ashland, KY)	88.0	98.7	110.9
Region 11 — Big Sandy (Pikeville, KY)	88.3	99.0	111.2
Region 12 — KY River (Hazard, KY)	87.7	98.3	110.5
Region 13 — Cumberland Valley (London, KY)	88.8	99.6	111.9
Region 14 — Lake Cumberland (Somerset, KY)	88.8	99.6	111.9
Region 15 — Bluegrass (Lexington, KY)	91.3	102.4	115.1

Job Description

Manages and coordinates administrative and clinical services for one or more physician office sites. Establishes work procedures and standards to improve efficiency and effectiveness. Supervises medical, nursing, and clerical staff to ensure quality patient care. Prepares periodic practice metrics and statistics. May require a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Manager / Assoc. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	114.5	134.5	158.8
Region 2 — Pennyrile (Hopkinsville, KY)	113.4	133.3	157.4
Region 3 — Green River (Owensboro, KY)	115.9	136.2	160.8
Region 4 — Barren River (Bowling Green, KY)	112.4	132.0	155.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	115.5	135.7	160.2
Region 6 — KIPDA (Louisville, KY)	118.4	139.1	164.2
Region 7 — Northern KY (Cincinnati, OH)	119.7	140.6	166.0
Region 8 — Buffalo Trace (Maysville, KY)	112.9	132.6	156.6
Region 9 — Gateway (Morehead, KY)	114.3	134.3	158.5
Region 10 — FIVCO (Ashland, KY)	113.0	132.8	156.8
Region 11 — Big Sandy (Pikeville, KY)	113.3	133.2	157.2
Region 12 — KY River (Hazard, KY)	113.0	132.8	156.8
Region 13 — Cumberland Valley (London, KY)	112.5	132.2	156.1
Region 14 — Lake Cumberland (Somerset, KY)	112.6	132.3	156.2
Region 15 — Bluegrass (Lexington, KY)	115.8	136.0	160.6

Job Description

Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Negotiates and prepares contracts by considering the financial conditions, resources, and contractual requirements. Develops new business and expands product line. Ensures adherence to master plans and schedules, develops solutions to program problems, and directs work of incumbents assigned to program from various departments. Ensures projects are completed on time and within budget. Acts as advisor to program team regarding projects, tasks, and operations. Prepares proposals to win new programs. Requires a bachelor's degree. Typically reports to a department head.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	122.1	141.8	162.8
Region 2 — Pennyrile (Hopkinsville, KY)	121.0	140.5	161.3
Region 3 — Green River (Owensboro, KY)	123.1	142.9	164.0
Region 4 — Barren River (Bowling Green, KY)	119.2	138.4	158.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	122.5	142.2	163.3
Region 6 — KIPDA (Louisville, KY)	125.6	145.8	167.4
Region 7 — Northern KY (Cincinnati, OH)	126.8	147.2	169.0
Region 8 — Buffalo Trace (Maysville, KY)	119.5	138.8	159.3
Region 9 — Gateway (Morehead, KY)	122.1	141.8	162.8
Region 10 — FIVCO (Ashland, KY)	120.8	140.2	161.0
Region 11 — Big Sandy (Pikeville, KY)	121.1	140.6	161.5
Region 12 — KY River (Hazard, KY)	120.9	140.4	161.2
Region 13 — Cumberland Valley (London, KY)	119.8	139.1	159.7
Region 14 — Lake Cumberland (Somerset, KY)	119.8	139.1	159.8
Region 15 — Bluegrass (Lexington, KY)	123.2	143.0	164.2

Job Description

Manages day-to-day operations of the risk management function. Coordinates with organizations outside the company to obtain loss control and safety services. Identifies and evaluates risks to the organization, develops loss prevention programs, and creates policies and procedures to reduce exposure. Ensures compliance with regulatory requirements. Requires a bachelor's degree. Typically reports to a head of a unit/department.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Manager / Assoc. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	111.6	123.6	137.7
Region 2 — Pennyrile (Hopkinsville, KY)	110.6	122.5	136.5
Region 3 — Green River (Owensboro, KY)	114.1	126.4	140.8
Region 4 — Barren River (Bowling Green, KY)	110.8	122.8	136.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	113.9	126.2	140.6
Region 6 — KIPDA (Louisville, KY)	116.8	129.3	144.1
Region 7 — Northern KY (Cincinnati, OH)	118.4	131.2	146.2
Region 8 — Buffalo Trace (Maysville, KY)	111.7	123.7	137.9
Region 9 — Gateway (Morehead, KY)	111.0	123.0	137.0
Region 10 — FIVCO (Ashland, KY)	109.8	121.6	135.5
Region 11 — Big Sandy (Pikeville, KY)	110.1	122.0	135.9
Region 12 — KY River (Hazard, KY)	109.5	121.4	135.2
Region 13 — Cumberland Valley (London, KY)	110.3	122.2	136.1
Region 14 — Lake Cumberland (Somerset, KY)	110.3	122.2	136.2
Region 15 — Bluegrass (Lexington, KY)	113.4	125.6	140.0

Corporate Compliance Officer - Healthcare

Job Description

Implements and administers programs, policies, and practices to ensure that organization complies with applicable federal, state, and local laws in the health care industry. Monitors all areas of possible compliance vulnerability. Provides training and develops initiatives to promote organizational awareness of compliance matters. Maintains relations with Federal and State agencies that oversee health care compliance. Requires a bachelor's degree. Typically reports to Chief Compliance Officer.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Manager / Assoc. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	91.1	115.8	146.9
Region 2 — Pennyrile (Hopkinsville, KY)	90.3	114.7	145.5
Region 3 — Green River (Owensboro, KY)	93.4	118.7	150.6
Region 4 — Barren River (Bowling Green, KY)	90.8	115.4	146.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	93.3	118.6	150.4
Region 6 — KIPDA (Louisville, KY)	95.6	121.5	154.2
Region 7 — Northern KY (Cincinnati, OH)	97.1	123.4	156.5
Region 8 — Buffalo Trace (Maysville, KY)	91.6	116.4	147.6
Region 9 — Gateway (Morehead, KY)	90.6	115.1	146.0
Region 10 — FIVCO (Ashland, KY)	89.6	113.8	144.4
Region 11 — Big Sandy (Pikeville, KY)	89.8	114.2	144.8
Region 12 — KY River (Hazard, KY)	89.3	113.5	144.0
Region 13 — Cumberland Valley (London, KY)	90.2	114.6	145.3
Region 14 — Lake Cumberland (Somerset, KY)	90.2	114.6	145.4
Region 15 — Bluegrass (Lexington, KY)	92.7	117.9	149.5

Job Description

Directs and oversees an organization's grants/proposal department including planning, staff management, and processes. Establishes objectives and strategies for attracting new grants. Manages a team of grant writers and researchers that identify needs and opportunities for grant funding. Sets standards for grant writing and proposal submission. May provide review of proposal documents before submission. Establishes budgets and schedules for proposals. May provide senior level contribution to proposal documents. May assist in development of grant project metrics/analytics for assessing success. Typically requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	115.3	141.6	180.9
Region 2 — Pennyrile (Hopkinsville, KY)	114.3	140.3	179.3
Region 3 — Green River (Owensboro, KY)	118.3	145.2	185.5
Region 4 — Barren River (Bowling Green, KY)	114.9	141.1	180.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	118.1	145.0	185.3
Region 6 — KIPDA (Louisville, KY)	121.1	148.6	189.9
Region 7 — Northern KY (Cincinnati, OH)	122.9	150.9	192.8
Region 8 — Buffalo Trace (Maysville, KY)	115.9	142.3	181.9
Region 9 — Gateway (Morehead, KY)	114.7	140.8	179.9
Region 10 — FIVCO (Ashland, KY)	113.4	139.2	177.9
Region 11 — Big Sandy (Pikeville, KY)	113.7	139.6	178.4
Region 12 — KY River (Hazard, KY)	113.1	138.8	177.4
Region 13 — Cumberland Valley (London, KY)	114.2	140.1	179.1
Region 14 — Lake Cumberland (Somerset, KY)	114.2	140.2	179.2
Region 15 — Bluegrass (Lexington, KY)	117.4	144.1	184.2

Operations Director

Job Description

Directs and oversees an organization's daily activities. Develops and implements operational policies and procedures for the organization. Reviews financial statements and data. Monitors and maximizes production and oversees quality control of processes. Follows and ensures compliance with laws and regulations. Requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	142.2	151.9	162.1
Region 2 — Pennyrile (Hopkinsville, KY)	140.9	150.5	160.7
Region 3 — Green River (Owensboro, KY)	145.4	155.3	165.8
Region 4 — Barren River (Bowling Green, KY)	141.3	150.9	161.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	145.2	155.1	165.5
Region 6 — KIPDA (Louisville, KY)	148.8	159.0	169.7
Region 7 — Northern KY (Cincinnati, OH)	151.0	161.3	172.1
Region 8 — Buffalo Trace (Maysville, KY)	142.4	152.1	162.3
Region 9 — Gateway (Morehead, KY)	141.5	151.2	161.3
Region 10 — FIVCO (Ashland, KY)	139.9	149.5	159.5
Region 11 — Big Sandy (Pikeville, KY)	140.3	149.9	160.0
Region 12 — KY River (Hazard, KY)	139.6	149.1	159.2
Region 13 — Cumberland Valley (London, KY)	140.5	150.1	160.2
Region 14 — Lake Cumberland (Somerset, KY)	140.6	150.2	160.3
Region 15 — Bluegrass (Lexington, KY)	144.6	154.4	164.8

Job Description

Directs the quality assurance function within a healthcare network, including developing and implementing quality programs. Ensures that quality-of-care standards are met. Coordinates activities that support the delivery of quality care, including patient care evaluation, medical records review, infection control, and incident and utilization review. Assures compliance with federal, state, and local regulatory agencies. Stays current with industry trends and technology. Requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	124.6	142.8	164.9
Region 2 — Pennyrile (Hopkinsville, KY)	123.5	141.5	163.4
Region 3 — Green River (Owensboro, KY)	125.6	143.8	166.1
Region 4 — Barren River (Bowling Green, KY)	121.6	139.3	160.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	125.0	143.2	165.4
Region 6 — KIPDA (Louisville, KY)	128.1	146.8	169.5
Region 7 — Northern KY (Cincinnati, OH)	129.3	148.2	171.1
Region 8 — Buffalo Trace (Maysville, KY)	122.0	139.7	161.4
Region 9 — Gateway (Morehead, KY)	124.6	142.8	164.9
Region 10 — FIVCO (Ashland, KY)	123.2	141.2	163.1
Region 11 — Big Sandy (Pikeville, KY)	123.6	141.6	163.5
Region 12 — KY River (Hazard, KY)	123.4	141.4	163.3
Region 13 — Cumberland Valley (London, KY)	122.2	140.0	161.7
Region 14 — Lake Cumberland (Somerset, KY)	122.3	140.1	161.8
Region 15 — Bluegrass (Lexington, KY)	125.7	144.0	166.3

Job Description

Directs and administers all revenue cycle operations within a healthcare environment. Oversees patient access and registration, charge capture, health information management, medical coding, billing, accounts receivable follow-up, collections, and third party payer relations. Identifies and recommends process improvements to maximize reimbursement and meet revenue goals. Requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	134.3	154.2	179.6
Region 2 — Pennyrile (Hopkinsville, KY)	133.1	152.8	177.9
Region 3 — Green River (Owensboro, KY)	135.3	155.4	180.9
Region 4 — Barren River (Bowling Green, KY)	131.0	150.5	175.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	134.7	154.7	180.1
Region 6 — KIPDA (Louisville, KY)	138.0	158.6	184.6
Region 7 — Northern KY (Cincinnati, OH)	139.4	160.1	186.4
Region 8 — Buffalo Trace (Maysville, KY)	131.4	150.9	175.7
Region 9 — Gateway (Morehead, KY)	134.3	154.2	179.6
Region 10 — FIVCO (Ashland, KY)	132.8	152.5	177.6
Region 11 — Big Sandy (Pikeville, KY)	133.2	152.9	178.1
Region 12 — KY River (Hazard, KY)	133.0	152.7	177.8
Region 13 — Cumberland Valley (London, KY)	131.7	151.3	176.1
Region 14 — Lake Cumberland (Somerset, KY)	131.8	151.3	176.2
Region 15 — Bluegrass (Lexington, KY)	135.4	155.6	181.1

Human Resources and Workforce

HR generalists, talent, and workforce planning leadership

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Job Description

Coordinates and assists with sourcing and evaluating talent for potential opportunities within an organization. Reviews resumes, conducts initial screening interviews, assists with assessing and ranking prospective talent. Assists with developing job descriptions for advertising and posting on internal sites and with external agencies. Coordinates participation in career fairs and building pipelines. Launches offer letters and coordinates new hire onboarding. Provides support in planning and strategizing future workforce needs. May require an associate degree. Typically reports to a supervisor or manager.

YEARS OF EXPERIENCE
1-3 years

EDUCATION / CERTIFICATION
Associate degree

CAREER TRACK
Intermediate Support

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	48.9	54.6	60.3
Region 2 — Pennyrile (Hopkinsville, KY)	48.5	54.1	59.8
Region 3 — Green River (Owensboro, KY)	50.3	56.1	62.0
Region 4 — Barren River (Bowling Green, KY)	48.9	54.6	60.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	50.3	56.1	62.0
Region 6 — KIPDA (Louisville, KY)	51.5	57.5	63.5
Region 7 — Northern KY (Cincinnati, OH)	52.3	58.4	64.6
Region 8 — Buffalo Trace (Maysville, KY)	49.4	55.1	60.9
Region 9 — Gateway (Morehead, KY)	48.6	54.2	59.9
Region 10 — FIVCO (Ashland, KY)	48.1	53.6	59.3
Region 11 — Big Sandy (Pikeville, KY)	48.2	53.8	59.4
Region 12 — KY River (Hazard, KY)	47.9	53.4	59.1
Region 13 — Cumberland Valley (London, KY)	48.5	54.1	59.8
Region 14 — Lake Cumberland (Somerset, KY)	48.5	54.1	59.8
Region 15 — Bluegrass (Lexington, KY)	49.9	55.6	61.5

Job Description

Implements and manages talent acquisition strategies and processes to proactively build and maintain a quality talent pipeline by sourcing passive and active candidates. Analyzes current and future organizational workforce needs and implements plans to ensure quality staffing continuity. Understands external labor market conditions and establishes networks to build relationships with candidates, agencies, schools, and associations and attract diverse quality talent. Screens resumes, evaluates assessment results, and interviews candidates to identify potential placement and fit. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	114.1	128.3	142.1
Region 2 — Pennyrile (Hopkinsville, KY)	113.1	127.2	140.8
Region 3 — Green River (Owensboro, KY)	117.3	131.9	146.0
Region 4 — Barren River (Bowling Green, KY)	114.0	128.3	142.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	117.2	131.8	145.9
Region 6 — KIPDA (Louisville, KY)	120.1	135.1	149.6
Region 7 — Northern KY (Cincinnati, OH)	122.1	137.3	152.0
Region 8 — Buffalo Trace (Maysville, KY)	115.1	129.5	143.4
Region 9 — Gateway (Morehead, KY)	113.3	127.5	141.1
Region 10 — FIVCO (Ashland, KY)	112.1	126.1	139.6
Region 11 — Big Sandy (Pikeville, KY)	112.4	126.4	140.0
Region 12 — KY River (Hazard, KY)	111.7	125.6	139.1
Region 13 — Cumberland Valley (London, KY)	113.1	127.2	140.8
Region 14 — Lake Cumberland (Somerset, KY)	113.1	127.2	140.9
Region 15 — Bluegrass (Lexington, KY)	116.3	130.8	144.8

Job Description

Manages all aspects of organizational development. Oversees the development of training programs, facilitation of change management initiatives, and review of current development programs to ensure linkage to company goals. Develops programs to build human capital and a strong employee development culture. Facilitates the development and implementation of employee performance measurements to gauge the success of programs and identify areas for improvement. Assesses leadership development, team development, and organizational communication programs and practices. Typically requires a bachelor's degree or equivalent. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	111.4	127.0	144.7
Region 2 — Pennyrile (Hopkinsville, KY)	110.4	125.8	143.4
Region 3 — Green River (Owensboro, KY)	113.4	129.2	147.2
Region 4 — Barren River (Bowling Green, KY)	110.0	125.4	142.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	113.1	128.8	146.8
Region 6 — KIPDA (Louisville, KY)	115.9	132.1	150.5
Region 7 — Northern KY (Cincinnati, OH)	117.4	133.8	152.4
Region 8 — Buffalo Trace (Maysville, KY)	110.7	126.1	143.7
Region 9 — Gateway (Morehead, KY)	111.1	126.6	144.2
Region 10 — FIVCO (Ashland, KY)	109.8	125.1	142.6
Region 11 — Big Sandy (Pikeville, KY)	110.1	125.5	143.0
Region 12 — KY River (Hazard, KY)	109.7	125.0	142.5
Region 13 — Cumberland Valley (London, KY)	109.8	125.1	142.6
Region 14 — Lake Cumberland (Somerset, KY)	109.9	125.2	142.7
Region 15 — Bluegrass (Lexington, KY)	113.0	128.7	146.7

Job Description

Administers human resources policies and programs and directs the human resources staff in managing and implementing programs that support employee productivity and company objectives. Provides day-to-day oversight of various human resources functions critical to the organization, including recruiting, employee/labor relations, health and safety, compensation, benefits, training, diversity, employee engagement, payroll, and employee records. Supervises and trains staff that provides operational and administrative support for recruiting, onboarding, and other hr functions and programs. Develops consistent and standard procedures to process employment, attendance, and other records and to ensure accuracy. Typically requires a bachelor's degree. Typically reports to a manager.

YEARS OF EXPERIENCE
3-5 years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Supervisor

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	87.7	100.7	114.7
Region 2 — Pennyrile (Hopkinsville, KY)	86.9	99.8	113.7
Region 3 — Green River (Owensboro, KY)	89.9	103.3	117.6
Region 4 — Barren River (Bowling Green, KY)	87.4	100.4	114.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	89.8	103.1	117.5
Region 6 — KIPDA (Louisville, KY)	92.1	105.7	120.4
Region 7 — Northern KY (Cincinnati, OH)	93.5	107.4	122.3
Region 8 — Buffalo Trace (Maysville, KY)	88.1	101.2	115.3
Region 9 — Gateway (Morehead, KY)	87.2	100.2	114.1
Region 10 — FIVCO (Ashland, KY)	86.2	99.0	112.8
Region 11 — Big Sandy (Pikeville, KY)	86.5	99.3	113.1
Region 12 — KY River (Hazard, KY)	86.0	98.8	112.5
Region 13 — Cumberland Valley (London, KY)	86.8	99.7	113.5
Region 14 — Lake Cumberland (Somerset, KY)	86.8	99.7	113.6
Region 15 — Bluegrass (Lexington, KY)	89.3	102.5	116.8

Job Description

Develops human resources policies and programs and directs the staff in managing and implementing programs that support employee engagement, productivity, and company objectives. Manages key HR functions, including recruiting, employee/labor relations, health and safety, compensation, benefits, training, diversity, payroll, and employee records. Develops and delivers internal staff communications. Evaluates, selects, and manages relationships with vendors to provide supplemental HR processes and services. Maintains employee records of pay, benefits, accidents, performance, and other activities and files reporting required to comply with labor laws and regulations. Collaborates with leadership on special projects. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	96.8	109.1	122.9
Region 2 — Pennyrile (Hopkinsville, KY)	95.9	108.1	121.8
Region 3 — Green River (Owensboro, KY)	99.5	112.1	126.3
Region 4 — Barren River (Bowling Green, KY)	96.7	109.0	122.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	99.4	112.0	126.2
Region 6 — KIPDA (Louisville, KY)	101.9	114.8	129.4
Region 7 — Northern KY (Cincinnati, OH)	103.5	116.7	131.5
Region 8 — Buffalo Trace (Maysville, KY)	97.6	110.0	124.0
Region 9 — Gateway (Morehead, KY)	96.1	108.3	122.1
Region 10 — FIVCO (Ashland, KY)	95.0	107.1	120.7
Region 11 — Big Sandy (Pikeville, KY)	95.3	107.4	121.1
Region 12 — KY River (Hazard, KY)	94.7	106.8	120.3
Region 13 — Cumberland Valley (London, KY)	95.9	108.1	121.8
Region 14 — Lake Cumberland (Somerset, KY)	95.9	108.1	121.9
Region 15 — Bluegrass (Lexington, KY)	98.6	111.2	125.3

Job Description

Directs the human resources staff that implement and manage policies and programs that reflect the organization's mission and values, support company goals, achieve objectives, and positively engage the workforce. Maintains broad and current subject matter knowledge and expertise in federal and state employment laws to advise leadership with solutions for human resources issues and evolving organizational needs. Oversees processes and programs that support employees and company operations, including staffing, compensation, benefits, training, employee relations, safety, and compliance. Administers an HRIS or other system to facilitate processes, provide data, and report on HR activity. Requires a bachelor's degree. Typically reports to a head of a unit/department.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Manager / Assoc. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	126.6	141.2	157.8
Region 2 — Pennyrile (Hopkinsville, KY)	125.4	139.9	156.3
Region 3 — Green River (Owensboro, KY)	129.8	144.7	161.7
Region 4 — Barren River (Bowling Green, KY)	126.1	140.7	157.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	129.6	144.6	161.5
Region 6 — KIPDA (Louisville, KY)	132.9	148.2	165.6
Region 7 — Northern KY (Cincinnati, OH)	134.9	150.5	168.1
Region 8 — Buffalo Trace (Maysville, KY)	127.2	141.9	158.6
Region 9 — Gateway (Morehead, KY)	125.9	140.4	156.9
Region 10 — FIVCO (Ashland, KY)	124.5	138.8	155.1
Region 11 — Big Sandy (Pikeville, KY)	124.8	139.2	155.6
Region 12 — KY River (Hazard, KY)	124.1	138.4	154.7
Region 13 — Cumberland Valley (London, KY)	125.3	139.7	156.1
Region 14 — Lake Cumberland (Somerset, KY)	125.3	139.8	156.2
Region 15 — Bluegrass (Lexington, KY)	128.9	143.7	160.6

Job Description

Plans and oversees human resources functional operations, including talent acquisition, compensation, benefits, training, employee relations, safety, and compliance. Administers human resources programs and policies to reflect the organization's mission and values, support company goals, achieve objectives, and positively engage the workforce. Maintains broad and current subject matter knowledge and expertise in federal and state employment laws to advise leadership with solutions for human resources issues and evolving organizational needs. Implements an HRIS or other system to facilitate processes and provide data and reporting on HR activity. Requires a bachelor's degree. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	142.5	160.6	180.5
Region 2 — Pennyrile (Hopkinsville, KY)	141.2	159.1	178.9
Region 3 — Green River (Owensboro, KY)	146.1	164.6	185.1
Region 4 — Barren River (Bowling Green, KY)	142.0	160.0	179.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	145.9	164.4	184.9
Region 6 — KIPDA (Louisville, KY)	149.5	168.6	189.5
Region 7 — Northern KY (Cincinnati, OH)	151.8	171.1	192.4
Region 8 — Buffalo Trace (Maysville, KY)	143.2	161.4	181.4
Region 9 — Gateway (Morehead, KY)	141.6	159.7	179.5
Region 10 — FIVCO (Ashland, KY)	140.1	157.9	177.5
Region 11 — Big Sandy (Pikeville, KY)	140.5	158.3	178.0
Region 12 — KY River (Hazard, KY)	139.7	157.4	177.0
Region 13 — Cumberland Valley (London, KY)	141.0	158.9	178.7
Region 14 — Lake Cumberland (Somerset, KY)	141.1	159.0	178.8
Region 15 — Bluegrass (Lexington, KY)	145.0	163.4	183.8

Finance

Accounting, finance leadership, and payroll

IN THIS SECTION

Accounting Manager p.95
Accounting Director p.96
Finance Manager p.97
Finance Director p.98
Payroll Manager p.99
Payroll Director p.100
Controller p.101

Job Description

Manages multiple accounting functions and operations such as general ledger, accounts payable, accounts receivable, revenue, asset, cost, and tax accounting. Implements accounting policies and procedures that adhere to governmental financial and tax regulations and comply with GAAP and IFRS standards. Oversees monthly, quarterly, and annual accounting close processes and reporting. Evaluates accounting processes and systems and implements optimizations. Develops and directs accounting professionals and support staff. Requires a bachelor's degree in accounting or finance. May require Certified Public Accountant (CPA) credentials. Typically reports to a director or head of a unit/department.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree · CPA

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	97.6	110.4	124.0
Region 2 — Pennyrile (Hopkinsville, KY)	96.8	109.4	122.9
Region 3 — Green River (Owensboro, KY)	100.4	113.4	127.4
Region 4 — Barren River (Bowling Green, KY)	97.6	110.3	123.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	100.3	113.4	127.4
Region 6 — KIPDA (Louisville, KY)	102.8	116.2	130.6
Region 7 — Northern KY (Cincinnati, OH)	104.5	118.1	132.7
Region 8 — Buffalo Trace (Maysville, KY)	98.5	111.4	125.1
Region 9 — Gateway (Morehead, KY)	97.0	109.6	123.2
Region 10 — FIVCO (Ashland, KY)	95.9	108.4	121.8
Region 11 — Big Sandy (Pikeville, KY)	96.2	108.7	122.2
Region 12 — KY River (Hazard, KY)	95.6	108.1	121.4
Region 13 — Cumberland Valley (London, KY)	96.8	109.4	122.9
Region 14 — Lake Cumberland (Somerset, KY)	96.8	109.4	122.9
Region 15 — Bluegrass (Lexington, KY)	99.5	112.5	126.4

Job Description

Directs the operations and policies of an accounting function. Implements accounting policies and procedures that adhere to governmental, financial, and tax regulations and comply with GAAP and IFRS standards. Monitors and evaluates accounting systems and processes to identify areas for improvement and optimization. Oversees overall monthly, quarterly, and annual accounting close processes and reporting. Develops and directs accounting professionals and supports staff through subordinate managers. Requires a bachelor's degree in accounting or finance. May require Certified Public Accountant (CPA). Typically reports to a head of accounting.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree · CPA

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	154.1	172.5	192.7
Region 2 — Pennyrile (Hopkinsville, KY)	152.7	171.0	190.9
Region 3 — Green River (Owensboro, KY)	157.9	176.9	197.5
Region 4 — Barren River (Bowling Green, KY)	153.5	171.9	192.0
Region 5 — Lincoln Trail (Elizabethtown, KY)	157.7	176.7	197.3
Region 6 — KIPDA (Louisville, KY)	161.7	181.1	202.2
Region 7 — Northern KY (Cincinnati, OH)	164.2	183.9	205.3
Region 8 — Buffalo Trace (Maysville, KY)	154.8	173.4	193.6
Region 9 — Gateway (Morehead, KY)	153.2	171.5	191.6
Region 10 — FIVCO (Ashland, KY)	151.5	169.6	189.4
Region 11 — Big Sandy (Pikeville, KY)	151.9	170.1	190.0
Region 12 — KY River (Hazard, KY)	151.1	169.2	188.9
Region 13 — Cumberland Valley (London, KY)	152.5	170.8	190.7
Region 14 — Lake Cumberland (Somerset, KY)	152.5	170.8	190.8
Region 15 — Bluegrass (Lexington, KY)	156.8	175.6	196.1

Finance Manager

Job Description

Manages an organization's financial resources and ensures operations comply with financial regulations and standards. Analyzes and interprets financial data to advise and support strategic decision-making and achieve business objectives. Researches and promotes financial modeling and analytical tools to measure and forecast the impact of various economic scenarios, risks, and business changes. Reviews financial reports and forecasts to understand variances and identify areas to improve efficiency or implement cost-savings. Develops processes, policies, and controls to manage workflow and ensure accurate, timely, and compliant financial operations. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	115.3	127.3	141.8
Region 2 — Pennyrile (Hopkinsville, KY)	114.2	126.1	140.5
Region 3 — Green River (Owensboro, KY)	116.1	128.2	142.9
Region 4 — Barren River (Bowling Green, KY)	112.5	124.2	138.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	115.6	127.6	142.2
Region 6 — KIPDA (Louisville, KY)	118.5	130.8	145.8
Region 7 — Northern KY (Cincinnati, OH)	119.6	132.1	147.2
Region 8 — Buffalo Trace (Maysville, KY)	112.8	124.6	138.8
Region 9 — Gateway (Morehead, KY)	115.3	127.3	141.8
Region 10 — FIVCO (Ashland, KY)	114.0	125.9	140.2
Region 11 — Big Sandy (Pikeville, KY)	114.3	126.2	140.6
Region 12 — KY River (Hazard, KY)	114.1	126.0	140.4
Region 13 — Cumberland Valley (London, KY)	113.0	124.8	139.1
Region 14 — Lake Cumberland (Somerset, KY)	113.1	124.9	139.2
Region 15 — Bluegrass (Lexington, KY)	116.3	128.4	143.1

Finance Director

Job Description

Directs an organization's financial resources and ensures operations comply with financial regulations and standards. Provides guidance to all financial functions including accounting, budget, credit, risk, tax, and treasury. Assists with budget development and provides oversight to monitor cash flow, control expenses, and manage debt. Develops financial modeling and analytical tools to measure and forecast the impact of various business scenarios, risks, and changes. Develops processes, policies, and controls to define operational standards and ensure accurate, timely, and compliant financial operations. Requires a master's degree in accounting or finance. Typically reports to senior management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	167.3	194.4	225.6
Region 2 — Pennyrile (Hopkinsville, KY)	165.8	192.6	223.6
Region 3 — Green River (Owensboro, KY)	167.7	194.9	226.2
Region 4 — Barren River (Bowling Green, KY)	162.3	188.6	218.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	166.8	193.8	224.9
Region 6 — KIPDA (Louisville, KY)	171.0	198.7	230.6
Region 7 — Northern KY (Cincinnati, OH)	172.3	200.3	232.4
Region 8 — Buffalo Trace (Maysville, KY)	162.5	188.8	219.2
Region 9 — Gateway (Morehead, KY)	167.5	194.7	226.0
Region 10 — FIVCO (Ashland, KY)	165.7	192.5	223.4
Region 11 — Big Sandy (Pikeville, KY)	166.2	193.1	224.1
Region 12 — KY River (Hazard, KY)	166.1	193.0	224.0
Region 13 — Cumberland Valley (London, KY)	163.7	190.2	220.7
Region 14 — Lake Cumberland (Somerset, KY)	163.7	190.3	220.8
Region 15 — Bluegrass (Lexington, KY)	168.3	195.6	227.0

Payroll Manager

Job Description

Responsible for managing payroll processing operations. Establishes policies and processes that ensure accurate calculation of wages, tax withholdings, and company deductions. Interfaces between finance and human resource departments to provide accurate and useful information. Develops and produces payroll-related statistical reports. Ensures accurate and on-time governmental reporting and compliance. Oversees the activities and training of both professionals and support staff. Directs the resolution of complex issues or errors. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	97.2	110.5	125.3
Region 2 — Pennyrile (Hopkinsville, KY)	96.4	109.5	124.2
Region 3 — Green River (Owensboro, KY)	99.9	113.6	128.8
Region 4 — Barren River (Bowling Green, KY)	97.2	110.4	125.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	99.9	113.5	128.7
Region 6 — KIPDA (Louisville, KY)	102.4	116.3	131.9
Region 7 — Northern KY (Cincinnati, OH)	104.0	118.2	134.1
Region 8 — Buffalo Trace (Maysville, KY)	98.1	111.5	126.4
Region 9 — Gateway (Morehead, KY)	96.6	109.8	124.5
Region 10 — FIVCO (Ashland, KY)	95.5	108.5	123.1
Region 11 — Big Sandy (Pikeville, KY)	95.8	108.8	123.4
Region 12 — KY River (Hazard, KY)	95.2	108.2	122.7
Region 13 — Cumberland Valley (London, KY)	96.4	109.5	124.2
Region 14 — Lake Cumberland (Somerset, KY)	96.4	109.5	124.2
Region 15 — Bluegrass (Lexington, KY)	99.1	112.6	127.7

Job Description

Directs all aspects of payroll processing operations. Establishes and oversees payroll processes and procedures for routine processing, tax reporting and internal financial requirements. Designs short-term and long-term strategies to achieve continuous improvement and efficiencies in payroll processing and delivery operations. Keeps stakeholders informed about the status of payroll laws and regulations and develops implementation plans for required changes to operations. Requires a bachelor's degree. Typically reports to senior management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Sr. Manager / Assoc. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	131.1	147.9	165.4
Region 2 — Pennyrile (Hopkinsville, KY)	129.9	146.5	163.9
Region 3 — Green River (Owensboro, KY)	132.7	149.7	167.5
Region 4 — Barren River (Bowling Green, KY)	128.7	145.1	162.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	132.2	149.1	166.8
Region 6 — KIPDA (Louisville, KY)	135.6	152.9	171.0
Region 7 — Northern KY (Cincinnati, OH)	137.1	154.6	173.0
Region 8 — Buffalo Trace (Maysville, KY)	129.3	145.8	163.1
Region 9 — Gateway (Morehead, KY)	130.9	147.6	165.1
Region 10 — FIVCO (Ashland, KY)	129.4	146.0	163.3
Region 11 — Big Sandy (Pikeville, KY)	129.8	146.4	163.8
Region 12 — KY River (Hazard, KY)	129.4	146.0	163.3
Region 13 — Cumberland Valley (London, KY)	128.9	145.4	162.6
Region 14 — Lake Cumberland (Somerset, KY)	129.0	145.5	162.7
Region 15 — Bluegrass (Lexington, KY)	132.6	149.5	167.3

Controller

Job Description

Leads and directs an organization's accounting functions. Establishes and maintains the organization's overall accounting systems, procedures, and policies. Directs all analysis and reporting of financial information including budgets, planning, and required filings and reports. Presents findings and recommendations to management. Requires a bachelor's degree in accounting or finance. Typically requires Certified Public Accountant (CPA). Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree · CPA

CAREER TRACK
Sr. Director / VP

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	203.3	236.4	272.4
Region 2 — Pennyrile (Hopkinsville, KY)	201.4	234.2	270.0
Region 3 — Green River (Owensboro, KY)	203.8	237.0	273.1
Region 4 — Barren River (Bowling Green, KY)	197.2	229.3	264.3
Region 5 — Lincoln Trail (Elizabethtown, KY)	202.7	235.7	271.6
Region 6 — KIPDA (Louisville, KY)	207.8	241.6	278.5
Region 7 — Northern KY (Cincinnati, OH)	209.4	243.5	280.6
Region 8 — Buffalo Trace (Maysville, KY)	197.5	229.6	264.7
Region 9 — Gateway (Morehead, KY)	203.6	236.7	272.8
Region 10 — FIVCO (Ashland, KY)	201.3	234.1	269.8
Region 11 — Big Sandy (Pikeville, KY)	201.9	234.8	270.6
Region 12 — KY River (Hazard, KY)	201.8	234.7	270.5
Region 13 — Cumberland Valley (London, KY)	198.9	231.2	266.5
Region 14 — Lake Cumberland (Somerset, KY)	199.0	231.4	266.6
Region 15 — Bluegrass (Lexington, KY)	204.5	237.8	274.1

Information Technology

IT leadership, analytics, and informatics

IN THIS SECTION

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EHR Project Manager, Sr. p.104
Health Informatics Manager p.105
Health Informatics Director p.106
Data Analytics Manager p.107
Data Analytics Director p.108
Information Technology Director p.109

Job Description

Responsible for the coordination and completion of projects involving the planning, design, and implementation of EHR (electronic health record) software applications. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Prepares project status reports. Requires Epic, Cerner, or similar product certification. Typically requires a bachelor's degree. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
4-7 years

EDUCATION / CERTIFICATION
Bachelor's degree · EPIC

CAREER TRACK
Senior Professional

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	87.2	99.6	113.8
Region 2 — Pennyrile (Hopkinsville, KY)	88.0	100.5	114.8
Region 3 — Green River (Owensboro, KY)	91.2	104.2	119.1
Region 4 — Barren River (Bowling Green, KY)	88.7	101.3	115.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	91.2	104.1	119.0
Region 6 — KIPDA (Louisville, KY)	93.5	106.7	122.0
Region 7 — Northern KY (Cincinnati, OH)	95.0	108.5	124.0
Region 8 — Buffalo Trace (Maysville, KY)	89.6	102.3	116.9
Region 9 — Gateway (Morehead, KY)	88.2	100.7	115.1
Region 10 — FIVCO (Ashland, KY)	87.2	99.6	113.8
Region 11 — Big Sandy (Pikeville, KY)	87.5	99.9	114.1
Region 12 — KY River (Hazard, KY)	86.9	99.3	113.4
Region 13 — Cumberland Valley (London, KY)	88.0	100.5	114.8
Region 14 — Lake Cumberland (Somerset, KY)	88.0	100.5	114.9
Region 15 — Bluegrass (Lexington, KY)	90.5	103.3	118.1

EHR Project Manager, Sr.

Job Description

Responsible for the coordination and completion of complex projects involving the planning, design, and implementation of EHR (electronic health record) software applications. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Builds and maintains working relationships with team members, vendors, and other departments involved in the projects. Resolves any development issues or team member performance issues. Prepares project status reports. Requires Epic, Cerner, or similar product certification. Typically requires a bachelor's degree. Requires EPIC Certification. Typically reports to a manager or head of a unit/department.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree · EPIC

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	109.8	119.6	133.1
Region 2 — Pennyrile (Hopkinsville, KY)	110.8	120.6	134.2
Region 3 — Green River (Owensboro, KY)	114.9	125.1	139.2
Region 4 — Barren River (Bowling Green, KY)	111.8	121.7	135.4
Region 5 — Lincoln Trail (Elizabethtown, KY)	114.8	125.0	139.1
Region 6 — KIPDA (Louisville, KY)	117.7	128.2	142.6
Region 7 — Northern KY (Cincinnati, OH)	119.6	130.3	144.9
Region 8 — Buffalo Trace (Maysville, KY)	112.8	122.8	136.7
Region 9 — Gateway (Morehead, KY)	111.1	120.9	134.6
Region 10 — FIVCO (Ashland, KY)	109.8	119.6	133.1
Region 11 — Big Sandy (Pikeville, KY)	110.2	119.9	133.4
Region 12 — KY River (Hazard, KY)	109.5	119.2	132.6
Region 13 — Cumberland Valley (London, KY)	110.8	120.7	134.2
Region 14 — Lake Cumberland (Somerset, KY)	110.9	120.7	134.3
Region 15 — Bluegrass (Lexington, KY)	114.0	124.1	138.1

Job Description

Manages the implementation, maintenance, and analysis of data from clinical informatics systems. Oversees the implementation of electronic health record (EHR) systems, bed management systems, computerized physician order entry systems, or any other relevant health information systems. Analyzes and reviews data produced by these systems to identify trends and areas for improvement and to ensure systems are functioning properly. Evaluates and establishes initiatives to improve systems or integrate new systems. May provide staff training on new or updated systems. Requires a bachelor's degree. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	110.9	124.0	140.7
Region 2 — Pennyrile (Hopkinsville, KY)	111.9	125.0	141.9
Region 3 — Green River (Owensboro, KY)	116.1	129.7	147.2
Region 4 — Barren River (Bowling Green, KY)	112.9	126.1	143.2
Region 5 — Lincoln Trail (Elizabethtown, KY)	116.0	129.6	147.1
Region 6 — KIPDA (Louisville, KY)	118.9	132.9	150.8
Region 7 — Northern KY (Cincinnati, OH)	120.8	135.0	153.2
Region 8 — Buffalo Trace (Maysville, KY)	113.9	127.3	144.5
Region 9 — Gateway (Morehead, KY)	112.2	125.3	142.3
Region 10 — FIVCO (Ashland, KY)	110.9	124.0	140.7
Region 11 — Big Sandy (Pikeville, KY)	111.2	124.3	141.1
Region 12 — KY River (Hazard, KY)	110.6	123.5	140.2
Region 13 — Cumberland Valley (London, KY)	111.9	125.0	141.9
Region 14 — Lake Cumberland (Somerset, KY)	112.0	125.1	142.0
Region 15 — Bluegrass (Lexington, KY)	115.1	128.6	146.0

Job Description

Directs an organization's clinical informatics department. Designs and implements the organization's clinical informatics systems and data to improve patient care and operational results. Establishes initiatives to improve systems or integrate new systems. Communicates and collaborates with top management and other departments to ensure departmental initiatives and strategies align with broader organizational goals. Researches and stays up-to-date on new clinical informatics trends and technology. Requires a master's degree in nursing. Requires Registered Nurse (RN) license. Typically reports to top management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree · RN

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	146.8	163.8	191.3
Region 2 — Pennyrile (Hopkinsville, KY)	147.9	164.9	192.6
Region 3 — Green River (Owensboro, KY)	152.6	170.2	198.8
Region 4 — Barren River (Bowling Green, KY)	148.2	165.3	193.1
Region 5 — Lincoln Trail (Elizabethtown, KY)	152.3	169.9	198.4
Region 6 — KIPDA (Louisville, KY)	156.1	174.2	203.4
Region 7 — Northern KY (Cincinnati, OH)	158.4	176.7	206.3
Region 8 — Buffalo Trace (Maysville, KY)	149.4	166.6	194.6
Region 9 — Gateway (Morehead, KY)	148.5	165.6	193.4
Region 10 — FIVCO (Ashland, KY)	146.8	163.8	191.3
Region 11 — Big Sandy (Pikeville, KY)	147.2	164.2	191.8
Region 12 — KY River (Hazard, KY)	146.5	163.4	190.8
Region 13 — Cumberland Valley (London, KY)	147.5	164.5	192.1
Region 14 — Lake Cumberland (Somerset, KY)	147.5	164.6	192.2
Region 15 — Bluegrass (Lexington, KY)	151.7	169.2	197.6

Job Description

Provides leadership, innovation, and oversight for data analytics operations to produce the data sets required to inform and develop insights and strategies for operational and business initiatives. Develops the data standards and deploys automation tools to obtain and process data from different sources. Constructs data sets to analyze, inform, identify trends, and support stakeholder decision-making. Builds processing capacity and team to support projects using statistical methods, modeling, analytical methodologies, and data analysis. Requires a bachelor's degree in business, a quantitative field or equivalent. Typically reports to a director.

YEARS OF EXPERIENCE
5+ years

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Manager

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	109.0	124.3	140.7
Region 2 — Pennyrile (Hopkinsville, KY)	109.8	125.2	141.9
Region 3 — Green River (Owensboro, KY)	113.6	129.6	146.8
Region 4 — Barren River (Bowling Green, KY)	110.4	125.9	142.6
Region 5 — Lincoln Trail (Elizabethtown, KY)	113.5	129.4	146.6
Region 6 — KIPDA (Louisville, KY)	116.3	132.7	150.3
Region 7 — Northern KY (Cincinnati, OH)	118.1	134.7	152.6
Region 8 — Buffalo Trace (Maysville, KY)	111.4	127.0	143.9
Region 9 — Gateway (Morehead, KY)	110.2	125.7	142.3
Region 10 — FIVCO (Ashland, KY)	109.0	124.3	140.7
Region 11 — Big Sandy (Pikeville, KY)	109.3	124.6	141.1
Region 12 — KY River (Hazard, KY)	108.7	123.9	140.4
Region 13 — Cumberland Valley (London, KY)	109.7	125.1	141.7
Region 14 — Lake Cumberland (Somerset, KY)	109.7	125.1	141.7
Region 15 — Bluegrass (Lexington, KY)	112.8	128.6	145.7

Job Description

Provides leadership, innovation, and oversight for the data analytics function to produce the data sets required to inform and develop insights and strategies for operational and business initiatives. Develops the data standards and deploys automation tools to obtain and process data from different sources. Constructs data sets to analyze, inform, identify trends, and support stakeholder decision-making. Builds processing capacity and team to support projects using statistical methods, modeling, analytical methodologies, and data analysis. May require a master's degree in business, a quantitative field or equivalent. Typically reports to senior management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Master's degree

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	154.5	177.2	200.0
Region 2 — Pennyrile (Hopkinsville, KY)	155.6	178.4	201.4
Region 3 — Green River (Owensboro, KY)	160.6	184.1	207.8
Region 4 — Barren River (Bowling Green, KY)	156.0	178.8	201.9
Region 5 — Lincoln Trail (Elizabethtown, KY)	160.3	183.8	207.5
Region 6 — KIPDA (Louisville, KY)	164.3	188.4	212.7
Region 7 — Northern KY (Cincinnati, OH)	166.7	191.1	215.8
Region 8 — Buffalo Trace (Maysville, KY)	157.2	180.2	203.5
Region 9 — Gateway (Morehead, KY)	156.3	179.2	202.3
Region 10 — FIVCO (Ashland, KY)	154.5	177.2	200.0
Region 11 — Big Sandy (Pikeville, KY)	155.0	177.7	200.6
Region 12 — KY River (Hazard, KY)	154.2	176.8	199.6
Region 13 — Cumberland Valley (London, KY)	155.2	177.9	200.9
Region 14 — Lake Cumberland (Somerset, KY)	155.3	178.0	201.0
Region 15 — Bluegrass (Lexington, KY)	159.6	183.0	206.6

Job Description

Directs the implementation and administration of information systems and equipment in accordance with organizational policies and goals. Develops internal procedures and guidelines to diagnose and resolve technical issues across different systems and technologies, including hardware, software, and networks. Analyzes high-level business needs and researches new technologies to identify and select IT hardware and software products to support internal business processes. Evaluates methodologies, processes, and specifications of an organization's IT systems to develop an IT strategy and roadmap and ensure computer equipment, hardware, and software operate in alignment with organizational needs and standards. Plans and designs an organization's network infrastructure including LANs, WANs, and wireless networks and monitors network performance. Oversees IT projects through their entire lifecycle to ensure completion is on-time and within budget and provides technical guidance to resolve complex issues. Requires a bachelor's degree. Typically reports to senior management.

YEARS OF EXPERIENCE
Varies

EDUCATION / CERTIFICATION
Bachelor's degree

CAREER TRACK
Director / Sr. Director

BASE COMPENSATION

Region	25th	50th	75th
Region 1 — Purchase Area (Paducah, KY)	168.3	186.3	206.5
Region 2 — Pennyrile (Hopkinsville, KY)	168.6	186.7	206.9
Region 3 — Green River (Owensboro, KY)	171.4	189.8	210.4
Region 4 — Barren River (Bowling Green, KY)	166.1	183.8	203.8
Region 5 — Lincoln Trail (Elizabethtown, KY)	170.6	188.9	209.4
Region 6 — KIPDA (Louisville, KY)	174.9	193.6	214.7
Region 7 — Northern KY (Cincinnati, OH)	176.6	195.5	216.7
Region 8 — Buffalo Trace (Maysville, KY)	166.5	184.4	204.4
Region 9 — Gateway (Morehead, KY)	170.2	188.4	208.8
Region 10 — FIVCO (Ashland, KY)	168.3	186.3	206.5
Region 11 — Big Sandy (Pikeville, KY)	168.7	186.8	207.1
Region 12 — KY River (Hazard, KY)	168.5	186.5	206.7
Region 13 — Cumberland Valley (London, KY)	166.9	184.7	204.8
Region 14 — Lake Cumberland (Somerset, KY)	167.0	184.8	204.9
Region 15 — Bluegrass (Lexington, KY)	171.6	190.0	210.6

About HRG

HRG is a compensation and total rewards consulting firm that helps organizations attract, retain, and reward talent through data-driven pay strategies. We partner with employers across a variety of industries to develop competitive compensation programs aligned with organizational goals, workforce needs, and market conditions.

Our team provides expertise in compensation studies, market pricing, salary structures, pay equity analyses, classification, and total rewards strategy. We stay current on economic trends, labor market conditions, regulatory developments, and emerging compensation practices to deliver practical, defensible recommendations.

As active members of WorldatWork, SHRM, HRCI, and other leading professional organizations, we leverage the latest research and resources to support organizations of all sizes with local, national, and global workforces.

CORE SERVICES

- Compensation
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- Employment Investigations & Conflict Resolution

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