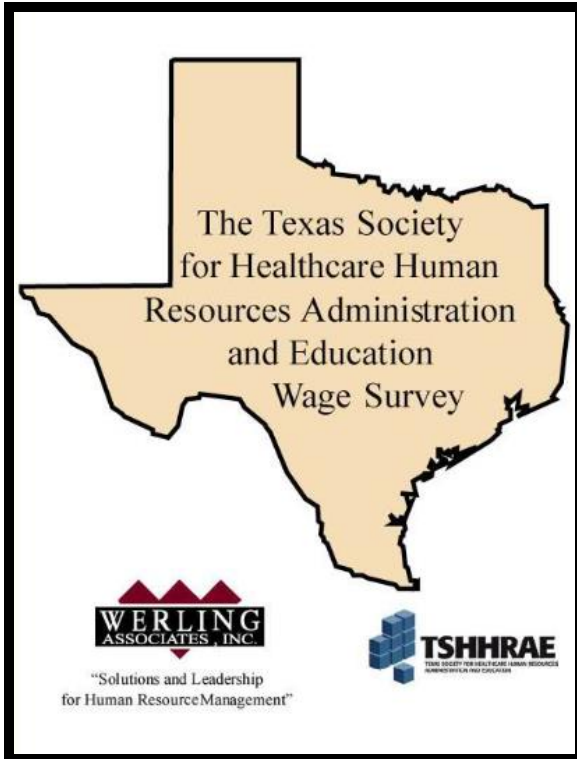


# 2021 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2021 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 2021:

### **\*NEW Section Addressing Organizations COVID-19 Responses**

Based on the recommendations of past participants the following eight positions are new in 2021:

Clinical Informatics Manager	Pharmacy Manager
Event Coordinator	Population Health Coordinator
Grant Writer	Radiology Manager
Patient Access Manager	Web Developer

## Last Year's Survey Included:

Comprehensive base wage data on 381 jobs from 131,018 incumbents in the healthcare field  
Participation from 158 healthcare locations

## Visit Our Website for:

Complete listing of jobs being surveyed in 2021  
Questionnaire to participate in the 2021 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 3 <sup>rd</sup>	Questionnaires available at werling.com
March 19 <sup>th</sup>	Participation deadline
Late May	Final report published

## 2021 Survey Includes:

Base pay and total cash compensation  
Extensive benefit information  
Salary ranges and shift differentials per job  
Organizations COVID-19 responses

## 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 19, 2021** to be included in the **2021 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](http://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 2021.

**Please visit our website to download the  
questionnaire or for additional information  
[www.werling.com](http://www.werling.com)**

## 2020 TSHHRAE SURVEY PARTICIPANTS

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

Texas Children's Hospital  
 Texas Health Alliance  
 Texas Health Arlington Memorial Hospital  
 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 SURVEYED

Accounting/Finance (16) Administrative (27) Admitting (4) Ambulatory Surgery Center (3) Business Office (21) Executives/Directors (69) General Services/Maintenance (36) Human Resources (17) Information Systems (20) Marketing (16) Medical Records (9) Patient Care – Cardiopulmonary (12)	Patient Care – Clinical Management (7) Patient Care – Clinics/Home Health (10) Patient Care – Emergency (9) Patient Care – General Support (33) Patient Care – Laboratory (16) Patient Care – Nursing (31) Patient Care – Pharmacy (6) Patient Care – Psychiatric/Mental Health (11) Patient Care – Radiology (18) Patient Care – Rehabilitation (14) Patient Care – Surgical (9) Practice Management (2)
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## 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>	53	951	21.05	16.67	18.03	20.51	23.16	26.50	21.06	16.67	18.03	20.52	23.17	26.50	15.98	24.43	1.33	1.47	1.57	
<b>THA DISTRICT</b>																				
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				
<b>GROSS REVENUE</b>																				
<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	
<b>LICENSED BED SIZE</b>																				
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	
<b>COMMUNITY POPULATION</b>																				
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				
<b>OWNERSHIP</b>																				
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		54																		
																		2020 TSHHRAE Wage and Benefit Survey		

# 2021 TSHHRAE Wage and Benefit Survey Order Form

Please e-mail, fax, or mail this form to:



Werling Associates, Inc.  
11845 IH-10 West, Suite 407  
San Antonio, TX 78230  
Phone: (210) 697-8232  
Fax: (210) 697-8892  
christy@werling.com



*Due to the sensitive nature of the data no returns will be accepted.*

**Your organization will be invoiced at the appropriate rate, plus sales tax, depending on TSHHRAE membership and survey participation status. The final report will be published in late May 2021.**

Name:	
Title:	
Hospital:	
Address:	
City, State Zip:	
Phone Number:	
E-mail Address:	

Tax Exempt:     Yes     No    Tax Exempt ID #: \_\_\_\_\_

Please include a copy of your tax exemption certificate with your order form.

Please check the appropriate box when ordering the survey. All surveys subject to 8.25% sales tax. Please make the check payable to Werling Associates, Inc. TIN 74-2833524.

**TSHHRAE Member** (To join TSHHRAE and receive the member discount please visit [www.tshhrae.com](http://www.tshhrae.com).)

<b>Participant</b>		
<input type="checkbox"/> Email (Excel) Results \$450	<input type="checkbox"/> Hard Copy \$500	<input type="checkbox"/> Email (Excel) and Hard Copy \$525
<b>Nonparticipant</b>		
<input type="checkbox"/> Email (Excel) Results \$675	<input type="checkbox"/> Hard Copy \$750	<input type="checkbox"/> Email (Excel) and Hard Copy \$775

**Non-TSHHRAE Member**

<b>Participant</b>		
<input type="checkbox"/> Email (Excel) Results \$670	<input type="checkbox"/> Hard Copy \$720	<input type="checkbox"/> Email (Excel) and Hard Copy \$745
<b>Nonparticipant</b>		
<input type="checkbox"/> Email (Excel) Results \$920	<input type="checkbox"/> Hard Copy \$975	<input type="checkbox"/> Email (Excel) and Hard Copy \$995

Customized Regional Analysis \$350 (only available with survey purchase)

**Per Job - Up to 20 Jobs**

TSHHRAE Member \$35, plus \$25 per job       Non-TSHHRAE Member \$45, plus \$35 per job

Please only send me wage information on the following jobs, up to a maximum of 20 (includes Benefit Report).
