



HASC Briefs

Compensation Reports Are Available

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HASC and Allied for Health annual compensation reports are the region's go-to source for accurate and comprehensive data on salaries, benefits and other compensation trends. (HASC photo)

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Revised compensation reports for executive, management and non-management health care positions are now available from the association.

Trends charted over the past year include an increase in mergers and acquisitions, a focus on talent management and succession planning, and an expanded reliance on technology. Based on the above trends, it may be reasonable to expect that organizations are strategically addressing compensation in order to remain competitive, as the scope and requirements of traditional job duties may be changing. With lower reimbursement rates and higher patient volume presenting budget challenges, facilities are also seeking to develop and retain talent as a hedge against churn in the c-suite.

The 2015 Executive, Management and Non-Management Compensation reports are pro-

duced by HASC with FutureSense, Inc. and Readex Research.

Top findings from the Executive Compensation Report include the following:

- Chief Legal Officers/Heads of Legal Service have seen the most dramatic pay increases at single-facility organizations over the past five years with an average 10.5 percent rise in base salary.
- Chief Operating Officers have enjoyed the biggest average salary upticks at multi-facility organizations over the past five years, with an average 3.4 percent rise in base salary.
- Hospital-wide base salaries declined by close to .8 percent in multi-facility systems over the past three years. However, over the past five years, the same class of

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Association Welcomes CEO Appointees

The association welcomes the following CEOs and executive directors to three Southern California hospitals.

Paul Hensler

Paul Hensler, FACHE, is chief executive officer of AHMC Garfield Medical Center in Monterey Park. Hensler was previously associate chief operating officer of AHMC Healthcare.



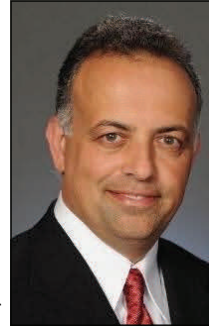
Dennis Benton

Dennis Benton is executive director at Kaiser Permanente Woodland Hills Medical Center. Benton started the role following eight years as executive director at Kaiser's Panorama City Medical Center.



Payman Roshan

Payman Roshan is executive director at Kaiser Permanente Panorama City Medical Center. Roshan joins the facility after serving as chief operating officer at Kaiser Permanente Baldwin Park Medical Center for three years.



Simple Test Might Predict Side Effects

A quick blood test might someday provide doctors with a detailed picture of drug side effects for individual patients, a study published in the journal *Cell Systems* last week asserts.



For the study, researchers at UC San Diego obtained detailed genomic and metabolic data from the blood of 24 volunteers. They then created a computer model that allowed them to predict how individuals will metabolize a drug, and how it will affect specific sets of cells. "This study is a step forward in demonstrating that patients could be precisely treated based on their genetic makeup," team member Bernhard Palsson said.

Homeless Discharge Training Space Remains

A limited number of seats remain open for the homeless patient discharge training session scheduled for Friday, Nov. 13 at HASC's offices in downtown Los Angeles. The training runs from 9 a.m. to 1:30 p.m. at 515 South Figueroa Street, Suite 1300.

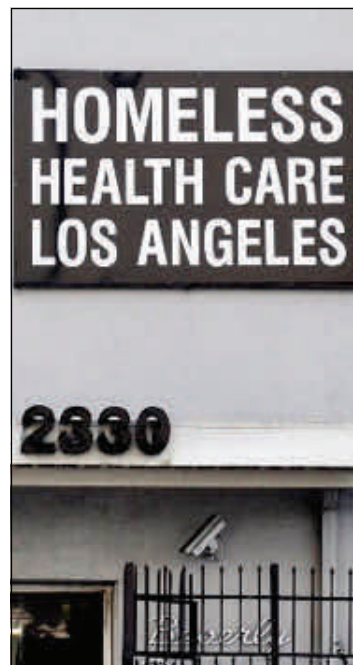
Conducted in partnership with Homeless Health Care Los Angeles, the training is designed for new Southern California hospital workers and those interested in a refresher course. It is designed for hospital staff that serve homeless patients, including case managers, discharge planners, social service staff and emergency department personnel. Program goals include developing an under-

standing of regulatory requirements, a working knowledge of community resources and social services, and an ability to assess needs and plan for discharge from the time a patient is admitted.

The class fee is \$70 per participant and includes a box lunch. Pre-registration is required. To register, visit <http://events.SignUp4.com/HASC-homeless-healthcare>.

Members can contact Nayra Guillermo for additional information.

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HASC presents its Homeless patient discharge training with partner Homeless Health Care Los Angeles. (HHCLA photo)

Annual Meeting Registration Is Open



The St. Regis Monarch Beach's 18-hole golf course drops from the Tuscan-style hotel to just a 9-iron shot from the world-class surfing break at Salt Creek. (*St. Regis Monarch Beach photo*)

Registration is open for the 2016 HASC Annual Meeting scheduled for April 13 – 15 at the St. Regis Monarch Beach resort at Dana Point.

Members can book at a discounted rate by submitting registration and payment information by Friday, Feb. 5.

With the theme, *Uber-Bold: Moving Health Care Beyond Incremental Change*, the meeting offers a range of informative speakers and breakout sessions along with golf, ten-

nis and other networking opportunities.

Scheduled speakers include Geisinger Health System CEO Glenn Steele, Jr., M.D., Health Affairs Editor-in-Chief Alan Weil and whole-person health care innovator Ira Byock, M.D. of Providence Health and Services' Institute for Human Caring. The California Hospital Association's C. Duane Dauner will also cover "Reforming Health and Health Care."

British adventurer

Alastair Humphreys will present a closing talk on his four-year bicycling trip around the globe — and subsequent adventures in the Sahara, Arabia and elsewhere.

To learn more about the meeting, and to register, visit www.hasc.org/2016-hasc-annual-meeting.

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Annual HQI Meeting is Next Week

California's second annual Hospital Quality Institute (HQI) Conference will take place Nov. 12 – 13 in Sacramento.



The event, which is dedicated to quality and patient safety in health care, features nationally-renowned speakers Tejal Gandhi, Gary Kaplan, Thornton Kirby and Robert Wachter.

On Thursday and Friday, in addition to the keynote speakers, the conference includes a selection of breakout sessions to help quality and patient safety leaders break through barriers impacting care.

Close to 400 attendees are enrolled, but space remains open. To learn more, and to register, visit www.hqinstitute.org/hqi2015.

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Reports (continued from Page 1)

salaries have nudged up by 1.8 percent. Over the past 5 years executive salaries have increased, on average, by 4.2 percent and 1.8 percent for single and

age, for executive salary increases in the last fiscal year.

In addition to including base salary and total cash compensation data for 24 executive positions, the

state" HASC Vice President for Human Resources Services Teri Hollingsworth said.

Participating members may order custom reports that compares their organi-

"The reports... are considered the go-to source for information on compensation trends in health care across the state."

—Teri Hollingsworth, HASC Vice President, Human Resources Services

multi-facility executives, respectively.

- Close to 51 percent of survey respondents have adjusted their executive salary structure over the past fiscal year by an average of 3.3 percent.
- Organizations budgeted 2.7 percent, on aver-

report includes details on incentives, deferred compensation and benefits.

"The reports, produced by HASC with the support of the California Hospital Association and its regional affiliates, are considered the go-to source for information on compensation trends in health care across

zation's data to a custom peer group. For more information on how to order specialized reports, contact Lessly Reyna.

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Year's Final PathWays Event Is Nov. 11

The PathWays program presents its final event of the year on Wednesday, Nov. 11 at HASC's downtown Los Angeles offices. The meeting starts at 2 p.m. at 515 South Figueroa Street, Suite 1300. Free visitor parking is available.

PathWays introduces professionals who are new to health care to important policy and other issues in the field. The program is cosponsored by HASC and Health Care Executives of Southern California.

California Hospital Association CEO C. Duane Dauner will brief attendees on federal and state legislation affecting hospitals.



Also presenting is Susan Gallagher, a frequent speaker on nursing issues, who will discuss safe patient handling and California Assembly Bill 1136 and

its effects on hospital operations.

HASC member hospital employees are invited to attend the session. To reserve a spot, or to learn more about PathWays, contact Shauna Day.

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On the Calendar



HASC Board Meeting
9 a.m. to noon on
Wednesday, Nov. 11 in
the HASC Board Room,
515 South Figueroa St.,
Suite 1300
Los Angeles, Calif.

**Los Angeles Hospitals
Leadership Group Meeting**
8:30-10:30 a.m. on
Wednesday, Nov. 18 in
the HASC Board Room,
515 South Figueroa St.,
Suite 1300
Los Angeles, Calif.

**Hospital Disaster
Management Training**
7 a.m. to 5 p.m. on
Monday, Dec. 1 and Tuesday,
Dec. 2 at LAC+USC
Medical Center,
1200 N. State Street,
Los Angeles, Calif.

**Learn more about these
and other HASC events at**
www.hasc.org/calendar