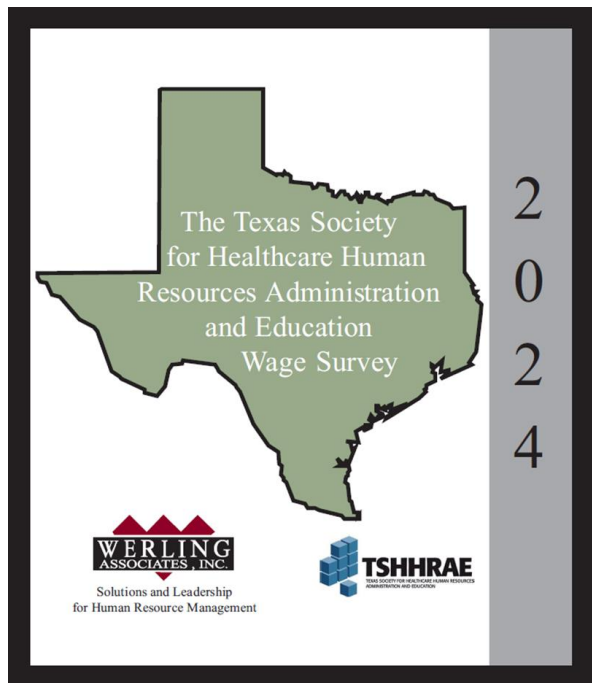


# 2024 TSHHRAE Wage and Benefit Survey AVAILABLE



The **2024 Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) Wage and Benefit Survey** is now available.

This survey is part of a continuing effort to provide human resource-related consulting services and support to the Texas healthcare community. Please take a moment to review this brochure outlining highlights from the survey and contact us if you need additional information. To purchase the survey, complete the enclosed order form and mail or email it to Werling Associates, Inc. Otherwise visit our website to purchase, [werling.com](http://werling.com)

## **SPONSORSHIP**

Werling Associates, Inc. would like to thank all participants for making this survey possible. In addition, we would like to thank the Texas Society for Healthcare Human Resources Administration and Education (TSHHRAE) for sponsoring the survey.

## **TIMING OF SURVEY**

Wage data is reported as of February 1, 2024 and published on June 1, 2024.

## **REPORT**

The 2024 TSHHRAE Wage and Benefit Survey provides comprehensive information on 404 positions in the healthcare field. Surveys were sent to hospitals and other healthcare organizations throughout Texas. The report includes data from 53 organizations, encompassing 261 locations, and reporting data on 143,291 incumbents in the healthcare field. Please refer to the participant list for a complete list of the organizations, by location, included in this year's report.

The survey report provides the job number, job title, job description, and minimum education and/or certification for each position. Data includes the number of organizations reporting data and the total number of employees for each job. Wage information reported for hourly base pay and hourly total compensation includes: average pay, 10th percentile, 25th percentile, median, 75th percentile, and 90th percentile. In accordance with the Department of Justice wage survey guidelines for safe harbor, results are provided where at least five organizations reported wage data. All individual participant's data is kept confidential.

## **METHOD OF DATA COLLECTION AND ANALYSIS**

The survey data was gathered from questionnaires submitted by e-mail. Participants were asked to report data where at least 80% of the duties described are performed by the incumbent(s).

## **DATA INTERPRETATION**

As with any survey, the information contained in the report must be interpreted with caution. Even with proper job matches, the reported wages reflect differentials based on a broad range of seniority and experience, job responsibility, organizational size, geographical differences and differences in pay policies. Users should take these differences into consideration when establishing pay rates.

# 2024 TSHHRAE SURVEY PARTICIPANTS

AdventHealth System - AdventHealth Central Texas	Baylor Scott & White The Heart Hospital - Denton	CHRISTUS TMF Louis Peaches Owen Heart Hospital
AdventHealth System - Texas Health Huguley Hospital Fort	Baylor Scott & White The Heart Hospital - Plano	CHRISTUS TMF Louis Peaches Owen Heart Hospital Cardiology
Amarillo VA Health Care System	Baylor University Medical Center	CHRISTUS Trinity Mother Frances Rehabilitation Hospital
Baptist Hospitals of Southeast Texas	Bienvivir All - Inclusive Senior Health	Citizens Medical Center
Baylor Health Enterprises LP	Burleson St. Joseph Health Center	CommuniCare Health Centers - Boerne
Baylor Scott & White All Saints Medical Center - Fort Worth	Burleson St. Joseph Manor	CommuniCare Health Centers - Helotes
Baylor Scott & White Clinic	Central Texas Veterans Health Care System	CommuniCare Health Centers - Kyle
Baylor Scott & White Continuing Care Hospital	CHI St. Joseph College Station Hospital	CommuniCare Health Centers - San Antonio
Baylor Scott & White EMS, Inc	CHI St. Joseph Health Center	CommuniCare Health Centers - San Marcos
Baylor Scott & White Health	CHRISTUS Baylor Clinics Childrens Hospital of San Antonio	CommuniCare Health Centers - Wimberley
Baylor Scott & White Health Care System Foundation	CHRISTUS Childrens Hospital	Connally Memorial Medical Center
Baylor Scott & White Health Plan	CHRISTUS Childrens Hospital Emergency Care Westover Hills	ContinueCARE Hospital at Hendrick Medical Ctr
Baylor Scott & White HealthTexas Provider Network	CHRISTUS Childrens Hospital Foundations	ContinueCARE Hospital at Odessa
Baylor Scott & White HealthTexas Provider Network Gastroenterology Service	CHRISTUS Mother Frances Hospital Jacksonville	ContinueCARE Hospital at Tyler
Baylor Scott & White Heart and Vascular Hospital	CHRISTUS Mother Frances Hospital South Tyler	Cook Children's Health Care System
Baylor Scott & White Irving Healthcare Foundation	CHRISTUS Mother Frances Hospital Sulphur Springs	Covenant Health System
Baylor Scott & White Medical Center - Brenham	CHRISTUS Mother Frances Hospital Tyler	Cuero Regional Hospital
Baylor Scott & White Medical Center - Capitol Area	CHRISTUS Mother Frances Hospital Winnsboro	DHR Health - Brownsville
Baylor Scott & White Medical Center - Centennial	CHRISTUS Santa Rosa Hospital Alamo Heights	DHR Health - Edinburg
Baylor Scott & White Medical Center - College Station	CHRISTUS Santa Rosa Hospital Medical Center	DHR Health Clinics - McAllen
Baylor Scott & White Medical Center - Garland and McKinney	CHRISTUS Santa Rosa Hospital New Braunfels	Edinburg Regional Medical Center/Children's Medical Hospital
Baylor Scott & White Medical Center - Grapevine	CHRISTUS Santa Rosa Hospital San Marcos	El Paso Children's Hospital
Baylor Scott & White Medical Center - Irving	CHRISTUS Santa Rosa Hospital Westover Hills	El Paso VA Health Care System
Baylor Scott & White Medical Center - Lake Pointe	CHRISTUS Southeast Texas Hospital Orange	Electra Hospital District - Electra Home Health
Baylor Scott & White Medical Center - Marble Falls	CHRISTUS Southeast Texas Jasper Memorial Hospital	Electra Hospital District - Electra Medical Clinic
Baylor Scott & White Medical Center - Plano	CHRISTUS Southeast Texas St Elizabeth Hospital	Electra Hospital District - Electra Medical Supply
Baylor Scott & White Medical Center - Round Rock	CHRISTUS Spohn Hospital Alice	Electra Hospital District - Electra Memorial Hospital
Baylor Scott & White Medical Center - Taylor	CHRISTUS Spohn Hospital Beeville	Electra Hospital District - Goldsmith's Drug
Baylor Scott & White Medical Center - Waxahachie	CHRISTUS Spohn Hospital Corpus Christi Shoreline	Electra Hospital District - Iowa Park Clinic
Baylor Scott & White Memorial Hospital	CHRISTUS Spohn Hospital Corpus Christi South	Electra Hospital District - Iowa Park Pharmacy
Baylor Scott & White Quality Alliance	CHRISTUS Spohn Hospital Kleberg	Electra Hospital District - Park Clinic
Baylor Scott & White Research Institute	CHRISTUS Spohn Surgical Hospital	Electra Hospital District - Tri-Med Ambulance Service
Baylor Scott & White Southern Sector Health Initiative	CHRISTUS St. Michael Hospital Atlanta	Faith Community Health Clinic - Alvord
	CHRISTUS St. Michael Rehabilitation Hospital	Faith Community Health Clinic - Bowie
		Faith Community Health Clinic - Graham
		Faith Community Health System - Jacksboro
		Freestone Medical Center
		Gonzaba Medical Group
		Gonzales Healthcare Systems
		Grimes St. Joseph Health Center
		Guadalupe Regional Medical Center
		HCA - Bay Area Houston Endoscopy
		HCA - Brownsville Surgery Center
		HCA - Calloway Creek Surgery Center
		HCA - Corpus Christi Medical Center

HCA - Del Sol Medical Center	HealthCARE Express - Texarkana	Tenet Healthcare - Providence Memorial Hospital
HCA - Denton Surgery Center LP	HealthCARE Express - Wake Village	Tenet Healthcare - Resolute Health
HCA - Fannin Surgicare	HealthTexas	Tenet Healthcare - Sierra Medical Center
HCA - GL Endoscopy of Plano	Hendrick Health System	Tenet Healthcare - Sierra Providence East Medical Center
HCA - Houston Clear Lake	Hendrick Medical Center Brownwood	Tenet Healthcare - St. Luke's Baptist Hospital
HCA - Houston Conroe	Hillcrest Baptist Medical Center	Tenet Healthcare - Transmountain Hospital
HCA - Houston Kingwood	Hillcrest Family Health Center	Tenet Healthcare - Valley Baptist Harlingen
HCA - Houston Mainland	Hillcrest Physician Services	Tenet Healthcare - Valley Baptist Hospital Brownsville
HCA - Houston Medical Center	Hope Hospice - Bulverde	Tenet Healthcare - Westover Hills Baptist Hospital
HCA - Houston Metro Urology Surgery Ctr	Hope Hospice - New Braunfels	Texas Children's Hospital
HCA - Houston North Cypress	Huntsville Memorial Hospital	Texas Health Alliance
HCA - Houston Northwest	JPS Health Network	Texas Health Arlington Memorial Hospital
HCA - Houston Pearland	La Hacienda Treatment Center	Texas Health Azle
HCA - Houston Southeast	Longview Regional Medical Center	Texas Health Cleburne
HCA - Houston Tomball	Madison St. Joseph Health Center	Texas Health Frisco
HCA - Houston West	Matagorda County Hospital District	Texas Health Harris Methodist Hospital - Fort Worth
HCA - Kingwood Surgery Center	McAllen Heart Hospital	Texas Health Harris Methodist Hospital - Hurst - Euless - Bedford
HCA - Las Palmas Medical Center	McAllen Medical Center	Texas Health Harris Methodist Hospital - Southlake
HCA - McKinney Surgery Center	Memorial Medical Center	Texas Health Harris Methodist Hospital Stephenville
HCA - Medical Center Alliance	Methodist Healthcare Ministries	Texas Health Harris Methodist Southwest - Fort Worth
HCA - Medical Center Arlington	Michael DeBakey VA Medical Center	Texas Health Physician Group
HCA - Medical Center Lewisville	Midland Memorial Hospital	Texas Health Presbyterian Hospital - Allen
HCA - Medical Center Mckinney	Moore County Hospital District	Texas Health Presbyterian Hospital - Dallas
HCA - Medical Center Plano	North Texas Medical Center	Texas Health Presbyterian Hospital - Flower Mound
HCA - Medical City Ambulatory Center	Paris Regional Health	Texas Health Presbyterian Hospital - Kaufman
HCA - Medical City Dallas	Peterson Health	Texas Health Presbyterian Hospital - Plano
HCA - Medical City Denton	Rolling Plains Memorial Hospital	Texas Health Presbyterian Hospital - Rockwall
HCA - Medical City Fort Worth	Shannon Health	Texas Health Resources
HCA - Medical City Frisco	Shriners Children's Texas	Texas Health Resources - Denton
HCA - Medical City Green Oaks Hospital	South Texas Behavioral Center	Texas Health Wellness Center
HCA - Medical City Heart & Spine Hospital	South Texas Veterans Health Care System	Texoma Medical Center
HCA - Medical City Las Colinas	St. Joseph Provider - Based Clinic	The Center for Healthcare Services - Bexar County
HCA - Medical City North Hills	STHS ER at Alamo	The University of Texas Health at San Antonio
HCA - Medical City Surgery Center Alliance	STHS ER at McColl	Titus Regional Medical Center
HCA - Medical City Surgery Center Frisco	STHS ER at Mission	TMC Bonham Hospital
HCA - Medical City Weatherford	STHS ER at Monte Cristo	United Regional Hospital
HCA - Memorial Endoscopy Center	STHS ER at Ware	United Regional Physician Group
HCA - Physicians Endoscopy Center	STHS ER at Weslaco	United Tissue Resources - Austin
HCA - Plaza Day Surgery	Tenet Healthcare - Baptist Health System	United Tissue Resources - San Antonio
HCA - Rio Grande Regional Hospital	Tenet Healthcare - Baptist Medical Center	University Health
HCA - Surgicare of Sugar Land	Tenet Healthcare - Baylor Scott & White Sunnyvale	University Medical Center
HCA - Texas Orthopedic Hospital	Tenet Healthcare - HealthLink	Uvalde Memorial Hospital
HCA - Trinity Park Surgery Center	Tenet Healthcare - Micro - Hospital - Weslaco	VA Austin, Financial Services Center
HCA - Valley Regional Medical Center	Tenet Healthcare - Mission Trail Baptist Hospital	VA Heart of Texas Health Care Network
HCA - Womans Hospital of Texas	Tenet Healthcare - Nacogdoches Medical Center	
HealthCARE Express - Atlanta	Tenet Healthcare - North Central Baptist Hospital	
HealthCARE Express - Longview	Tenet Healthcare - Northeast Baptist Hospital	
HealthCARE Express - Marshall		
HealthCARE Express - Mount Pleasant		

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 - Cedar Park  
We Are Blood - Round Rock  
West Texas VA Health Care System  
Winkler County Hospital District

Yoakum Community Hospital  
West Texas VA Health Care System  
Yoakum Community Hospital  
VA North Texas Health Care System

## **SECTIONS AND NUMBER OF JOBS**

Accounting/Finance (17)

Administrative (25)

Admitting (3)

Ambulatory Surgery Center (2)

Business Office (21)

Executives/Directors (69)

General Services/Maintenance (35)

Human Resources (16)

Information System (23)

Marketing (13)

Medical Records (9)

Patient Care - Cardiopulmonary (11)

Patient Care - Clinical Management (4)

Patient Care - Clinics/Home Health (11)

Patient Care - Emergency (7)

Patient Care - General Support (33)

Patient Care - Laboratory (15)

Patient Care - Nursing (30)

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 was published on June 1, 2024. 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)