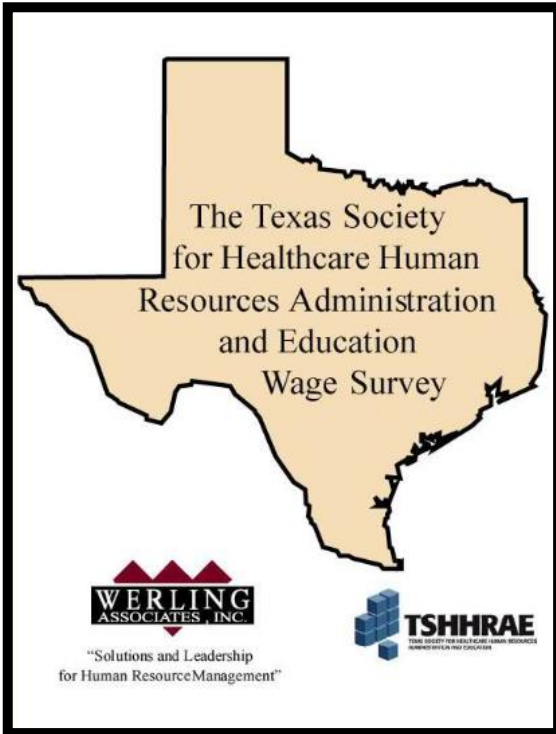


# 2021 TSHHRAE Wage and Benefit Survey AVAILABLE



The **2021 Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) Wage and Benefit Survey** is available for immediate shipping.

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 email 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, 2021 and published on June 3, 2021.

## **REPORT**

The 2021 TSHHRAE Wage and Benefit Survey provides comprehensive information on 392 positions in the healthcare field. Surveys were sent to hospitals and other healthcare organizations throughout Texas. The report includes data from 59 organizations, encompassing 178 locations, and reporting data on 146,996 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 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.

# 2021 TSHHRAE SURVEY PARTICIPANTS

AdventHealth System - AdventHealth Central Texas	Freestone Medical Center	HCA - St. David's Surgical Hospital
AdventHealth System - Texas Health Huguley Hospital Fort Worth South	Gonzaba Medical Group	HCA - Texas Orthopedic Hospital
Amarillo VA Health Care System	Guadalupe Regional Medical Center	HCA - Tomball Regional Medical Center
Baptist Hospitals of Southeast Texas	Gulf Bend Center	HCA - Valley Regional Medical Center
Baylor Scott & White Health - Central Texas	HCA - Clear Lake Regional Medical Center	HCA - West Houston Medical Center
Baylor Scott & White Health - North Texas	HCA - Conroe Regional Medical Center	HCA - Woman's Hospital of Texas
Baylor Scott & White Texas Spine & Joint Hospital	HCA - Corpus Christi Medical Center	HealthTexas Medical Group
Bienvivir All Inclusive Senior Health	HCA - Del Sol Medical Center	Hendrick Health System
BSA Health System	HCA - Denton Regional Medical Center	Huntsville Memorial Hospital
Central Health	HCA - Green Oaks Hospital	JPS Health Network
Central Texas Veterans Health Care System	HCA - Heart Hospital of Austin	Knapp Medical Center
Citizens Medical Center	HCA - Houston Mainland	La Hacienda Treatment Center
Cogdell Memorial Hospital	HCA - Houston Northwest Medical Center	Longview Regional Medical Center
CommuniCare Health Centers - Boerne	HCA - Houston Southeast	Matagorda County Hospital District
CommuniCare Health Centers - Helotes	HCA - Kingwood Medical Center	McAllen Heart Hospital
CommuniCare Health Centers - Kyle	HCA - Las Colinas Medical Center	McAllen Medical Center
CommuniCare Health Centers - San Antonio	HCA - Las Palmas Medical Center	Memorial Medical Center
CommuniCare Health Centers - San Marcos	HCA - Medical Center Alliance	Memorial Medical Clinic
CommuniCare Health Centers - Wimberley	HCA - Medical Center of Arlington	Methodist Healthcare Ministries
Connally Memorial Medical Center	HCA - Medical Center of Lewisville	Michael DeBaKey VA Medical Center
ContinueCARE Hospital at Hendrick Medical Center	HCA - Medical Center of McKinney	Midland Memorial Hospital
ContinueCARE Hospital at Odessa	HCA - Medical Center of Plano	Moore County Hospital District
ContinueCARE Hospital at Tyler	HCA - Medical City Dallas Hospital	Morningside Ministries
Cook Children's Health Care System	HCA - Medical City Frisco	North Texas Area Community Health Center - Arlington
Covenant Health System	HCA - Medical City Heart & Spine	North Texas Area Community Health Center - Northside
Cuero Regional Hospital	HCA - Medical City Weatherford	North Texas Area Community Health Center - Southeast
Dimmit Regional Hospital	HCA - Methodist Ambulatory Surgery Hospital	North Texas Medical Center
Driscoll Children's Hospital	HCA - Methodist Boerne Emergency Center	Northwest Texas Healthcare
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Methodist ER Westover Hills	Paris Regional Medical Center
El Paso Children's Hospital	HCA - Methodist Hospital	Parker County Hospital District
El Paso VA Health Care System	HCA - Methodist Hospital South	Parkland Health and Hospital System
Electra Hospital District - Electra Home Health	HCA - Methodist Specialty & Transplant Hospital	Peterson Health
Electra Hospital District - Electra Medical Clinic	HCA - Methodist Stone Oak Hospital	Rolling Plains Memorial Hospital
Electra Hospital District - Electra Medical Supply	HCA - Methodist Texsan Hospital	Shannon Medical Center
Electra Hospital District - Electra Memorial Hospital	HCA - Metropolitan Methodist Emergency	Shriners Texas
Electra Hospital District - Goldsmith's Drug	HCA - Metropolitan Methodist Hospital	South Texas Behavioral Center
Electra Hospital District - Iowa Park Clinic	HCA - North Austin Medical Center	South Texas Veterans Health Care System
Electra Hospital District - Iowa Park Pharmacy	HCA - North Cypress Medical Center	St. Mark's Medical Center
Electra Hospital District - Park Clinic	HCA - North Hills Hospital	State of Texas
Electra Hospital District - Tri-Med Ambulance Service	HCA - Northeast Methodist Hospital	STHS ER at Alamo
First Baptist Medical Center	HCA - Park Plaza Hospital	STHS ER at McColl
	HCA - Pearland Medical Center	STHS ER at Mission
	HCA - Plaza Medical Center of Fort Worth	STHS ER at Monte Cristo
	HCA - Rio Grande Regional Hospital	STHS ER at Ware
	HCA - Round Rock Medical Center	STHS ER at Weslaco
	HCA - South Austin Medical Center	Tenet Healthcare - Baptist Medical Center
	HCA - St. David's Georgetown Hospital	Tenet Healthcare - Mission Trail Baptist
	HCA - St. David's Medical Center	

Tenet Healthcare - Nacogdoches Medical  
 Tenet Healthcare - North Central Baptist Hospital  
 Tenet Healthcare - Northeast Baptist Hospital  
 Tenet Healthcare - Providence Memorial Hospital  
 Tenet Healthcare - Resolute Health  
 Tenet Healthcare - Sierra Medical Center  
 Tenet Healthcare - Sierra Providence East Medical Center  
 Tenet Healthcare - St. Luke's Baptist Hospital  
 Tenet Healthcare - Transmountain Hospital  
 Tenet Healthcare - Valley Baptist Harlingen  
 Tenet Healthcare - Valley Baptist Hospital Brownsville  
 Texas Children's Hospital  
 Texas Diabetes & Endocrinology, P.A.  
 Texas Health Alliance

Texas Health Arlington Memorial Hospital  
 Texas Health Azle  
 Texas Health Cleburne  
 Texas Health Frisco  
 Texas Health Harris Methodist Hospital - Fort Worth  
 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  
 Texoma Medical Center  
 The UT Health Science Center at Tyler  
 Titus Regional Medical Group  
 UMC Health System  
 United Regional Hospital  
 United Regional Physician Group  
 University Health  
 Uvalde Memorial Hospital  
 VA North Texas Health Care System  
 VA Texas Valley Coastal Bend Health Care System  
 We Are Blood  
 West Texas VA Health Care System  
 Yoakum Community Hospital

## SECTIONS AND NUMBER OF JOBS

Accounting/Finance (16)

Administrative (26)

Admitting (4)

Ambulatory Surgery Center (2)

Business Office (20)

Executives/Directors (66)

General Services/Maintenance (35)

Human Resources (17)

Information System (17)

Marketing (15)

Medical Records (8)

Patient Care - Cardiopulmonary (12)

Patient Care - Clinical Management (5)

Patient Care - Clinics/Home Health (7)

Patient Care - Emergency (7)

Patient Care - General Support (32)

Patient Care - Laboratory (14)

Patient Care - Nursing (30)

Patient Care - Pharmacy (6)

Patient Care - Psychiatric/Mental Health (10)

Patient Care - Radiology (18)

Patient Care - Rehabilitation (14)

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	59	863	21.07	16.07	17.83	20.54	23.39	27.72	21.07	16.07	17.83	20.54	23.39	27.72	15.93	24.87	1.53	1.73	1.43
<b>THA DISTRICT</b>																			
District 1	5	128	19.01	14.26	15.95	18.36	21.36	24.57	19.01	14.26	15.95	18.36	21.36	24.57	13.24	23.96			
District 2	5	26	19.88	16.01	17.26	19.83	21.59	25.74	19.88	16.01	17.26	19.83	21.59	25.74	15.53	23.28			
District 3	7	50	19.67	15.55	17.22	19.99	22.23	22.94	19.67	15.55	17.22	19.99	22.23	22.94	15.37	23.19			
District 4 - Houston	5	32	22.24	16.96	19.04	22.21	24.05	26.29	22.26	16.96	19.04	22.21	24.46	26.29					
District 5 - Dallas	11	233	23.35	19.16	21.02	23.23	25.63	28.37	23.36	19.16	21.02	23.23	25.63	28.37	18.24	28.32			
District - East Texas																			
District 6																			
District 7																			
District 8	11	145	18.82	15.85	17.21	18.24	20.46	22.25	18.82	15.85	17.21	18.24	20.46	22.25	15.48	21.72			
<b>GROSS ANNUAL REVENUE</b>																			
<25 Million	8	29	19.66	15.45	17.05	19.05	22.02	24.16	19.66	15.45	17.05	19.05	22.02	24.16	16.02	23.78			
25 - 150 Million	13	37	18.69	14.88	16.29	18.00	21.04	23.11	18.69	14.88	16.29	18.00	21.04	23.11	14.20	21.99			
150 Million or more	30	660	20.78	15.99	17.55	20.14	22.77	27.85	20.78	15.99	17.55	20.14	22.77	27.85	15.43	24.23	1.55	1.73	1.41
<b>LICENSED BED SIZE</b>																			
Critical Access																			
0 - 75 Beds	16	83	19.16	15.00	17.00	19.00	21.02	23.26	19.16	15.00	17.00	19.00	21.02	23.26	14.55	23.04			
76 - 250 Beds	7	27	19.67	14.47	16.81	21.05	22.23	23.58	19.67	14.47	16.81	21.05	22.23	23.58					
251 or more Beds	20	524	21.13	16.17	17.84	20.33	23.26	28.37	21.13	16.17	17.84	20.33	23.26	28.37	15.78	25.26	1.53	1.72	1.41
<b>COMMUNITY POPULATION</b>																			
50,000 or less	18	45	19.09	15.36	16.91	18.98	21.02	23.55	19.09	15.36	16.91	18.98	21.02	23.55	15.99	24.19			
50,001 to 100,000																			
100,001 to 200,000	8	124	19.25	15.79	16.96	18.59	21.10	23.17	19.25	15.79	16.96	18.59	21.10	23.17	14.57	22.23			
200,001 or more	19	431	21.23	15.83	17.70	20.46	23.70	28.50	21.23	15.83	17.70	20.46	23.70	28.50	15.64	25.05			
<b>OWNERSHIP</b>																			
Government	9	160	20.35	14.37	16.77	20.15	23.07	27.85	20.35	14.37	16.77	20.15	23.07	27.85	13.98	25.32			
Investor Owned	16	175	19.77	15.77	17.10	19.34	21.95	23.83	19.77	15.77	17.10	19.34	21.95	23.83	14.99	21.52			
Not-for-Profit	31	523	21.70	16.81	18.34	21.03	23.70	28.52	21.70	16.81	18.34	21.03	23.70	28.52	17.16	26.22	1.50	1.64	1.37
Administrative			59													2021 TSHHRAE Wage and Benefit Survey			

