



New Study Shows 3.36% Salary Increase for LTC Corporate Execs in 2025

March 2026--The **2025-2026 Multi-Facility Corporate Compensation Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**, reported a salary increase of 3.36% in 2025 for long-term care (LTC) corporate executives. This represents a continued decrease from the 2024 salary increase rate of 3.52% and the 2023 increase of 3.69%. The Report covers corporate compensation of top executives with oversight of multiple nursing homes, CCRCs, independent living facilities, and assisted living/personal care communities, as well as single site providers whose total revenue is greater than \$20 million.

In a national comparison by revenue size, Top Financial Executive base salaries ranged from \$181,125 in organizations with revenue up to \$49.9 million; \$311,000 for those with revenue between \$50 million - \$199.9 million; and \$465,838 for those with revenue \$200+ million. Data reported reflect the national 50th percentile of salary.

Top Financial Executive total compensation ranged from \$200,842 for those with revenue up to \$49.9 million; \$358,618 for those with revenue between \$50 million - \$199.9 million; and \$575,587 for those with revenue \$200+ million. Data reported reflect the 50th percentile of national total compensation (base salary and bonus combined).

**Top Financial Executive
Long-Term Care**

National 50th Percentile by Revenue Size

Compensation Type	<\$50 MM	\$50 MM to \$199.9 MM	\$200 MM+
Salary	\$181,125	\$311,000	\$465,838
Total Compensation	\$200,842	\$358,618	\$575,587

Source: *2025-2026 HCS Corporate Compensation Report National Data*

In response to incentive metrics/goals used in determining bonuses, operating margin and quality metrics ranked as the top two criteria used, followed by mission and employee turnover.

The **2025-2026 Multi-Facility Corporate Compensation Report** contains data from 110 multi-facility companies. The results contain three studies in one Report and report salaries and total compensation separately for long-term care, hospital/health systems, and home health/hospice agencies. Data are reported nationally by individual healthcare type according to organization revenue size, as well as for all healthcare types combined for five national revenue categories. The Report also includes data on pay policies and corporate benefits.

The complete 90-page **Report** is available for \$675 from HCS. In addition to the PDF version, the results are available in Excel. To order go to www.hhcsinc.com or call (201) 405-0075.

With over 50 years' experience in national healthcare salary and benefits research, **Hospital & Healthcare Compensation Service** is recognized for its comprehensive, responsible and reliable ten specialized **Reports**. **HCS** provides *the* source for establishing and maintaining an effective compensation program. A must for any human resource team!

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