

2023 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2023 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 2023:

Based on the recommendations of past participants the following thirteen positions are new in 2023:

Assistant Controller	Patient Care Coordinators (Non RN)
Catheter Laboratory Manager (RN)	Patient Representative Manager
Clinic Manager (LVN)	Patient Representative Supervisor
Dietary Clerk/Aide	Physical Therapy Manager
Gift Store Manager	Revenue Cycle Manager
Human Resources Business Partner	Shipping and Receiving Manager
IS Supervisor	

Last Year's Survey Included:

Comprehensive base wage data on 400 jobs from 165,560 incumbents in the healthcare field
Participation from 229 healthcare locations

Visit Our Website for:

Complete listing of jobs being surveyed in 2023
Questionnaire to participate in the 2023 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 6th Questionnaires available at werling.com
March 24th Participation deadline
Late May Final report published

2023 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 24, 2023** to be included in the **2023 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 2023.

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

2022 TSHHRAE SURVEY PARTICIPANTS

AdventHealth System - AdventHealth Central Texas	CHRISTUS TMF Louis Peaches Owen Heart Hospital PBC	HCA - Houston Clear Lake
AdventHealth System - Texas Health Huguley Hospital Fort Worth South	Citizens Medical Center	HCA - Houston Conroe
Amarillo VA Health Care System	Cogdell Memorial Hospital	HCA - Houston Kingwood
Ascension - Providence Health Services of Waco	CommuniCare Health Centers - Boerne	HCA - Houston Mainland
Ascension - Seton	CommuniCare Health Centers - Helotes	HCA - Houston Med Center
Baptist Hospitals of Southeast Texas	CommuniCare Health Centers - Kyle	HCA - Houston North Cypress
Baylor Scott & White Health - Central Texas	CommuniCare Health Centers - San Antonio	HCA - Houston Northwest
Baylor Scott & White Health - North Texas	CommuniCare Health Centers - San Marcos	HCA - Houston Pearland
Bienvivir All Inclusive Senior Health	CommuniCare Health Centers - Wimberley	HCA - Houston Southeast
Blue Skies of Texas	Connally Memorial Medical Center	HCA - Houston Tomball
BSA Health System	ContinueCARE Hospital at Hendrick Medical Center	HCA - Houston West
Central Texas Veterans Health Care System	ContinueCARE Hospital at Odessa	HCA - Las Palmas Medical Center
CHRISTUS Baylor Clinics Children's Hospital of San Antonio	ContinueCARE Hospital at Tyler	HCA - Med City Fort Worth
CHRISTUS Children's Hospital Emergency Care Westover Hills	Cook Children's Health Care System	HCA - Medical Center Alliance
CHRISTUS Children's Hospital of SA	Covenant Health System	HCA - Medical Center Arlington
CHRISTUS Mother Frances Hospital Jacksonville	Cuero Regional Hospital	HCA - Medical Center Lewisville
CHRISTUS Mother Frances Hospital S. Tyler	DHR Health - Brownsville	HCA - Medical Center McKinney
CHRISTUS Mother Frances Hospital Sulphur Springs	DHR Health - Edinburg	HCA - Medical Center Plano
CHRISTUS Mother Frances Hospital Tyler	DHR Health Clinics - McAllen	HCA - Medical City Dallas
CHRISTUS Mother Frances Hospital Winnsboro	Dimmit Regional Hospital	HCA - Medical City Denton
CHRISTUS Santa Rosa Hospital Alamo Heights	Eastland Dialysis Clinic	HCA - Medical City Frisco
CHRISTUS Santa Rosa Hospital Medical Ctr.	Eastland Memorial Hospital	HCA - Medical City Green Oaks Hospital
CHRISTUS Santa Rosa Hospital New Braunfels	Eastland Memorial Hospital Regional Healthcare Clinic	HCA - Medical City Heart & Spine Hospital
CHRISTUS Santa Rosa Hospital San Marcos	Eastland Walnut Street Clinic	HCA - Medical City Las Colinas
CHRISTUS Santa Rosa Hospital Westover Hills	Edinburg Regional Medical Center/Children's Medical Hospital	HCA - Medical City North Hills
CHRISTUS Southeast Texas Jasper Memorial Hospital	El Paso Children's Hospital	HCA - Medical City Weatherford
CHRISTUS Southeast Texas St. Elizabeth Hospital	El Paso VA Health Care System	HCA - Methodist Boerne Emergency Center
CHRISTUS Southeast Texas St. Mary Hospital	Electra Hospital District - Electra Home Health	HCA - Methodist ER De Zavala Rd.
CHRISTUS Spohn Hospital Alice	Electra Hospital District - Electra Medical Clinic	HCA - Methodist ER Helotes
CHRISTUS Spohn Hospital Beeville	Electra Hospital District - Electra Medical Supply	HCA - Methodist ER Nacogdoches Rd.
CHRISTUS Spohn Hospital Corpus Christi Memorial	Electra Hospital District - Electra Memorial Hospital	HCA - Methodist ER Potranco
CHRISTUS Spohn Hospital Corpus Christi Shoreline	Electra Hospital District - Goldsmith's Drug	HCA - Methodist ER Westover Hills
CHRISTUS Spohn Hospital Corpus Christi South	Electra Hospital District - Iowa Park Clinic	HCA - Methodist Hospital
CHRISTUS Spohn Hospital Kleberg	Electra Hospital District - Iowa Park Pharmacy	HCA - Methodist Hospital South
CHRISTUS St. Michael Hospital Atlanta	Electra Hospital District - Park Clinic	HCA - Methodist Specialty & Transplant Hospital
CHRISTUS St. Michael Rehabilitation Hospital	Electra Hospital District - Tri-Med Ambulance Service	HCA - Methodist Stone Oak Hospital
CHRISTUS TMF Louis Peaches Owen Heart Hospital	Faith Community Health System	HCA - Methodist Texsan Hospital
	Freestone Medical Center	HCA - Metropolitan Methodist Hospital
	Gonzaba Medical Group	HCA - North Austin Medical Center
	Guadalupe Regional Medical Center	HCA - Northeast Methodist Hospital
	HCA - Corpus Christi Medical Center	HCA - Rio Grande Regional Hospital
	HCA - Del Sol Medical Center	HCA - Round Rock Medical Center
	HCA - Heart Hospital of Austin	HCA - South Austin Medical Center
		HCA - St. David's Georgetown Hospital
		HCA - St. David's Medical Center
		HCA - St. David's Surgical Hospital
		HCA - Texas Orthopedic Hospital

HCA - Valley Regional Medical Center	Parker County Hospital District	Texas Health Frisco
HCA - Womans Hospital of Texas	Peterson Health	Texas Health Harris Methodist Hospital - Fort Worth
Hendrick Health System	Pipeline Healthcare - White Rock Medical Ctr.	Texas Health Harris Methodist Hospital - Hurst - Euless - Bedford
Huntsville Memorial Hospital	Shannon Medical Center	Texas Health Harris Methodist Hospital - Stephenville
JPS Health Network	Shriners Children's	Texas Health Harris Methodist Southwest - Fort Worth
La Hacienda Treatment Center	South Texas Behavioral Center	Texas Health Presbyterian Hospital - Allen
Longview Regional Medical Center	South Texas Veterans Health Care System	Texas Health Presbyterian Hospital - Dallas
Matagorda County Hospital District	St. Mark's Medical Center	Texas Health Presbyterian Hospital - Kaufman
McAllen Heart Hospital	STHS ER at Alamo	Texas Health Presbyterian Hospital - Plano
McAllen Medical Center	STHS ER at McColl	Texas Health Resources
Memorial Hermann Cypress Hospital	STHS ER at Mission	Texas Health Resources - Denton
Memorial Hermann Greater Heights Hospital	STHS ER at Monte Cristo	Texas Health Specialty Hospital - Fort Worth
Memorial Hermann Health System	STHS ER at Ware	Texoma Medical Center
Memorial Hermann Katy Hospital	STHS ER at Weslaco	The Center for Healthcare Services - Converse
Memorial Hermann Memorial City Medical Center	Tenet Healthcare - Baptist Medical Center	The Center for Healthcare Services - SA
Memorial Hermann Northeast Hospital	Tenet Healthcare - HealthLink	TIRR Memorial Hermann
Memorial Hermann Orthopedic & Spine Hospital (MHOSH)	Tenet Healthcare - Micro - Hospital - Weslaco	Titus Regional Medical Group
Memorial Hermann Pearland Hospital	Tenet Healthcare - Mission Trail Baptist Hospital	UMC Health System
Memorial Hermann Physician Network	Tenet Healthcare - Nacogdoches Medical Ctr.	United Regional Hospital
Memorial Hermann Southeast Hospital	Tenet Healthcare - North Central Baptist Hospital	United Regional Physician Group
Memorial Hermann Southwest Hospital	Tenet Healthcare - Northeast Baptist Hospital	United Tissue Resources - Austin
Memorial Hermann Sugar Land Hospital	Tenet Healthcare - Providence Memorial Hospital	United Tissue Resources - San Antonio
Memorial Hermann Texas Medical Center	Tenet Healthcare - Resolute Health	University Health
Memorial Hermann The Woodlands Medical Center	Tenet Healthcare - Sierra Medical Center	University of Texas at Tyler Health Science Ctr.
Memorial Medical Center	Tenet Healthcare - Sierra Providence East Medical Center	Uvalde Memorial Hospital
Methodist Healthcare Ministries	Tenet Healthcare - St. Luke's Baptist Hospital	VA North Texas Health Care System
Methodist Hospital Stone Oak Rehabilitation Center	Tenet Healthcare - Transmountain Hospital	VA Texas Valley Coastal Bend Health Care System
Michael DeBakey VA Medical Center	Tenet Healthcare - Valley Baptist Harlingen	Val Verde Regional Medical Center
Midland Memorial Hospital	Tenet Healthcare - Valley Baptist Hospital Brownsville	We Are Blood - Austin
Moore County Hospital District	Texas Children's Hospital	We Are Blood - Round Rock
Morningside at Menger Springs	Texas Health Alliance	West Texas VA Health Care System
Morningside at The Meadows	Texas Health Arlington Memorial Hospital	Wilbarger General Hospital
North Texas Medical Center	Texas Health Azle	Yoakum Community Hospital
OmniPoint Health Hospital	Texas Health Cleburne	
Paris Regional Medical Center		

SECTIONS AND NUMBER OF JOBS

Accounting/Finance (17)	Information System (24)	Patient Care - Laboratory (16)
Administrative (28)	Marketing (16)	Patient Care - Nursing (32)
Admitting (4)	Medical Records (10)	Patient Care - Pharmacy (6)
Ambulatory Surgery Center (3)	Patient Care - Cardiopulmonary (13)	Patient Care - Psychiatric/Mental Health (10)
Business Office (22)	Patient Care - Clinical Management (7)	Patient Care - Radiology (17)
Executives/Directors (68)	Patient Care - Clinics/Home Health (13)	Patient Care - Rehabilitation (15)
General Services/Maintenance (39)	Patient Care - Emergency (9)	Patient Care - Surgical (9)
Human Resources (17)	Patient Care - General Support (34)	Practice Management (2)

