



2026 HEC Survey Schedule

Annual Surveys					
Survey	Data Collection Information provided to members	Survey data Submittal Date	Effective Date for data submitted	FINAL Report Provided	Timeframe
Executive (Local/National)	January	2/6/2026	Feb 1st	May	Annual
Turnover & Sick Time Statistics	January	2/13/2026	Prior Calendar Year	April	Annual
Healthcare Pay Rate	February	3/13/2026	Feb 1st	May	Annual
Every 3 year Survey * Retirement Plans (DB & DC)	February	3/20/2026		June	Every 3 years
Hotel Industry	March	4/3/2026	March 1st	June	Annual
Law Firms	March	4/3/2026	March 1st	June	Annual
Financial & Banking Industry	April	5/8/2026	April 1st	July	Annual
Insurance Industry	May	5/29/2026	May 1st	August	Annual
IT (Local/National)	May	5/29/2026	May 1st	August	Annual
Professional, Admin & Management	May	6/5/2026	May 1st	August	Annual
Salary Adjustment	June	7/10/2026		September	Annual
Pay Rates	July	8/7/2026	July 1st	October	Annual
Social Service Providers	August	8/28/2026	Aug 1st	November	Annual
Credit Unions	August	8/28/2026	Aug 1st	November	Annual
HAS Faculty & Staff	August	8/28/2026	Aug 1st	November	Annual
GCA Survey	August	8/28/2026	Aug 1st	November	Annual
Business Trends (Local/National)	September	10/9/2026		December	Annual
Holiday Practices	October	10/16/2026		Nov News Digest	Annual

Every 3 years*					
Survey	Data Collection Information provided to members	Survey data Submittal Date	Effective Date for data submitted	FINAL Report Provided	Timeframe
Retirement Plans (DB & DC)	Feb 2026			June 2026	Every 3 years
Employee Benefits	2027			2027	Every 3 years
Human Resources Practices	2028			2028	Every 3 years