

Montana hospital CEO compensation for fiscal years ending in December 2010 or mid-2011

Hospitals and clinics are listed according to size of the organization, with the largest first.

Billings Clinic

Annual revenue	CEO	Salary	Bonus	Other	Total
\$533 million	Nicholas Wolter	\$583,000	\$77,500	zero	\$660,500

St. Vincent Healthcare (Billings)

Annual revenue	CEO	Salary	Bonus	Other	Total
\$313.5 million	James Paquette*	\$769,000 ¹	zero	zero	\$769,000

Benefis Hospital (Great Falls)

Annual revenue	CEO	Salary	Bonus	Other	Total
\$296 million	John Goodnow**	\$477,300	\$188,300	\$1.23 million	\$1.9 million

St. Patrick Hospital

Annual revenue	CEO	Salary	Bonus	Other	Total
\$255 million	Jeff Fee	\$323,300	\$123,200	\$15,100	\$460,700

Kalispell Regional Medical Center

Annual revenue	CEO	Salary	Bonus	Other	Total
\$184 million	Velinda Stevens	\$458,600	\$87,500	\$34,600	\$580,700

Bozeman Deaconess Hospital

Annual revenue	CEO	Salary	Bonus	Other	Total
\$172 million	John Nordwick*	\$319,800	\$60,600	\$9,900	\$390,300

St. Peter's Community Hospital (Helena)

Annual revenue	CEO	Salary	Bonus	Other	Total
\$151 million	John Solheim*	\$342,000	\$115,000	\$28,000	\$485,000

Community Medical Center

Annual revenue	CEO	Salary	Bonus	Other	Total
\$150 million	Steve Carlson	\$296,000	\$39,500	\$4,000	\$339,500

St. James Healthcare (Butte)

Annual revenue	CEO	Salary	Bonus	Other	Total
\$85 million	Chuck Wright	\$258,000	zero	\$15,800	\$273,800

The "bonus" for hospital executives is often called "incentive compensation," paid out if the hospital and organization meets certain goals for the year. The "other" category can include many things, such as payout for unused vacation, housing and vehicle allowances or payouts from earlier deferred compensation. The above amounts do not include deferred compensation or retirement-account payments, which most executives receive, and which can and often do reach into six figures for the year.

*Paquette, Nordwick and Solheim have either retired or left their position since early 2011.

**The extraordinarily high "other" amount for Goodnow is primarily because of a one-time payout of deferred compensation and retirement payments from prior years. Other Benefis executives received large pay-outs as well in 2010. Hospital officials say they were advised to make the payouts to comply with changes or anticipated changes in state and federal laws and rules.

¹ Paquette's reported salary includes a bonus and other compensation, which were not reported on the hospital's tax form separately.