

**Corporate Compensation (Multi-Facility)
Salary & Benefits Report
Sample Pages**

**Extracted from the
2021-2022
Annual Edition**

Multi Facility Corporate Compensation Report 2021 - 2022



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Introduction

The 2021-2022 **Multi-Facility Corporate Compensation Report** is the 38th 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 92 participants nationwide.

Participation in the study is voluntary. Electronic and printed questionnaires were sent to providers throughout the United States. The effective date of all salary, total compensation, and benefits data is October 1, 2021. 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 provide 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	< \$2.5 Billion	< \$50.0 MM	<\$40.0 MM
Category B	\$2.5 Billion+	\$50.0 MM - \$99.9 MM	\$40.0 MM - \$99.9 MM
Category C	--	\$100.0+ MM	\$100.0+ MM

Percentiles: Percentile salaries indicate the percentage of employees that earn less than the given salary and the percentage that earn more. Data reported are the 10th, 25th, 50th, 75th, and 90th percentiles. These are obtained by sorting the salary data in an array from lowest to highest and then calculating the percentiles. The array is tabulated by the number of facilities, not incumbents/employees. Reporting the array by facility will provide data from a wider spectrum as each participant’s data is evenly weighted and counted as one.

A salary of \$125,000 at the 25% percentile represents that 25% of salaries reported are less than \$125,000. The 50th percentile represents the middle of the data, with 50% lower and 50% higher than the number reported.

No information is reported when the count equals less than five. This assures confidentiality of data from individual participants.

Salaries: Salaries are reported exclusive of bonuses. Total compensation reflects the annual salary and bonus combined and does not include other cash compensation granted.

Salary Ranges: Formal salary ranges used to administer salary structures. These **do not** represent the minimum or maximum rates paid and are separate from the actual salary rates in other sections of the **Report**.

Fringe Benefits: Fringe benefits are reported nationally. Results represent only those companies that responded to the benefits section of the questionnaire.

Report Structure

Section I	Hospital – Salary Data by Revenue
Section II	Hospital – Total Compensation by Revenue
Section III	Hospital – Fringe Benefits Data
Section IV	Long-Term Care – Salary Data by Revenue
Section V	Long-Term Care – Total Compensation by Revenue
Section VI	Long-Term Care – Fringe Benefits Data
Section VII	Home Health/Hospice – Salary Data by Revenue
Section VIII	Home Health/Hospice – Total Compensation by Revenue
Section IX	Home Health/Hospice – Fringe Benefits Data
Section X	Appendix - Job Descriptions

Salary Data

Long-Term Care

007 Top Sales & Marketing Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	93,848	105,699	133,996	120,431	135,697	140,476	20,173	14.40 %	38,164,915
Category B	104,291	112,420	123,767	131,765	158,121	163,025	16,015	12.40 %	65,112,901
Category C	138,633	181,554	202,093	221,723	265,254	301,380	53,733	24.89 %	797,453,894
Total	107,498	123,767	153,000	171,250	200,343	267,789	38,162	21.17 %	398,279,619

008 Top Legal Executive/General Counsel

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--	--	--
Category C	212,181	240,000	257,275	367,767	425,000	622,261	84,504	28.30 %	1,751,629,244
Total	191,538	220,856	256,138	343,913	418,750	612,000	76,022	27.70 %	1,583,389,477

009 Chief Medical Officer

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--	--	--
Category C	352,554	370,664	376,765	401,615	406,005	463,103	44,253	11.95 %	1,411,960,250
Total	328,713	343,498	373,714	388,032	398,695	451,683	44,253	11.95 %	1,188,172,138

010 Top Reimbursement Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--	--	--
Category C	107,514	119,256	145,072	145,340	165,746	190,058	38,785	26.95 %	1,371,208,587
Total	108,835	117,128	145,072	144,434	165,728	187,133	38,785	26.95 %	1,133,193,402

011 Top Quality Assurance Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	--	--	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--	--	--
Category C	142,667	165,000	172,381	173,040	186,811	213,564	22,052	12.41 %	1,103,846,461
Total	113,335	136,875	170,681	162,882	176,860	213,202	18,539	11.49 %	894,472,431

012 Top Clinical Operations Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Bonus	Bonus %	Avg. Revenue
Category A	104,520	116,341	143,524	145,094	149,500	180,640	16,007	9.15 %	41,419,766
Category B	111,839	123,495	135,000	151,694	172,424	210,345	9,000	6.51 %	62,878,713
Category C	139,120	167,401	220,000	235,204	308,550	336,964	52,951	21.60 %	1,125,767,292
Total	109,138	126,748	167,401	189,602	221,650	310,080	38,756	18.04 %	557,084,182

A "--" indicates insufficient data for analysis

Total Compensation

Home Health/Hospice

007 Top Sales & Marketing Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	92,967	100,998	115,153	118,386	129,874	150,443	29,462,690
Category B	109,516	116,816	130,691	128,865	139,324	145,365	56,601,751
Category C	--	--	--	--	--	--	--
Total	99,668	108,984	127,049	149,827	148,552	204,019	138,727,450

009 Chief Medical Officer

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	178,485	235,501	247,749	255,559	268,578	318,240	29,933,029
Category B	221,632	229,528	259,626	281,110	319,987	351,331	55,483,581
Category C	--	--	--	--	--	--	--
Total	199,636	231,993	254,821	280,084	318,677	385,189	75,380,761

010 Top Reimbursement Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	91,020	92,040	92,332	98,788	96,390	109,784	29,503,060
Category B	91,511	93,000	95,679	108,479	116,699	131,847	62,373,952
Category C	--	--	--	--	--	--	--
Total	90,829	92,499	105,374	113,363	130,131	143,474	136,015,563

011 Top Quality Assurance Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--
Category C	--	--	--	--	--	--	--
Total	93,813	98,266	108,244	117,527	123,263	144,002	136,015,930

012 Top Clinical Operations Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	99,843	111,707	116,280	126,594	137,091	148,416	28,902,825
Category B	101,039	108,105	120,759	122,856	130,950	148,237	57,149,160
Category C	119,292	142,292	156,634	173,674	180,859	237,507	221,310,979
Total	97,025	110,792	121,875	135,748	146,308	173,689	77,194,728

054 Regional Rehabilitation Executive

	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	Avg. Revenue
Category A	--	--	--	--	--	--	--
Category B	--	--	--	--	--	--	--
Category C	--	--	--	--	--	--	--
Total	97,084	98,655	102,126	106,565	117,126	119,781	121,059,015

A “--” indicates insufficient data for analysis

V. Vision Insurance

Home Health/Hospice

Does the Company offer Vision Insurance?

		Average Annual Premium (Employer + Employee)	Average % of Premium Paid by Company
Yes	97.1	\$97	59.00%
No	2.9		
Total Facilities	35		

Are Dependents covered?

			Average % of Premium Paid by Company
Yes	97.1		--
No	2.9		
Total Facilities	35		

VI. Long-Term Care Insurance

Does the Company offer Long-Term Care Insurance?

Yes	31.4
No	68.6
Total Facilities	35

How is Long-Term Care Insurance paid?

Company pays	18.2
Employee pays	72.7
Share cost	9.1
Total Facilities	11