

2024 TSHHRAE Wage and Benefit Survey Job List

(The bold titles are new to this year's survey)

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

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Cytogenetic Technologist
Data Analyst
Data Entry Operator
Data Security Administrator
Database Administrator (DBA)
Database Developer
Dental Assistant
Dental Hygienist
Dental Laboratory Technician
Diabetes Educator (Degreed)
Diagnostic & Imaging Services Director
Dietary Clerk/Aide
Dietetic Technician
Dietitian, Clinical (Registered)
Discharge Planner (Non RN)
Dispatcher - Security/Transportation
Dosimeterist
Education & Training Director
Educator (Non RN)
Educator (RN)
EEG Technician - Registered
EKG Technician
Electrician
Emergency Medical Services Director
Emergency Medical Services Manager
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 Service Manager
Environmental Service Supervisor
Environmental Service Worker (Custodian)
Environmental Services Director
Event Coordinator
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
Gift Store Manager
Grant Writer
Graphic Designer
Groundskeeper
Help Desk Supervisor
Help Desk Technician
Hemodialysis Technician
Histology Technician (Certified)
Home Health Aide - Hourly
Home Health Director
Home Health LVN - Hourly
Home Health RN - Hourly
Hospice Director
Hospital Entrance Health Screener
House Supervisor (RN)
Human Resources Assistant
Human Resources Business Partner
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 Verification Clerk
Insurance Section Supervisor
Inventory Control Clerk
IS Manager
IS Supervisor
IS Project Manager
Laboratory Director - Chief Medical Technologist (Non-MD)
Lactation Consultant (Non RN)
Lactation Consultant (RN)
Laundry Manager
Laundry Supervisor
Laundry Worker
Legal Council
Licensed Athletic Trainer
Licensed Vocational Nurse (LVN)
Licensed Vocational Nurse - Clinic or Medical Office
Magnetic Resonance Imaging (MRI) Technician
Mail Clerk
Maintenance Manager
Maintenance Multi-Skilled Service Worker
Maintenance Supervisor
Mammographer
Managed Care Director
Marketing Assistant
Marketing Coordinator (Degreed)
Marketing Director
Marketing Manager

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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 Technician - Blood Bank
Medical Laboratory Technician (MLT)
Medical Laboratory Technician (Non-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 Transcriptionist Supervisor
Mental Health Program Director
Mental Health/Chemical Dependency Counselor
Mental Health/Psychiatric Counselor
Monitor Technician
Network Manager
Network Specialist (Certified)
Network Specialist (Non-certified)
Nuclear Medicine Technologist
Nurse Anesthetist (CRNA)
Nurse Educator/Preceptor
Nurse Manager/Head Nurse
Nurse Navigator (RN)
Nurse Practitioner - Family Practice
Nurse Practitioner - Internal Medicine
Nurse Practitioner - Pediatrics
Nurse Practitioner (Advanced)
Nurse Recruiter (RN)
Nursing Director
Nursing Extern
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 Registrar Manager
Patient Account Representative
Patient Accounting/Business Office Director
Patient Care Assistant/Associate
Patient Care Coordinator (Non RN)
Patient Care Coordinator (RN)
Patient Care Technician - Multi-skilled
Patient Registrar
Patient Registrar Supervisor
Patient Relations Director
Patient Representative (Degreed)
Patient Representative (Non-degreed)
Patient Representative Manager
Patient Representative Supervisor
Payroll Clerk
Payroll Coordinator
Payroll Supervisor
PBX Operator (Telephone Operator)
PBX Supervisor
Personal Care Giver/Companion/Sitter
Pharmacist - Clinical
Pharmacist - Staff
Pharmacist Supervisor
Pharmacy Manager
Pharmacy Services Director
Pharmacy Technician (Certified/Non-certified)
Pharmacy Technician Supervisor
Phlebotomist (Certified/Non-certified)
Phlebotomist Supervisor
Physical Plant Manager
Physical Therapist - Licensed
Physical Therapy Aide
Physical Therapy Assistant - LPTA
Physical Therapy Director
Physical Therapy Manager
Physical Therapy Supervisor
Physician Assistant
Physician Liaison
Physician Recruiter
Physician Relations Director
Physician Relations Specialist
Plumber
Polysomnographic (Sleep) Technician
Polysomnographic (Sleep) Technologist
Population Health Coordinator
Practice Management Director (Non-MD)
Process Improvement Specialist
Programmer Analyst
Programmer Applications
Psychiatric Technician/Mental Health Aide
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

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Quality Improvement Manager
Quality Management Analyst
Radiation Therapist
Radiation Therapy Supervisor
Radiological Services Director (Non-MD)
Radiology Assistant
Radiology Manager
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 Care Technician (Non-cert/Non-reg)
Respiratory Therapist (Certified)
Respiratory Therapist (Registered)
Respiratory Therapy - Shift Supervisor
Respiratory Therapy Director
Respiratory Therapy Manager
Revenue Cycle Director
Revenue Cycle Manager
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
Shipping and Receiving/Logistics Manager
Social Services Director - MSW
Social Media Specialist
Social Worker - BSW
Social Worker - LMSW/LPC
Social Worker - MSW
Special Procedures Technician
Speech Therapist/Pathologist
Sterile Supply Technician
Stockroom Clerk
Stroke Coordinator (RN)
Surgery Scheduler
Surgery Scheduler - Ambulatory Surgery Center
Surgical Technician First Assistant
Surgical/Operating Room Technician - CST Ambulatory Surgery Ctr
Surgical/Operating Room Technician (Certified)
Surgical/Operating Room Technician (Non-certified)
Systems Administrator
Systems Analyst
Telecommunications Manager
Telephone Systems Technician
Training Specialist
Transitional Care Manager
Transporter
Trauma Coordinator (RN)
Trauma Registrar
Trauma Services Director
Tumor Registrar (CTR)
Ultrasound Technologist I
Ultrasound Technologist II
Unit Clerk/Secretary
Utilization Review (LVN)
Utilization Review (RN)
Valet Parking Attendant
Volunteer Coordinator
Volunteer Services Director
Web Developer
Wellness Program Director/Administrator
Wound Ostomy Continence Nurse (Certified Medicare)