

**Faculty Total Compensation Calculator
Survey Guide**

Service Line (hospital/ Clinic/ FQHC/ Public Health)

Compensation Survey / Calculator

Step 1: Complete the questions below and select your role(s), then continue.

Full Name *

John Smith

Email Address *

We will not share your email with anyone. It is simply for us to reach out to you, if needed.

Jsmith@email.org

Workforce Sector *

Indicate the workforce sector being reported (select one).

- Service / Clinical
- Academic / Faculty

Respondent Role for Service Sector *

Indicate the role of the respondent (select one).

- HR Leader
- CNO / Nursing Executive
- Finance / Compensation Analyst
- Other

Please select the individual completing this survey on behalf of the organization.

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Institution Profile Type (Service) *

Indicate institution type (select one).

- Hospital / Health System
- FQHC / Clinic
- Public Health Agency

Please select the institution type being reported.

Institution Profile Employer ZIP Code *

Please provide a 5-digit ZIP Code for your institution.

Institution Profile County Name *

Institution Profile Approximate Organization Size

Please estimate the number of staff in your organization.

Service Roles

Select all service roles employed. (Please note: all positions are assumed full-time).

- Staff RN
- Nurse Educator
- Nurse Manager
- Nurse Director
- APRN
- Public Health Nurse
- Other

Please select all the roles within your institution from the selected list.

For the purposes of understanding the annual total compensation all roles will be calculated as a 1.0 FTE regardless of how the organization hiring practices.

PLEASE NOTE: Before saving this information, ensure the choices above are accurate. You will not be able to change them later.

SAVE AND CONTINUE



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Step 1: Completed

These answers are locked because they determine the rest of the survey.

Full Name	Jane Smith
Email Address	jsmith@somemail.com
Workforce Sector	Service / Clinical
Role (Service / Clinical)	HR Leader
Employer ZIP Code	91367
Institution County	Los Angeles
Organization Size	3000

Step 2: Complete the remaining survey details below.

Roles to Benefits

Please answer questions specific to each role you chose in Step 1.

Please answer these questions, specific to the role below.

Role Name	Role Environment
<input type="text" value="Staff RN"/>	<input type="text" value="Service"/>

Full Time Clarification

Please clarify your definitions of FTE for this role.

FTE Clarification

Is this role .9 FTE or 1.0 FTE?

0.9 FTE
 1.0 FTE

Full Time Definition

Is "full time" .9 or 1.0 within your institution?

0.9
 1.0

Please select a role from the roles you previously identified.

With the understanding some institutions consider .9 FTE as Full time. What FTE is this role regularly hired into (0.9 or 1.0) and is this role normally a 0.9 or 1.0 FTE?

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Benefit Tier Assignment

- Tier A - Fully Benefited
- Tier B - Partially / Conditionally Benefited
- Tier C - No Benefits / Stipend Only

Choose a benefits tier as it pertains to the role you just selected

Tier A Benefits

Total Monthly Health Insurance Premium Family (of 3+)

Please provide a dollar value.

\$

Employer Contribution to Health Premium Percent

Please provide a percentage value.

%

Annual Deductible

Please provide a dollar value.

\$

Annual Out of Pocket Maximum

Please provide a dollar value.

\$

Employer Retirement Contribution Percent Salary

Please provide a percentage value.

%

Paid Vacation Days per Year

Please provide a number.

Paid Sick Days per Year

Please provide a number.

Paid Holidays per Year

Please provide a number.

Annual Tuition or Professional Development Support

Please provide a dollar value.

\$

For Tier A, B, & C Benefits, please choose the best available information and as close to the dollar and percentage amount as possible for calculator accuracy.

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For your convenience, you may copy your responses (excluding salary information) from the "Tenure / Tenure-Track Faculty" section to other roles you hold. To use this feature, select the additional roles that apply and click *Replicate*.

Important: If you have already entered information in any of the selected role sections, those entries will be replaced when you click *Replicate*. You can review and modify responses for each role after replication.

Note: To avoid duplicate submissions, please complete the survey once. If you're reporting on multiple roles, use the replication option rather than submitting separate entries.

RN Manager

RN Educator

REPLICATE

If the roles you selected have the exact same benefits you may choose to apply them to other roles. ex. your Staff RN have the same benefits as your RN Educator you can select the and have your information copied into the new role.

Union Represented

Is this institution represented by a union?

- Yes
- No

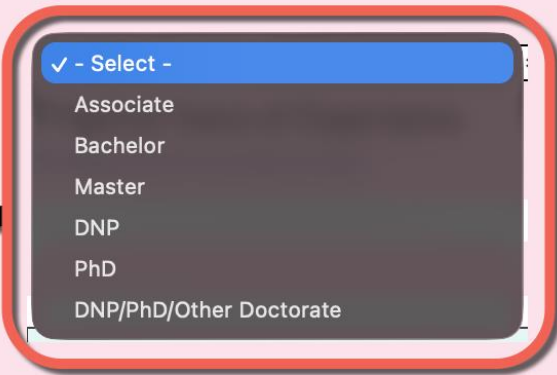
Minimum Degree Required

Please indicate the minimum degree required.

- Select -

Typical Years of Experience

Please provide a number of years.



A dropdown menu for the "Minimum Degree Required" question. The menu is open, showing a list of degree options: Associate, Bachelor, Master, DNP, PhD, and DNP/PhD/Other Doctorate. The top of the menu is highlighted in blue with a checkmark and the text "- Select -". An arrow points from the dropdown menu to the "- Select -" text in the question area.

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Service Compensation

Compensation Method

Please indicate the compensation method.

- Hourly
- Salary

Base Pay Entry (Min)

Please provide a dollar value.

\$

Base Pay Entry (Max)

Please provide a dollar value.

\$

Base Pay Mid (Min)

Please provide a dollar value.

\$

Base Pay Mid (Max)

Please provide a dollar value.

\$

Base Pay Senior (Min)

Please provide a dollar value.

\$

Base Pay Senior (Max)

Please provide a dollar value.

\$

Average Annual Overtime or Differential Pay

Please provide a dollar value.

\$

Please provide based on a full time FTE.
Entry level - New to academia
Mid level - 3-5 years of experience in role or specialty
Senior level - more than 5 years experience

Looking for an average annual overtime or differential for this role

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Typical Annual Pay Adjustment (%)

Please provide a percentage value.

Primary Adjustment Type

Please indicate the adjustment type.

Click **"SUBMIT SURVEY"**



NEXT...

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Once you have submitted the survey you should receive a confirmation page with some basic calculations from your entries. The role will be based on your selected roles at your institution.

Role:Staff RN		
Entry	Min Salary	\$90,799
	Benefits	\$40,244
	Total Compensation	\$131,043
	Max Salary	\$101,899
Middle	Min Salary	\$103,009
	Benefits	\$42,340
	Total Compensation	\$145,349
	Max Salary	\$112,999
Senior	Min Salary	\$114,109
	Benefits	\$44,246
	Total Compensation	\$158,355
	Max Salary	\$124,000

Role:Nurse Educator		
Entry	Min Salary	\$111,000
	Benefits	\$44,055
	Total Compensation	\$155,055
	Max Salary	\$122,100
Middle	Min Salary	\$123,210
	Benefits	\$46,151
	Total Compensation	\$169,361
	Max Salary	\$133,200
Senior	Min Salary	\$134,310
	Benefits	\$49,772
	Total Compensation	\$184,082
	Max Salary	\$144,300

Supplemental Pay not provided.

Role:RN Manager		
Entry	Min Salary	\$124,100
	Benefits	\$46,961
	Total Compensation	\$171,061
	Max Salary	\$158,055
Middle	Min Salary	\$125,210
	Benefits	\$47,151
	Total Compensation	\$172,361
	Max Salary	\$135,200
Senior	Min Salary	\$136,310
	Benefits	\$49,057
	Total Compensation	\$185,367
	Max Salary	\$151,850

Role:APRN		
Entry	Min Salary	\$233,571
	Benefits	\$35,143
	Total Compensation	\$268,714
	Max Salary	\$254,350
Middle	Min Salary	\$256,428
	Benefits	\$36,057
	Total Compensation	\$292,485
	Max Salary	\$295,909
Senior	Min Salary	\$297,987
	Benefits	\$37,719
	Total Compensation	\$335,706
	Max Salary	\$337,467

