



Determining the Parrish CEO salary

CEO compensation is understandably sometimes brought up at public meetings at which the hospital is discussed. As many already know, the Parrish CEO's salary is public record. Furthermore, the CEO's salary is discussed annually and approved in a meeting, open to the public, of the Parrish Board of Directors.

However, even though this is already public information, so that no one need wonder about the process, or feel as if the information is in any way out of their reach, we're making the Parrish CEO salary information and compensation policy on the Parrish website (parrishhealthcare.com).

First, beyond black type on a white background, there's background information on this subject that is important for you to know:

- Dr. George Mikitarian, Parrish's CEO, has declined salary increases every year for the last 11 years. That doesn't necessarily mean he would have received an increase each year; however, it *does* mean that he has annually informed the board that he would not accept a salary increase. His stated reason was that he preferred to see that money invested back into Parrish for the employees' and community's benefit.
- The Parrish CEO's salary is established through a process that follows a specific, written policy, a portion of which states: "the Board shall review regional market assessment reports that include a base salary survey of comparably situated senior hospital executives. The salary survey should specifically identify, at a minimum, three (3) similarly situated hospitals based on revenue and expense budgets, full-time equivalent personnel, number of beds, and services and programs offered. In the alternative, the Board may use a blend of several surveys containing information regarding base salary and fringe benefits of similarly situated hospital executives." [Click here for full copy of the policy.](#)
- As part of the evaluation process each board member is given the opportunity to evaluate Dr. Mikitarian's performance and provide written feedback evaluating key areas of responsibility. These individual evaluations are then summarized and discussed in a public meeting. Each year, current salary data for hospital CEOs is presented to the Board. Recommendations are made regarding salary adjustment by a compensation committee of the Board and presented to the Board in a public meeting.

- As stated earlier, Dr. Mikitarian has refused to accept any recommended increases in salary for the last 11 years.
- The Parrish CEO has ultimate responsibility for more than 1,000 healthcare professionals and hundreds of dedicated volunteers, who in 2025 alone responded to or carried out:
 - Emergency room patients treated: 32,294
 - Total diagnostic images: 17,645
 - Inpatient admissions, 4,888
 - Surgeries and other procedures, 7,548
 And these are but a fraction of Parrish's services.
- Parrish has the authority by law to assess taxes, under its formal designation as the North Brevard County Hospital District. However, under Dr. Mikitarian, the hospital is self-sustaining and self-supporting and has not imposed taxes for more than 30 years, saving taxpayers tens of millions of dollars.
- [Click here to view Dr. Mikitarian's biographical information.](#)

The Parrish Board of Directors has directed this information to be put on the organization's website, for two reasons: to make it even more available to the public and share background as to how CEO salary is established.