



# CEO TOTAL COMPENSATION REVIEW Summary

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Oakland, California**

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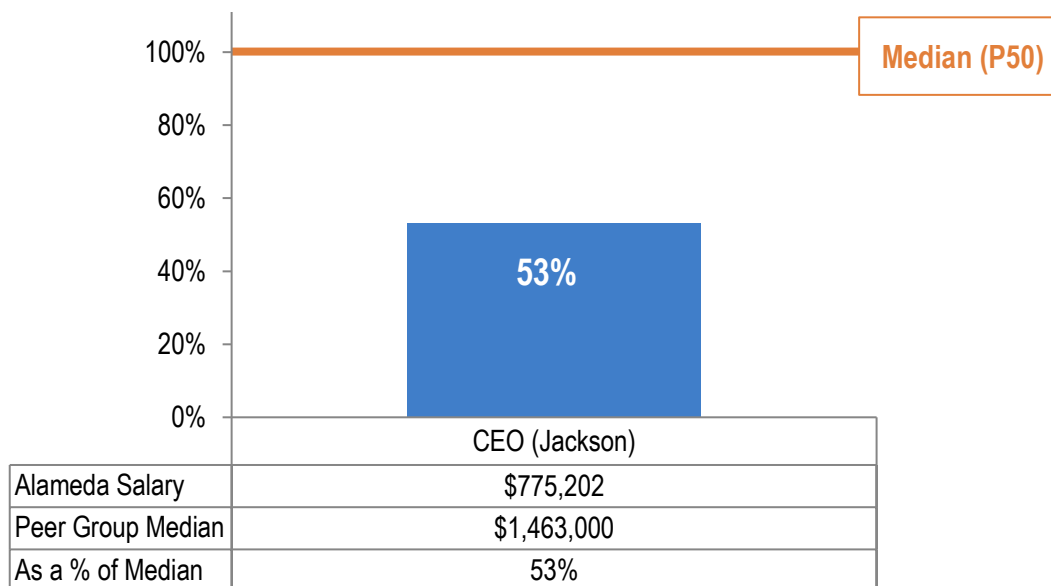
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# Base Salary Analysis

The graph below compares the base salary for Alameda's CEO to the median of the market

- The CEO's current base salary is 47% below median (P50)



# Salary Comparison

This table compares the CEO's salary to P25, P50, and P65 salary levels

| Position<br>(Executive) | Alameda<br>Salary | Peer Group<br>P25 | Alameda as<br>a % of P25 | Peer Group<br>P50 | Alameda as<br>a % of P50 | Peer Group<br>P65 | Alameda as<br>a % of P65 |
|-------------------------|-------------------|-------------------|--------------------------|-------------------|--------------------------|-------------------|--------------------------|
| CEO (Jackson)           | <b>\$775,202</b>  | \$1,283,000       | 60%                      | \$1,463,000       | 53%                      | \$1,595,000       | 49%                      |

- Base salary for Mr. Jackson is positioned:
  - 47% below P50 (Alameda's philosophy for base salary)
  - 40% below P25

# Salary Comparison

## Graphical depiction of peer group distribution



- Mr. Jackson's base salary is set at the 1st percentile of the peer group data
  - Only one CEO in the peer group has a base salary below \$775,202
  - 99% of CEOs in the peer group have a higher base salary

# Incentive Plan Analysis

## Prevalence

- Approximately 90% of the organizations in Alameda's peer group have an annual incentive plan for the CEO position

## Incentive Opportunity

- The following table compares Alameda's maximum incentive opportunity with median target and maximum incentive opportunity for CEOs in the peer group

| Position<br>(Executive) | Alameda<br>Opportunity | Peer Group Opportunity |                |
|-------------------------|------------------------|------------------------|----------------|
|                         | Target / Max           | Median Target          | Median Maximum |
| CEO (Jackson)           | 10%                    | 35%                    | 52.5%          |

- Opportunity levels for the CEO are well below the peer group opportunity levels

# Cash Compensation Analysis

## Total Cash Analysis

- The graph below compares the CEO's total cash compensation to the peer group
  - Since the actual award was at the maximum level, the results reflect both actual total cash and maximum total cash
- The CEO's total cash compensation is 56% below P50

