

2020 TSHHRAE Wage and Benefit Survey



The **2020 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 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, 2020 and published on June 12, 2020.

REPORT

The 2020 TSHHRAE Wage and Benefit Survey provides comprehensive information on 381 positions in the healthcare field. Surveys were sent to hospitals and other healthcare organizations throughout Texas. The report includes data from 54 organizations, encompassing 158 locations, and reporting data on 131,018 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.

2020 TSHHRAE SURVEY PARTICIPANTS

AdventHealth System - AdventHealth Central Texas	HCA - Heart Hospital of Austin	HealthCARE Express - Marshall
AdventHealth System - Texas Health Huguley Hospital Fort Worth South	HCA - Houston Mainland	HealthCARE Express - Mount Pleasant
Baptist Hospitals of Southeast Texas	HCA - Houston Northwest Medical Center	HealthCARE Express - Paris
Baylor Scott & White Health - Central Texas	HCA - Houston Southeast	HealthCARE Express - Texarkana
Baylor Scott & White Health - North Texas	HCA - Kingwood Medical Center	Hendrick Health System
Bienvivir All Inclusive Senior Health	HCA - Las Colinas Medical Center	JPS Health Network
Brownwood Regional Medical Center	HCA - Las Palmas Medical Center	Knapp Medical Center
BSA Health System	HCA - Medical Center Alliance	La Hacienda Treatment Center
Central Health/CommUnityCare	HCA - Medical Center of Arlington	Longview Regional Medical Center
CHI St. Joseph Health	HCA - Medical Center of Lewisville	Matagorda County Hospital District
Christus Health System - Santa Rosa	HCA - Medical Center of McKinney	McAllen Heart Hospital
Christus Health System - Southeast Texas	HCA - Medical Center of Plano	McAllen Medical Center
Christus Health System - SPOHN	HCA - Medical City Dallas Hospital	Medical Center Hospital
Christus Health System - St. Michael's	HCA - Medical City Frisco	Methodist Healthcare Ministries
Citizens Medical Center	HCA - Medical City Heart & Spine	Midland Memorial Hospital
Cogdell Memorial Hospital	HCA - Medical City Weatherford	Moore County Hospital District
CommuniCare Health Centers - Boerne	HCA - Methodist Ambulatory Surgery Hospital	North Texas Medical Center
CommuniCare Health Centers - Kyle	HCA - Methodist Boerne Emergency Center	Paris Regional Medical Center
CommuniCare Health Centers - San Antonio	HCA - Methodist ER Westover Hills	Parker County Hospital District
CommuniCare Health Centers - San Marcos	HCA - Methodist Hospital	Parkland Hospital System
CommuniCare Health Centers - Wimberley	HCA - Methodist Hospital South	Peterson Health
Connally Memorial Medical Center	HCA - Methodist Specialty & Transplant Hospital	Rolling Plains Memorial Hospital
ContinueCARE Hospital at Hendrick Medical Center	HCA - Methodist Stone Oak Hospital	Shannon Medical Center
ContinueCARE Hospital at Odessa	HCA - Methodist Texsan Hospital	Shriners Hospitals for Children
ContinueCARE Hospital at Tyler	HCA - Metropolitan Methodist Emergency Center at the Quarry	South Texas Behavioral Center
Cook Children's Health Care System	HCA - Metropolitan Methodist Hospital	St. Mark's Medical Center
Covenant Health System	HCA - North Austin Medical Center	STHS ER at Alamo
Cuero Regional Hospital	HCA - North Cypress Medical Center	STHS ER at Mission
Driscoll Children's Hospital	HCA - North Hills Hospital	STHS ER at Weslaco
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Northeast Methodist Hospital	Tenet Healthcare - Baptist Medical Center
El Paso Children's Hospital	HCA - Park Plaza Hospital	Tenet Healthcare - Mission Trail Baptist Hospital
Electra Hospital District - Electra Home Health	HCA - Pearland Medical Center	Tenet Healthcare - Nacogdoches Medical Ctr
Electra Hospital District - Electra Memorial Hospital	HCA - Plaza Medical Center of Fort Worth	Tenet Healthcare - North Central Baptist Hospital
Electra Hospital District - Iowa Park Clinic	HCA - Rio Grande Regional Hospital	Tenet Healthcare - Northeast Baptist Hospital
First Baptist Medical Center	HCA - Round Rock Medical Center	Tenet Healthcare - Providence Memorial Hospital
Freestone Medical Center	HCA - South Austin Medical Center	Tenet Healthcare - Resolute Health
Gonzaba Medical Group	HCA - St. David's Georgetown Hospital	Tenet Healthcare - Sierra Medical Center
Guadalupe Regional Medical Center	HCA - St. David's Surgical Hospital	Tenet Healthcare - Sierra Providence East Medical Center
Gulf Bend Center	HCA - St. David's Medical Center	Tenet Healthcare - St. Luke's Baptist Hospital
HCA - Clear Lake Regional Medical Center	HCA - Texas Orthopedic Hospital	Tenet Healthcare - Transmountain Hospital
HCA - Conroe Regional Medical Center	HCA - Tomball Regional Medical Center	Tenet Healthcare - Valley Baptist Harlingen
HCA - Corpus Christi Medical Center	HCA - Valley Regional Medical Center	Tenet Healthcare - Valley Baptist Hospital Brownsville
HCA - Del Sol Medical Center	HCA - West Houston Medical Center	Texas Children's Hospital
HCA - Denton Regional Medical Center	HCA - Woman's Hospital of Texas	Texas Health Alliance
HCA - Green Oaks Hospital	Health Texas Medical Group	Texas Health Arlington Memorial Hospital
	HealthCARE Express - Atlanta	
	HealthCARE Express - Longview	

Texas Health Azle
 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
 Texoma Medical Center

The University of Texas Health Science Center at Tyler
 United Regional Health Care System
 University Health System
 Uvalde Memorial Hospital
 Val Verde Regional Medical Center
 We Are Blood
 Yoakum Community Hospital

SECTIONS AND NUMBER OF JOBS

Accounting/Finance (15)
 Administrative (24)
 Admitting (2)
 Ambulatory Surgery Center (3)
 Business Office (20)
 Executives/Directors (67)
 General Services/Maintenance (35)
 Human Resources (15)

Information Systems (17)
 Marketing (13)
 Medical Records (8)
 Patient Care - Cardiopulmonary (11)
 Patient Care - Clinical Management (4)
 Patient Care - Clinics/Home Health (10)
 Patient Care - Emergency (7)
 Patient Care - General Support (32)

Patient Care - Laboratory (14)
 Patient Care - Nursing (28)
 Patient Care - Pharmacy (5)
 Patient Care - Psychiatric/Mental Health (10)
 Patient Care - Radiology (16)
 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	53	951	21.05	16.87	18.03	20.51	23.16	26.50	21.06	16.87	18.03	20.52	23.17	26.50	15.98	24.43	1.33	1.47	1.57
THA DISTRICT																			
District 1																			
District 2																			
District 3	6	39	20.30	15.50	16.91	20.29	22.23	25.00	20.30	15.50	16.91	20.29	22.23	25.00	15.99	23.98			
District 4 - Houston																			
District 5 - Dallas	10	279	22.14	18.00	19.95	22.23	23.82	26.60	22.14	18.00	19.95	22.23	23.82	26.60	16.70	26.31			
District - East Texas	5	27	17.65	13.25	15.66	17.25	20.30	21.42	17.65	13.25	15.66	17.25	20.30	21.42					
District 6																			
District 7																			
District 8	11	75	18.97	15.50	17.05	18.24	21.00	23.04	18.97	15.50	17.05	18.24	21.00	23.04	14.67	21.45			
GROSS REVENUE																			
<25 Million	7	30	20.15	15.28	16.80	19.08	22.52	26.27	20.15	15.28	16.80	19.08	22.52	26.27					
25 - 150 Million	11	33	19.23	15.29	17.26	19.14	21.36	23.78	19.23	15.29	17.26	19.14	21.36	23.78	14.55	21.66			
150 Million or more	30	724	20.93	16.69	17.99	20.24	22.93	26.66	20.95	16.69	18.00	20.27	22.93	26.66	15.77	24.04	1.34	1.47	1.54
LICENSED BED SIZE																			
Critical Access																			
0 - 75 Beds	15	52	18.73	14.24	15.62	18.30	20.53	24.96	18.73	14.24	15.62	18.30	20.53	24.96	14.27	21.92			
76 - 250 Beds	9	41	19.59	16.35	17.10	19.40	22.15	22.84	19.59	16.35	17.10	19.40	22.15	22.84	14.87	22.61			
251 or more Beds	17	606	21.18	16.81	18.07	20.36	23.17	27.50	21.19	16.82	18.12	20.37	23.18	27.50	15.96	24.56			1.56
COMMUNITY POPULATION																			
50,000 or less	17	39	18.33	14.26	16.84	18.50	20.07	21.90	18.33	14.26	16.84	18.50	20.07	21.90	14.94	22.33			
50,001 to 100,000	5	19	19.54		16.55	19.87	21.79		19.54		16.55	19.87	21.79		15.60	24.50			
100,001 to 200,000																			
200,001 or more	18	498	21.41	16.80	18.00	20.56	23.52	27.99	21.41	16.80	18.00	20.56	23.52	27.99	16.17	24.71			
OWNERSHIP																			
Government																			
Investor Owned	18	207	19.69	15.63	17.05	19.45	21.59	23.60	19.69	15.63	17.05	19.45	21.59	23.60	15.04	21.60			
Not-for-Profit	30	734	21.50	16.88	18.53	21.00	23.56	27.33	21.51	16.90	18.53	21.02	23.60	27.33	16.29	25.26	1.34	1.48	1.44
Administrative																			
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