

2021

HEALTHCARE COMPENSATION SURVEYS



The Healthcare Compensation Surveys You Trust – Plus More from Gallagher

For years you have trusted the most complete data available in healthcare compensation surveys from the Compensation & Rewards service line of Gallagher's Human Resources & Compensation Consulting practice. As part of Gallagher, the same team brings you the robust surveys you expect—from staff through executive compensation, to nursing, advanced practice provider, medical director and beyond. These surveys, in combination with our consulting services, support your governance, compensation and benefit practices.

Ultimately, we work to enhance the overall wellbeing of your organization. Learn more at GallagherHRCC.com.

OUR COMPENSATION SURVEYS OFFER

1

Unrivaled intelligence and benchmarking information gained from thousands of participants across the U.S.

2

More than four decades of dedicated healthcare compensation experience

3

Deeper insights at a variety of levels—so you can lead more effectively and manage more competitively



2021 HIGHLIGHTS

This year's enhancements include industry segments with surveys specific to physician benefits (page 11) and behavioral health (page 15).

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National Healthcare Leadership Compensation Survey

Participation Opens: **FEBRUARY 4, 2021** | Publication: **AUGUST 27, 2021**

For updated participation dates, please see our website.

The National Healthcare Leadership Compensation Survey includes executive, director and manager-level positions to create a premier source of comprehensive leadership compensation data for systems, hospitals, medical groups, clinics and other non-acute care organizations.

SURVEY FEATURES

- Our 2020 Leadership Survey featured data from more than 44,000 incumbents
- Comprehensive data on total compensation, including salaries, salary structures, bonus plans, benefit plans, budgeted increases, perks and severance
- Data reported by revenue size and region
- Participants in our 2020 Leadership Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice data
- Bundle the National Healthcare Leadership and Staff Surveys to save
- Specialized data cuts available for participants, including critical access hospitals, regional peer groups and more

2,700+
ORGANIZATIONS

340+
POSITIONS

SURVEY RESULTS PRICING

	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$925	\$1,125
Non-participant	\$3,750	\$4,000
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,500	\$1,900

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Healthcare Staff Compensation Survey

Participation Opens: **JANUARY 7, 2021** | Publication: **JUNE 25, 2021**

For updated participation dates, please see our website.

The National Healthcare Staff Compensation Survey is one of the most recognized and valued staff compensation surveys available. Now in its 31st year, it provides a wealth of data for all positions, including salary structures, differentials, pay practices, compensation philosophies and hiring policies, incentive plans, and more.

SURVEY FEATURES

- Our 2020 survey featured data from over 2 million incumbents reported by 2,655 organizations
- Data reported nationally and by region
- More than 390 benchmark positions
- Participants in our 2020 Staff Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice data
- Bundle the National Healthcare Leadership and Staff Surveys to save
- Specialized data cuts available for participants including critical access hospitals, regional peer groups and more

2,650+
ORGANIZATIONS

395+
POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$775	\$975
Non-participant	\$3,750	\$4,000
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,500	\$1,900

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Nursing Compensation Survey

Participation Opens: **JANUARY 14, 2021** | Publication: **MAY 21, 2021**

For updated participation dates, please see our website.

The National Nursing Compensation Survey is now in its 14th year. This survey is an effective tool for managing nursing salaries and gauging trends in nursing pay practices.

SURVEY FEATURES

- An exhaustive list of nursing benchmark positions, from the top-level executive to the staff RN
- Comprehensive data on special pay practices, including call pay practices, shift differentials, certification pay, career ladders, incentives, etc.
- Leadership-level data reported nationally and by organization size; staff-level data reported nationally and by region
- Custom complimentary report for magnet-designated organizations
- Participants in our 2020 Nursing Survey will be able to download a prepopulated survey containing their previously submitted pay practice data
- Specialized data cuts available for participants, including regional peer groups, state cuts and more

2,100+
ORGANIZATIONS

180+
POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$750	\$950
Non-participant	\$3,750	\$4,000

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Healthcare Information Technology Compensation Survey

Participation Opens: **JANUARY 21, 2021** | Publication: **JULY 23, 2021**

For updated participation dates, please see our website.

This fifth annual comprehensive survey of healthcare IT jobs includes staff- through executive- level position benchmarks. Staff-level data is reported nationally, by region and by experience level, while leadership data is reported by organization size.

SURVEY FEATURES

- Includes staff, manager and executive positions in the following departments:
 - Applications/Software
 - Business Intelligence
 - Data Science
 - Electronic Health Records
 - Enterprise Resource Planning
 - Information Security
 - General Information Technology
 - Medical Systems
 - Network/Infrastructure
 - Web Applications/Web Development
- Our 2020 survey featured data from more than 1,000 healthcare organizations
- 112 staff-, manager- and leadership-level positions reported
- Staff-level positions reported by region as well as by entry, intermediate and senior levels of experience
- Data reported on staffing, pay practices and information technology platform prevalence

1,000+
ORGANIZATIONS

110+
POSITIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$725	\$925
Non-participant	\$4,500	\$4,750

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Advanced Practice Provider Compensation Survey

Participation Opens: **JULY 8, 2021** | Publication: **DECEMBER 10, 2021**

For updated participation dates, please see our website.

Our National Advanced Practice Provider Compensation Survey is a focused study of total cash compensation, productivity and pay practices for staff- through leadership-level advanced practice providers. It offers the most exhaustive list of benchmark positions available in the industry with more than 70 for nurse practitioners and more than 60 for physician assistants, as well as nurse midwives, CRNAs, clinical nurse specialists and psychologists.

SURVEY FEATURES

- Features data from over 65,000 individual providers
- Positions by specialty, and hospital vs. clinic positions
- Data reported nationally and by region
- Comprehensive data on:
 - Pay practices (call pay, shift differentials, certification pay, etc.)
 - Incentive practices
 - Hiring practices
 - Workforce trends
 - Employer-sponsored career and educational advancement programs
 - Differential or “add-on” payments
 - Individual productivity compensation
 - PRN rates

130+
BENCHMARKS

1,000+
ORGANIZATIONS

SURVEY RESULTS PRICING		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$350	\$550
Non-participant	\$4,500	\$4,750

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Cancer Centers Compensation Survey

Participation Opens: **FEBRUARY 11, 2021** | Publication: **JULY 9, 2021**

For updated participation dates, please see our website.

This survey report, in its sixth year, summarizes key staff through executive position data from a combination of National Cancer Institute (NCI) designated comprehensive cancer centers and research laboratories. Participants also include clinical cancer centers and hospital-based cancer centers across the country.

SURVEY FEATURES

- Separate cuts for NCI-designated cancer centers and research laboratories
- Over 40 leadership-level benchmark positions and more than 40 staff-level positions
- Includes data for non-NCI-designated cancer centers
- Salaries as well as short- and long-term incentive awards and opportunities
- Data reported by organization size and type

100+
ORGANIZATIONS

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$100

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

Children’s Hospitals Compensation Survey

Participation Opens: **FEBRUARY 25, 2021** | Publication: **AUGUST 27, 2021**

For updated participation dates, please see our website.

Our 22nd annual Children’s Hospitals Compensation Survey includes compensation data from executive and director positions exclusively at children’s hospitals. An additional staff level custom report for children’s hospitals is available for purchase with participation.

SURVEY FEATURES

- Participation includes over 40 of the nation’s premier, independent and subsidiary children’s hospitals
 - Features data represented separately for organizations that are a children’s hospital within a hospital facility
- More than 80 executive- and director-level positions surveyed
- Comprehensive data on:
 - Salaries
 - Salary increases
 - Incentive opportunities
 - Incentive awards

80+
POSITIONS

A staff-level module of this survey will be available for participation and purchase

SURVEY RESULTS PRICING		
	PDF	Add Staff Module PDF and Excel
Participant	No charge	\$200

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Healthcare Physician Benefits Survey

Participation Opens: **JANUARY 7, 2021** | Publication: **OCTOBER 1, 2021**

For updated participation dates, please see our website.

This custom benefits survey covers benefits for physicians and physician executive positions. It provides valuable information in determining the positioning of benefits packages relative to the market.

SURVEY FEATURES

- Includes comprehensive data on:
 - Qualified and non-qualified retirement benefits
 - Health, life and disability benefits
 - Time away, vacation and holidays
 - Perquisites and business expenses
- Backed by more than three decades of experience in design and review of benefit plans

30+
YEARS

SURVEY RESULTS PRICING		
	PDF	PDF and Hard Copy
Participant	\$100	\$200

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

Medical Director and Physician Executive Survey

Participation Opens: **JUNE 1, 2021** | Publication: **NOVEMBER 2021**

For updated participation dates, please see our website.

The Medical Director and Physician Executive Survey is recognized as one of the most comprehensive resources available on medical director and physician executive compensation for physicians who perform administrative-related duties.

SURVEY FEATURES

- Input from more than 4,800 medical directors and more than 590 physician executive positions
- 2020 Survey contained data on 120 medical director positions and more than 20 physician executives
- Information also provided on medical director contract administration and methodologies used to determine compensation



SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-participant	\$1,500	\$1,600	\$1,750	\$1,850

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

Physician Compensation and Production Survey

Participation: **JANUARY 4, 2021** | Publication: **AUGUST 2021**

For updated participation dates, please see our website.

Our annual Physician Compensation and Production Survey provides valuable insight regarding clinical and total cash compensation paid, productivity, and pay practices for employed physicians, as well as market trends in physician compensation. The 2021 Physician Compensation and Production Survey also will analyze the impact of COVID-19 on physician compensation and productivity benchmarks.

SURVEY FEATURES

- Data collected on more than 68,000 physicians from 1,172 individual sites of service
- Reported on 148 physician specialties found in the market
- Comprehensive source for physician compensation data
- Data reported nationally and regionally
- Data on total cash compensation, including pay practices (e.g., call pay, production and quality incentives, medical director and administrative pay, APP supervision), compensation philosophy and governance practices

145+
SPECIALTIES

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	No charge	\$100	\$200	\$300
Non-participant	\$2,500	\$2,750	\$2,750	\$3,000

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

Physician Call Pay Survey

Participation: **DECEMBER 7, 2020** | Publication: **MAY 2021**

For updated participation dates, please see our website.

Our 2020-2021 Physician Call Pay Survey provides valuable insight into call coverage arrangements as all areas of physician compensation have become more heavily scrutinized.

SURVEY FEATURES

- 2019-2020 survey included call pay data from 48 specialties
- 2019-2020 survey had data from more than 2,400 arrangements
- Data also reported by arrangement type (i.e., employed vs. independent contractor, trauma designation, etc.), for the most robust source of unrestricted call coverage data available in the industry

45+

SPECIALTIES

SURVEY RESULTS PRICING				
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-participant	\$1,500	\$1,600	\$1,750	\$1,850

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

National Behavioral Health Compensation Survey

Participation Opens: **FEBRUARY 18, 2021** | Publication: **SEPTEMBER 24, 2021**

For updated participation dates, please see our website.

Our third annual National Behavioral Health Compensation Survey includes compensation and pay practice data on numerous staff- through executive-level positions specific to the behavioral health industry segment. In terms of population health, a greater emphasis is being placed on ensuring behavioral healthcare services are accessible and available. Organizations must be able to benchmark compensation levels to recruit and retain employees who will provide top-quality care to their patient population.

SURVEY FEATURES

- An exhaustive list of benchmark positions, including top-level executives and staff-level patient care positions
- Comprehensive position data collected from both inpatient and outpatient behavioral health facilities, with data cuts presented for system-owned versus independently owned entities
- Organizations that complete our staff and leadership surveys will not be required to fill out a separate questionnaire for this survey; please include your behavioral health data in your staff and leadership surveys to be considered a participant
- Specialized data cuts available for participants, including regional peer groups, state cuts and more

SURVEY RESULTS PRICING	
	PDF and Excel
Participant	\$150
Non-participant	\$2,500

Information subject to change. Products not yet released are available for preorder. Custom peer group reports and analysis are also available.

Data You Need for Decisions You Make

CUSTOM SURVEYS

Looking for data, or a certain cut of data, not available in our annual surveys? Simply contact Gallagher to learn how we can assist you and your organization. Custom surveys can help answer compensation questions specific to your organization. The data collected provides insight to solve complex issues related to physician, executive, director and staff compensation; governance practices; benefits and more.

CUSTOM SURVEYS WE'VE CONDUCTED INCLUDE

Association Surveys

Clinics

Incentive Plan Awards and Structure

Board Compensation

Benefits

Perks

Governance

1



Participation Made Easy

Our Data Extraction Template Is Available for All Participants

We appreciate you taking the time to complete our compensation surveys each year. Thank you for continuing to choose our surveys.

From our online compensation survey gateway at <https://surveys.ihstrategies.com>, you can:

- Manage multiple user accounts for your organization
- Access and submit survey questionnaires
- View survey participation status
- Access all of your purchased survey reports

Download the Data

Download survey data extraction template from your account at <https://surveys.ihstrategies.com>, then:

- Simply drop your employee compensation data into the survey data extraction template
- Match your job codes to our position benchmark codes

THAT'S IT!

No need to aggregate data by position and average wages, and no need to report multiple entities separately.

Get on the fast track to submitting your data. Ask a member of the compensation survey team how our data extraction template can work for you.

Contact Us to Set Up Your account

Receive ongoing compensation updates, sign up for our 2021 compensation surveys and preorder your copy of the results. Our data extraction template simplifies the process, making it even easier to participate in all of our surveys.

REMINDER: Survey participants receive a discount on their survey results, and some results are only available to participants.

ONLINE GallagherHRCC.com

EMAIL GallagherIntegrated.CompSurveysMN@ajg.com

PHONE 800-821-8481 8 a.m. – 5 p.m. CT, Monday–Friday

Important Dates and Results Pricing

NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

Participation Opens FEBRUARY 4, 2021 Publication AUGUST 27, 2021		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$925	\$1,125
Non-participant	\$3,750	\$4,000
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,500	\$1,900

NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

Participation Opens JANUARY 7, 2021 Publication JUNE 25, 2021		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$775	\$975
Non-participant	\$3,750	\$4,000
SURVEY RESULTS BUNDLE PRICING (Includes National Healthcare Leadership + Staff Compensation Surveys)		
Participant (Bundle)	\$1,500	\$1,900

NATIONAL NURSING COMPENSATION SURVEY

Participation Opens JANUARY 14, 2021 Publication MAY 21, 2021		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$750	\$950
Non-participant	\$3,750	\$4,000

NATIONAL HEALTHCARE INFORMATION TECHNOLOGY COMPENSATION SURVEY

Participation Opens JANUARY 21, 2021 Publication JULY 23, 2021		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$725	\$925
Non-participant	\$4,500	\$4,750

NATIONAL ADVANCED PRACTICE PROVIDER COMPENSATION SURVEY

Participation Opens JULY 8, 2021 Publication DECEMBER 10, 2021		
	PDF and Excel	PDF, Excel, and Hard Copy
Participant	\$350	\$550
Non-participant	\$4,500	\$4,750

NATIONAL CANCER CENTERS COMPENSATION SURVEY

Participation Opens FEBRUARY 11, 2021		Publication JULY 9, 2021
PDF and Excel		
Participant	\$100	

CHILDREN'S HOSPITALS COMPENSATION SURVEY

Participation Opens FEBRUARY 25, 2021		Publication AUGUST 27, 2021
PDF		Add Staff Module PDF and Excel
Participant	Free	\$200

NATIONAL HEALTHCARE PHYSICIAN BENEFITS SURVEY

Participation Opens JANUARY 7, 2021		Publication OCTOBER 1, 2021
PDF		PDF and Hard Copy
Participant	\$100	\$200

MEDICAL DIRECTOR AND PHYSICIAN EXECUTIVE SURVEY

Participation Opens JUNE 1, 2021		Publication NOVEMBER 2021		
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-participant	\$1,500	\$1,600	\$1,750	\$1,850

PHYSICIAN COMPENSATION AND PRODUCTION SURVEY

Participation Opens JANUARY 4, 2021		Publication AUGUST 2021		
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-participant	\$2,500	\$2,750	\$2,750	\$3,000

PHYSICIAN CALL PAY SURVEY

Participation Opens DECEMBER 9, 2020		Publication MAY 2021		
	PDF	PDF and Excel	PDF and Hard Copy	PDF, Excel, and Hard Copy
Participant	Free	\$100	\$200	\$300
Non-participant	\$1,500	\$1,600	\$1,750	\$1,850

NATIONAL BEHAVIORAL HEALTH COMPENSATION SURVEY

Participation Opens FEBRUARY 18, 2021		Publication SEPTEMBER 24, 2021
PDF and Excel		
Participant	\$150	
Non-participant	\$2,500	

**SURVEY PARTICIPATION
OPEN DATES****PUBLICATION
DATES****DECEMBER 9
2020**

Physician Call Pay

**MAY
2021****JANUARY 4
2021**

Physician Compensation and Production

**AUGUST
2021****JANUARY 7
2021**

National Healthcare Staff Compensation

**JUNE 25
2021****JANUARY 7
2021**

National Healthcare Physician Benefits Survey

**OCTOBER 1
2021****JANUARY 14
2021**

National Nursing Compensation

**MAY 21
2021****JANUARY 21
2021**National Healthcare Information Technology
Compensation**JULY 23
2021****FEBRUARY 4
2021**

National Healthcare Leadership Compensation

**AUGUST 27
2021****FEBRUARY
11
2021**

National Cancer Centers Compensation

**JULY 9
2021****FEBRUARY
18
2021**

National Behavioral Health Compensation

**SEPTEMBER 24
2021****FEBRUARY
25
2021**

Children's Hospitals Compensation

**AUGUST 27
2021****JUNE 1
2021**

Medical Director And Physician Executive

**NOVEMBER
2021****JULY 8
2021**National Advanced Practice Provider
Compensation**DECEMBER 10
2021**