



## 2008 New York City Healthcare Upper Management Total Pay Survey

### Purpose

Designed to help deal with heightened government and press scrutiny of executive compensation, this New York City-based survey provides an extremely broad range of timely and tailored information with unmatched convenience and affordability.

### Additional Information / Registration

[www.ultrasurveyxl.com/home/health\\_nyc](http://www.ultrasurveyxl.com/home/health_nyc) provides information and a form to register. Or contact Bob Lerner at (888)512-1200 or [rlerner@compfacts.com](mailto:rlerner@compfacts.com).

### Timing and Cost

An Excel workbook to collect participant data will be available February 11, 2008. Submitted data will be validated by CompFacts within three hours of submission, and validated data will need to be received by February 27, 2008. Participants' customized survey results will be provided February 29, 2008 at a cost of \$325.

### Survey Content

#### General Pay Topics

- salary policies/practices
- actual/target annual/long-term incentives (including stock options)
- eligibility/levels of non-qualified benefits
- key organization performance metrics

#### Job-specific Topics

- salary/salary range levels and headcounts
- actual/target annual/long-term incentive (including stock option) levels
- annual cash/total direct pay levels
- incentive plan eligibility

Note 1: Market statistics are distortion-free – i.e. computed without the participant's own data.

Note 2: Participants can submit partial data and (optionally) later expand their submissions and then receive updated survey results.

### Data Cuts

A broad range of data cuts (i.e. labor pools) of survey results allow participants to focus only on the most relevant competitive information, such as by:

- number of employees/beds and expenses
- locale, teaching and secular status
- organization structure/type ownership

Job-specific topics also include data cuts by:

- responsibility level/number subordinates/organization impact
- incentive eligibly/required education

### Survey Jobs

Over 50 jobs are now included (more are expected) covering the senior-most positions (e.g. CEO, COO and CFO), vice presidents (e.g. HR, administration, IS, planning, finance and public affairs), "top" positions (e.g. community care, marketing, medical and nursing), and many director positions.

### Custom Information

Participants receive an Excel workbook allowing tailored competitive analyses at the job, grade and overall pay structure level (as applicable). Custom information includes:

- own job titles (providing more convenient analyses that use of survey job titles)
- pay structure name/midpoint for quick and convenient filtering and aggregation of most-relevant data
- own pay levels/percent and absolute variation from
- normalized percent rank in market
- any selected market statistic (1<sup>st</sup> through 99<sup>th</sup> percentile) to supplement comprehensive array of standard statistics
- own midpoint's variation from market base salaries
- single mouse-click creation of composite data on matching jobs and data cuts