

2019 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2019 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 2019:

Based on the recommendations of past participants the following 14 positions are new in 2019:

Benefits Coordinator	Ophthalmic Technician
Chief Dietitian	Payroll Coordinator
Chief Human Resources Officer	Physical Plant Manager
Clinical Director - Multi Units	Polysomnographic (Sleep) Lab Dir.
Data Analyst	Psychiatrist - MD
Mechanic	Referral Coordinator
Medical Laboratory Manager	Triage Assistant

Last Year's Survey Included:

Comprehensive base wage data on 374 jobs from 113,310 incumbents in the healthcare field
Participation from 160 healthcare locations

Visit Our Website for:

Complete listing of jobs being surveyed in 2019
Questionnaire to participate in the 2019 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 4 th	Questionnaires available at werling.com
March 15 th	Participation deadline
Late May	Final report published

2019 Survey Includes:

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

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 15, 2019** to be included in the **2019 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 2019.

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

2018 TSHHRAE SURVEY PARTICIPANTS

Advanced Imaging	HCA - Green Oaks Hospital	McAllen Medical Center
Adventist Health System - Central Texas Medical Center	HCA - Heart Hospital of Austin	Medical Center Hospital
Adventist Health System - Metroplex Adventist Hospital	HCA - Houston Northwest Medical Center	Methodist Center for Diagnostic Imaging - Independence
Adventist Health System - Texas Health Huguley Hospital Fort Worth South	HCA - Kingwood Medical Center	Methodist Center for Diagnostic Imaging - Legacy
Allergy A.R.T.S. LLP	HCA - Las Palmas Medical Center	Methodist Center for Diagnostic Imaging - Mansfield
Amarillo VA Health Care System	HCA - Mainland Medical Center	Methodist Center for Diagnostic Imaging - McKinney
Austin Outpatient Clinic	HCA - Medical City Alliance	Methodist Center for Diagnostic Imaging - Richardson
Baptists Hospitals of Southeast Texas - Beaumont	HCA - Medical City Arlington	Methodist Center for Diagnostic Imaging - Willowbend
Bienvivir All-Inclusive Senior Health Services	HCA - Medical City Dallas	Michael E. DeBakey VA Medical Center
Brownwood Regional Medical Center	HCA - Medical City Denton	Midland Memorial Hospital
BSA Health System	HCA - Medical City Fort Worth	Moore County Hospital District
Central Texas Veterans Health Care System	HCA - Medical City Frisco	Northwest Texas Healthcare System, Inc.
CHI St. Joseph Health	HCA - Medical City Las Colinas	Palestine Regional Medical Center
Christus Health System - Santa Rosa	HCA - Medical City Lewisville	Paris Regional Medical Center
Christus Health System - Southeast Texas	HCA - Medical City McKinney	Parker County Hospital District
Christus Health System - SPOHN	HCA - Medical City North Hills	Parkland Health & Hospital System
Christus Health System - St. Michael's	HCA - Medical City Plano	Peterson Regional Medical Center
Citizens Medical Center	HCA - Methodist & Methodist Children's Hospital	Shannon Medical Center
Cogdell Memorial Hospital	HCA - Methodist Ambulatory Surgery Hospital	Shriners Hospitals for Children
CommuniCare Health Centers - Boerne	HCA - Methodist Boerne Emergency Center	South Texas Behavioral Center
CommuniCare Health Centers - Kyle	HCA - Methodist Specialty & Transplant	South Texas Veterans Health Care System
CommuniCare Health Centers - San Antonio	HCA - Methodist Stone Oak Hospital	St. Mark's Medical Center
CommuniCare Health Centers - San Marcos	HCA - Methodist Texsan Hospital	STHS ER at Mission
CommuniCare Health Centers - Wimberley	HCA - Metropolitan Methodist Emergency Center at the Quarry	STHS ER at Weslaco
Connally Memorial Medical Center	HCA - Metropolitan Methodist Hospital	Tenet Healthcare - Baptist Medical Center
ContinueCARE Hospital at Hendrick Medical Center	HCA - Metropolitan Methodist Hospital S.	Tenet Healthcare - Mission Trail Baptist Hospital
ContinueCARE Hospital at Midland Memorial	HCA - North Austin Medical Center	Tenet Healthcare - Nacogdoches Medical Ctr
Covenant Health	HCA - Northeast Methodist Hospital	Tenet Healthcare - North Central Baptist Hospital
Cuero Regional Hospital	HCA - Park Plaza Hospital	Tenet Healthcare - Northeast Baptist Hospital
Driscoll Children's Hospital	HCA - Pearland Medical Center	Tenet Healthcare - Providence Memorial Hospital
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Rio Grande Regional Hospital	Tenet Healthcare - Resolute Health
El Paso Children's Hospital	HCA - Round Rock Medical Center	Tenet Healthcare - Sierra Medical Center
El Paso VA Health Care System	HCA - South Austin Medical Center	Tenet Healthcare - Sierra Providence East Medical Center
Gonzales Healthcare Systems	HCA - St. David's Georgetown Hospital	Tenet Healthcare - St. Luke's Baptist Hospital
Guadalupe Regional Medical Center	HCA - St. David's Medical Center	Tenet Healthcare - Transmountain Hospital
Gulf Bend Center	HCA - St. David's Surgical Hospital	Tenet Healthcare - Valley Baptist Harlingen
HCA - Bayshore Medical Center	HCA - Texas Orthopedic Hospital	Tenet Healthcare - Valley Baptist Hospital Brownsville
HCA - Clear Lake Regional Medical Center	HCA - Tomball Regional Medical Center	Texas Children's Hospital
HCA - Conroe Regional Medical Center	HCA - Valley Regional Medical Center	Texas Health Alliance
HCA - Corpus Christi Medical Center	HCA - West Houston Medical Center	Texas Health Arlington Memorial Hospital
HCA - Cypress Fairbanks Medical Center Hospital	HCA - Woman's Hospital of Texas	Texas Health Azle
HCA - Del Sol Medical Center	Health Texas Medical Group	
	Hendrick Health System	
	Longview Regional Medical Center	
	Matagorda County Hospital District	
	McAllen Heart Hospital	

Texas Health Cleburne
 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
 Texas Heart Institute
 Texas Scottish Rite Hospital for Children
 Texoma Medical Center
 The Hospital at Westlake Medical Center
 The Medical Center of Southeast Texas - Beaumont Campus
 The Medical Center of Southeast Texas - Port Arthur Campus
 The University of Texas Health Science Center at San Antonio
 Tyler ContinueCARE Hospital
 United Regional Health Care System

University Health System
 UT Health East Texas (Tyler)
 UT Health Science Center Northeast
 UT Southwestern Medical Center
 Uvalde Memorial Hospital
 VA North Texas Health Care System
 VA Texas Valley Coastal Bend Health Care System
 Val Verde Regional Medical Center
 West Texas VA Health Care System
 Yoakum Community Hospital

SECTIONS AND NUMBER OF JOBS SURVEYED

Accounting/Finance (17) Administrative (24) Admitting (3) Ambulatory Surgery Center (4) Business Office (21) Executives/Directors (74) General Services/Maintenance (37) Human Resources (19) Information Systems (20) Marketing (15) Medical Records (9) Patient Care – Cardiopulmonary (11)	Patient Care – Clinical Management (7) Patient Care – Clinics/Home Health (11) Patient Care – Emergency (9) Patient Care – General Support (37) Patient Care – Laboratory (17) Patient Care – Nursing (31) Patient Care – Pharmacy (6) Patient Care – Psychiatric/Mental Health (11) Patient Care – Radiology (17) Patient Care – Rehabilitation (14) Patient Care – Surgical (9) Practice Management (2)
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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																	
	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	51	1079	19.71	15.12	16.76	19.02	22.06	25.58	19.71	15.12	16.76	19.02	22.06	25.58	15.10	23.68	1.78	2.30	1.26
THA DISTRICT																			
District 1																			
District 2																			
District 3																			
District 4 - Houston	8	47	18.22	13.07	15.80	17.99	20.81	24.36	18.22	13.07	15.80	17.99	20.81	24.36	14.30	21.11			
District 5 - Dallas	5	17	21.02		18.72	19.49	22.65		21.02		18.72	19.49	22.65		13.55	22.36			
District - East Texas	6	81	17.15	13.71	15.11	16.43	19.38	20.68	17.15	13.71	15.11	16.43	19.38	20.68	13.23	20.76			
District 6																			
District 7																			
District 8	11	178	18.73	15.31	16.49	18.30	20.97	22.50	18.73	15.31	16.49	18.30	20.97	22.50	14.43	21.75			
GROSS REVENUE																			
<25 Million	7	16	18.50		15.50	17.08	22.84		18.50		15.50	17.08	22.84		13.82	21.57			
25-150 Million	7	28	18.81	12.91	14.85	18.22	20.75	27.20	18.81	12.91	14.85	18.22	20.75	27.20	13.08	19.89			
150 Million or more	26	674	19.49	15.08	16.35	18.51	21.66	26.14	19.49	15.08	16.35	18.54	21.66	26.14	15.01	23.91	1.83	2.37	1.26
LICENSED BED SIZE																			
Critical Access																			
Less than 75 Beds	5	16	18.22		15.56	17.61	20.34		18.22		15.56	17.61	20.34						
76-250 Beds	10	41	18.64	14.01	15.88	17.99	20.56	24.79	18.64	14.01	15.88	17.99	20.56	24.79	14.00	21.96			
251 or more Beds	16	395	20.86	15.48	17.26	20.23	22.92	27.97	20.87	15.48	17.26	20.23	22.92	27.98	16.08	25.39		2.41	1.27
COMMUNITY POPULATION																			
50,000 or less	14	36	17.47	13.87	14.91	17.00	19.18	21.15	17.47	13.87	14.91	17.00	19.18	21.15	13.07	19.54			
50,001 to 100,000	5	16	16.66		13.32	16.59	18.51		16.66		13.32	16.59	18.51		13.11	21.10			
100,001 to 200,000	7	91	16.82	14.07	15.00	16.12	18.50	20.71	16.83	14.07	15.00	16.12	18.54	20.76	13.13	20.56			
200,001 or more	16	636	19.64	15.12	16.46	18.56	21.95	26.24	19.64	15.12	16.46	18.56	21.95	26.24	14.95	23.86			
OWNERSHIP																			
Government	6	20	15.62	12.37	13.44	15.16	17.01	18.05	15.62	12.37	13.44	15.16	17.01	18.05	11.17	17.48			
Investor Owned	17	188	18.95	14.88	16.34	18.46	20.57	23.70	18.95	14.88	16.34	18.46	20.57	23.70	14.08	20.85			
Not-for-Profit	26	623	21.00	15.70	18.00	20.72	23.36	26.52	21.01	15.70	18.00	20.76	23.36	26.52	16.24	25.55	1.83	2.37	1.18
Administrative										54					2018 TSHHRAE Wage and Benefit Survey				

