

Benefits of Salary Survey Participation

Participating in the annual Salary Survey provides your organization with stronger market data, better retention insights, and more accurate budgeting tools all based on real hospitals.

Why should you participate?

- ◆ Stronger Market Benchmarks: Your data helps create accurate healthcare specific salary ranges for critical clinical and non-clinical roles.
- ◆ Improved Recruitment & Retention: Access to current pay trends helps you stay competitive in a tight labor market.
- ◆ Better Budget Planning: Reliable compensation data supports annual increases, workforce planning, and board level decisions.
- ◆ More Reliable Results for Everyone: The more hospitals that participate the stronger and more beneficial the data becomes.
- ◆ Full access to Survey Results: Participating hospitals receive updated detailed salary data.

The survey is open to all hospitals within the state of Mississippi. You do not have to be a member of the Mississippi Hospital Association to participate. The cost for the survey is \$300 per facility per year.

Once you enroll in the salary survey you receive a link to the survey database. You will submit your information through the corresponding website. If you need assistance entering your information, let us help you. Do not let the lack of time or technical skills keep you from this very valuable information.

Wednesday September 30, 2026, we will close the survey and allow the collected data to be untouched for 90 days. Once the 90 days have been completed, all participants will receive the composite information and will have access to it anytime you wish.

Salary Survey Definitions

Job Descriptions

It is critical that you simply not match the job titles but carefully review the content of the job description found on the website to determine that the information supplied matches the job description for the specific job

Hourly Wage Data

All wage data is expected to be reported hourly for each individual employed in a job code. It does this by dividing the salary value by 2,080 (52 weeks * 40 hours/week). For example, if an individual makes \$50,000 annual salary take $550,000/2080 = \$24.03/\text{hour}$.

Formal Wage Range

Formally established minimum and maximum limits of pay for each job. Exclude step progressions (wage increases granted at fixed intervals based solely on length of service.)

- **Minimum**--The lowest rate that can be paid to an entry-level employee who fits in the job description.
- **Maximum**--The highest rate an employee can attain in the job described.

Formal Wage Rate

The individual hourly rate for each employee working in the job described.

Weighted Average

Determined by multiplying each rate of pay times the number of employees then summing those numbers and dividing it by the number of employees in that job code.

2 employees that make \$10.00 - \$20.00

5 employees that make \$15.00 - \$75.00

7 \$95.00

Take the sum of \$20.00 + \$75.00 - \$95.00 and divide by 7 employees - 13.57

July 2nd—Made in the USA Day

July 4th—Independence Day

July 30th—International Friendship Day

July 31st— National Avocado Day

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

Contact us at
601-368-3302 or
via email at
hr@saviosmart.com