

2018 TSHHRAE Wage and Benefit Survey



Werling Associates, Inc. is proud to announce the publication of the annual **2018 Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) Wage and Benefit Survey**. This survey is part of a continuing effort to provide human resource-related consulting services and support to the Texas healthcare community. Please take a moment to review this brochure outlining highlights from the survey and contact us if you need additional information. You can also visit our website for further information about the survey. To purchase the survey, complete the enclosed order form and mail or fax it to Werling Associates, Inc.

SPONSORSHIP

Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) for sponsoring the survey.

TIMING OF SURVEY

Wage data is reported as of February 1, 2018 and published on May 29, 2018.

REPORT

The 2018 TSHHRAE Wage and Benefit Survey provides comprehensive information on 374 positions in the healthcare field. Surveys were sent to hospitals and other healthcare organizations throughout Texas. The report includes data from 54 organizations, encompassing 160 locations, and reporting data on 113,310 incumbents in the healthcare field. Please refer to the participant list for a complete list of the organizations by location included in this year's report.

The survey report provides the job number, job title, job description, and minimum education and/or certification for each position. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. In accordance with the Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participant's data is kept confidential.

METHOD OF DATA COLLECTION AND ANALYSIS

The survey data was gathered from questionnaires submitted by mail or e-mail. Participants were asked to report data where at least 80% of the duties described are performed by the incumbent(s).

DATA INTERPRETATION

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of seniority and experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

2018 TSHHRAE SURVEY PARTICIPANTS

Advanced Imaging	HCA - Heart Hospital of Austin	Methodist Center for Diagnostic Imaging - Independence
Adventist Health System - Central Texas Medical Center	HCA - Houston Northwest Medical Center	Methodist Center for Diagnostic Imaging - Legacy
Adventist Health System - Metroplex Adventist Hospital	HCA - Kingwood Medical Center	Methodist Center for Diagnostic Imaging - Mansfield
Adventist Health System - Texas Health Huguley Hospital Fort Worth South	HCA - Las Palmas Medical Center	Methodist Center for Diagnostic Imaging - McKinney
Allergy A.R.T.S. LLP	HCA - Mainland Medical Center	Methodist Center for Diagnostic Imaging - Richardson
Amarillo VA Health Care System	HCA - Medical City Alliance	Methodist Center for Diagnostic Imaging - Willowbend
Austin Outpatient Clinic	HCA - Medical City Arlington	Michael E. DeBakey VA Medical Center
Baptists Hospitals of Southeast Texas - Beaumont	HCA - Medical City Dallas	Midland Memorial Hospital
Bienvivir All-Inclusive Senior Health Services	HCA - Medical City Denton	Moore County Hospital District
Brownwood Regional Medical Center	HCA - Medical City Fort Worth	Northwest Texas Healthcare System, Inc.
BSA Health System	HCA - Medical City Frisco	Palestine Regional Medical Center
Central Texas Veterans Health Care System	HCA - Medical City Las Colinas	Paris Regional Medical Center
CHI St. Joseph Health	HCA - Medical City Lewisville	Parker County Hospital District
Christus Health System - Santa Rosa	HCA - Medical City McKinney	Parkland Health & Hospital System
Christus Health System - Southeast Texas	HCA - Medical City North Hills	Peterson Regional Medical Center
Christus Health System - SPOHN	HCA - Medical City Plano	Shannon Medical Center
Christus Health System - St. Michael's	HCA - Methodist & Methodist Children's Hospital	Shriners Hospitals for Children
Citizens Medical Center	HCA - Methodist Ambulatory Surgery Hospital	South Texas Behavioral Center
Cogdell Memorial Hospital	HCA - Methodist Boerne Emergency Center	South Texas Veterans Health Care System
CommuniCare Health Centers - Boerne	HCA - Methodist Specialty & Transplant Hospital	St. Mark's Medical Center
CommuniCare Health Centers - Kyle	HCA - Methodist Stone Oak Hospital	STHS ER at Mission
CommuniCare Health Centers - San Antonio	HCA - Methodist Texsan Hospital	STHS ER at Weslaco
CommuniCare Health Centers - San Marcos	HCA - Metropolitan Methodist Emergency Center at the Quarry	Tenet Healthcare - Baptist Medical Center
CommuniCare Health Centers - Wimberley	HCA - Metropolitan Methodist Hospital	Tenet Healthcare - Mission Trail Baptist Hospital
Connally Memorial Medical Center	HCA - Metropolitan Methodist Hospital S.	Tenet Healthcare - Nacogdoches Medical Ctr
ContinueCARE Hospital at Hendrick Medical Center	HCA - North Austin Medical Center	Tenet Healthcare - North Central Baptist Hospital
ContinueCARE Hospital at Midland Memorial	HCA - Northeast Methodist Hospital	Tenet Healthcare - Northeast Baptist Hospital
Covenant Health	HCA - Park Plaza Hospital	Tenet Healthcare - Providence Memorial Hospital
Cuero Regional Hospital	HCA - Pearland Medical Center	Tenet Healthcare - Resolute Health
Driscoll Children's Hospital	HCA - Rio Grande Regional Hospital	Tenet Healthcare - Sierra Medical Center
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Round Rock Medical Center	Tenet Healthcare - Sierra Providence East Medical Center
El Paso Children's Hospital	HCA - South Austin Medical Center	Tenet Healthcare - St. Luke's Baptist Hospital
El Paso VA Health Care System	HCA - St. David's Georgetown Hospital	Tenet Healthcare - Transmountain Hospital
Gonzales Healthcare Systems	HCA - St. David's Medical Center	Tenet Healthcare - Valley Baptist Harlingen
Guadalupe Regional Medical Center	HCA - St. David's Surgical Hospital	Tenet Healthcare - Valley Baptist Hospital Brownsville
Gulf Bend Center	HCA - Texas Orthopedic Hospital	Texas Children's Hospital
HCA - Bayshore Medical Center	HCA - Tomball Regional Medical Center	Texas Health Alliance
HCA - Clear Lake Regional Medical Center	HCA - Valley Regional Medical Center	Texas Health Arlington Memorial Hospital
HCA - Conroe Regional Medical Center	HCA - West Houston Medical Center	Texas Health Azle
HCA - Corpus Christi Medical Center	HCA - Woman's Hospital of Texas	Texas Health Cleburne
HCA - Cypress Fairbanks Medical Center Hospital	Health Texas Medical Group	Texas Health Harris Methodist Hospital - Fort Worth
HCA - Del Sol Medical Center	Hendrick Health System	
HCA - Green Oaks Hospital	Longview Regional Medical Center	
	Matagorda County Hospital District	
	McAllen Heart Hospital	
	McAllen Medical Center	
	Medical Center Hospital	

Texas Health Harris Methodist Hospital - Hurst - Euless - Bedford
 Texas Health Harris Methodist Hospital - Stephenville
 Texas Health Harris Methodist Southwest - Fort Worth
 Texas Health Presbyterian Hospital - Allen
 Texas Health Presbyterian Hospital - Dallas
 Texas Health Presbyterian Hospital - Kaufman
 Texas Health Presbyterian Hospital - Plano
 Texas Health Resources
 Texas Health Resources - Denton

Texas Health Specialty Hospital - Fort Worth
 Texas Heart Institute
 Texas Scottish Rite Hospital for Children
 Texoma Medical Center
 The Hospital at Westlake Medical Center
 The Medical Center of Southeast Texas - Beaumont Campus
 The Medical Center of Southeast Texas - Port Arthur Campus
 The University of Texas Health Science Center at San Antonio
 Tyler ContinueCARE Hospital
 United Regional Health Care System

University Health System
 UT Health East Texas (Tyler)
 UT Health Science Center Northeast
 UT Southwestern Medical Center
 Uvalde Memorial Hospital
 VA North Texas Health Care System
 VA Texas Valley Coastal Bend Health Care System
 Val Verde Regional Medical Center
 West Texas VA Health Care System
 Yoakum Community Hospital

SECTIONS AND NUMBER OF JOBS

Accounting/Finance (15)
 Administrative (25)
 Admitting (3)
 Ambulatory Surgery Center (4)
 Business Office (19)
 Executives/Directors (65)
 General Services/Maintenance (35)
 Human Resources (14)

Information Systems (16)
 Marketing (12)
 Medical Records (8)
 Patient Care - Cardiopulmonary (10)
 Patient Care - Clinical Management (6)
 Patient Care - Clinics/Home Health (10)
 Patient Care - Emergency (5)
 Patient Care - General Support (28)

Patient Care - Laboratory (14)
 Patient Care - Nursing (29)
 Patient Care - Pharmacy (6)
 Patient Care - Psychiatric/Mental Health (10)
 Patient Care - Radiology (16)
 Patient Care - Rehabilitation (13)
 Patient Care - Surgical (9)
 Practice Management (2)

SURVEY SAMPLE PAGE

Job #: 0300		Job Title: Administrative Assistant																	
Job Description:		Provides administrative support for mid-level managers to include: scheduling, tracking, and reporting information. Provides clerical support to include typing, answering calls, and opening mail.																	
Education:		High School Diploma																	
	No. of Orgs	No. of Empl	Hourly Base Wage						Hourly Total Cash Compensation						Pay Range		Hourly Shift Differential		
			Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg	10th %tile	25th %tile	Med	75th %tile	90th %tile	Avg Min	Avg Max	Evening	Night	Weekend
All Firms	51	1079	19.71	15.12	16.76	19.02	22.06	25.58	19.71	15.12	16.76	19.02	22.06	25.58	15.10	23.68	1.78	2.30	1.26
THA DISTRICT																			
District 1																			
District 2																			
District 3	8	47	18.22	13.07	15.80	17.99	20.81	24.36	18.22	13.07	15.80	17.99	20.81	24.36	14.30	21.11			
District 4 - Houston																			
District 5 - Dallas	5	17	21.02		18.72	19.49	22.65		21.02		18.72	19.49	22.65		13.55	22.36			
District - East Texas	6	81	17.15	13.71	15.11	16.43	19.38	20.68	17.15	13.71	15.11	16.43	19.38	20.68	13.23	20.76			
District 6																			
District 7																			
District 8	11	178	18.73	15.31	16.49	18.30	20.97	22.50	18.73	15.31	16.49	18.30	20.97	22.50	14.43	21.75			
GROSS REVENUE																			
<25 Million	7	16	18.50		15.50	17.08	22.84		18.50		15.50	17.08	22.84		13.82	21.57			
25-150 Million	7	28	18.81	12.91	14.85	18.22	20.75	27.20	18.81	12.91	14.85	18.22	20.75	27.20	13.08	19.89			
150 Million or more	26	674	19.49	15.08	16.35	18.51	21.66	26.14	19.49	15.08	16.35	18.54	21.66	26.14	15.01	23.91	1.83	2.37	1.26
LICENSED BED SIZE																			
Critical Access																			
Less than 75 Beds	5	16	18.22		15.56	17.61	20.34		18.22		15.56	17.61	20.34						
76-250 Beds	10	41	18.64	14.01	15.88	17.99	20.56	24.79	18.64	14.01	15.88	17.99	20.56	24.79	14.00	21.96			
251 or more Beds	16	395	20.86	15.48	17.26	20.23	22.92	27.97	20.87	15.48	17.26	20.23	22.92	27.98	16.08	25.39		2.41	1.27
COMMUNITY POPULATION																			
50,000 or less	14	36	17.47	13.87	14.91	17.00	19.18	21.15	17.47	13.87	14.91	17.00	19.18	21.15	13.07	19.54			
50,001 to 100,000	5	16	16.66		13.32	16.59	18.51		16.66		13.32	16.59	18.51		13.11	21.10			
100,001 to 200,000	7	91	16.82	14.07	15.00	16.12	18.50	20.71	16.83	14.07	15.00	16.12	18.54	20.76	13.13	20.56			
200,001 or more	16	636	19.64	15.12	16.46	18.56	21.95	26.24	19.64	15.12	16.46	18.56	21.95	26.24	14.95	23.86			
OWNERSHIP																			
Government	6	20	15.62	12.37	13.44	15.16	17.01	18.05	15.62	12.37	13.44	15.16	17.01	18.05	11.17	17.48			
Investor Owned	17	188	18.95	14.88	16.34	18.46	20.57	23.70	18.95	14.88	16.34	18.46	20.57	23.70	14.08	20.85			
Not-for-Profit	26	623	21.00	15.70	18.00	20.72	23.36	26.52	21.01	15.70	18.00	20.76	23.36	26.52	16.24	25.55	1.83	2.37	1.18
Administrative		54														2018 TSHHRAE Wage and Benefit Survey			

