

Trends & Highlights



Base Salary Increases

To determine how much base salaries increased from 2010 to 2011, we compared base salary levels reported in this year's survey to base salary levels reported in last year's survey by institutions that participated both years. We excluded data from institutions that participated in one year but not the other and included only data for executives who were reported to be in the same role in the same institution during both 2010 and 2011.

Using these criteria, base salaries for the top three positions (Chief Executive Officer, Chief Operating Officer and Chief Financial Executive) increased on average by 4.2% from 2010 to 2011. The average salary increases for the top three positions over the past three years are shown below. :

Average Salary Increases (Includes increases, decreases and freezes)			
	2008 to 2009	2009 to 2010	2010 to 2011
Chief Executive Officer	6.7%	4.1%	3.5%
Chief Operating Officer	7.9%	3.5%	4.2%
Chief Financial Executive	7.4%	4.0%	4.7%

Percentage of 0% Salary Increases 2010 to 2011

The data below shows the percentage of hospitals that reported no salary increase for their same incumbents:

No Salary Increase or Decrease		
	2009 to 2010	2010 to 2011
Chief Executive Officer	39.0%	42.0%
Chief Operating Officer	39.0%	32.3%
Chief Financial Officer	41.0%	32.7%

6.4% of participants reported a salary decrease for incumbents in these top three positions.

Variable Pay for Chief Executive Officers

The data below shows the variable pay opportunities for the Chief Executive Officer position over the past 3 years:

Variable Pay Opportunities - CEO			
	Percent Eligible	Percent of Eligible that Received Award	Average Award as Percent of Base Pay
2009	70%	73%	19%
2010	76%	68%	21%
2011	79%	67%	21%

Average SERP Contribution as a Percent of Base Pay for Chief Executive Officers

The data below shows the average Supplemental Executive Retirement Plan contributions as a percent of base pay for the Chief Executive Officer position over the past 3 years:

Average SERP Contribution for CEO (as a Percent of Base Pay)	
2009	17.9%
2010	18.4%
2011	19.3%