

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 34 executive positions.



Comprehensive

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



Credible

- + 34 top executive positions
- + 118 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 Total Net Operating 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
- + Executive Benefit Programs
- + Contract Plan Information
- + Severance Plans
- + Policies and Practices

Results By Position

As Effective 01/01/2026	Number of Firms	Charters	CF MARR	20th %ile	50th %ile	75th %ile	Chief Executive Officer	Avg Amt (\$K)	Avg Total (\$K)	20th %ile (\$K)	50th %ile (\$K)	75th %ile (\$K)
Organizations	100	99%	\$18,527	\$100,000	\$128,144	\$194,200	62.0%	47.0%	\$109,344	\$269,914	\$622,053	\$1,079,734
Healthcare Type	29	100%	\$423,115	\$1,070,000	\$463,882	\$673,000	76.0%	37.0%	\$89,088	\$269,945	\$487,386	\$489,257
Top Hospital System	30	98%	\$108,473	\$299,750	\$451,013	\$626,272	90.0%	46.7%	\$62,568	\$137,672	\$306,000	\$487,915
Top Hospital System	31	100%	\$1,187,585	\$750,000	\$1,500,000	\$1,527,000	88.6%	41.9%	\$189,927	\$1,247,242	\$800,010	\$1,122,000
Healthcare Type	41	99%	\$92,706	\$303,019	\$400,000	\$463,882	73.2%	46.3%	\$41,807	\$412,077	\$421,425	\$428,144
< 200	22	100%	\$516,700	\$421,763	\$1,024,000	\$1,000,000	81.8%	59.1%	\$176,324	\$646,700	\$657,766	\$779,744
> 400	20	97%	\$796,779	\$663,138	\$823,000	\$936,750	100.0%	50.0%	\$163,539	\$878,748	\$707,819	\$925,510
Top Hospital System	17	100%	\$1,594,068	\$1,191,200	\$1,527,000	\$1,590,077	82.4%	29.4%	\$235,370	\$1,687,887	\$1,160,885	\$1,423,196

Policies and Practices

Contract Information	Number Providing Contract	Number Reporting Length	Contract Length 25th	Contract Length 50th	Contract Length 75th
Chief Executive Officer	30	20	2.0	3.0	5.0
Chief Operating Officer	7	5		2.0	
Chief Administration Officer	3	2			
Chief Financial Executive	13	9	2.0	3.0	3.0

Access to Detailed Data

118

Participating Institutions

34

Positions

1K+

Executives

Key Data Reported:

- + Base Salary and Total Cash
- + Short- and Long-Term Incentives
- + Contract Plan Information
- + Executive Benefit Programs

Job Positions

Chief Administration Officer
Chief Executive Officer
Chief Financial Executive
Chief Operating Officer
Corporate Compliance Officer
Legal Counsel
Top Ambulatory Executive
Top Clinical Transformation Executive
Top Consumer Experience & Engagement Executive
Top Digital Executive
Top Diversity, Equity & Inclusion Executive

Top Enterprise Data & Analytics 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
Top System Strategy & Transformation Executive
Vice President of Finance

Who Participates?

Join 118 institutions who rely on our in-depth data to make critical compensation decisions.

2026 List of Participants

Adirondack Health	Johns Hopkins Health System	Snoqualmie Valley Hospital
Albany Medical Center Health System	Johns Hopkins Howard County Medical Center	South County Health
Arbor Health Morton Hospital	Knox Community Hospital	Southwell Medical Center
Armstrong County Memorial Hospital	Madison Health	Speare Memorial Hospital
Atlantic Health System	Marshall Health Network	St. Anthony Regional Hospital
Auburn Community Hospital	Memorial Health System	St. Mary's Healthcare Amsterdam
Bacon County Hospital and Health System	Merrimack Health	St. Mary's Medical Center
Bassett Healthcare Network	Mohawk Valley Health System	Suburban Hospital
Berkshire Health Systems	Monadnock Community Hospital	The Guthrie Clinic
Berkshire Medical Center	Mount Desert Island Hospital	The Johns Hopkins Hospital
Bon Secours Mercy Health	Mount Nittany Health	TidalHealth
Bristol Health	Mt. Ascutney Hospital and Health Center	TidalHealth Atlantic
Cabell Huntington Hospital	Nathan Littauer Hospital & Nursing Home	TidalHealth Nanticoke
Cascade Medical Center	New London Hospital	Tift Regional Health System
Clifton-Fine Hospital	North Adams Regional Hospital	UHS Chenango Memorial Hospital
Coffee Regional Medical Center	Oneida Health	Union General Hospital System
Columbia Memorial Hospital -NY	Oswego Health	Upstate University Hospital
Crisp Regional Hospital	Page Memorial Hospital	UVMHN Alice Hyde Medical Center
Crouse Health	Pana Community Hospital	UVMHN Champlain Valley Physicians Hospital
Dartmouth Health	Penn Highlands Brookville	UVMHN Elizabethtown Community Hospital
Deborah Heart & Lung Center	Penn Highlands Clearfield	Valley Health
Ellis Medicine	Penn Highlands Connellsville	Valley Regional Hospital
Fairchild Medical Center	Penn Highlands DuBois	Veterans Health Administration
Fairview Hospital	Penn Highlands Elk	Wallowa County Health Care District
Garnet Health	Penn Highlands Healthcare	War Memorial Hospital
Garnet Health Medical Center	Penn Highlands Huntingdon	Ward Memorial Hospital
Garnet Health Medical Center Catskill	Penn Highlands Mon Valley	Warren General Hospital
George Regional Health System	Penn Highlands State College	Warren Memorial Hospital
Glens Falls Hospital	Penn Highlands Tyrone	Wayne Memorial Hospital
Grande Ronde Hospital	Pennsylvania Mountains Care Network	White River Health System
Granville Health System	Punxsutawney Area Hospital	Winchester Medical Center
Gunnison Valley Health	Putnam General Hospital	Witham Health Services
Hampshire Memorial Hospital	River Hospital	WVU Medicine
Harris Health	Rivers Health	Wyoming County Community Health System
Heart of the Rockies Regional Medical Center	Roane General Hospital	
Heritage Valley Health System	Rome Memorial Hospital	
Holyoke Medical Center, Inc.	Samaritan Health	
Holzer Health System	Saratoga Hospital	
Indiana Regional Medical Center	SGMC Health	
Intermountain Healthcare	Shenandoah Memorial Hospital	
Johns Hopkins All Children's Hospital	Sibley Memorial Hospital	
Johns Hopkins Bayview Medical Center	Skagit Regional Health	



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: 1/1/2027

Submission Due Date: 3/12/2027

Survey Results Published: Week of 5/31/2027

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@pearlmeyster.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 year 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@pearlmeyster.com or
benji.sheiffer@pearlmeyster.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



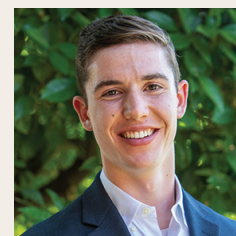
Nana Adu
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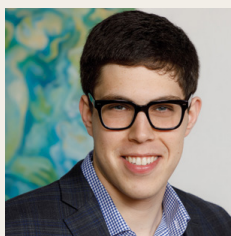
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Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Senior Survey Account
Manager



Rhonda Snyder
Survey Project Manager



Veronika Valcheva
Senior 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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