



2023 Directory of Gallagher Compensation and Benefit Surveys



Gallagher

Insurance | Risk Management | Consulting



BETTER DATA FOR SMARTER DECISIONS

Gallagher provides benchmarking data and analytics that drive decision-making for organizations of all sizes. Choose from a full range of surveys, focusing on local, regional, national and international markets across multiple industries. We also partner with professional associations to bring a customized, strategic overview of their unique industries and regions to members.

From small nonprofits to Fortune 100 companies, organizations rely on Gallagher for data that evaluates where they stand against their peers. These findings also provide direction for uncovering new opportunities to optimize their human resources function and strategic planning.

While surveys vary in format and complexity, all are designed to be friendly and reliable—and they're well-supported by consultants ready to answer questions or provide analysis.

Consulting Takes Data to the Next Level

Support from Gallagher does not stop at surveys. Our HR & Compensation Consulting team helps you apply the power of data with strategies designed to respond effectively to the challenges those surveys raise and the opportunities they present. We focus on helping you find better ways to attract, engage, develop and reward your people—at the right cost structure. An integrated approach to driving business results positions your organization to face the future with confidence.

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NATIONAL COMPENSATION SURVEY

Retaining critical talent at the right cost structure is a top priority at any time. And access to current compensation and planning data is important to gaining the most helpful insight, especially when weathering a storm and planning for a resilient future. Applicable across industries, the National Compensation Survey collects data on base salaries, bonuses, total cash and salary ranges for more than 170 benchmarked jobs, plus salary planning and policy practices.

SURVEY FEATURES

- Streamlined survey process with flexible data submission options
- National and local results with access to an online tool for building custom data cuts
- Quick turnaround to support 2024 planning

2022 SURVEY BY THE NUMBERS

Positions	159
Participants	1,221
Incumbents	401,239
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: July 11, 2023

Submission deadline: September 1, 2023

BENEFITS STRATEGY & BENCHMARKING SURVEY—US EDITION

Gallagher's annual *Benefits Strategy & Benchmarking Survey* explores the current and future state of employee benefits in the US. Key topics include people strategy; employee wellbeing, employee communications and engagement; medical, pharmacy and voluntary benefits; absence management; and retirement. From broad insights to specific findings, employers gain a practical perspective on trends and best practices.

SURVEY FEATURES

- Findings broken out by region, organization size and ownership structure
- Core data highlights, tables with detailed results, and key takeaways included in each section

2022 SURVEY BY THE NUMBERS

Participants	4,014
Participant price	Complimentary
Report formats	PDF, Excel

2023 Survey

Participation opens: December 8, 2022

Submission deadline: March 10, 2023

AVIATION COMPENSATION SURVEY

The Aviation Compensation Survey is an authoritative source for the North American private aviation industry. Organizations receive comprehensive data for broad areas of interest across corporate departments.

SURVEY FEATURES

- Wide range of compensation data cuts based on region, years of experience, aircraft make and the number of aviation operations FTEs
- Extensive organizational and policy section that covers salary increases, salary structures, turnover rates, hiring and retention bonus practices, long-term and short-term incentive plans, and work schedules

2022 SURVEY BY THE NUMBERS

Positions	23
Participants	102
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: February 3, 2023

Submission deadline: March 31, 2023

AMERICA'S BLOOD CENTERS COMPENSATION SURVEY

This survey covers 32 directors, management and exempt positions as well as 35 staff positions commonly found in blood center organizations. In addition, America's Blood Centers Compensation Survey examines benefits plan design and policy data. Results provide a strategic overview of the market and essential data that helps position organizations to compete effectively for talent.

SURVEY FEATURES

- Broad coverage of positions from staff to director
- Strategic insights into benefits design and related HR policies

2022 SURVEY BY THE NUMBERS

Positions	67
Participants	40
Incumbents	13,799
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: February 23, 2023

Submission deadline: March 31, 2023

HEALTH SYSTEM AND HOSPITAL MANAGEMENT SURVEY

Now in its 43rd year, the Health System and Hospital Management Survey is an authoritative source for US healthcare executive and management data, specifically focused on organizations in the Northeast region. A total of 80 executive and management positions are covered.

SURVEY FEATURES

- Emphasis on New England and Mid-Atlantic states
- Management trend lines plus tabular reporting
- Data sorted by size and region

2022 SURVEY BY THE NUMBERS

Positions	75
Participants	323
Incumbents	8,500+
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: February 9, 2023

Submission deadline: March 24, 2023

UPPER MIDWEST HEALTHCARE COMPENSATION SURVEY

The Upper Midwest Healthcare Compensation Survey focuses on Minnesota, North Dakota, South Dakota and Wisconsin. Data on leadership, physician and staff positions commonly found in healthcare organizations is included, as well as benefits plan design and policies. In addition to PDF and Excel results, participants also receive access to Gallagher's larger Midwest database. This online reporting tool contains Midwest state hospital association data covering all regional surveys from Arkansas to North Dakota, and can be used to create unlimited custom compensation reports.

SURVEY FEATURES

- Emphasis on Upper Midwestern states
- Data sorted by size, region and type of organization
- Online access to data from the whole Midwest included

2022 SURVEY BY THE NUMBERS

Positions	351
Participants	
Upper Midwest	175
Incumbents	100,562
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: January 9, 2023

Submission deadline: March 24, 2023

NEW ENGLAND MEDICAL OFFICE PRACTICE SURVEY

Now in its 25th year, the New England Medical Office Practice Survey has established not only a reputation for reliability, but also offers one of the largest data collections available on regional office practice compensation. Data includes actual pay, formal ranges, shift differentials and bonuses as well as job classifications for 37 clinical and administrative office practices.

SURVEY FEATURES

- Data cuts for 12 regions within New England
- Results by specialty (cardiology, internal medicine and more)
- Average pay increases and formal range adjustments for compensation practices
- Comparisons between hospital and medical office pay and benefits

2022 SURVEY BY THE NUMBERS

Positions	37
Participants	77 representing more than 850 practices
Incumbents	35,000+
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: July 6, 2023

Submission deadline: August 18, 2023

NEW ENGLAND/NORTHEAST HEALTHCARE COMPENSATION SURVEY

The New England/Northeast Healthcare Compensation Survey now covers the whole Northeast region, including more than 230 positions. Using data from 10 states, participants can create custom reports for their own peer group. This survey remains one of the largest and most flexible sources of Northeast healthcare data available.

SURVEY FEATURES

- Results presented by region, organization type, and organization size including both FTEs and operating expenses
- Online tool for creating unlimited custom cuts focused on individual organizations or specific demographic criteria

2022 SURVEY BY THE NUMBERS

Positions	234
Participants	158
Incumbents	225,468
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: January 25, 2023

Submission deadline: March 3, 2023

PHARMACY COMPENSATION SURVEY

The Pharmacy Compensation Survey examines compensation and policy practices for the pharmacy industry. Representing 32 positions and more than one-half million incumbents from both retail and healthcare settings, the survey offers a comprehensive industry view.

SURVEY FEATURES

- Multiple data cuts based on size, region and type of organization
- Hundreds of local data cuts
- Range of industry participants includes large national pharmacy chains, healthcare systems, in-store pharmacy departments and independent pharmacies

2022 SURVEY BY THE NUMBERS

Positions	32
Participants	463
Incumbents	264,635
Report formats	PDF, Excel, online tool for custom cuts

2023 Survey

Participation opens: March 8, 2023

Submission deadline: April 14, 2023

BENEFITS STRATEGY & BENCHMARKING SURVEY—CANADIAN EDITION

The annual Benefits Strategy & Benchmarking Survey explores the current and future state of employee benefits in Canada. Key topics include people and organizational strategy; employee wellbeing, communication and engagement; medical, pharmacy and dental benefits; absence management; and retirement. From broad insights to specific findings, employers gain a practical perspective on trends and best practices.

SURVEY FEATURES

- Findings broken out by organization size and ownership structure
- Core data highlights, tables with detailed results, and key takeaways included in each section

2022 SURVEY BY THE NUMBERS

Participants	454
Participant price	Complimentary
Report formats	PDF, Excel

2023 Survey

Participation opens: February 21, 2023

Submission deadline: May 5, 2023

ABOUT GALLAGHER

Better. It's something all companies strive for. Better outcomes from better performance. But how do you get there?

You start by building a better workplace. One that attracts, engages and retains top talent. What does that look like? It's a workplace where people feel they belong—where there's a sense of developing a career instead of punching a clock. And a culture of opportunity that draws new talent because it inspires employees to deliver their personal and professional best.

Gallagher Better WorksSM—a comprehensive approach to benefits, compensation, retirement, employee communication and workplace culture—aligns your human capital strategy with your overall business goals. It centers on the full spectrum of organizational wellbeing, strategically investing in your people's health, talent, financial security and career growth. And developing benefit and HR programs at the right cost structures to support a multigenerational workforce.

From evaluating the demographics of your workforce to surveying and analyzing competitor trends, Gallagher helps you gather new insights and apply best practices that promote productivity and growth. A data-driven focus allows you to continually improve. That's what it means to create a better workplace culture. It's about never being content to rest each time you reach your best. Your better is never finished.

As you develop and sustain this destination workplace culture, your people can thrive and perform at a higher level—optimizing your annual talent investment and mitigating organizational risk to maximize your profitability. Best of all, you gain a competitive advantage as a workplace that simply works better.

Arthur J. Gallagher & Co. (NYSE: AJG), an international insurance brokerage and risk management services firm, is headquartered in Rolling Meadows, Illinois; has operations in 49 countries; and offers client-service capabilities in more than 130 countries around the world through a network of correspondent brokers and consultants.

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