

EXECUTIVE BENEFITS IN HEALTH CARE ORGANIZATIONS

Greater scrutiny, greater need

Health care organizations are facing increased attention on executive reward packages from the media, state governments, Congress, and the Internal Revenue Service. As a result, it is important for organizations to continually assess compensation elements to ensure they support the attraction, retention, and motivation of executives in a responsible manner and without unnecessary risk. To better understand how benefits fit in the overall total rewards picture, Mercer is sponsoring a survey of executive & physician benefit and perquisite practices for health care organizations.

What are the objectives?

The findings from the survey will help organizations:

- Benchmark benefits
- Understand the value of benefit programs and their impact on total compensation
- Identify benefit features that are inconsistent with market practice

What's included:

The survey report will include information in the following four areas:

Retirement Benefits

- Prevalence of various types of plans including defined benefit, defined contribution, restoration, SERP, and voluntary deferral plans
- Target retirement benefit level for target benefit plans and median employer contributions for defined contribution plans
- The types of compensation typically recognized in nonqualified plans
- Typical vesting provisions

Health and Welfare Benefits

- Life insurance prevalence and level of coverage
- Short-term and long-term disability prevalence and level of coverage
- Medical and long-term care prevalence and common practices

Severance Benefits

- Executive & physician severance prevalence, practices, and level

Perquisite Practices

- Prevalence and annual dollar value of executive & physician perquisites

When is the survey taking place?

Data collection:
April – May 2016

Data cleanup and processing:
May – August 2016

Report released:
November 2016

What's in it for you?

Participating organizations will receive a complimentary PDF of the published report. This report includes current, reliable benefits information to assist you in attracting and retaining key talent. This information will enable you to effectively explain your plans to various constituents, including the Board, the IRS and the community. Through this survey, Mercer can help you understand how your organization's benefits stack up against similar organizations.

Participation

The published report will only be available to participants and there is no cost. Please go to <http://www.imercer.com/HealthCareExecutiveBenefitsSurvey> to complete the survey.

For questions please contact:

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