

# 2017 TSHHRAE Wage and Benefit Survey

NOW AVAILABLE



Werling Associates, Inc. is proud to announce the publication of the annual **2017 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, 2017 and published on May 25, 2017.

## **REPORT**

The 2017 TSHHRAE Wage and Benefit Survey provides comprehensive information on 379 positions in the healthcare field. Surveys were sent to hospitals and other healthcare organizations throughout Texas. The report includes data from 57 organizations, encompassing 158 locations, and reporting data on 132,671 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.

# 2017 TSHHRAE SURVEY PARTICIPANTS

Advanced Imaging	HCA - Las Palmas Medical Center	Midland Memorial Hospital
Amarillo VA Healthcare System	HCA - Mainland Medical Center	Mission Regional Medical Center
Austin Outpatient Clinic	HCA - Medical City Alliance	Moore County Hospital District
Baptist Hospitals of Southeast Texas - Beaumont	HCA - Medical City Arlington	Northwest Texas Healthcare System, Inc.
Baylor Scott & White Health - Central Texas	HCA - Medical City Dallas	Paris Regional Medical Center
Baylor Scott & White Health - North Texas	HCA - Medical City Denton	Parkland Health & Hospital System
Baylor Scott & White Health - Southeast Texas	HCA - Medical City Fort Worth	Peterson Regional Medical Center
Bienvivir All-Inclusive Senior Health Care	HCA - Medical City Frisco	Rolling Plains Memorial Hospital
Brownwood Regional Medical Center	HCA - Medical City Las Colinas	Seminole Hospital District
BSA Health System	HCA - Medical City Lewisville	Shannon Health System
Central Texas Veterans Healthcare System	HCA - Medical City McKinney	Shriners Hospitals for Children
Chambers Health	HCA - Medical City North Hills	South Texas Behavioral Center
CHI St. Joseph Health	HCA - Medical City Plano	South Texas Veterans Healthcare System
Christus Health System - Santa Rosa	HCA - Methodist & Methodist Children's Hospital	St. Mark's Medical Center
Christus Health System - SPOHN	HCA - Methodist Ambulatory Surgery Hospital	State of Texas
Christus Health System - Southeast Texas	HCA - Methodist Specialty & Transplant	STHS ER at Mission
Christus Health System - St. Michael's	HCA - Methodist Texsan	STHS ER at Weslaco
Citizens Medical Center	HCA - Metropolitan Methodist Hospital	Tenet Healthcare - Baptist Medical Center
Cogdell Memorial Hospital	HCA - North Austin Medical Center	Tenet Healthcare - Cypress Fairbanks Medical Center
CommuniCare Health Centers - Boerne	HCA - Northeast Methodist Hospital	Tenet Healthcare - Houston Northwest Medical Center
CommuniCare Health Centers - Castroville	HCA - Pearland Medical Center	Tenet Healthcare - Mission Trail Baptist Hospital
CommuniCare Health Centers - Kyle	HCA - Rio Grande Regional	Tenet Healthcare - Nacogdoches Medical Center
CommuniCare Health Centers - San Antonio	HCA - Round Rock Medical Center	Tenet Healthcare - North Central Baptist Hospital
CommuniCare Health Centers - San Marcos	HCA - South Austin Medical Center	Tenet Healthcare - Northeast Baptist Hospital
CommuniCare Health Centers - Wimberley	HCA - St. David's Georgetown Hospital	Tenet Healthcare - Park Plaza Hospital
Connally Memorial Medical Center	HCA - St. David's Medical Center	Tenet Healthcare - Plaza Specialty Hospital
Covenant Health System	HCA - St. David's Surgical Hospital	Tenet Healthcare - Providence Memorial Hospital
Cuero Regional Hospital	HCA - Texas Orthopedic Hospital	Tenet Healthcare - Resolute Health
Driscoll Children's Hospital	HCA - Valley Regional Medical Center	Tenet Healthcare - Sierra Medical Center
East Texas Medical Center (ETMC) - Tyler	HCA - West Houston Medical Center	Tenet Healthcare - Sierra Providence East Medical Center
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Woman's Hospital of Texas	Tenet Healthcare - St. Lukes Baptist Hospital
El Paso Children's Hospital	Health Texas Medical Group	Tenet Healthcare - Transmountain Hospital
El Paso VA Healthcare System	Hendrick Health System	Tenet Healthcare - Valley Baptist Hospital Brownsville
Electra Hospital District - Electra Home Health	Longview Regional Medical Center	Tenet Healthcare - Valley Baptist Hospital Harlingen
Electra Hospital District - Electra Memorial Hospital	Matagorda County Hospital District	Texas Children's Hospital
Electra Hospital District - Iowa Park Clinic	McAllen Heart Hospital	Texas Health Alliance
Gonzales Healthcare Systems	McAllen Medical Center	Texas Health Arlington Memorial Hospital
Guadalupe Regional Medical Center	Medical Arts Hospital	Texas Health Azle
Gulf Bend Center	Medical Center Hospital	Texas Health Cleburne
HCA - Bayshore Medical Center	Methodist Center for Diagnostic Imaging - Independence	Texas Health Harris Methodist Hospital - Fort Worth
HCA - Clear Lake Regional Medical Center	Methodist Center for Diagnostic Imaging - Legacy	Texas Health Harris Methodist Hospital - Hurst - Euless - Bedford
HCA - Conroe Regional Medical Center	Methodist Center for Diagnostic Imaging - McKinney	Texas Health Harris Methodist Hospital - Stephenville
HCA - Corpus Christi Medical Center	Methodist Center for Diagnostic Imaging - Richardson	
HCA - Del Sol Medical Center	Methodist Center for Diagnostic Imaging - Willowbend	
HCA - Green Oaks Hospital	Michael E. DeBakey VA Medical Center	
HCA - Heart Hospital of Austin		
HCA - Kingwood Medical Center		

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 Spine and Joint Hospital  
 Texoma Medical Center  
 The Hospital at Westlake Medical Center  
 The Medical Center of Southeast Texas  
 The University of Texas Health Science Center at San Antonio  
 United Regional Health Care System  
 University Health System  
 UT Health Science Center Northeast

UT Southwestern Medical Center  
 Uvalde Memorial Hospital  
 VA North Texas Healthcare System  
 VA Texas Valley Coastal Bend Healthcare System  
 Val Verde Regional Medical Center  
 Victory Medical Center  
 West Texas VA Healthcare System  
 Yoakum Community Hospital

## SECTIONS AND NUMBER OF JOBS

Accounting/Finance (15)	Information Systems (17)	Patient Care - Laboratory (14)
Administrative (26)	Marketing (14)	Patient Care - Nursing (27)
Admitting (3)	Medical Records (9)	Patient Care - Pharmacy (5)
Ambulatory Surgery Center (4)	Patient Care - Cardiopulmonary (9)	Patient Care - Psychiatric/Mental Health (10)
Business Office (19)	Patient Care - Clinical Management (7)	Patient Care - Radiology (16)
Executives/Directors (63)	Patient Care - Clinics/Home Health (10)	Patient Care - Rehabilitation (13)
General Services/Maintenance (34)	Patient Care - Emergency (7)	Patient Care - Surgical (9)
Human Resources (15)	Patient Care - General Support (31)	Practice Management (2)

## SURVEY SAMPLE PAGE

<b>Job # :</b> 0300		<b>Job Title:</b> Administrative Assistant																	
<b>Job Description:</b> 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.																			
<b>Education:</b> 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
<b>All Firms</b>	56	2001	18.38	14.58	15.57	17.76	20.49	22.50	18.40	14.58	15.58	17.80	20.55	22.50	14.63	22.96	1.61	2.13	1.13
<b>THA DISTRICT</b>																			
District 1																			
District 2																			
District 3	9	60	17.62	13.05	15.44	17.65	19.26	22.58	17.62	13.05	15.44	17.65	19.26	22.58	14.42	21.12			
District 4 - Houston	5	24	20.88	15.29	18.20	21.94	23.25	25.13	20.90	15.39	18.30	21.94	23.25	25.13	15.20	22.29			
District 5 - Dallas																			
District - East Texas																			
District 6																			
District 7																			
District 8	11	139	15.90	13.46	14.42	15.43	17.18	18.99	15.90	13.46	14.42	15.43	17.18	18.99	12.48	19.84			
<b>GROSS REVENUE</b>																			
<25 Million																			
25-150 Million	11	35	17.43	13.05	15.25	16.47	19.23	24.53	17.50	13.05	15.25	16.47	19.28	24.53	13.96	20.38			
150 Million or more	25	503	19.53	14.51	15.61	18.87	22.50	26.33	19.53	14.51	15.61	18.87	22.50	26.33	15.11	23.98	1.92	2.41	1.40
<b>LICENSED BED SIZE</b>																			
<b>Critical Access</b>																			
Less than 75 Beds	5	7	20.76		15.25	21.47	25.01		20.76		15.25	21.47	25.01						
76-250 Beds	8	21	15.98	13.28	13.97	15.50	16.66	20.31	15.98	13.28	13.97	15.50	16.66	20.31	12.87	20.75			
251 or more Beds	18	395	20.58	15.14	16.85	19.99	23.15	27.06	20.58	15.14	16.85	19.99	23.15	27.06	15.84	24.93	1.92	2.41	1.40
<b>COMMUNITY POPULATION</b>																			
50,000 or less	16	41	16.40	13.40	14.26	15.74	18.85	19.67	16.46	13.40	14.26	15.74	19.02	20.03	12.30	18.70			
50,001 to 100,000	6	12	15.58		11.91	15.13	17.30		15.58		11.91	15.13	17.30		12.91	20.81			
100,001 to 200,000	5	44	18.51	15.21	16.68	18.51	20.23	21.71	18.51	15.21	16.68	18.51	20.23	21.71	14.34	21.00			
200,001 or more	15	429	19.79	14.46	15.58	18.93	22.58	26.75	19.79	14.46	15.58	18.93	22.58	26.75	15.33	24.33			
<b>OWNERSHIP</b>																			
Government	8	16	14.45		12.18	14.10	15.56		14.45		12.18	14.10	15.56		11.57	16.80			
Investor Owned	17	218	18.17	14.85	16.00	18.00	19.73	21.83	18.17	14.85	16.00	18.00	19.73	21.83	13.75	20.20			
Not-for-Profit	28	654	20.51	15.31	17.45	20.28	22.75	26.09	20.53	15.41	17.49	20.38	22.75	26.09	15.92	25.06	1.63	2.15	0.96
Administrative										54					2017 TSHHRAE Wage and Benefit Survey				

