

**Multi-Facility
Corporate Compensation Report
Sample Pages**

**Extracted from the
2019-2020
36th Annual Edition**

Introduction

The 2019-2020 **Multi-Facility Corporate Compensation Report** is the 36th annual study of Corporate Executives in hospital/clinic systems, long-term care, and home health/hospice systems conducted by **Hospital & Healthcare Compensation Service (HCS)**. Information contained in this publication includes data from 108 participants nationwide. The effective date of all salary, total compensation, and benefits data is October 2019.

Participation in the study is voluntary. Electronic and printed questionnaires were sent to providers throughout the United States. The effective date of data is October 1, 2019. All fiscal data represents the most recent calendar year. All salary data represents base salary only, and does **not** include additional compensation from benefits, bonuses, or perquisites. To ensure individual participant confidentiality, no information is reported when the facility count equals less than five.

Statistical process control is used in all **HCS** surveys. **HCS** has been conducting salary and benefits studies since 1971. All data submitted goes through one of the industry's most rigorous proofing and validation processes. The process includes compiling data; screening data; answering questions arising from the initial screening process; preparing micro and macro-reports that provides review of each participant's data for comprehensive responses, as well as analyses of facility responses on similar positions. The result is a comprehensive database which **HCS** uses to prepare the final results, which ensures users will be confident of the decisions they make from the results of **HCS** surveys.

For matching purposes, brief job descriptions were included in the questionnaire participants completed. Job descriptions are at the end of the **Report** or may be accessed online at: www.hcsinc.com/job-descriptions.html.

Report Groupings

Data are grouped by multi-facility company type:

Hospital: Corporate structure over those that own/operate multiple hospitals and clinics.

Long Term Care: Corporate structure over those that own/operate multiple nursing homes, CCRCs, independent living, and assisted living/personal care communities.

Home Health: Corporate structure over those that own/operate multiple home health/hospice agencies, as well as larger revenue Visiting Nurse Services/Visiting Nurse Associations.

Gross Revenue: Includes all billable charges for services and products at the full billable rate, prior to taking discounts or allowances for expenses. Charity care is not included.

Revenue Categories: While field or line staff pay reflects variances by state, city, or metropolitan vs. rural area, top corporate executive compensation is determined by a healthcare system's revenue size. The revenue categories used are determined by the revenue data of participants. Additional revenue data cuts are included in the Summary.

Healthcare Type	Hospital	Long-Term Care	Home Health
Category A	< \$2 Billion	< \$50.0 MM	<\$40.0 MM
Category B	\$2 Billion+	\$50.0 MM - \$99.9 MM	\$40.0 MM - \$99.9 MM
Category C	--	\$100.0+ MM	\$100.0+ MM

Data by Company Type & Revenue Category

Hospital Data

Category	Avg. Revenue	Total # Hospitals	Total # Beds	# Participants
A < \$2 Billion	941,985,627	35	5,206	10
B ≥ \$2 Billion	4,948,261,574	338	34,922	11

Long Term Care Data

Category	Avg. Revenue	# Participants
A < \$50,000,000	30,525,314	20
B \$50,000,000 - \$99,999,999	73,634,565	17
C ≥ \$100 Million	1,097,067,542	16

Number of Nursing Homes (NH), Assisted Living Facilities (ALF), Continuing Care Retirement Communities (CCRC) and Independent Living Facilities (IL) by Revenue Category

Category	Total # Nursing Homes	Total # of Beds	Total # ALFs	Total # of Beds	Total # CCRCs	Total # of Beds	Total # ILs	Total # of Beds
A	43	3,841	43	2,177	13	2,831	38	3,884
B	56	6,841	72	5,746	34	6,802	27	2,500
C	715	76,404	713	42,779	116	31,819	76	10,922

Home Health Data

Category	Avg. Revenue	Total # Home Health/ Hospice Agencies	# Participants
A < \$40,000,000	30,102,742	120	18
B \$40,000,000 - \$99,999,999	61,206,160	42	9
C ≥ \$100 Million	735,673,996	577	7

Salary Data

Hospital

008 Top Legal Executive/General Counsel

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	234,430	286,110	314,205	309,915	368,600	383,257	60,918	21.82 %	740,051,932
Category B	338,998	392,491	435,011	448,314	530,556	548,606	142,588	31.55 %	4,948,261,574
Total	264,309	329,801	403,957	405,064	506,264	541,635	123,741	30.03 %	3,633,196,061

009 Chief Medical Officer

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	350,528	375,000	420,000	484,685	547,380	723,600	140,361	29.44 %	4,244,949,347
Total	324,907	352,102	400,005	434,183	455,915	667,514	119,542	28.33 %	3,188,856,367

010 Top Reimbursement Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	233,072	260,087	273,156	274,434	293,105	321,786	77,991	28.96 %	4,429,406,463
Total	164,058	181,501	265,000	244,330	280,800	310,868	67,310	27.34 %	3,679,538,360

011 Top Quality Assurance Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	126,514	154,000	174,000	189,832	177,133	261,067	17,657	6.76 %	613,836,519
Category B	166,806	213,451	237,401	237,059	259,662	306,724	51,468	22.05 %	4,187,065,514
Total	105,400	164,000	211,343	215,592	258,118	336,621	41,807	17.32 %	2,562,870,516

012 Top Clinical Operations Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	117,755	125,911	277,063	273,557	303,946	392,895	71,785	21.55 %	894,291,408
Category B	200,659	265,346	308,354	321,843	389,147	424,996	100,008	28.85 %	5,248,019,825
Total	125,451	205,005	279,125	299,120	356,491	445,441	89,745	26.27 %	3,199,206,452

013 Top Pharmacy Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	185,107	200,158	245,180	232,582	253,261	266,303	52,176	23.27 %	5,204,878,423
Total	163,527	175,848	200,190	211,671	249,186	258,234	45,265	21.30 %	3,702,707,338

014 Top Compliance Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	231,373	258,128	290,000	307,998	318,864	378,667	107,167	33.21 %	5,510,671,918
Total	143,400	217,641	245,900	262,026	298,816	327,850	86,822	30.05 %	3,810,865,738

A "--" indicates insufficient data for analysis

Total Compensation

Long Term Care

007 Top Sales & Marketing Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	68,324	73,097	102,003	109,776	126,850	165,700	31,912,873
Category B	120,000	128,802	153,840	154,034	166,306	184,114	71,342,893
Category C	143,400	180,000	227,500	245,095	301,884	354,555	998,406,206
Total	76,458	120,000	149,190	166,413	186,925	255,265	344,208,911

008 Top Legal Executive/General Counsel

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--
Category C	224,335	320,475	375,537	403,201	449,858	615,150	1,954,550,358
Total	224,668	318,253	371,074	393,763	399,811	607,575	1,746,715,852

009 Chief Medical Officer

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--
Category C	--	--	--	--	--	--	--
Total	238,888	310,375	351,090	309,801	355,137	360,071	1,012,342,397

010 Top Reimbursement Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--
Category C	148,234	161,496	175,900	185,749	213,800	246,049	1,004,725,266
Total	125,389	150,015	170,350	178,216	198,255	245,663	882,509,608

011 Top Quality Assurance Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	104,375	112,940	130,000	140,983	165,248	200,499	81,228,146
Category C	151,000	170,000	187,200	203,247	261,990	263,518	2,110,230,806
Total	111,602	130,000	139,140	162,957	197,171	237,397	799,795,036

012 Top Clinical Operations Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	95,153	107,400	120,000	122,155	128,952	147,951	30,975,802
Category B	118,333	129,709	210,311	190,681	233,784	243,029	78,430,963
Category C	165,520	186,000	212,160	257,948	331,568	395,157	1,467,616,079
Total	113,048	124,000	171,766	194,930	233,784	292,422	590,635,785

A "--" indicates insufficient data for analysis

V. Vision Insurance

Home Health

Does the Company offer Vision Insurance?

		Average Annual Premium (Employer + Employee)	Average % of Premium Paid by Company
Yes	94.1	\$94	48.63%
No	5.9		
Total Facilities	34		

Are Dependents covered?

			Average % of Premium Paid by Company
Yes	94.1		61.50%
No	5.9		
Total Facilities	34		

VI. Long-Term Care Insurance

Does the Company offer Long-Term Care Insurance?

Yes	21.2
No	78.8
Total Facilities	33

How is Long-Term Care Insurance paid?

Company pays	16.7
Employee pays	83.3
Share cost	
Total Facilities	6