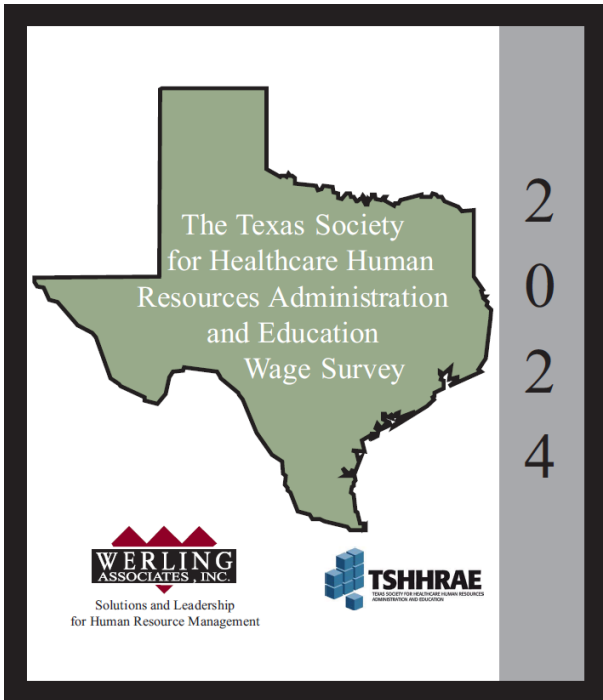


# 2024 TSHHRAE Wage and Benefit Survey Participation and Purchasing Information

Werling Associates, Inc. invites you to participate in the **2024 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 2024:**

Expanded PRN rate section

Based on the recommendations of past participants the following ten positions are new in 2024:

Cardiac Echo/Vascular Manager	Legal Council
Cardiovascular Perfusionist	LVN - Clinic or Medical Office
Clinic Director (RN)	Marketing Assistant
Dental Laboratory Technician	Process Improvement Specialist
Help Desk Supervisor	Radiation Therapy Supervisor

## **Last Year's Survey Included:**

Comprehensive base wage data on 406 jobs from 149,709 incumbents in the healthcare field

Participation from 277 healthcare locations

## **Visit Our Website for:**

Complete listing of jobs being surveyed in 2024

Questionnaire to participate in the 2024 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 1 <sup>st</sup>	Questionnaires available at werling.com
March 22 <sup>nd</sup>	Participation deadline
Late May	Final report published

## **2024 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 22, 2024** to be included in the **2024 TSHHRAE Wage and Benefit Survey**. All participants receive a discounted price versus the non-participant cost. To purchase the survey without participating, please visit werling.com and select *Purchase Survey* or complete the Order Form on the last page of this brochure. The survey results will be sent to purchasers in late May 2024.

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

# 2023 TSHHRAE SURVEY PARTICIPANTS

Abilene Vet Center	Baylor Scott & White Quality Alliance	Electra Hospital District - Goldsmith's Drug
AdventHealth System - AdventHealth Central Texas	Baylor Scott & White Research Institute	Electra Hospital District - Iowa Park Clinic
AdventHealth System - Texas Health Huguley Hospital Fort Worth South	Baylor Scott & White Southern Sector Health Initiative	Electra Hospital District - Iowa Park Pharmacy
Amarillo VA Health Care System	Baylor Scott & White Texas Spine & Joint Hospital	Electra Hospital District - Park Clinic
Ascension - Providence Health Services Waco	Baylor Scott & White The Heart Hospital - Denton	Electra Hospital District - Tri-Med Ambulance Service
Ascension - Seton	Baylor Scott & White The Heart Hospital - Plano	Faith Community Health Clinic - Alvord
Athens Hospital, LLC	Baylor University Medical Center	Faith Community Health Clinic - Bowie
Baptist Hospitals of Southeast Texas	Beaumont Vet Center	Faith Community Health Clinic - Graham
Baylor Health Enterprises LP	Bienvivir All Inclusive Senior Health	Faith Community Health System - Jacksboro
Baylor Scott & White All Saints Medical Center - Fort Worth	Blue Skies of Texas	Freestone Medical Center
Baylor Scott & White Clinic	BSA Hospital, LLC	Gonzaba Medical Group
Baylor Scott & White Continuing Care Hospital	Burleson St. Joseph Health Center	Gonzales Healthcare Systems
Baylor Scott & White EMS, Inc.	Burleson St. Joseph Manor	Grimes St. Joseph Health Center
Baylor Scott & White Health	Carthage Hospital, LLC	Guadalupe Regional Medical Center
Baylor Scott & White Health Care System Foundation	Central Texas Veterans Health Care System	HCA - Austin Endoscopy Center, Austin
Baylor Scott & White Health Plan	CHI St. Joseph College Station Hospital	HCA - Austin Endoscopy Center, Bee Cave
Baylor Scott & White HealthTexas Provider Network	CHI St. Joseph Health Center	HCA - Bay Area Houston Endoscopy
Baylor Scott & White HealthTexas Provider Network Gastroenterology Services LLP	Citizens Medical Center	HCA - Brownsville Surgery Center
Baylor Scott & White Heart and Vascular Hospital	Cogdell Memorial Hospital	HCA - Calloway Creek Surgery Center
Baylor Scott & White Irving Healthcare Foundation	CommuniCare Health Centers - Boerne	HCA - Careos Surgicenter
Baylor Scott & White Medical Center - Brenham	CommuniCare Health Centers - Helotes	HCA - Center for Special Surgery-Tex
Baylor Scott & White Medical Center - Capitol Area	CommuniCare Health Centers - Kyle	HCA - Central Park Surgery Center
Baylor Scott & White Medical Center - Centennial	CommuniCare Health Centers - San Antonio	HCA - Columbia Oakwood Surgery Center
Baylor Scott & White Medical Center - College Station	CommuniCare Health Centers - San Marcos	HCA - Corpus Christi Medical Center
Baylor Scott & White Medical Center - Garland and McKinney	CommuniCare Health Centers - Wimberley	HCA - Del Sol Medical Center
Baylor Scott & White Medical Center - Grapevine	Connally Memorial Medical Center	HCA - Denton Surgery Center LP
Baylor Scott & White Medical Center - Irving	ContinueCARE Hospital at Hendrick Medical Center	HCA - Fannin Surgicare
Baylor Scott & White Medical Center - Lake Pointe	ContinueCARE Hospital at Odessa	HCA - GL Endoscopy of Plano
Baylor Scott & White Medical Center - Marble Falls	ContinueCARE Hospital at Tyler	HCA - Heart Hospital of Austin
Baylor Scott & White Medical Center - Plano	Cook Children's Health Care System	HCA - Houston Clear Lake
Baylor Scott & White Medical Center - Round Rock	Covenant Health System	HCA - Houston Conroe
Baylor Scott & White Medical Center - Taylor	Cuero Regional Hospital	HCA - Houston Kingwood
Baylor Scott & White Medical Center - Waxahachie	DHR Health - Brownsville	HCA - Houston Mainland
Baylor Scott & White Memorial Hospital	DHR Health - Edinburg	HCA - Houston Medical Center
	DHR Health Clinics - McAllen	HCA - Houston Metro Urology Surgery Center
	Dimmit Regional Hospital	HCA - Houston North Cypress
	El Paso Children's Hospital	HCA - Houston Northwest
	El Paso VA Health Care System	HCA - Houston Pearland
	Electra Hospital District - Electra Home Health	HCA - Houston Southeast
	Electra Hospital District - Electra Medical Clinic	HCA - Houston Tomball
	Electra Hospital District - Electra Medical Supply	HCA - Houston West
	Electra Hospital District - Electra Memorial Hospital	HCA - Kingwood Surgery Center
		HCA - Las Palmas Medical Center
		HCA - McKinney Surgery Center
		HCA - Med City Fort Worth
		HCA - Medical Center Alliance
		HCA - Medical Center Arlington

HCA - Medical Center Lewisville	HCA - Surgicare of Sugar Land	Tenet Healthcare - Baylor Scott & White Sunnyvale
HCA - Medical Center McKinney	HCA - Texas Orthopedic Hospital	Tenet Healthcare - HealthLink
HCA - Medical Center Plano	HCA - Trinity Park Surgery Center	Tenet Healthcare - Micro - Hospital - Weslaco
HCA - Medical City Ambulatory Center	HCA - Valley Regional Medical Center	Tenet Healthcare - Mission Trail Baptist Hospital
HCA - Medical City Dallas	HCA - Womans Hospital of Texas	Tenet Healthcare - Nacogdoches Medical Center
HCA - Medical City Denton	HealthCARE Express - Atlanta	Tenet Healthcare - North Central Baptist Hospital
HCA - Medical City Frisco	HealthCARE Express - Longview	Tenet Healthcare - Northeast Baptist Hospital
HCA - Medical City Green Oaks Hospital	HealthCARE Express - Marshall	Tenet Healthcare - Providence Memorial Hospital
HCA - Medical City Heart & Spine Hospital	HealthCARE Express - Mount Pleasant	Tenet Healthcare - Resolute Health
HCA - Medical City Las Colinas	HealthCARE Express - Paris	Tenet Healthcare - Sierra Medical Center
HCA - Medical City North Hills	HealthCARE Express - Texarkana	Tenet Healthcare - Sierra Providence East Medical Center
HCA - Medical City Surgery Center Alliance	HealthCARE Express - Wake Village	Tenet Healthcare - St. Luke's Baptist Hospital
HCA - Medical City Surgery Center Frisco	HealthTexas	Tenet Healthcare - Transmountain Hospital
HCA - Medical City Weatherford	Henderson Hospital, LLC	Tenet Healthcare - Valley Baptist Harlingen
HCA - Memorial Endoscopy Center	Hendrick Health System	Tenet Healthcare - Valley Baptist Hospital Brownsville
HCA - Methodist Ambulatory Surgery Center - Medical Center	Hendrick Medical Center Brownwood	Texas Children's Hospital
HCA - Methodist Ambulatory Surgery Center - North Central	Hillcrest Baptist Medical Center	Texas Health Alliance
HCA - Methodist Boerne Emergency Center	Hillcrest Family Health Center	Texas Health Arlington Memorial Hospital
HCA - Methodist ER De Zavala Rd.	Hillcrest Physician Services	Texas Health Azle
HCA - Methodist ER Helotes	Hope Hospice - Bulverde	Texas Health Cleburne
HCA - Methodist ER Nacogdoches Rd.	Hope Hospice - New Braunfels	Texas Health Frisco
HCA - Methodist ER Potranco	Huntsville Memorial Hospital	Texas Health Harris Methodist Hospital - Fort Worth
HCA - Methodist ER Westover Hills	Jacksonville Hospital, LLC	Texas Health Harris Methodist Hospital - Hurst - Euless - Bedford
HCA - Methodist Healthcare System	JPS Health Network	Texas Health Harris Methodist Hospital - Southlake
HCA - Methodist Hospital	La Hacienda Treatment Center	Texas Health Harris Methodist Hospital - Stephenville
HCA - Methodist Hospital South	Longview Regional Medical Center	Texas Health Harris Methodist Southwest - Ft. Worth
HCA - Methodist Specialty & Transplant Hospital	Madison St. Joseph Health Center	Texas Health Physician Group
HCA - Methodist Stone Oak Hospital	Matagorda County Hospital District	Texas Health Presbyterian Hospital - Allen
HCA - Methodist Surgery Center Boerne	Memorial Medical Center	Texas Health Presbyterian Hospital - Dallas
HCA - Methodist Surgery Center Landmark	Methodist Healthcare Ministries	Texas Health Presbyterian Hospital - Flower Mound
HCA - Methodist Texsan Hospital	Methodist Hospital Stone Oak Rehabilitation	Texas Health Presbyterian Hospital - Kaufman
HCA - Metropolitan Methodist Emergency	Michael DeBakey VA Medical Center	Texas Health Presbyterian Hospital - Plano
HCA - Metropolitan Methodist Hospital	Midland Memorial Hospital	Texas Health Presbyterian Hospital - Rockwall
HCA - North Austin Medical Center	Moore County Hospital District	Texas Health Resources
HCA - North Austin Surgery Center	Morningside at Menger Springs	Texas Health Resources - Denton
HCA - Northeast Methodist Hospital	Morningside at The Meadows	Texas Health Wellness Center
HCA - Physicians Endoscopy Center	North Texas Medical Center	Texoma Medical Center
HCA - Plaza Day Surgery	Paris Regional Health	Titus Regional Medical Center
HCA - Rio Grande Regional Hospital	Parker County Hospital District	TMC Bonham Hospital
HCA - Round Rock Medical Center	Parkland Health and Hospital System	Tyler Regional Hospital, LLC
HCA - San Marcos Surgery Center	Peterson Health	United Regional Hospital
HCA - South Austin Medical Center	Pittsburg Hospital, LLC	United Regional Physician Group
HCA - South Austin Surgery Center	Quitman Hospital, LLC	
HCA - St. David's Austin Surgery Center	Seton Medical Center Harker Heights	
HCA - St. David's Georgetown Hospital	Shannon Medical Center	
HCA - St. David's Medical Center	Shriners Children's Texas	
HCA - St. David's Surgical Hospital	South Texas Veterans Health Care System	
HCA - Surgicare of South Austin	St. Joseph Provider-Based Clinic	
	St. Mark's Medical Center	
	Tenet Healthcare - Baptist Medical Center	

United Tissue Resources - Austin  
United Tissue Resources - San Antonio  
University Health  
University Medical Center  
Uvalde Memorial Hospital

VA Austin, Financial Services Center  
VA Heart of Texas Health Care Network  
VA North Texas Health Care System  
VA Texas Valley Coastal Bend Health  
Care System

Val Verde Regional Medical Center  
We Are Blood - Austin  
We Are Blood - Round Rock  
West Texas VA Health Care System  
Yoakum Community Hospital

## **SECTIONS AND NUMBER OF JOBS**

Accounting/Finance (17)  
Administrative (28)  
Admitting (3)  
Ambulatory Surgery Center (3)  
Business Office (22)  
Executives/Directors (71)  
General Services/Maintenance (39)  
Human Resources (18)

Information System (24)  
Marketing (17)  
Medical Records (10)  
Patient Care - Cardiopulmonary (15)  
Patient Care - Clinical Management (6)  
Patient Care - Clinics/Home Health (13)  
Patient Care - Emergency (9)  
Patient Care - General Support (36)

Patient Care - Laboratory (15)  
Patient Care - Nursing (32)  
Patient Care - Pharmacy (6)  
Patient Care - Psychiatric/Mental Health (10)  
Patient Care - Radiology (18)  
Patient Care - Rehabilitation (15)  
Patient Care - Surgical (9)  
Practice Management (2)

# 2024 TSHHRAE Wage and Benefit Survey Order Form



Please return this form to:  
 Werling Associates, Inc.  
 11845 IH-10 West, Suite 407  
 San Antonio, TX 78230  
 Phone: (210) 697-8232  
 christy@werling.com



Your organization will be invoiced at the appropriate rate, plus sales tax, depending on TSHHRAE membership and survey participation status. Due to the sensitive nature of the data no returns will be accepted.

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

To order the survey, please return this form or order online.  
 All surveys are subject to 8.25% sales tax and an additional \$15 shipping & handling on all prints.

Please check the appropriate box when ordering.

## Standard Pricing

<b>Participant</b>		
<input type="checkbox"/> Email (Excel) Results \$740	<input type="checkbox"/> Hard Copy \$800	<input type="checkbox"/> Email (Excel) and Hard Copy \$825
<b>Nonparticipant</b>		
<input type="checkbox"/> Email (Excel) Results \$995	<input type="checkbox"/> Hard Copy \$1,060	<input type="checkbox"/> Email (Excel) and Hard Copy \$1,085

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

<b>Participant</b>		
<input type="checkbox"/> Email (Excel) Results \$565	<input type="checkbox"/> Hard Copy \$625	<input type="checkbox"/> Email (Excel) and Hard Copy \$650
<b>Nonparticipant</b>		
<input type="checkbox"/> Email (Excel) Results \$820	<input type="checkbox"/> Hard Copy \$885	<input type="checkbox"/> Email (Excel) and Hard Copy \$910

**The survey results will be published in late May. Payment is due prior to delivery of the survey. Please select the method of payment below. Call our office if you need an additional payment option.**

### PAYMENT OPTION 1: Compete this order form

- Enclosed is a check
- Please send me an invoice now

(Payment can be made by check or ACH)  
 Please make check payable to: Werling Associates, Inc. TIN 74-2833524

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

Tax Exempt:  Yes  No

Tax Exempt ID #: \_\_\_\_\_

### PAYMENT OPTION 2: Order and pay online

Visit our website to order and pay online at [www.werling.com](http://www.werling.com)