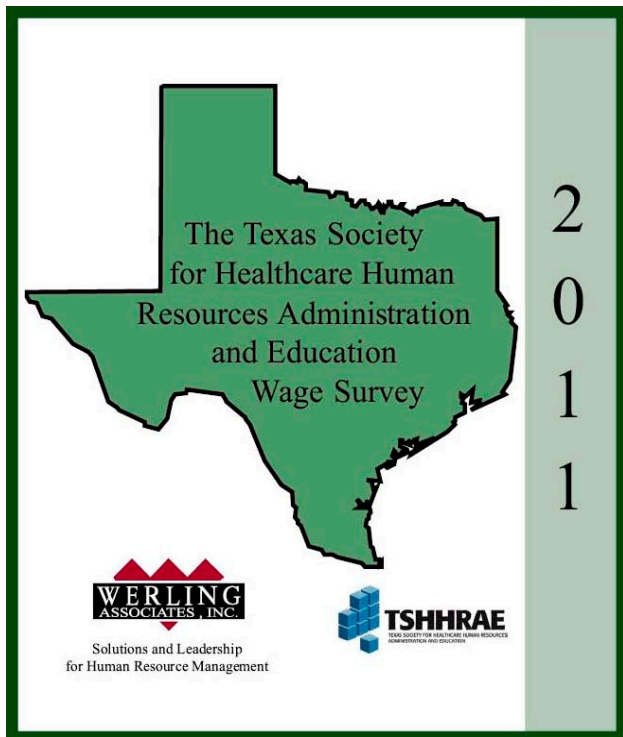


2011 TSHHRAE Wage and Benefit Survey



Werling Associates, Inc. is proud to announce the publication of the annual **2011 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 if you need additional information or visit our website for further 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, 2011** and published **May 25, 2011**.

REPORT

The 2011 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 75 organizations, encompassing 126 locations, and reporting data on 98,440 incumbents in the healthcare field. Please refer to the participant list below 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 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 traditional 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 and experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

2011 TSHHRAE SURVEY PARTICIPANTS BY LOCATION

Angleton Danbury Medical Center	Kindred Hospital - Tarrant County (Fort Worth Southwest)	Texas Health Harris Methodist Hospital - Southwest Fort Worth
Atlanta Memorial Hospital	Kindred Hospital - White Rock	Texas Health Harris Methodist Hospital - Stephenville
Ballinger Memorial Hospital District	Kingwood Medical Center	Texas Health Presbyterian Hospital - Allen
Baptist Hospitals of Southeast Texas	Laredo Medical Center	Texas Health Presbyterian Hospital - Dallas
Baptist St. Anthony's Health System	Las Palmas Del Sol Healthcare	Texas Health Presbyterian Hospital - Denton
Baylor Health Care System	Lubbock Heart Hospital	Texas Health Presbyterian Hospital - Kaufman
Bayshore Medical Center	Mainland Medical Center	Texas Health Presbyterian Hospital - Plano
Bienvivir Senior Health Services	Matagorda County Hospital District	Texas Health Resources
Brownwood Regional Medical Center	McAllen Heart Hospital	Texas Health Specialty Hospital
CHRISTUS Dubuis Health System	McAllen Medical Center	Texas Orthopedic Hospital
CHRISTUS Hospital Southeast Texas	Medical Center Hospital	Texas Scottish Rite Hospital for Children
CHRISTUS Santa Rosa Health System	Memorial Health System of East Texas	Texas State Auditor's Office
CHRISTUS Spohn Health System	Memorial Medical Center	Texoma Medical Center
CHRISTUS St. Catherine Hospital	Meridell Achievement Center	The Center for Healthcare Services
CHRISTUS St. John Hospital	Methodist Healthcare Ministries	The Hospital at Westlake Medical Center
Citizens Medical Center	Methodist Healthcare System	The Medical Center of Southeast Texas
Clear Lake Regional Medical Center	Midland Memorial Hospital	Titus Regional Medical Center
Coffee Memorial Blood Center	Mission Region Medical Center	Tomball Regional Hospital
Cogdell Memorial Hospital	Moore County Hospital District	Trinity Mother Frances Hospital - Jacksonville
Conroe Regional Medical Center	Northwest Texas Healthcare System	Trinity Mother Frances Hospital - Tyler
Corpus Christi Medical Center	Northwest Texas Surgery Center	Trinity Mother Frances Hospital - Winnsboro
Covenant Health System	Palestine Regional Medical Center	Tyler ContinueCARE Hospital
Cuero Community Hospital	Pampa Regional Medical Center	United Medical Centers
Doctors Hospital at Renaissance	Paris Regional Medical Center	United Regional Health Care System
Driscoll Children's Hospital	Peterson Regional Medical Center	University Health System
East Texas Medical Center - Tyler	Rio Grande Regional Hospital	University of Texas Health Science Center at Tyler
Edinburg Regional Medical Center	Rolling Plains Memorial Hospital	UT Southwestern Medical Center
Gonzales Healthcare Systems	Shannon Medical Center	Uvalde Memorial Hospital
Good Shepherd Medical Center - Longview	Shriners Hospital for Children - Galveston	Valley Baptist Health System
Good Shepherd Medical Center - Marshall	Shriners Hospital for Children - Houston	Valley Regional Medical Center
Guadalupe Regional Medical Center	South Texas Behavioral Health Center	Warm Springs/Post Acute Medical - San Antonio Rehabilitation Hospital
HCA Shared Services	St. Joseph Health System	Warm Springs/Post Acute Medical - Specialty Hospital of Luling
Hendrick Health System	St. Mark's Medical Center	Warm Springs/Post Acute Medical - Specialty Hospital of Victoria
Hill Country Memorial	Tenet Healthcare Corporation - Providence Memorial Hospital	WellMed Medical Management, Inc.
Hillcrest Baptist Medical Center	Tenet Healthcare Corporation - Sierra Medical Center	West Houston Medical Center
Hopkins County Memorial Hospital	Tenet Healthcare Corporation - Sierra Providence East Medical Center	Women's Hospital of Texas
Hunt Regional Healthcare	Texas Health Arlington Memorial Hospital	Yoakum Community Hospital
Huntsville Memorial Hospital	Texas Health Harris Methodist Hospital - Azle	
JPS Health Network	Texas Health Harris Methodist Hospital - Cleburne	
Kindred Hospital - Bay Area	Texas Health Harris Methodist Hospital - Fort Worth	
Kindred Hospital - Corpus Christi	Texas Health Harris Methodist Hospital - Hurst-Euless-Bedford	
Kindred Hospital - Dallas		
Kindred Hospital - Fort Worth		
Kindred Hospital - Houston		
Kindred Hospital - Houston Northwest		
Kindred Hospital - Mansfield		
Kindred Hospital - San Antonio		
Kindred Hospital - Tarrant County (Arlington)		

SECTIONS AND NUMBER OF JOBS SURVEYED

Accounting/Finance (22) Administrative Services (22) Admitting (2) Business Office (17) Executives/Directors (62) General Services/Maintenance (33) Human Resources (20) Information Systems (21) Marketing (10) Medical Records (11) Patient Care - Cardiopulmonary (11) Patient Care - Clinical Management (8)	Patient Care - Clinical Support (20) Patient Care - Clinics/Home Health (9) Patient Care - Emergency (6) Patient Care - Laboratory (13) Patient Care - Nursing Services (34) Patient Care - Pharmacy (5) Patient Care - Practice Management (2) Patient Care - Psychiatric/Mental Health (9) Patient Care - Radiology (16) Patient Care - Rehabilitation (14) Patient Care - Surgical (7)
---	---

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 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	Wtd Min	Wtd Max	Evening	Night	Weekend
All Firms	57	753	16.33	13.22	14.60	16.04	18.10	19.81	16.34	13.22	14.65	16.04	18.11	19.88	12.37	18.67	1.10	1.43	1.50
THA DISTRICT																			
District 1																			
District 2																			
District 3	10	71	15.43	12.03	13.30	15.42	17.38	18.37	15.43	12.03	13.30	15.42	17.38	18.37	11.48	17.31			
District 4	9	57	16.94	13.07	14.73	17.00	19.12	21.03	16.94	13.07	14.73	17.00	19.12	21.03	13.54	20.71			
District 5 - Dallas	9	167	15.31	12.41	14.28	15.39	15.77	17.85	15.31	12.41	14.28	15.39	15.77	17.85	10.87	16.72			
District 5.1 - East Texas																			
District 6																			
District 7																			
District 8	10	83	15.72	13.95	14.35	15.49	16.88	18.26	15.79	13.98	14.42	15.60	16.88	18.26	13.01	18.98			
GROSS REVENUE																			
<25 Million	15	64	16.15	13.29	14.29	16.11	17.76	19.34	16.24	13.29	14.33	16.11	17.76	19.34	12.54	19.52			
25-150 Million	13	56	14.85	11.68	12.76	13.71	15.83	20.00	14.85	11.68	12.76	13.71	15.83	20.00	11.05	17.68			
150 Million or more	23	272	15.89	13.00	14.39	15.79	17.48	18.66	15.90	13.00	14.39	15.79	17.48	18.69	12.27	18.28	0.96	1.29	1.76
LICENSED BED SIZE																			
Critical Access																			
Less than 75 Beds	12	35	15.32	12.36	13.79	15.00	16.64	18.59	15.49	12.36	14.08	15.38	16.64	18.59	12.46	18.37			
75-250 Beds	17	97	15.51	12.09	13.70	15.64	17.52	18.82	15.51	12.09	13.70	15.64	17.52	18.82	11.48	18.21			
251 or more Beds	17	219	16.04	12.98	14.26	16.09	17.71	18.96	16.05	12.98	14.26	16.09	17.71	18.99	12.61	18.78			
COMMUNITY POPULATION																			
50,000 or less	16	53	14.98	11.06	13.02	14.76	17.39	18.31	14.98	11.06	13.02	14.76	17.39	18.31	11.70	18.07			
50,000 to 100,000	8	75	14.26	12.00	12.65	13.70	15.50	17.92	14.26	12.00	12.65	13.70	15.50	17.92	10.97	16.68			
100,001 to 200,000	9	83	16.93	12.91	15.19	17.26	18.64	20.07	16.95	12.91	15.19	17.26	18.64	20.25	13.06	19.58			
200,001 or more	23	295	15.89	13.71	14.49	15.77	16.81	18.76	15.91	13.72	14.50	15.77	16.81	18.76	11.80	17.86	0.90	0.96	1.07
OWNERSHIP																			
Government	6	30	15.90	11.06	12.85	16.58	18.12	19.35	15.90	11.06	12.85	16.58	18.12	19.35	11.90	18.75			
Investor Owned	22	112	16.29	12.92	14.20	15.49	18.40	21.11	16.35	12.92	14.27	15.60	18.40	21.11	12.95	19.03			
Not for Profit	27	344	15.66	13.03	14.36	15.77	17.00	18.31	15.67	13.03	14.36	15.77	17.00	18.32	11.61	17.67	1.06	1.37	1.48
Administrative Services																			
61										2011 TSHHRAE Wage and Benefit Survey									

2011 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 organization will be invoiced at the appropriate rate, plus sales tax, depending on TSHHRAE membership and survey participation status. Please send a copy of your Texas Sales Tax Exemption Certificate if your organization is exempt from paying sales tax.

Note: Only TSHHRAE members receive the TSHHRAE member discount. To join TSHHRAE please visit www.tshhrae.org

TSHHRAE #:	
Name:	
Title:	
Hospital:	
Address:	
City, State & Zip:	
Phone Number:	
E-mail Address:	

I am interested in participating in next year's survey.

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	\$25.00, plus \$10.00 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	\$30.00, plus \$20.00 per job
<input type="checkbox"/>	Customized Regional Analysis (only available with survey purchase)	\$200.00

*All surveys subject to 8.125% Sales Tax. Please make checks payable to Werling Associates, Inc. TIN 74-2833524

Please only send me wage information on the following jobs (includes the benefit report).

Please indicate the job titles for up to 20 jobs.
