



Ferry County Public Hospital District

Improving Health – Saving Lives

Quorum Health Resources

Selecting & hiring a hospital CEO

Your Ferry County Public Hospital District (FCPHD) board commissioners are legally required to oversee the general conduct of hospital district affairs and to appoint a person to the statutory post of superintendent to provide reports of the district operations to the commissioners. Before doing so, the board decides how to manage the district. Your board has chosen to not contract out this function but to hire an administrator who is also then appointed to the statutory superintendent position. This is finalized by adopting resolutions in a regularly scheduled public meeting based on a previously negotiated contract combining the two positions.

How does the board get to the point of negotiating a contract and adopting the statutory resolutions? Through an extensive nationwide candidate search, which in FCPHD's case, is facilitated by Quorum Health Resources (QHR), the firm contracted by your district to assist in management support. This process began on February 3 with a QHR specialist interviewing, in a special meeting with the board, and in separate sessions with each, the providers, the executive team, and the management

team to assimilate data for describing the qualifications desired in our new CEO/Superintendent (please note: for practical purposes the title is normally shortened to CEO). QHR has been using its own vast network as well as other common known (by those looking for a hospital CEO employment) sources in announcing, receiving and doing initial vetting of prospective candidates. Your board is also involved in this process by also reviewing the materials.

Desirably there are many applicants meeting the criteria developed and from these will be selected two to five candidates for interview and site visit. After the interview process, the board, considering staff input, will select a candidate for the position and begin negotiations should the candidate still be available and accepts. If your board decides that none of the candidates appear to meet the district's needs, the process will begin again while the district continues operating with an interim CEO.

It is your board's desire that this helps you understand the CEO hiring process we are currently doing.

Dave Iverson, Nancy Betschart, DiAnne Lundgren, Ron Bacon, Nancy Giddings