



Travis County Healthcare District

1111 East Cesar Chavez, Suite B
Austin, Texas 78702
Phone (512) 978-8000 Fax (512) 978-8156

FOR IMMEDIATE RELEASE

TO: Media Representatives

September 28, 2006

At its meeting on Thursday, September 28, 2006, the Travis County Healthcare District Board of Managers conducted a planned formal review of the performance of its President and CEO, Patricia A. Young Brown. As part of that review, the Board concluded that Ms. Young, who has been at the helm of the district since her appointment in April of 2005, met or exceeded the Board's performance expectations in the various aspects of her job that were examined.

In a separate action, the Board approved the first increase in salary for Ms. Young since April of 2005, adjusting her base pay from \$175,000 to \$195,000, effective October 1, 2006. The Board also authorized an additional increase in base compensation for Ms. Young effective April 1, 2007 to \$203,000. These salary adjustments were based on performance and on the results of a market survey conducted for the District by Ray Associates, Inc., which indicated that Ms. Young's current salary was below the median for CEOs of similar entities. The Board concluded that the salary adjustments should be implemented in steps in order to phase in the adjustment indicated by the market study.

Clarke Heidrick, Chairperson of the Board of Managers, said: "Trish Young has worked hard to establish the organizational foundation of our new voter-approved district, has recruited a small and highly-qualified staff, and has lead initial efforts that have improved the coordination and delivery of healthcare services in Travis County. The Board of Managers has set an aggressive agenda for the Healthcare District going forward. We are glad that we will continue to have Trish Young's leadership, as well as her healthcare, financial and management expertise."

The Board also authorized a 5% pay increase for the other District employees effective October 1, 2006.