

2023 Health Care Staff Compensation Survey

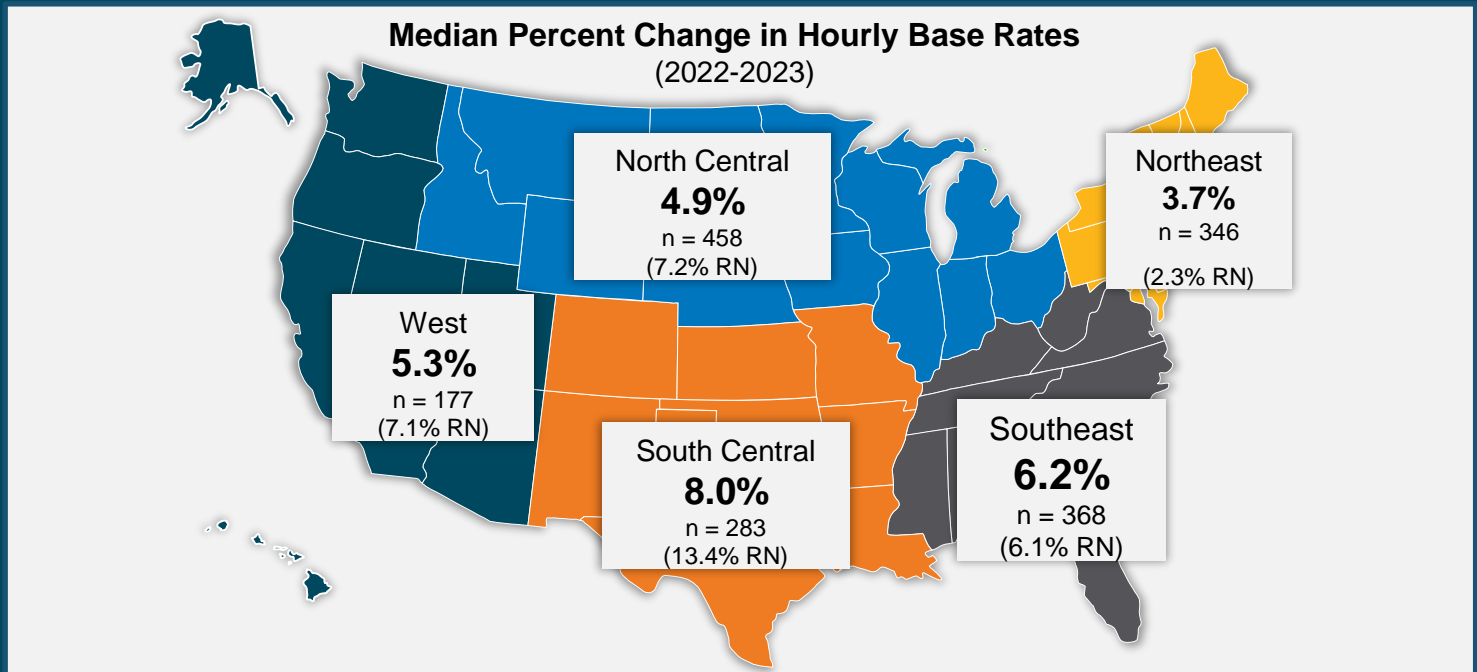


In response to an increasingly competitive marketplace for talent, health care organizations require data-driven insight into compensation and pay practices to effectively recruit, retain and engage key employees.

SullivanCotter's 2023 Health Care Staff Compensation Survey features data from over 1,630 participating organizations on more than 600 jobs and approximately 1.4 million individual employees.

Market Movement by Region

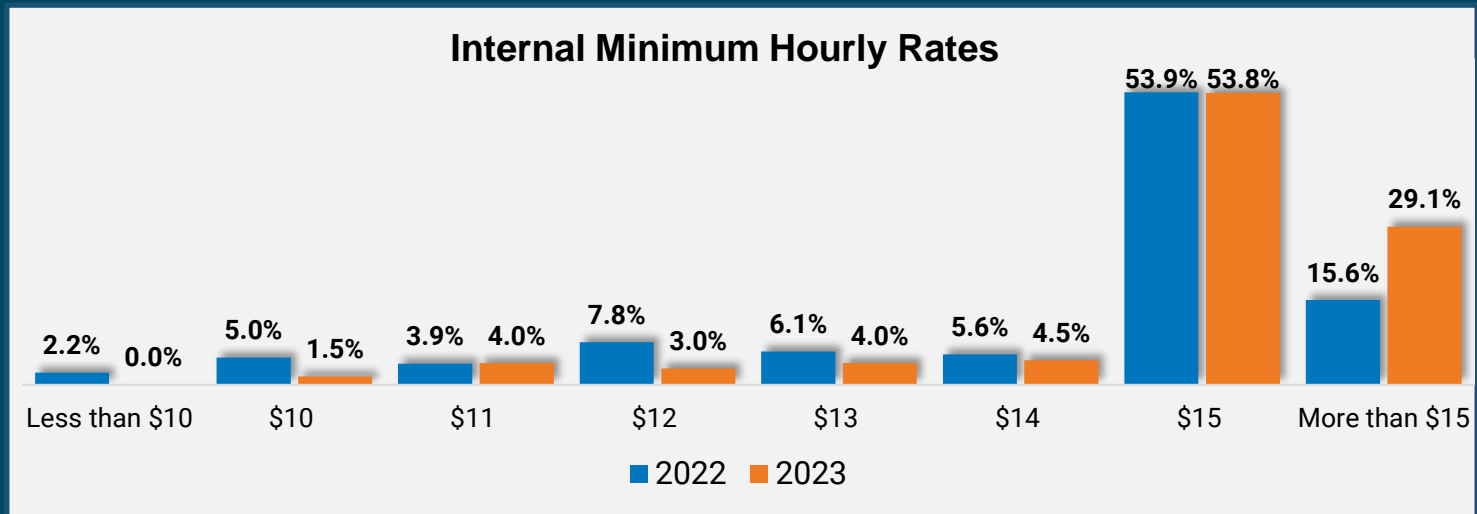
The national median percent change in base hourly rates for all jobs was 5.3% - up from 4.5% in 2022.



Please note: This data only reflects organizations that participated in both the 2022 and 2023 survey

Change in Internal Minimum Rates

90% of organizations have an internal minimum rate that is higher than the federal, state and local minimum wage.



Premium Pay

Highest and Lowest Median Rates

Most organizations recognize the need to pay premiums to **cover less desirable shifts** and **ensure full staffing**.



Type of Premium Pay	Clinical		Non-Clinical	
	Lowest Median Rate	Highest Median Rate	Lowest Median Rate	Highest Median Rate
On-Call	\$2.50	\$4.50	\$2.25	\$3.50
Weekday Evening	\$1.25	\$3.50	\$1.25	\$2.50
Weekday Night	\$1.70	\$6.00	\$1.60	\$3.50
Weekend Day	\$1.25	\$4.00	\$1.00	\$2.50
Weekend Evening	\$2.10	\$6.53	\$1.75	\$5.00
Weekend Night	\$2.50	\$8.25	\$2.10	\$5.00
Charge Pay	\$1.00	\$3.00	\$1.00	\$1.50

Job Level Pay Progression

Well-designed job levels are becoming more prevalent as a means for **advancement, recognition and retention**.



Surgical Technologist - Certified	
Job Level	Pay Progression
Lead	+11%
Senior	+12%
Intermediate	+12%
Entry	Starting Rate
Total Span: 35% for 4 levels	
Average: 12% per level	

Environmental Services Technician	
Job Level	Pay Progression
Lead	+6%
Senior	+4%
Intermediate	+6%
Entry	Starting Rate
Total Span: 16% for 4 levels	
Average: 5% per level	

Salary Budget Increases

Salary Budget Increase Projections for the Next Fiscal Year (2024)



Fixed
Median 3.0%

Merit
Median 3.0%

Market
Median 2.8%

Source: SullivanCotter 2022-2023 Health Care Staff Compensation Survey Report