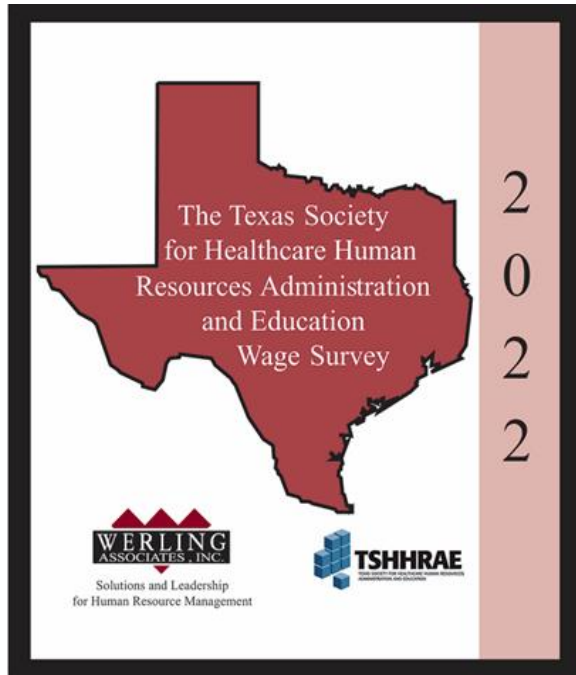


2022 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2022 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 2022:

*NEW Section Addressing COVID-19 Impact

Based on the recommendations of past participants the following seven positions are new in 2022:

Cyber Security Analyst	Systems Administrator
Dispatcher - Transportation	Systems Analyst
Hospital Entrance Health Screener	Transitional Care Manager
Public Health Research Analyst	

Last Year's Survey Included:

Comprehensive base wage data on 392 jobs from 146,996 incumbents in the healthcare field
Participation from 178 healthcare locations

Visit Our Website for:

Complete listing of jobs being surveyed in 2022
Questionnaire to participate in the 2022 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 2 nd	Questionnaires available at werling.com
March 18 th	Participation deadline
Mid May	Final report published

2022 Survey Includes:

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

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 18, 2022** to be included in the **2022 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 mid-May 2022.

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

2021 TSHHRAE SURVEY PARTICIPANTS

AdventHealth System - AdventHealth Central Texas	Freestone Medical Center	HCA - St. David's Medical Center
AdventHealth System - Texas Health Huguley Hospital Fort Worth South	Gonzaba Medical Group	HCA - St. David's Surgical Hospital
Amarillo VA Health Care System	Guadalupe Regional Medical Center	HCA - Texas Orthopedic Hospital
Baptist Hospitals of Southeast Texas	Gulf Bend Center	HCA - Tomball Regional Medical Center
Baylor Scott & White Health - Central Texas	HCA - Clear Lake Regional Medical Center	HCA - Valley Regional Medical Center
Baylor Scott & White Health - North Texas	HCA - Conroe Regional Medical Center	HCA - West Houston Medical Center
Baylor Scott & White Texas Spine & Joint Hospital	HCA - Corpus Christi Medical Center	HCA - Woman's Hospital of Texas
Bienvivir All Inclusive Senior Health	HCA - Del Sol Medical Center	HealthTexas Medical Group
BSA Health System	HCA - Denton Regional Medical Center	Hendrick Health System
Central Health	HCA - Green Oaks Hospital	Huntsville Memorial Hospital
Central Texas Veterans Health Care System	HCA - Heart Hospital of Austin	JPS Health Network
Citizens Medical Center	HCA - Houston Mainland	Knapp Medical Center
Cogdell Memorial Hospital	HCA - Houston Northwest Medical Center	La Hacienda Treatment Center
CommuniCare Health Centers - Boerne	HCA - Houston Southeast	Longview Regional Medical Center
CommuniCare Health Centers - Helotes	HCA - Kingwood Medical Center	Matagorda County Hospital District
CommuniCare Health Centers - Kyle	HCA - Las Colinas Medical Center	McAllen Heart Hospital
CommuniCare Health Centers - San Antonio	HCA - Las Palmas Medical Center	McAllen Medical Center
CommuniCare Health Centers - San Marcos	HCA - Medical Center Alliance	Memorial Medical Center
CommuniCare Health Centers - Wimberley	HCA - Medical Center of Arlington	Memorial Medical Clinic
Connally Memorial Medical Center	HCA - Medical Center of Lewisville	Methodist Healthcare Ministries
ContinueCARE Hospital at Hendrick Medical Center	HCA - Medical Center of McKinney	Michael DeBaakey VA Medical Center
ContinueCARE Hospital at Odessa	HCA - Medical Center of Plano	Midland Memorial Hospital
ContinueCARE Hospital at Tyler	HCA - Medical City Dallas Hospital	Moore County Hospital District
Cook Children's Health Care System	HCA - Medical City Frisco	Morningside Ministries
Covenant Health System	HCA - Medical City Heart & Spine	North Texas Area Community Health Center - Arlington
Cuero Regional Hospital	HCA - Medical City Weatherford	North Texas Area Community Health Center - Northside
Dimmit Regional Hospital	HCA - Methodist Ambulatory Surgery Hospital	North Texas Area Community Health Center - Southeast
Driscoll Children's Hospital	HCA - Methodist Boerne Emergency Center	North Texas Medical Center
Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Methodist ER Westover Hills	Northwest Texas Healthcare
El Paso Children's Hospital	HCA - Methodist Hospital	Paris Regional Medical Center
El Paso VA Health Care System	HCA - Methodist Hospital South	Parker County Hospital District
Electra Hospital District - Electra Home Health	HCA - Methodist Specialty & Transplant Hospital	Parkland Health and Hospital System
Electra Hospital District - Electra Medical Clinic	HCA - Methodist Stone Oak Hospital	Peterson Health
Electra Hospital District - Electra Medical Supply	HCA - Methodist Texsan Hospital	Rolling Plains Memorial Hospital
Electra Hospital District - Electra Memorial Hospital	HCA - Metropolitan Methodist Emergency	Shannon Medical Center
Electra Hospital District - Goldsmith's Drug	HCA - Metropolitan Methodist Hospital	Shriners Texas
Electra Hospital District - Iowa Park Clinic	HCA - North Austin Medical Center	South Texas Behavioral Center
Electra Hospital District - Iowa Park Pharmacy	HCA - North Cypress Medical Center	South Texas Veterans Health Care System
Electra Hospital District - Park Clinic	HCA - North Hills Hospital	St. Mark's Medical Center
Electra Hospital District - Tri-Med Ambulance Service	HCA - Northeast Methodist Hospital	State of Texas
First Baptist Medical Center	HCA - Park Plaza Hospital	STHS ER at Alamo
	HCA - Pearland Medical Center	STHS ER at McColl
	HCA - Plaza Medical Center of Fort Worth	STHS ER at Mission
	HCA - Rio Grande Regional Hospital	STHS ER at Monte Cristo
	HCA - Round Rock Medical Center	STHS ER at Ware
	HCA - South Austin Medical Center	STHS ER at Weslaco
	HCA - St. David's Georgetown Hospital	

Tenet Healthcare - Baptist Medical Center
 Tenet Healthcare - Mission Trail Baptist
 Tenet Healthcare - Nacogdoches Medical
 Tenet Healthcare - North Central Baptist Hospital
 Tenet Healthcare - Northeast Baptist Hospital
 Tenet Healthcare - Providence Memorial Hospital
 Tenet Healthcare - Resolute Health
 Tenet Healthcare - Sierra Medical Center
 Tenet Healthcare - Sierra Providence East Medical Center
 Tenet Healthcare - St. Luke's Baptist Hospital
 Tenet Healthcare - Transmountain Hospital
 Tenet Healthcare - Valley Baptist Harlingen
 Tenet Healthcare - Valley Baptist Hospital Brownsville
 Texas Children's Hospital
 Texas Diabetes & Endocrinology, P.A.

Texas Health Alliance
 Texas Health Arlington Memorial Hospital
 Texas Health Azle
 Texas Health Cleburne
 Texas Health Frisco
 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 UT Health Science Center at Tyler
 Titus Regional Medical Group
 UMC Health System
 United Regional Hospital
 United Regional Physician Group
 University Health
 Uvalde Memorial Hospital
 VA North Texas Health Care System
 VA Texas Valley Coastal Bend Health Care System
 We Are Blood
 West Texas VA Health Care System
 Yoakum Community Hospital

SECTIONS AND NUMBER OF JOBS SURVEYED

<p>Accounting/Finance (16) Administrative (27) Admitting (4) Ambulatory Surgery Center (3) Business Office (21) Executives/Directors (69) General Services/Maintenance (37) Human Resources (17) Information Systems (23) Marketing (16) Medical Records (9) Patient Care – Cardiopulmonary (12)</p>	<p>Patient Care – Clinical Management (7) Patient Care – Clinics/Home Health (10) Patient Care – Emergency (9) Patient Care – General Support (35) Patient Care – Laboratory (16) Patient Care – Nursing (32) Patient Care – Pharmacy (6) Patient Care – Psychiatric/Mental Health (10) Patient Care – Radiology (18) Patient Care – Rehabilitation (14) Patient Care – Surgical (9) 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	59	863	21.07	16.07	17.83	20.54	23.39	27.72	21.07	16.07	17.83	20.54	23.39	27.72	15.93	24.87	1.53	1.73	1.43		
THA DISTRICT																					
District 1	5	128	19.01	14.26	15.95	18.36	21.36	24.57	19.01	14.26	15.95	18.36	21.36	24.57	13.24	23.96					
District 2	5	26	19.88	16.01	17.26	19.83	21.59	25.74	19.88	16.01	17.26	19.83	21.59	25.74	15.53	23.28					
District 3	7	50	19.67	15.55	17.22	19.99	22.23	22.94	19.67	15.55	17.22	19.99	22.23	22.94	15.37	23.19					
District 4 - Houston	5	32	22.24	16.96	19.04	22.21	24.05	26.29	22.26	16.96	19.04	22.21	24.46	26.29							
District 5 - Dallas	11	233	23.35	19.16	21.02	23.23	25.63	28.37	23.36	19.16	21.02	23.23	25.63	28.37	18.24	28.32					
District - East Texas																					
District 6																					
District 7																					
District 8	11	145	18.82	15.85	17.21	18.24	20.46	22.25	18.82	15.85	17.21	18.24	20.46	22.25	15.48	21.72					
GROSS ANNUAL REVENUE																					
<25 Million	8	29	19.66	15.45	17.05	19.05	22.02	24.16	19.66	15.45	17.05	19.05	22.02	24.16	16.02	23.78					
25 - 150 Million	13	37	18.69	14.88	16.29	18.00	21.04	23.11	18.69	14.88	16.29	18.00	21.04	23.11	14.20	21.99					
150 Million or more	30	660	20.78	15.99	17.55	20.14	22.77	27.85	20.78	15.99	17.55	20.14	22.77	27.85	15.43	24.23	1.55	1.73	1.41		
LICENSED BED SIZE																					
Critical Access																					
0 - 75 Beds	16	83	19.16	15.00	17.00	19.00	21.02	23.26	19.16	15.00	17.00	19.00	21.02	23.26	14.55	23.04					
76 - 250 Beds	7	27	19.67	14.47	16.81	21.05	22.23	23.58	19.67	14.47	16.81	21.05	22.23	23.58							
251 or more Beds	20	524	21.13	16.17	17.84	20.33	23.26	28.37	21.13	16.17	17.84	20.33	23.26	28.37	15.78	25.26	1.53	1.72	1.41		
COMMUNITY POPULATION																					
50,000 or less	18	45	19.09	15.36	16.91	18.98	21.02	23.55	19.09	15.36	16.91	18.98	21.02	23.55	15.99	24.19					
50,001 to 100,000																					
100,001 to 200,000	8	124	19.25	15.79	16.96	18.59	21.10	23.17	19.25	15.79	16.96	18.59	21.10	23.17	14.57	22.23					
200,001 or more	19	431	21.23	15.83	17.70	20.46	23.70	28.50	21.23	15.83	17.70	20.46	23.70	28.50	15.64	25.05					
OWNERSHIP																					
Government	9	160	20.35	14.37	16.77	20.15	23.07	27.85	20.35	14.37	16.77	20.15	23.07	27.85	13.98	25.32					
Investor Owned	16	175	19.77	15.77	17.10	19.34	21.95	23.83	19.77	15.77	17.10	19.34	21.95	23.83	14.99	21.52					
Not-for-Profit	31	523	21.70	16.81	18.34	21.03	23.70	28.52	21.70	16.81	18.34	21.03	23.70	28.52	17.16	26.22	1.50	1.64	1.37		
Administrative																		59	2021 TSHHRAE Wage and Benefit Survey		

2022 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 Mid May 2022.

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.

All surveys are subject to 8.25% sales tax and an additional \$15 Shipping & Handling on all prints. Please make checks payable to Werling Associates, Inc. TIN 74-2833524.

Please check the appropriate box when ordering the survey.

Standard Pricing

Participant

Email (Excel) Results \$695 Hard Copy \$750 Email (Excel) and Hard Copy \$775

Nonparticipant

Email (Excel) Results \$950 Hard Copy \$999 Email (Excel) and Hard Copy \$1,025

TSHHRAE Member Pricing (To join TSHHRAE and receive the member discount please visit www.tshhrae.com.)

Participant

Email (Excel) Results \$480 Hard Copy \$535 Email (Excel) and Hard Copy \$560

Nonparticipant

Email (Excel) Results \$710 Hard Copy \$790 Email (Excel) and Hard Copy \$815

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

Per Job - Up to 20 Jobs

TSHHRAE Member \$35, plus \$25 per job Standard Pricing \$45, plus \$35 per job

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