

# 2020 TSHHRAE Wage and Benefit Survey

## Job List

Accountant - Non-degreed (Nonexempt)	Chief Information Officer
Accountant I	Chief Legal Officer
Accountant II	Chief Medical Officer
Accounting Clerk	Chief Nursing Officer
Accounting Manager	Chief Operating Officer
Accounting/Finance Director	Chief Quality Officer
Accounts Manager (Accounts Payable/Receivable)	Child Care Worker
Accounts Payable Clerk	Child Life Specialist
Accounts Supervisor (Accounts Payable/Receivable)	Child Life Therapist
Activities Coordinator	Clinic Manager
Administrative Assistant	Clinical Director - Ambulatory Surgery Center
Administrative Director	Clinical Director - Cardiology
Admitting Director	Clinical Director - Emergency Services
Anesthesia Technician	Clinical Director - Intensive Care
Assistant Nurse Manager	Clinical Director - Labor & Delivery
Assistant to an Executive	Clinical Director - Medsurg
Assistant to the CEO	Clinical Director - Multiple Units
Audiologist	Clinical Director - Surgery
Audiovisual Technician	Clinical Documentation Specialist (RN)
Benefits Analyst	Clinical Informatics Associate (LVN)
Benefits Coordinator	Clinical Informatics Director
Benefits Manager	Clinical Informatics Specialist (RN)
Billing and Collections Manager	Clinical Manager - Emergency Services
Billing and Collections Supervisor	Clinical Manager - Labor & Delivery
Billing Auditor	Clinical Manager - Single Unit
Billing Clerk	Clinical Manager - Surgery
Biomedical Equipment Manager	Clinical Nurse Specialist
Biomedical Equipment Technician	Clinical Research Coordinator
Birth Certificate Clerk	Clinical Supervisor Home Health/Hospice
Bus/Van Driver	Collector
Business Analyst	Community Health Educator (Non RN)
Business Development Director	Community Liaison (Degreed)
Business Office Manager	Companion/Sitter
Business Office Manager - Practice Management	Compensation Manager
C.T. Technologist	Compliance Officer
Cardiac Diagnostic Technician	Compliance Specialist
Cardiac Echo/Vascular Supervisor	Computer Technician
Cardiopulmonary Services Director	Controller/Comptroller
Cardiovascular Technologist	Cook
Carpenter - Maintenance	Courier
Case Management/Utilization Review Director	Credentialing Assistant
Case Manager (Non RN)	Credentialing Coordinator
Case Manager (RN)	Credentialing Manager
Cashier	Critical Care Nurse
Cashier - Office	Custodian
Catheter Laboratory (RN)	Custodian Manager
Catheter Laboratory Supervisor	Custodian Supervisor
Catheter Laboratory Technician	Customer Service Representative
Central/Sterile Supply Technician	Cytogenetic Technologist
Certified Nursing Assistant (CNA)	Data Analyst
Chaplain (Nonsubsidized)	Data Center Operator
Chaplain (Subsidized)	Data Entry Operator
Charge Nurse	Data Security Administrator
Chef	Database Administrator (DBA)
Chief Executive Officer (Non-MD) - Hospital System	Database Developer
Chief Executive Officer (Non-MD) - Single Hospital	Dental Assistant
Chief Financial Officer	Dental Hygienist
Chief Human Resources Officer	Diabetes Educator (Degreed)

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Diagnostic & Imaging Services Director  
Dietetic Technician  
Dietitian, Clinical (Registered)  
Discharge Planner (Non RN)  
Dosimeterist  
Education & Training Director  
Educator (Non RN)  
Educator (RN)  
EEG Technician - Registered  
EKG Technician  
Electrician  
Emergency Medical Services Director  
Emergency Medical Technician (EMT) - Basic  
Emergency Medical Technician (EMT) - Intermediate  
Emergency Room Technician  
Employee/Occupational Health Nurse (LVN)  
Employee/Occupational Health Nurse (RN)  
Employment Manager  
Employment Recruiter  
Endoscopy Technician  
Environmental Health and Safety Manager  
Environmental Services Director  
Executive Assistant  
Exercise Physiologist (BS)  
Exercise Physiologist (MS)  
Facilities (Maintenance) Director  
Financial Analyst (Degreed)  
Financial Counselor  
Fitness Instructor  
Flight Nurse  
Floor Care Technician  
Food Service Director  
Food Service Lead  
Food Service Manager  
Food Service Supervisor  
Food Service Worker  
Foundation/Fund Development Director  
Front Office Supervisor  
General Maintenance Worker  
General Office Clerk  
Graphic Designer  
Groundskeeper  
Help Desk Technician  
Histology Technician (Certified)  
Home Health Aide - Hourly  
Home Health Director  
Home Health LVN - Hourly  
Home Health RN - Hourly  
Hospice Director  
House Supervisor (RN)  
Human Resources Assistant  
Human Resources Clerk  
Human Resources Director  
Human Resources Generalist I  
Human Resources Generalist II  
Human Resources Information Systems Analyst  
Human Resources Manager  
HVAC Mechanic  
Hyperbaric Wound Care (RN)  
Hyperbaric Wound Care Technologist  
ICD-10 Coder  
Infection Control and Prevention Director  
Infection Control Nurse (RN)  
Information Services Director  
Insurance Claims Examiner  
Insurance Claims Processor  
Insurance Clerk  
Insurance Section Supervisor  
Inventory Control Clerk  
IS Manager  
IS Project Manager  
Laboratory Director - Chief Medical Technologist (Non-MD)  
Lactation Consultant (Non RN)  
Lactation Consultant (RN)  
Laundry Manager  
Laundry Supervisor  
Laundry Worker  
Licensed Athletic Trainer  
Licensed Vocational Nurse (LVN)  
Magnetic Resonance Imaging (MRI) Technician  
Mail Clerk  
Maintenance Manager  
Maintenance Multi-Skilled Service Worker  
Maintenance Supervisor  
Mammographer  
Marketing Coordinator (Degreed)  
Marketing Director  
Marketing Manager  
Marketing Representative (Degreed)  
Marketing Representative (Non-degreed)  
Massage Therapist  
Materials Management Coordinator  
Materials Management Director  
Materials Management Manager  
Materials Management Supervisor  
Medical Assistant (Certified/Non-certified)  
Medical Credentialing Director  
Medical Laboratory Manager  
Medical Laboratory Technologist (MLT)  
Medical Records Analyst (Certified/Non-certified)  
Medical Records Clerk  
Medical Records Coding Technician (Non-certified)  
Medical Records Coding Technician I (Certified)  
Medical Records Coding Technician II (Certified)  
Medical Records Director  
Medical Records Manager  
Medical Records Supervisor (Certified)  
Medical Records Supervisor (Non-certified)  
Medical Staff Coordinator  
Medical Technologist (ASCP)  
Medical Technologist Supervisor  
Medical Transcriptionist  
Medical/Clinical Laboratory Technician  
Mental Health Aide  
Mental Health Program Director  
Mental Health/Chemical Dependency Counselor

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Mental Health/Psychiatric Counselor  
Monitor Technician  
Network Manager  
Network Specialist (Certified)  
Network Specialist (Non-certified)  
Nuclear Medicine Technologist  
Nurse Anesthetist (CRNA)  
Nurse Manager/Head Nurse  
Nurse Navigator (RN)  
Nurse Practitioner - Family Practice  
Nurse Practitioner - Pediatrics  
Nurse Practitioner (Advanced)  
Nursing Director  
Occupational Therapist - Registered  
Occupational Therapy Assistant - COTA  
Occupational Therapy Supervisor  
Office Manager  
Oncology (RN)  
Orthotics Technician  
Outpatient Services Director  
PACS Administrator  
PACS Coordinator  
Painter  
Paramedic (EMT-P)  
Pastoral Care Director  
Patient Account Representative  
Patient Accounting/Business Office Director  
Patient Care Associate  
Patient Care Coordinator  
Patient Care Technician - Multi-skilled  
Patient Registrar  
Patient Registrar Supervisor  
Patient Relations Director  
Patient Representative (Degreed)  
Patient Representative (Non-degreed)  
Payroll Clerk  
Payroll Coordinator  
Payroll Supervisor  
PBX Operator (Telephone Operator)  
PBX Supervisor  
Pharmacist - Clinical  
Pharmacist - Staff  
Pharmacist Supervisor  
Pharmacy Services Director  
Pharmacy Technician (Certified/Non-certified)  
Pharmacy Technician Supervisor  
Phlebotomist (Certified/Non-certified))  
Phlebotomist Supervisor  
Physical Therapist - Licensed  
Physical Therapy Aide  
Physical Therapy Assistant - LPTA  
Physical Therapy Director  
Physical Therapy Supervisor  
Physician Assistant  
Physician Liaison  
Physician Recruiter  
Physician Relations Director  
Physician Relations Specialist  
Plumber  
Polysomnographic (Sleep) Technician  
Polysomnographic (Sleep) Technologist  
Practice Management Director (Non-MD)  
Programmer Analyst  
Programmer Applications  
Psychological Service Director  
Psychologist - Ph.D.  
Public Relations Director  
Public Relations Representative  
Purchasing Agent/Buyer  
Purchasing Director  
Purchasing Manager  
Quality Assurance Nurse  
Quality Improvement Coordinator  
Quality Improvement Director  
Quality Improvement Manager  
Quality Management Analyst  
Radiation Therapist  
Radiological Services Director (Non-MD)  
Radiology Assistant  
Radiology Supervisor  
Radiology Technician I  
Radiology Technician II  
Radiology Technologist (Multimodality)  
Receptionist (Clerk)  
Recreation Therapist  
Referral Coordinator  
Registered Nurse - Clinic or Medical Office  
Registered Nurse - Graduate  
Registered Nurse - Operating Room  
Registered Nurse - Operating Room - Ambulatory Surgery Center  
Registered Nurse - Shift Supervisor  
Registered Nurse (RN) I  
Registered Nurse (RN) II  
Registered Nurse First Assistant  
Rehabilitation Services Director  
Reimbursement Specialist  
Release of Information Clerk  
Research (RN)  
Respiratory Therapist (Certified)  
Respiratory Therapist (Registered)  
Respiratory Therapy - Shift Supervisor  
Respiratory Therapy Director  
Respiratory Therapy Manager  
Revenue Cycle Director  
Risk Management Director  
Safety Director  
Scheduling Coordinator  
Secretary  
Secretary - Executive  
Security Director  
Security Guard - Commissioned  
Security Guard - Noncommissioned  
Security Guard Manager  
Security Guard Supervisor - Commissioned  
Security Guard Supervisor - Noncommissioned  
Shipping and Receiving Clerk  
Shipping and Receiving Supervisor  
Social Media Specialist

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Social Services Director - MSW	Training Specialist
Social Worker - BSW	Transporter
Social Worker - LMSW/LPC	Trauma Coordinator (RN)
Social Worker - MSW	Trauma Registrar
Special Procedures Technician	Trauma Services Director
Speech Therapist/Pathologist	Tumor Registrar (CTR)
Stockroom Clerk	Ultrasound Technologist I
Stroke Coordinator (RN)	Ultrasound Technologist II
Surgery Scheduler	Unit Clerk/Secretary
Surgery Scheduler - Ambulatory Surgery Center	Utilization Review (LVN)
Surgical Technician First Assistant	Utilization Review (RN)
Surgical/Operating Room Technician - CST Ambulatory Surgery Center	Valet Parking Attendant
Surgical/Operating Room Technician (Certified)	Volunteer Coordinator
Surgical/Operating Room Technician (Non-certified)	Volunteer Services Director
Telecommunications Manager	Wellness Program Administrator
	Wound Ostomy Continence Nurse (Certified Medicare)