



CEO Recruitment Process Summary

This summary provides an executive overview of the Chief Executive Officer recruitment process, including employment terms, compensation, leave provisions, committee responsibilities, and applicant review steps.

Position Overview. The Chief Executive Officer position is governed by an annual Employment Agreement and remains subject to Board approval for renewal.

Any renewal must be approved by the Board of Directors in accordance with the organization's governing documents and applicable Oklahoma law.

Compensation. The approved salary range for the CEO position is \$170,000 to \$230,000 annually, paid on a bi-weekly basis.

Benefits and Leave. The position provides annual leave accumulation of up to 120 hours.

Sick leave may accrue up to a maximum of 96 days. Personal leave is earned at 1.23 hours per pay period, up to 32 hours per year. Personal leave must be used by December 31 each year and does not carry over.

Administrative leave may be approved for professional meetings and outside professional duties in the health care field when mutually agreed upon by the CEO and the Board Chairperson. Approved time will be fully compensated as service time and recorded as administrative leave.

Human Resources Committee Responsibility. The Human Resources Committee is responsible for recruiting, screening, interviewing, and recommending qualified candidates for the Chief Executive Officer position to the Board of Directors.

Recruitment Timeline. The CEO position will remain posted through August 7, 2026.

After the posting period closes, applications will be reviewed to determine which candidates will advance for further consideration.

Candidates selected to move forward will receive an Employment Application. Interview candidates will be contacted after the application review process is complete.