

2018 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2018 Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) Wage and Benefit Survey**. The survey reports job-specific compensation data, thus providing organizations the ability to make reliable and equitable financial decisions regarding wages and benefits.



New in 2018:

Based on the recommendations of past participants the following positions are new in 2018:

- Discharge Planner (Non RN)
- Discharge Planner (RN)
- Maintenance Manager
- Nurse Navigator (RN)
- Pharmacy Technician Supervisor
- Radiology Assistant

2018 Survey Includes:

Base pay
Total cash compensation
Extensive benefit information
Salary ranges and shift differentials per job

Last Year's Survey Included:

Comprehensive base wage data on 379 jobs from 132,671 incumbents in the healthcare field
Participation from 158 healthcare locations

Visit Our Website for:

Complete listing of jobs being surveyed in 2018
Questionnaire to participate in the 2018 survey

All organizations must pay competitive salaries in the market place, if they intend to attract and retain qualified employees. Wage surveys are still the most effective way to determine wage levels. Since 1995, Werling Associates, Inc. has conducted the most comprehensive wage and benefit surveys available in Texas.

Timetable

February 5th Questionnaires available at werling.com
March 16th Participation deadline
Late May Final report published

How to Participate

The survey questionnaire is now available online at werling.com. Simply select *Surveys, TSHHRAE (Healthcare)*, and then *Questionnaire*. The survey questionnaire is an Excel file and can easily be downloaded. Remember, participation does not create an obligation to purchase.

Purchasing Information

Participate by **Friday, March 16, 2018** to be included in the **2018 TSHHRAE Wage and Benefit Survey**. All participants receive a discounted price versus the non-participant cost. To only purchase the survey, please visit www.werling.com and select *Surveys, TSHHRAE (Healthcare)*, and then *Order Form*, or complete the Order Form on the last page of this brochure. The survey results will be sent to purchasers in late May 2018.

**Please visit our website to download the
questionnaire or for additional information
werling.com**

2017 TSHHRAE SURVEY PARTICIPANTS

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

Texas Health Harris Methodist Hospital - Hurst - Euless – Bedford	Texas Health Resources - Denton	UT Southwestern Medical Center
Texas Health Harris Methodist Hospital – Stephenville	Texas Health Specialty Hospital - Fort Worth	Uvalde Memorial Hospital
Texas Health Harris Methodist Southwest - Fort Worth	Texas Spine and Joint Hospital	VA North Texas Healthcare System
Texas Health Presbyterian Hospital - Allen	Texoma Medical Center	VA Texas Valley Coastal Bend Healthcare System
Texas Health Presbyterian Hospital - Dallas	The Hospital at Westlake Medical Center	Val Verde Regional Medical Center
Texas Health Presbyterian Hospital - Kaufman	The Medical Center of Southeast Texas	Victory Medical Center
Texas Health Presbyterian Hospital - Plano	The University of Texas Health Science Center at San Antonio	West Texas VA Healthcare System
Texas Health Resources	United Regional Health Care System	Yoakum Community Hospital
	University Health System	
	UT Health Science Center Northeast	

SECTIONS AND NUMBER OF JOBS SURVEYED

<p>Accounting/Finance (17)</p> <p>Administrative (27)</p> <p>Admitting (3)</p> <p>Ambulatory Surgery Center (4)</p> <p>Business Office (23)</p> <p>Executives/Directors (70)</p> <p>General Services/Maintenance (37)</p> <p>Human Resources (19)</p> <p>Information Systems (20)</p> <p>Marketing (15)</p> <p>Medical Records (9)</p> <p>Patient Care – Cardiopulmonary (11)</p>	<p>Patient Care – Clinical Management (7)</p> <p>Patient Care – Clinics/Home Health (15)</p> <p>Patient Care – Emergency (9)</p> <p>Patient Care – General Support (34)</p> <p>Patient Care – Laboratory (16)</p> <p>Patient Care – Nursing (31)</p> <p>Patient Care – Pharmacy (6)</p> <p>Patient Care – Psychiatric/Mental Health (10)</p> <p>Patient Care – Radiology (17)</p> <p>Patient Care – Rehabilitation (14)</p> <p>Patient Care – Surgical (9)</p> <p>Practice Management (2)</p>
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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																		
		Hourly Base Wage									Hourly Total Cash Compensation					Pay Range		Hourly Shift Differential		
	No. of Orgs	No. of Empl	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	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	
THA DISTRICT																				
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				
GROSS REVENUE																				
<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	
LICENSED BED SIZE																				
Critical Access																				
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	
COMMUNITY POPULATION																				
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				
OWNERSHIP																				
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 TSHRAE Wage and Benefit Survey					

