

# 2025

# HEALTHCARE COMPENSATION SURVEYS



PLAN | PARTICIPATE | PURCHASE  
Gallagher compensation surveys *for a better workplace*

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

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# DATE and PRICING SUMMARY

Please see **Page 14** for all purchasing and pricing options.

Bundle Packages	PARTICIPANTS	NON-PARTICIPANTS
<b>Mega Bundle</b> (Staff, Leadership, Nursing, IT)	\$3,900	<i>not available</i>
<b>Staff/Leader Bundle</b> (Staff, Leadership)	\$2,150	<i>not available</i>

SURVEY	KEY DATES		PRICING	
	Participation Opens	Publication Date	Participants	Non-Participants
National Healthcare Leadership Compensation	January 2	June 27	\$1,350	\$5,000
National Healthcare Staff Compensation	January 2	June 6	\$1,200	\$5,000
National Nursing Compensation	January 2	May 16	\$1,200	\$5,000
National Healthcare Information Technology Compensation	January 2	July 18	\$1,150	\$5,000
National Advanced Practice Provider Compensation	January 23	August 8	\$700	\$5,000
National Cancer Centers Compensation	January 2	August 8	\$300	<i>n/a</i>
National Behavioral Health Compensation	January 2	July 25	\$375	\$5,000
National Staff through Executive Benefits	January 2	June 20	\$250	<i>n/a</i>
Children's Hospitals Executive Compensation	January 2	July 11	No Charge*	<i>n/a</i>
Medical Director <i>and</i> Physician Executive	June 3	November 2025	No Charge*	\$4,500
Physician Compensation <i>and</i> Production	January 7	August 2025	No Charge*	\$4,500
Physician Call Pay	January 7	June 2025	No Charge*	\$4,500

\* PDF Only; Excel results available for purchase.

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# PARTICIPATION MADE EASY

Our data extraction template is available for <b>ALL PARTICIPANTS</b>	Download <b>THE DATA</b>
<p><b>From our online compensation survey gateway at <a href="https://surveys.ihstrategies.com">https://surveys.ihstrategies.com</a>, you can:</b></p> <ul style="list-style-type: none"><li>• View multiple user accounts for your organization</li><li>• Access and submit survey questionnaires</li><li>• The new single survey submission allows you to submit data for all national surveys simultaneously<ul style="list-style-type: none"><li>— <i>excludes</i> Physician, Medical Director, Call Pay, and APP surveys)</li></ul></li><li>• View survey participation status</li><li>• Access all of your purchased survey reports</li></ul>	<p><b>Download the survey data extraction template from your account at <a href="https://surveys.ihstrategies.com">https://surveys.ihstrategies.com</a>, then:</b></p> <ul style="list-style-type: none"><li>• Use the <b>TOTAL COMPENSATION SURVEY</b> instrument to submit data simultaneously for 8 surveys: Staff, Leadership, Nursing, IT, Behavioral Health, Cancer Centers, Children's, and Benefits</li><li>• Provider Surveys (Physician, Med Director, Call, and APP) each have a unique data collection instrument</li></ul> <p><b>Get on the fast track to submitting your data.</b> Ask a member of the compensation survey team how our data extraction template can work for you.</p>
To set up your account <b>CONTACT US</b>	
<p><b>ONLINE</b> <a href="http://AJG.com">AJG.com</a></p> <p><b>EMAIL</b> <a href="mailto:GallagherIntegrated.CompSurveysMN@ajg.com">GallagherIntegrated.CompSurveysMN@ajg.com</a></p>	<p><b>Receive ongoing compensation updates, sign up for our 2025 compensation surveys and preorder your copy of the results.</b> Our data extraction template simplifies the process, making it even easier to participate in all of our surveys.</p>
<p style="text-align: center;"><b>REMINDER</b></p> <p style="text-align: center;">Survey participants receive a discount on their survey results, and some results are only available to participants.</p>	

# National Healthcare Leadership Compensation Survey

3,300+

ORGANIZATIONS

475+

POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JUNE 27, 2025**

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 2024 Leadership Survey featured data from nearly 58,000 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 2024 Healthcare Total Compensation Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice data
- Specialized data cuts available for participants, including critical access hospitals, regional peer groups and more

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

## SURVEY RESULTS PRICING

### PDF and Excel

**Participant**                      **\$1,350**

**Non-participant**                **\$5,000**

### STAFF/LEADERSHIP BUNDLE PRICING

*includes National Healthcare Leadership + Staff Compensation Surveys*

**Participant**                      **\$2,150**

### MEGA BUNDLE PRICING

*includes Leadership, Staff, Nursing, and IT*

**Participant**                      **\$3,900**



# National Healthcare Staff Compensation Survey

**3,500+** ORGANIZATIONS  
**450+** POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JUNE 6, 2025**

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 35th 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 2024 survey featured data from over 2.7 million incumbents reported by 3,500+ organizations
- Data reported nationally and by region
- More than 450 benchmark positions
- Participants in our 2024 Healthcare Total Compensation Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice data
- Specialized data cuts available for participants including critical access hospitals, regional peer groups and more

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

## SURVEY RESULTS PRICING

### PDF and Excel

<b>Participant</b>	<b>\$1,200</b>
<b>Non-participant</b>	<b>\$5,000</b>

### STAFF/LEADERSHIP BUNDLE PRICING

*includes National Healthcare Leadership + Staff Compensation Surveys*

<b>Participant</b>	<b>\$2,150</b>
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### MEGA BUNDLE PRICING

*includes Leadership, Staff, Nursing, and IT*

<b>Participant</b>	<b>\$3,900</b>
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# National Nursing Compensation Survey

**3,200+** ORGANIZATIONS  
**200+** POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **MAY 16, 2025**

For updated participation dates,  
please see our website.

The National Nursing Compensation Survey is now in its 18<sup>th</sup> 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 2024 Healthcare Total Compensation Survey will be able to download a prepopulated survey with their previously submitted benefit and pay practice data
- Specialized data cuts available for participants, including regional peer groups, state cuts and more

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

## SURVEY RESULTS PRICING

### PDF and Excel

<b>Participant</b>	<b>\$1,200</b>
<b>Non-participant</b>	<b>\$5,000</b>

### MEGA BUNDLE PRICING

*includes Leadership, Staff, Nursing, and IT*

<b>Participant</b>	<b>\$3,900</b>
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# National Healthcare Information Technology Compensation Survey

1,700+  
ORGANIZATIONS

125+  
POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JULY 18, 2025**

For updated participation dates, please see our website.

This ninth 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 2024 survey featured data from more than 1,700 healthcare organizations
- 127 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

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

## SURVEY RESULTS PRICING

### PDF and Excel

<b>Participant</b>	<b>\$1,150</b>
<b>Non-participant</b>	<b>\$5,000</b>

### SURVEY RESULTS MEGA BUNDLE PRICING

*includes Leadership, Staff, Nursing, and IT*

<b>Participant</b>	<b>\$3,900</b>
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# National Advanced Practice Provider Compensation Survey

1,200+

ORGANIZATIONS

175+

POSITIONS

Participation Opens | **JANUARY 23, 2025**

Publication | **AUGUST 8, 2025**

For updated participation dates, please see our website.

Our APP 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 90 for nurse practitioners and more than 80 for physician assistants, as well as nurse midwives, CRNAs, clinical nurse specialists, audiologists, optometrists, pathologist's assistants, and psychologists.

## SURVEY FEATURES

- Features data from over 147,000 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

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

## SURVEY RESULTS PRICING

PDF and Excel

Participant	\$700
Non-participant	\$5,000



# National Cancer Centers Compensation Survey

90+

ORGANIZATIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **AUGUST 8, 2025**

For updated participation dates, please see our website.

This survey report, in its tenth 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 20 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

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

## SURVEY RESULTS PRICING

### PDF and Excel

<b>Participant</b>	<b>\$300</b>
<b>Non-participant</b>	<b>N/A</b>

*\*Organizations must provide data for their Cancer Center to receive the results.*



# National Behavioral Health Compensation Survey

170+  
POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JULY 25, 2025**

For updated participation dates, please see our website.

Our seventh 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

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

## SURVEY RESULTS PRICING

### PDF and Excel

<b>Participant</b>	<b>\$375</b>
<b>Non-participant</b>	<b>\$5,000</b>

*\*Organizations must provide data for their behavioral health positions to receive the results.*



# National Staff Through Executive Benefits Survey

330+

ORGANIZATIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JUNE 20, 2025**

For updated participation dates,  
please see our website.

Our comprehensive benefits survey covers benefit  
programs for all employees from staff to executives.

This survey contains valuable information in  
determining the **positioning of benefits relative to  
the market.**

## SURVEY FEATURES

- Comprehensive data on:
  - Medical, Dental, Vision plans
  - Short & Long-Term Disability
  - Life Insurance
  - Executive Benefit Allowances
  - Qualified & Non-Qualified Retirement
  - PTO/Vacation/Holidays
  - Perquisites & Business Expenses
  - Severance
- Backed by more than three decades of  
experience in design and review of benefit  
plans

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

## SURVEY RESULTS PRICING

PDF and Excel

<b>Participant</b>	<b>\$250</b>
<b>Non-participant</b>	<b>N/A</b>



# Children's Hospitals Compensation Survey

120+ POSITIONS

Participation Opens | **JANUARY 2, 2025**

Publication | **JULY 11, 2025**

For updated participation dates, please see our website.

Our 26<sup>th</sup> 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 50 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 120 executive- and director-level positions surveyed
- Comprehensive data on:
  - Salaries
  - Salary increases
  - Incentive opportunities
  - Incentive awards

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

## SURVEY RESULTS PRICING

Children's Leadership PDF	<b>Free</b>
Children's Leadership PDF <i>and</i> Excel	<b>\$300</b>
Children's Staff PDF <i>and</i> Excel	<b>\$300</b>
Non-participant	<b>N/A</b>

*\*Organizations must provide data for their Children's hospital to receive the results.*



# Medical Director *and* Physician Executive Survey

100+

MEDICAL  
DIRECTOR  
POSITIONS

10

GME  
POSITIONS

25+

PHYSICIAN  
EXECUTIVE  
POSITIONS

Participation Opens | **JUNE 3, 2025**

Publication | **NOVEMBER 2025**

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 5,300 medical directors, over 300 GME roles, and over 800 physician executive positions
- 2024 Survey contained data on 109 medical director positions, 10 GME positions, and 27 physician executives
- Information also provided on medical director contract administration and methodologies used to determine compensation

## SURVEY RESULTS PRICING

### PDF

<b>Participant</b>	<b>No Charge</b>
<b>Non-participant</b>	<b>N/A</b>

### PDF *and* Excel

<b>Participant</b>	<b>\$100</b>
<b>Non-participant</b>	<b>\$4,500</b>

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

160

SPECIALTIES

Participation Opens | **JANUARY 7, 2025**

Publication | **AUGUST 2025**

For updated participation dates, please see our website.

Our annual Physician Compensation and Production Survey provides valuable insight regarding **clinical & total cash compensation paid, productivity, and pay practices for employed physicians**, as well as **market trends in physician compensation**. The 2024 Physician Compensation and Production Survey additionally analyzed the impact of various Physician Fee Schedules, affordability, hours worked and more. Going forward, the 2025 survey will look at Physician Fee Schedule changes, G-Codes, economic affordability considerations and more.

## SURVEY FEATURES

- Data collected on more than 123,000 physicians from 1,633 individual sites of service
- Reported on 160 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

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

## SURVEY RESULTS PRICING

### PDF

<b>Participant</b>	<b>No Charge</b>
<b>Non-participant</b>	<b>N/A</b>

### PDF and Excel

<b>Participant</b>	<b>\$100</b>
<b>Non-participant</b>	<b>\$4,500</b>



# Physician Call Pay Survey

60+

SPECIALTIES

Participation Opens | **JANUARY 7, 2025**

Publication | **JUNE 2025**

For updated participation dates, please see our website.

Our 2024-2025 Physician Call Pay Survey provides valuable insight into **call coverage arrangements** as all areas of physician compensation have become more heavily scrutinized.

## SURVEY FEATURES

- 2023-2024 survey included call pay data from 61 specialties
- 2023-2024 survey had data from over 3,250 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
- 2023-2024 survey included data from 5 APP specialties
- New in the 2023-2024 survey, Gallagher included single and multi-hospital cuts of data

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

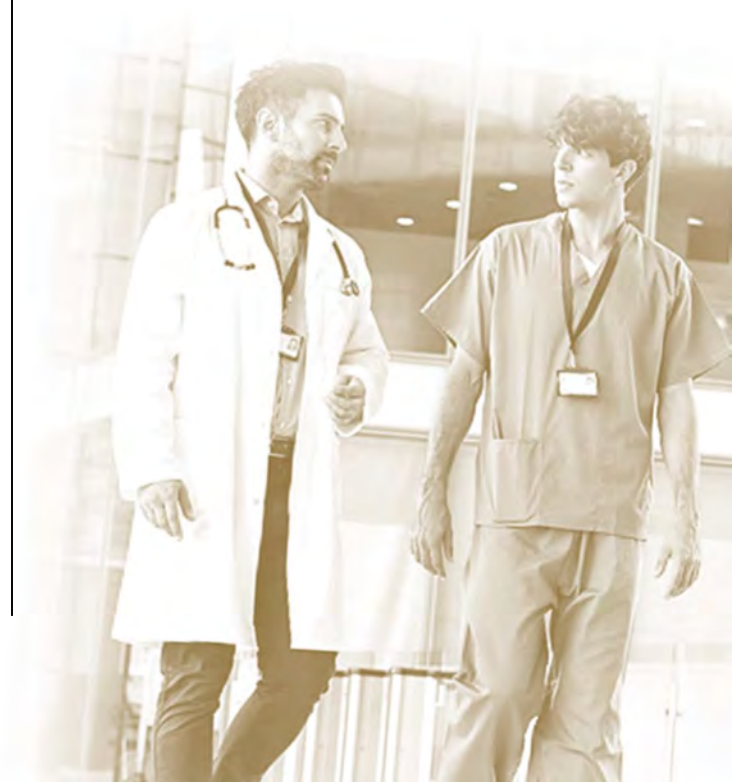
## SURVEY RESULTS PRICING

### PDF

<b>Participant</b>	<b>No Charge</b>
<b>Non-participant</b>	<b>N/A</b>

### PDF and Excel

<b>Participant</b>	<b>\$100</b>
<b>Non-participant</b>	<b>\$4,500</b>





## CUSTOM SURVEYS

# Data You Need for Decisions You Make

### Looking for data, or a certain cut of data, not available in our annual surveys?

Simply contact [GallagherIntegrated.CompSurveysMN@ajg.com](mailto:GallagherIntegrated.CompSurveysMN@ajg.com) 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



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



More than *four decades* of **dedicated healthcare** compensation experience



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

# Results Pricing

## NATIONAL HEALTHCARE LEADERSHIP COMPENSATION SURVEY

### PDF and Excel

Participant	\$1,350
Non-participant	\$5,000

### STAFF/LEADERSHIP BUNDLE *pricing*

*includes National Healthcare Leadership + Staff Compensation Surveys*

Participant	\$2,150
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### MEGA BUNDLE *pricing*

*includes Leadership, Staff, Nursing, and IT*

Participant	\$3,900
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## NATIONAL HEALTHCARE STAFF COMPENSATION SURVEY

### PDF and Excel

Participant	\$1,200
Non-participant	\$5,000

### STAFF/LEADERSHIP BUNDLE *pricing*

*includes National Healthcare Leadership + Staff Compensation Surveys*

Participant	\$2,150
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### MEGA BUNDLE *pricing*

*includes Leadership, Staff, Nursing, and IT*

Participant	\$3,900
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## NATIONAL NURSING COMPENSATION SURVEY

### PDF and Excel

Participant	\$1,200
Non-participant	\$5,000

### MEGA BUNDLE *pricing*

*includes Leadership, Staff, Nursing, and IT*

Participant	\$3,900
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## NATIONAL HEALTHCARE INFORMATION TECHNOLOGY COMPENSATION SURVEY

### PDF and Excel

Participant	\$1,150
Non-participant	\$5,000

### MEGA BUNDLE *pricing*

*includes Leadership, Staff, Nursing, and IT*

Participant	\$3,900
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## NATIONAL ADVANCED PRACTICE PROVIDER COMPENSATION SURVEY

### PDF and Excel

Participant	\$700
Non-participant	\$5,000

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## NATIONAL CANCER CENTERS COMPENSATION SURVEY

### PDF and Excel

Participant	\$300
Non-participant	n/a

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# Results Pricing (cont'd)

## NATIONAL BEHAVIORAL HEALTH COMPENSATION SURVEY

### PDF and Excel

Participant	\$375
Non-participant	\$5,000

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## NATIONAL STAFF THROUGH EXECUTIVE BENEFITS SURVEY

### PDF and Excel

Participant	\$250
Non-participant	n/a

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## CHILDREN'S HOSPITALS COMPENSATION SURVEY

Children's Leadership PDF	Free
Children's Leadership PDF and Excel	\$300
Children's Staff PDF and Excel	\$300

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## MEDICAL DIRECTOR and PHYSICIAN EXECUTIVE SURVEY

### PDF Only

Participant	No Charge
Non-participant	n/a

### PDF and Excel

Participant	\$100
Non-participant	\$4,500

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## PHYSICIAN COMPENSATION and PRODUCTION SURVEY

### PDF Only

Participant	No Charge
Non-participant	n/a

### PDF and Excel

Participant	\$100
Non-participant	\$4,500

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## PHYSICIAN CALL PAY SURVEY

### PDF Only

Participant	No Charge
Non-participant	n/a

### PDF and Excel

Participant	\$100
Non-participant	\$4,500