

Pearl Meyer

Hospitals and Health Systems Executive Compensation and Benefits Survey

The Hospitals and Health Systems Executive Compensation and Benefits Survey can help you attract and retain top talent.



Hospitals and Health Systems Executive Compensation and Benefits Survey

Pearl Meyer's Hospitals and Health Systems Executive Compensation and Benefits Survey provides you the depth of data you need to evaluate your top executive compensation and benefits practices for 31 executive positions.



Comprehensive

- + Approximately 1,000 Executives
- + Exclusive insight into Peer Compensation and Benefits Practices



Credible

- + 31 top executive positions
- + 124 Hospitals and Health Systems
- + Rigorous Quality Assurance Process



Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

The Hospitals and Health Systems Executive Compensation and Benefits Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by Net Patient Revenue, Full Time Equivalent Employees and Total Bed Count.
- + Understand if your organization's salaries and bonuses are competitive in relation to your peers.
- + Isolate key pieces of data based on your unique needs.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Base Salary and Total Cash
- + Short- and Long-Term Incentives
- + Paid Time Off
- + Total Cost of Benefits
- + Basic and Supplemental Life Insurance
- + Long Term Disability Insurance
- + Contract Plan information
- + Severance Plans

Chief Executive Officer - Single Hospital or System

Common titles include President, Administrator, Executive Director. Responsible for planning, directing, coordinating and controlling the overall operations of the organization and subsidiaries. Directs short and long-range functions including development of goals, objectives, strategic plans. Reports to a Board of Directors/Trustees.

Participant Reported Degree of Job Match				
Less Than	Close Match	More Than		
0.0%	98.0%	1.4%		

Total Net Patient Revenue

Chief Executive Officer - Single Hospital or System

Total NPR	Region	Count	Stat	Average	25th	50th	75th
< \$50M	ALL	11	Base Salary	\$331,424	\$254,981	\$299,000	\$395,727
			Total Cash	\$346,572	\$269,056	\$299,000	\$416,462
	Midwest	1	Base Salary	---	---	---	---
			Total Cash	---	---	---	---
	Northeast	2	Base Salary	---	---	---	---
			Total Cash	---	---	---	---

PTO Plan Information				
PTO Plan Type				
	Total Number Reporting	Single Pool of Days	Separate Vacation & Sick Days	Other
Chief Executive Officer - Single Hospital or System	40	58.3%	30.0%	11.7%
Chief Executive Officer - Hospital Within Multi-Hospital System	10	70.0%	10.0%	20.0%
Chief Operating Officer	32	59.4%	26.1%	12.5%
Chief Administrative Officer	19	47.4%	21.1%	31.0%
Chief Financial Executive	58	58.6%	22.4%	19.0%
Vice President of Finance	26	50.0%	19.2%	30.8%
Top Strategic Planning & Business Development Executive	16	56.3%	18.8%	25.0%
Top Marketing and Communications Executive	28	53.6%	35.7%	10.7%

Access to Detailed Data

124

Participating Institutions

31

Positions

1K+

Executives

Key Data Reported:

- + Base Salary and Total Cash
- + Short Term Incentives
- + Benefits Information

Job Positions

Chief Administration Officer
 Chief Executive Officer - Hospital Within Multi-Hospital System
 Chief Executive Officer - Single Hospital or System
 Chief Financial Executive
 Chief Operating Officer
 Corporate Compliance Officer
 Legal Counsel
 Top Ambulatory Executive
 Top Digital Executive
 Top Diversity, Equity & Inclusion Executive

Top Fund Development Executive
 Top Human Resources Executive
 Top Information Systems Executive
 Top Innovation Executive
 Top Integration Executive
 Top Marketing and Communication Executive
 Top Medical Affairs Executive (Physician Only)
 Top Nursing Services Executive
 Top Patient Care Services Executive
 Top Patient Experience Executive
 Top Physical Facilities Executive

Top Physician Services Executive
 Top Population Health Executive
 Top Professional Services Executive
 Top Public Relations Executive
 Top Quality and Risk Management Executive
 Top Revenue Cycle Executive
 Top Strategic Planning and Business Development Executive
 Top Supply Chain Executive
 Top Support Services Executive
 Vice President of Finance

Who Participates?

Join 124 institutions who rely on our in-depth data to make critical compensation decisions.

2025 List of Participants

Adirondack Health	Holzer Health System	Rumford Hospital
Androscoggin Valley Hospital	Huggins Hospital	Samaritan Health
Arbor Health Morton Hospital	Indiana Regional Medical Center	Saratoga Hospital
Armstrong County Memorial Hospital	Intermountain Healthcare	SGMC Health
Arnot Health	Johns Hopkins All Children's Hospital	Shenandoah Memorial Hospital
Auburn Community Hospital	Johns Hopkins Bayview Medical Center	Sheppard Pratt Health System
Austen Riggs Center	Johns Hopkins Health System	Sibley Memorial Hospital
Bacon County Hospital and Health System	Johns Hopkins Howard County Medical Center	Signature Healthcare
Bassett Healthcare Network	Knox Community Hospital	Snoqualmie Valley Hospital
Bath Community Hospital	Lawrence General Hospital System	South County Health
Berkshire Health Systems	Lewis County Health System	Speare Memorial Hospital
Berkshire Medical Center	Magnolia Regional Health Center	St. Mary's Healthcare – Amsterdam
Bon Secours Mercy Health	Marshall Health Network	St. Mary's Medical Center
Bridgton Hospital	Memorial Health System	Suburban Hospital
Bristol Health	Mohawk Valley Health System	The Guthrie Clinic
Cabell Huntington Hospital	Monadnock Community Hospital	The Johns Hopkins Hospital
Carthage Area Hospital	Mount Desert Island Hospital	TidalHealth
Cascade Medical Center	Mount Nittany Health	TidalHealth Nanticoke
Central Maine Healthcare	Mt. Ascutney Hospital and Health Center	Tift Regional Health System
Centralus Health	Nashville General Hospital	UC Health
Claxton-Hepburn Medical Center	Nathan Littauer Hospital & Nursing Home	UHS Chenango Memorial Hospital
Clifton-Fine Hospital	New London Hospital	Union General Hospital System
Colquitt Regional Medical Center	North Country HealthCare	Upper Connecticut Valley Hospital
Columbia Memorial Hospital - NY	OCH Regional Medical Center	Upstate University Hospital
Crisp Regional Hospital	Oneida Health	UVMHN Alice Hyde Medical Center
Crouse Health	Oswego Health	UVMHN Champlain Valley Physicians Hospital
Dartmouth Health	Page Memorial Hospital	UVMHN Elizabethtown Community Hospital
Deborah Heart & Lung Center	Pana Community Hospital	Valley Health
Ellis Medicine	Penn Highlands Brookville	Valley Regional Hospital
Evangelical Community Hospital	Penn Highlands Clearfield	Wallowa County Health Care District
Garnet Health	Penn Highlands Connellsville	War Memorial Hospital
George Regional Health System	Penn Highlands DuBois	Ward Memorial Hospital
Glens Falls Hospital	Penn Highlands Elk	Warren General Hospital
Grace Cottage Family Health & Hospital	Penn Highlands Healthcare	Warren Memorial Hospital
Grande Ronde Hospital	Penn Highlands Huntingdon	Wayne Memorial Hospital
Granville Health System	Penn Highlands Mon Valley	Weeks Medical Center
Gunnison Valley Health	Penn Highlands Tyrone	White River Health System
Hampshire Memorial Hospital	Punxsutawney Area Hospital	Winchester Medical Center
Harris Health	Putnam General Hospital	Witham Health Services
Heart of the Rockies Regional Medical Center	River Hospital	Wyoming County Community Health System
Heritage Valley Health System	Roane General Hospital	
Holyoke Medical Center, Inc.	Rome Memorial Hospital	



Cost-Effective

We offer an affordable solution to your survey data needs for a competitive price of just **\$995**.

Hospitals and Health Systems Executive Compensation and Benefits Survey Pricing

No Cost	Survey Submission
\$995	Participating Organizations
\$2,500	Non – Participating Organizations

Participating institutions receive over 60% off

Survey Dates

Data Effective Date: 1/1/2026

Submission Due Date: 3/13/2026

Survey Results Published: Week of 6/1/2026

Contact Us

To learn more about our Hospitals and Health Systems Executive Compensation and Benefits Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email:

survey@pearlmeyer.com or
benji.sheiffer@pearlmeyer.com

By phone:

ask for the survey group from our general number
508-460-9600 or call Benji Sheiffer at (508) 630-1503.

Dedicated Team of Account Managers



Rebecca Toman
Vice President,
Survey Business Unit



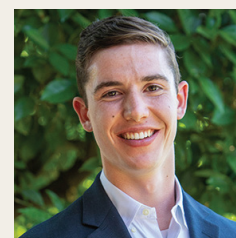
Nana Adu
Survey Account Manager



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Senior Survey
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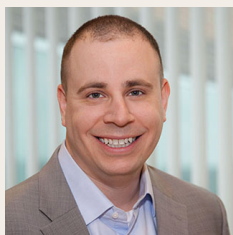
Jason Dionne
Associate Account
Manager



Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Survey Project Manager



Veronika Valcheva
Survey Account Manager

Why Pearl Meyer Surveys?

Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all hospitals/health systems, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

- + All data is reported in summary form only.
- + No data is reported for any job at any level where there are less than five institutions matching.

About Pearl Meyer

pearlmeyer.com 

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

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