

# 2009 TSHHRAE Wage and Benefit Survey



## Published:

May 12, 2009

## This Year's Survey Includes:

Comprehensive wage data on over 360 jobs  
Participation from 125 organizations

## To Purchase:

Complete the order form located on the last page

## Visit Our Website at [www.werling.com](http://www.werling.com) for:

Listing of jobs reported in 2009  
Additional information

Werling Associates, Inc. is proud to announce the publication of the **2009 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 healthcare community. Please take a moment to review this brochure outlining highlights from the survey. Please contact us or visit our website for more information about the survey. To purchase the survey, complete the attached 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, 2009** and published on **May 12, 2009**.

## REPORT

The report provides the job title, job description, experience, minimum education or certification, exempt or nonexempt status and average sign-on bonus for each position. Wage information reported for base pay and total compensation includes the number of organizations reporting data, the total number of employees, the weighted average of the actual wages, minimum and maximum pay, the median, 25<sup>th</sup> and the 75<sup>th</sup> percentile of the actual wages, the weighted average pay range and the shift differential converted to hourly pay. In accordance with Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participants' data is kept confidential.

## METHOD OF DATA COLLECTION AND ANALYSIS

The survey data was gathered from questionnaires submitted by standard or electronic 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, experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

# 2009 TSHHRAE SURVEY PARTICIPANTS

Amarillo VA Health Care System  
Angleton Danbury Medical Center  
Atlanta Memorial Hospital  
Baylor Health Care System  
Brownwood Regional Medical Center  
Center for Healthcare Services  
CHRISTUS Hospital, St. Elizabeth and St. Mary  
CHRISTUS Spohn Health System  
Citizens Medical Center  
Coffee Memorial Blood Center  
Comanche County Medical Center  
Connally Memorial Medical Center  
Cook Children's Health Care System  
Covenant Health System  
Cuero Community Hospital  
Doctor's Hospital at Renaissance  
Driscoll Children's Hospital  
Dubuis Health System of Houston  
Dubuis Hospital of Beaumont  
Dubuis Hospital of Bryan  
Dubuis Hospital of Corpus Christi  
Dubuis Hospital of Houston  
Dubuis Hospital of Paris  
Dubuis Hospital of Port Arthur  
Dubuis Hospital of Texarkana – North  
Dubuis Hospital of Texarkana – South  
East Texas Medical Center  
Eastland Memorial Hospital District  
Edinburg Regional Medical Center  
Golden Plains Community Hospital  
Good Shepherd Medical Center  
Good Shepherd Medical Center – Marshall  
Guadalupe Regional Medical Center  
Hamilton Healthcare System  
Health and Human Services Agencies  
Hendrick Medical Center  
Hill Country Memorial Hospital  
Hillcrest Health System  
Hopkins County Memorial Hospital  
Hunt Regional Healthcare System  
Huntsville Memorial Hospital  
JPS Health Network  
Kindred Hospital – Corpus Christi  
Kindred Hospital – Dallas  
Kindred Hospital – Fort Worth  
Kindred Hospital –  
Fort Worth - Mansfield  
Kindred Hospital – Houston  
Kindred Hospital – Houston Bay Area  
Kindred Hospital – Houston Northwest  
Kindred Hospital – San Antonio  
Kindred Hospital – Tarrant County  
Arlington  
Kindred Hospital – Tarrant County  
Fort Worth SW  
Kindred Hospital – White Rock  
King's Daughters Hospital  
LifeCare Hospital of Dallas  
Lifecare Hospital of Fort Worth  
Lifecare Hospital of Plano  
Lifecare Hospitals of San Antonio  
Lifecare Hospitals of South Texas  
Longview Regional Medical Center  
Lubbock Heart Hospital  
Matagorda County Hospital District  
McAllen Heart Hospital  
McAllen Medical Center  
Medical Center Hospital  
Memorial Center Hospital  
Memorial Hermann Baptist Beaumont  
Hospital  
Memorial Hermann Baptist Orange  
Hospital  
Memorial Hermann Healthcare System  
Memorial Medical Center  
Meridell Achievement Center  
Methodist Healthcare System  
Midland Memorial Hospital  
Moore County Hospital District  
Northwest Texas Healthcare System  
Palestine Regional Medical Center  
Palo Pinto General Hospital  
Pampa Regional Medical Center  
Paris Regional Medical Center  
Pinnacle Partners in Medicine  
Reeves County Hospital District  
Regency Hospital of Fort Worth  
Regency Hospital of North Dallas  
Richardson Regional Medical Center  
Rio Grande Regional Hospital  
Rolling Plains Memorial Hospital  
Scenic Mountain Medical Center  
Seminole Hospital District  
Shannon Medical Center  
Shriners Hospital for Children  
South Texas Behavioral Health Center  
Southwest Mental Health Center  
St. Joseph Health System  
St. Luke's Episcopal Hospital  
Tenet Healthcare Corporation, Sierra  
Providence Health Network  
Texas Health Harris Methodist  
Texas Health Presbyterian  
Texas NeuroRehab Center  
Texas Scottish Rite Hospital for  
Children  
Texoma Medical Center  
TexSan Heart Hospital  
The Medical Center of Southeast Texas  
The START Center for Cancer Care  
The University of Texas Health Science  
Center at San Antonio  
Thomason Hospital  
Titus Regional Medical Center  
Tomball Regional Hospital  
Trinity Medical Center  
Trinity Mother Frances Hospitals and  
Clinics  
Tyler ContinueCare Hospital at Trinity  
Mother Frances Hospital  
Tyler County Hospital  
United Medical Centers  
United Regional Health Care System  
University Health System  
University of Texas Health Science  
Center at Tyler  
UT Medicine San Antonio  
UT Southwestern Medical Center  
Uvalde Memorial Hospital  
Val Verde Regional Medical Center  
Valley Regional Medical Center  
Victoria Warm Springs Hospital  
Wadley Regional Medical Center  
Warm Springs Rehabilitation Hospital of  
San Antonio  
Warm Springs Specialty Hospital at  
Luling  
Wilson N. Jones Medical Center  
Yoakum Community Hospital

# SECTIONS AND NUMBER OF JOBS SURVEYED

Accounting/Finance (20) Administrative Services (21) Admitting (2) Business Office (12) Executives/Directors (58) General Services/Maintenance (29) Human Resources (20) Information Services (23) Marketing (10) Medical Records (9) Patient Care – Cardiopulmonary (14) Patient Care – Clinical Management (8)	Patient Care – Clinical Support (19) Patient Care – Clinics/Home Health (11) Patient Care – Emergency (7) Patient Care – Laboratory (10) Patient Care – Nursing Services (38) Patient Care – Pharmacy (6) Patient Care – Psychiatric/Mental Health (9) Patient Care – Radiology (16) Patient Care – Rehabilitation (14) Patient Care – Surgical Services (7) Practice Management (2)
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## SURVEY SAMPLE PAGE

**Job #:** 0302    **Job Title:** Executive Assistant

Provides administrative support to the executives to include: scheduling, tracking, reporting information, and analyzing data. Provides clerical support to include: typing, answering calls, and opening mail. Maintains confidential files. Usually serves as assistant to the senior executives in the organization.

**Experience:** 5+ years  
**Education:** High School Diploma  
**Status:** Nonexempt  
**Average Sign-On Bonus:** \$0.00

	No. of Orgs	No. of Empl	Hourly Base Wage						Hourly Total Compensation						Pay Range		Hourly Shift Differential			
			Wtd Min	25th %tile	Wtd Avg	Median	75th %tile	Wtd Max	Wtd Min	25th %tile	Wtd Avg	Median	75th %tile	Wtd Max	Wtd Min	Wtd Max	Evening	Night	Weekend	
<b>ALL FIRMS</b>	62	284	20.00	20.00	23.72	22.05	24.88	27.46	20.02	20.00	23.74	22.23	24.88	27.48	18.04	28.46				
<b>THA DISTRICT</b>																				
District 1																				
District 2																				
District 3	5	7	23.29	18.65	23.70	24.04	27.29	24.46	23.29	18.65	23.70	24.04	27.29	24.46						
District 4	9	12	23.88	20.91	24.25	24.12	26.89	24.85	23.88	20.91	24.25	24.12	26.89	24.85	18.20	28.25				
District 5 - Dallas	9	39	21.94	22.41	25.40	25.64	27.58	28.07	21.94	22.41	25.40	25.64	27.58	28.07	18.50	29.82				
District 5 - East Texas	10	14	20.35	18.30	20.97	20.63	22.85	21.90	20.35	18.30	20.97	20.63	22.85	21.90	14.87	23.75				
District 6																				
District 7	6	7	23.27	20.59	23.47	21.73	30.33	23.67	23.27	20.59	23.47	21.73	30.33	23.67						
<b>Average</b>	<b>62</b>	<b>284</b>	<b>20.00</b>	<b>20.00</b>	<b>23.72</b>	<b>22.05</b>	<b>24.88</b>	<b>27.46</b>	<b>20.02</b>	<b>20.00</b>	<b>23.74</b>	<b>22.23</b>	<b>24.88</b>	<b>27.48</b>	<b>18.04</b>	<b>28.46</b>				
<b>PROFESSOR</b>																				
< \$5 Million	17	23	20.23	18.49	20.00	20.00	22.04	21.34	20.19	18.42	20.33	20.00	22.97	21.30	15.94	25.91				
\$5 - 100 Million	21	80	21.54	21.07	21.10	21.87	23.88	24.82	20.54	20.07	21.50	21.87	23.88	24.82	14.14	24.32				
> 100 Million or more	24	100	21.38	21.75	22.22	22.84	27.30	23.16	21.12	21.75	22.24	24.69	27.30	23.16	13.08	23.75				
<b>LICENSED NON-DOE</b>																				
Critical Access	5	7	18.97	14.90	18.19	18.21	21.68	19.51	18.91	14.90	18.23	18.21	21.68	19.51						
Least than 75 Beds	14	29	18.28	17.21	18.81	18.43	21.87	22.21	18.67	17.21	18.73	18.43	22.32	22.21	16.22	20.44				
75 - 200 Beds	19	29	21.67	20.15	22.19	21.82	24.45	23.21	21.37	20.15	22.19	21.82	24.45	23.21	15.77	24.43				
> 200 Beds or more	20	164	20.72	21.24	22.78	22.92	27.80	27.75	20.34	21.24	22.78	22.92	27.80	27.75	18.28	26.75				
<b>COMMUNITY POPULATION</b>																				
\$0.00 to 100k	12	50	18.81	18.18	20.50	20.52	22.05	21.56	18.91	18.18	20.53	20.52	22.95	21.54	15.40	24.40				
\$0.00 to 100,000	7	11	20.28	18.72	21.28	20.70	24.52	22.58	20.55	18.72	21.28	20.70	24.52	22.58	16.34	25.27				
100,001 to 200,000	5	9	23.11	18.00	24.32	24.50	33.28	25.80	20.29	18.00	24.43	24.50	33.28	25.80						
200,001 or more	24	137	20.67	20.00	24.35	23.78	27.62	27.74	20.84	20.00	24.35	23.78	27.62	27.74	16.00	20.39				
<b>OWNERSHIP</b>																				
Government	11	18	18.81	18.00	18.34	18.21	21.87	18.82	18.91	18.00	18.34	18.21	21.87	18.82	15.00	21.11				
Physician Owned	18	38	19.05	18.90	21.18	21.29	23.88	23.28	19.74	18.90	21.27	21.80	23.88	23.28	16.94	24.94				
Not for Profit	33	127	21.54	20.67	24.73	23.19	27.20	27.31	21.33	20.67	24.60	23.19	27.20	27.31	18.11	20.62				
<b>Administrative Salaries</b>	<b>0%</b>															<b>2006 TRENDS IN WAGES AND BENEFITS SURVEY</b>				

# 2009 TSHHRAE Wage and Benefit Survey Order Form

**Please e-mail, fax, or mail this form to:**



Werling Associates, Inc.  
 11845 IH-10 West, Suite 407  
 San Antonio, TX 78230  
 Phone: (210) 697-8232  
 Fax: (210) 697-8892  
 christy@werling.com



**Your hospital will be invoiced at the appropriate rate, plus sales tax, depending on TSHHRAE membership and survey participation status. Please include a copy of your Texas Sales Tax Exemption Certificate if applicable.**

Note: You must provide your TSHHRAE membership number to get the TSHHRAE discount.	
TSHHRAE #:	
Name:	
Title:	
Hospital:	
Address:	
City, State & Zip:	
Phone Number:	
E-mail Address:	

I am interested in participating next year. Yes/No

Please check the appropriate box when ordering the survey.

<input type="checkbox"/>	TSHHRAE Member - Survey Participant	\$375.00
<input type="checkbox"/>	TSHHRAE Member - Non Survey Participant	\$575.00
<input type="checkbox"/>	TSHHRAE Member - Per Job - Up to 20 jobs	\$25, plus \$15.00 per job
<input type="checkbox"/>	Non Member - Survey Participant	\$525.00
<input type="checkbox"/>	Non Member - Non Survey Participant	\$695.00
<input type="checkbox"/>	Non-Member - Per Job - Up to 20 jobs	\$30, plus \$20.00 per job

\*Plus sales tax if applicable.

Please only send me wage information on the following jobs (includes the benefit report).  
 Please indicate the job titles for up to 20 jobs.
