

# Employee Compensation Insights

The latest benchmarks from SullivanCotter's 2024 Health Care Staff Compensation Survey!

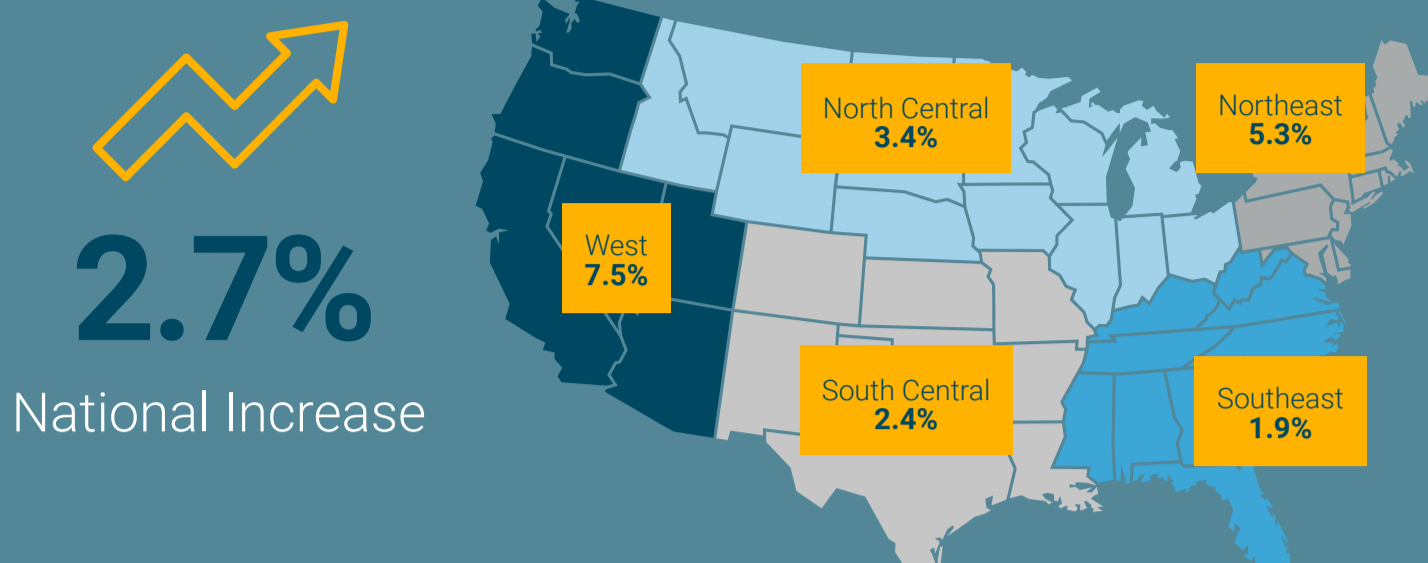


In response to an increasingly competitive marketplace for talent, health care organizations require data-driven insight into compensation and pay practices to effectively recruit, retain and engage key employees.

Dive deep into SullivanCotter's **2024 Health Care Staff Compensation Survey** – which features data from over 2,000 organizations on more than 2 million health system employees.

## Annual Compensation Increases

Median Percent Change in Hourly Base Rates (2023-2024)



## Salary and Promotional Increase Budgets



of health care organizations provided a salary increase in 2024



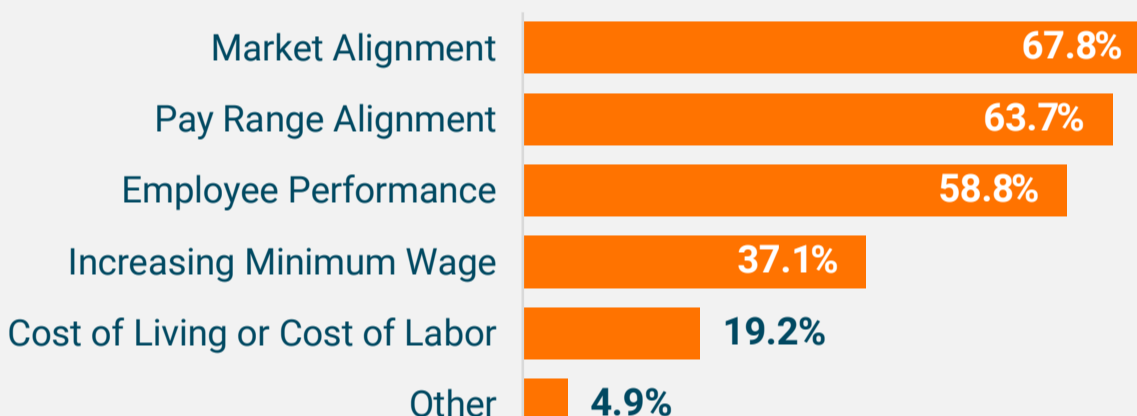
of these organizations provided salary increases that were calculated as a percentage of base pay

Average Base Increases as a Percent of Base Pay

Period	n	25 <sup>th</sup> %ile	Average	50 <sup>th</sup> %ile	75 <sup>th</sup> %ile	90 <sup>th</sup> %ile
2024	226	3.0%	3.5%	3.0%	4.0%	5.0%
Projected 2025	167	3.0%	3.3%	3.0%	4.0%	4.0%

The projected increase for 2025 remains constant at 3.0%

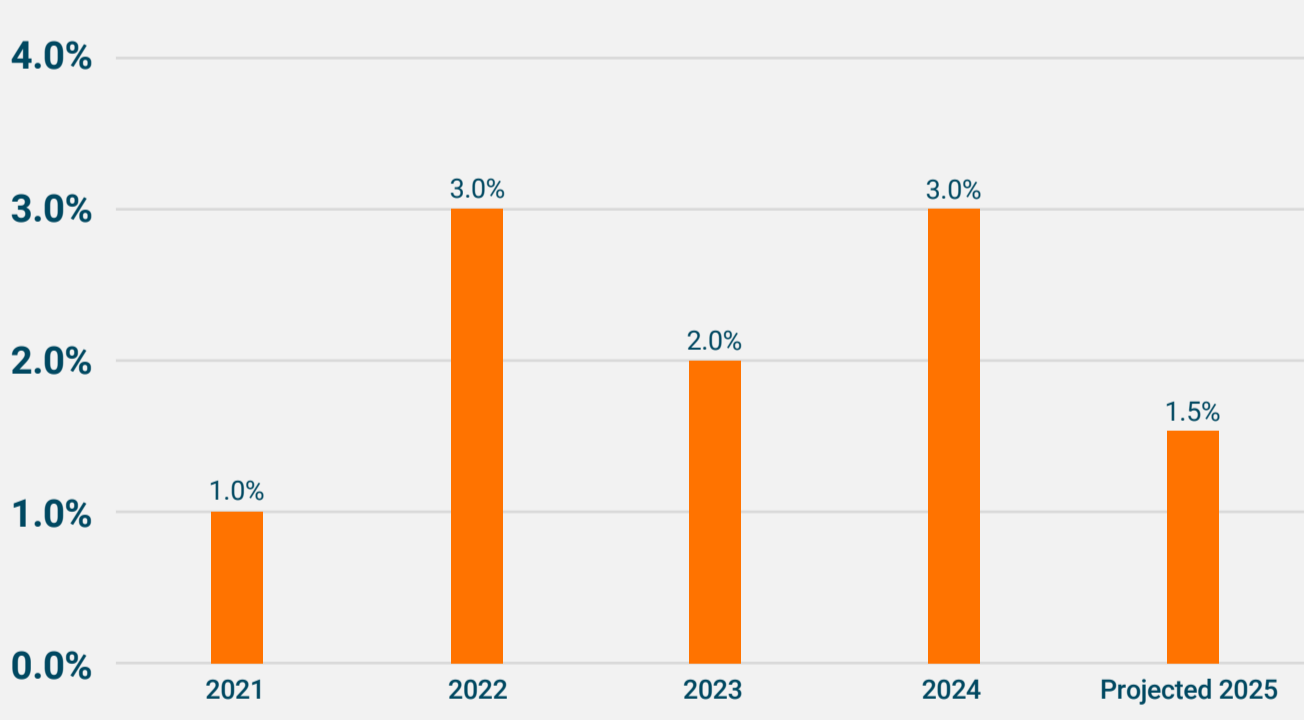
Elements Considered for Employee Increase Determination (n=245)



Increasingly, organizations are **considering performance** when determining salary increases

## Market Predictions for Salary Structure Increases

- The specialized nature of health care roles necessitates a compensation strategy distinct from other sectors. This is due to the critical patient care responsibilities and stringent regulatory frameworks that impact salary structures.
- Salary increase budgets appear to be flattening out from the highs experienced in 2022.

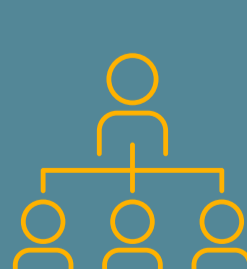
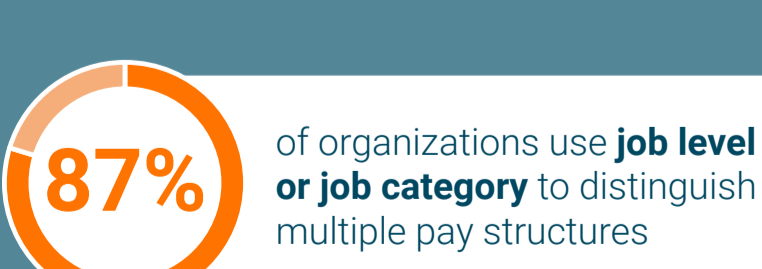
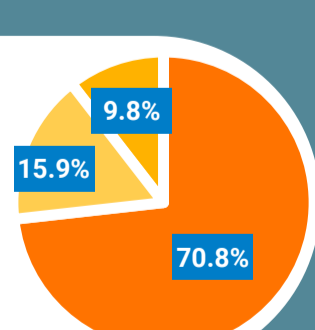


2024 Salary Structure Adjustments (n=158)

Adjustment %	5% or more	4%	3%	2%	1% or less
% of orgs	15.8%	10.1%	44.3%	24.7%	5.1%

Actions Used When Employees are at or Above Pay Range Maximum

- Provide a lump sum in lieu of a base pay increase
- Allow pay to exceed pay range maximums
- Do not adjust pay or provide a lump sum



**Equip your organization with the latest benchmarks!**



Developing robust and competitive strategies requires access to health care-specific survey data and benchmarks. General industry surveys fail to address the complexities of health care roles.

Source: SullivanCotter 2024 Health Care Staff Compensation Survey Report