



Indiana Hospital Association

Compensation & Benefits Survey

We are pleased to partner with Gallagher Surveys for this year's IHA Compensation and Benefits Survey.

A fresh view into your facility's compensation and benefits gives you timely, data-driven insights for making competitive decisions in the year ahead.

We invite you to participate in this annual survey which is relied upon by health care organizations across Indiana. Our new platform will include several new enhancements that were not possible with our previous survey modules. Included in the survey are leadership and staff positions commonly found in health care organizations in Indiana, as well as benefit plan design and policy data.

Your Complimentary Copy of Survey Results

Upon completion of the survey, you will get access to local market health care compensation and benefits data, allowing you to stay current with the trends that are shaping today's changing compensation and benefits landscape.

IHA appreciates your investment of time and effort in this important project. Your organization's participation is critical to the success of this survey. **Please share this survey with the most appropriate staff person(s) for completion.**

Important Dates

Report Data Effective: **January 1, 2019**
Submission of Data: Due by **March 29**

Informational Webinar: Tuesday, March 5 @ noon ET
Call in: 888-450-5996, passcode 865478
Login: <http://ajg.adobeconnect.com/rpiftj6l59l/>

Participation is Easy

The core survey consists of two parts.

1. A preformatted spreadsheet to submit compensation data
2. An online questionnaire for policy and benefits data

Part 1 – Compensation Data

Download the spreadsheet used to submit your compensation data. Populate the spreadsheet with your organization's compensation data for each employee that matches a survey position. The survey form contains a link that will allow you to securely submit your completed compensation data form.

The Compensation Data Report will be released in May, providing data cuts in four categories based on reported scope measures and geographic location.

Data cuts will be provided for:

- All Participants (Indiana Statewide)
- Geographic Regions
- Revenue Groupings
- FTE Size Groupings

Part 2 – Benefits Questionnaire

Access the online policy/benefits questionnaire. After entering your organization's password (**will be emailed separately**), you will be asked various questions about your organizational policies and employee benefits.

The Benefits Report will be released in June, providing national data cuts based on:

- Organization type
- Geographic region
- FTE size

IHA member participants will also receive a separate data cut showing data for all Indiana statewide organizations, as well as an Indiana statewide data cut for health care organizations only.

All data reported by individual organizations will be kept strictly confidential. The survey fully complies with all Federal Trade Commission and Department of Justice guidelines on conducting salary surveys. Only aggregate data will be included in the final survey report.



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Questions?

Contact Anne Krieger (317) 423-7798
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The Broader Healthcare Marketplace

Comparing Indiana health care pay practices with those of other health care organizations in neighboring states and on a national level is an additional way of assessing your competitive position in the marketplace.

Gallagher's goal is to ease the burden on the compensation and benefit professionals charged with completing surveys by streamlining the participation process and having each organization simply complete one data submission that can be used for several survey reports.

Additional Survey Modules Available (fees apply)

National Survey Modules

By completing the core Indiana Compensation and Benefits Survey, your data will automatically be imported into our National Health Care database for both the Staff and Leadership Compensation Surveys. IHA participants will receive discounted pricing if they opt to access additional reports.

Compensation Reports

National Healthcare Leadership Compensation Survey (**\$850**, results in PDF & Excel)

National Healthcare Staff Compensation Survey (**\$675**, results in PDF & Excel)

National Healthcare Leadership & Staff Compensation Surveys (**\$1350** bundle, results in PDF & Excel)

Supplemental Policy/Benefits Reports

The National Leadership and Staff Healthcare Surveys both capture additional policy and benefit topics beyond those included in the Core Indiana survey. Additional input is required in order to receive the supplemental policy reports in your copy of the National surveys.

Your organization can simply complete Gallagher's National Leadership and Staff questionnaires instead of the core Indiana forms. Your survey data will be included in the core Indiana survey and your organization will receive a complimentary copy of the core Indiana Survey once finalized.

Survey instruments for the 2019 National Healthcare Leadership and Staff Compensation Surveys are now available from the Gallagher Integrated website at <https://surveys.ihstrategies.com>. If you already have a user account set up with Integrated Healthcare Strategies, simply log in and download both of these questionnaires at your convenience. The Indiana Hospital Association core survey collects data by individual incumbent so please choose the "extraction" version of the survey questionnaires when downloading.

If you do not currently have a user account with Integrated Healthcare Strategies, please contact GallagherIntegrated.CompSurveysMN@AJG.com with your organization name, contact name, contact title, and contact email address. Shortly thereafter, you will receive a separate invitation containing your individual user account information with instructions for downloading instruments from the survey site. Please be sure to choose the "extraction" version of the instruments when downloading.

Specialized Survey Modules

Gallagher conducts several specialty compensation surveys in addition to the core Indiana Compensation and Benefits Survey and the National Healthcare Leadership and Staff Compensation Surveys. The additional surveys delve into their specialty subject areas on a much more extensive level. They contain positions and data points that are not covered in the core surveys, therefore, additional input is required from those who are interested in purchasing these surveys.

National Healthcare Information Technology Compensation Survey

National Nursing Healthcare Compensation Survey

National Advanced Practice Clinician Compensation Survey

Physician Compensation and Production

Visit <https://www.gallagherhrcc.com/solutions/survey-data-analysis/compensation-surveys> for more information.