
2011 HHRAM Healthcare Compensation Surveys

Clinic Wage & Salary Survey

104 Positions and Related Pay Practices

Survey Positions Listed Alphabetically by Job Family

Bold text indicates new survey position in 2011.

GENERAL MGMT & ADMIN SUPPORT

- Administrative Secretary
- Administrator
- Assistant Administrator
- Clinic Manager (Multi-Site)
- Clinic Site Manager
- Compliance Specialist
- Director, Clinic Operations (Administrative)
- Director, Clinic Operations (Clinical)
- Director, Urgent Care Services
- Receptionist
- Site Supervisor (Non-RN)
- Switchboard Operator

ACTG, FINANCE & BUSINESS OFFICE

- Accountant
- Accounting Clerk
- Bookkeeper
- Collections Specialist
- Managed Care Specialist
- Manager, Business Office
- Marketing/PR Specialist
- Patient Accounts Rep (Billing/Insurance Clerk)
- Patient Scheduler - Clinic
- Referral Representative
- Registrar/Admitting Clerk
- Staffing Coordinator
- Supervisor, Front Office - Clinic

MEDICAL RECORDS / HEALTH INFO

- Clinic Services Assistant
- Coder (ART/AHIT)
- Coder (non-ART/RRA)
- Data Entry Clerk - Clinic
- Manager, Health Information - Clinic
- Manager, QA/UR
- Medical Records Clerk, Automated Systems
- Medical Transcriptionist
- Patient Representative
- Supervisor, Coding - Clinic
- Supervisor, Medical Records
- Supervisor, Medical Transcription

- Utilization Review Nurse

HUMAN RESOURCES

- Director, Human Resources
- Human Resources Assistant
- Human Resources Generalist - Clinic

MATERIALS MANAGEMENT

- Courier/Driver
- Supply Clerk

HSKPG, FACILITIES, MNTCE & SECURITY

- Housekeeping/Environmental Services Aide
- Maintenance Technician

LABORATORY

- Manager, Laboratory - Clinic
- Medical Laboratory Technician (MLT) - Clinic
- Medical Technologist - Clinic
- Phlebotomist
- Supervisor, Laboratory Section

NURSING MANAGEMENT

- Director, Nursing - Clinic
- Occupational Medicine Coordinator
- Supervisor, Clinic RN
- Supervisor, Clinical Services
- Surgery Scheduler

CLINICAL NURSING

- Infection Control Coordinator
- Licensed Practical Nurse (LPN) - Clinic
- Medical Assistant - Clinic
- Nurse Anesthetist (CRNA) - Hourly Base Rate
- Nurse Anesthetist (CRNA) - W2
- Nurse Clinician
- Nurse Midwife (Certified)
- Nurse Practitioner
- Nurse Practitioner (Certified) - Specialty
- Nursing Assistant - Clinic
- Patient Care Coordinator - Clinic
- Physician Assistant
- Physician Assistant – Specialty Care

- Registered Nurse (General Duty Staff Nurse - Clinic)
- Surgical First Assistant-Freestanding
- Surgical Technician
- Triage Registered Nurse (RN)

REHABILITATION THERAPIES

- Athletic Trainer - Certified
- Audiologist
- Chiropractor
- Massage Therapist
- Occupational Therapist (OTR)
- Physical Therapist (Registered)
- Physical Therapy Aide
- Physical Therapy Assistant (LPTA)

SPECIALIZED CARE

- Acupuncturist
- Ophthalmic Technician
- Ophthalmic Technologist
- Ophthalmology Assistant
- Optician
- Optometrist
- Orthopedic Technician (Certified)
- Podiatrist
- Social Worker (MSW)
- Supervisor, Optical

RADIOLOGY

- Mammography Technologist
- Manager, Radiology - Clinic
- Medical Physicist
- MRI Tech
- Nuclear Medicine Technologist
- Radiation Therapist
- Radiation Therapy Technologist
- Radiologic Technologist
- Supervisor, X-Ray
- Ultrasound Technologist
- X-Ray Tech Operator

PHARMACY

- Manager, Pharmacy – Clinic
- Pharmacist
- Pharmacy Technician – Clinic

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Healthcare Executive Compensation Survey

14 Executive Positions and Executive Benefits/Perquisites

- Chief / Top Patient Care Executive
- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Chief Information Officer (CIO)
- Chief Medical Officer (CMO)
- Chief Operating Officer (COO)
- Compliance Officer
- Top Human Resources Executive
- Top Legal Executive
- Top Managed Care Executive
- Top Marketing Executive
- Top Professional Services Executive
- Top Quality/Patient Satisfaction Executive
- Top Support Services Executive

Healthcare Wage & Salary Survey

332 Positions and Related Pay Practices

Survey Positions Listed Alphabetically by Job Family

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Participation Form available at <http://www.DenariusSurveys.com/hhram>

GENERAL MGMT & ADMIN SUPPORT

- Administrative Secretary
- Administrator
- Clerk (Entry Level)
- **Clinical Operations Coordinator**
- Compliance Specialist
- Continuous Improvement Specialist, Lead
- Credentialing Coordinator
- Credentialing Specialist
- **Data Entry Operator**
- Departmental Secretary
- Development Officer (Fund Raiser)
- Director, Accreditation Compliance
- Director, Chaplaincy
- Director, Continuous Improvement - Corporate
- Director, CQI (Quality Management)
- Director, Foundation
- Grant Writer
- Head of Interpreter Services
- Insurance Selection Specialist (Patient Access Specialist)
- Interpreter - ASL
- Interpreter - Bi-Lingual
- Quality Improvement Coordinator
- Receptionist
- Staff Chaplain
- Supervisor, Telecommunications
- Switchboard Operator
- Utilization Review Manager

ACTG, FINANCE & BUSINESS OFFICE

- Accountant
- Accounting Clerk
- Auditor, Clinical

- Auditor, Financial, Operational, and Compliance
- Cashier (Business Office)
- Collections Specialist
- Contract Analyst
- Director, Admitting
- Director, Business Office
- Director, Finance
- Director, Revenue Management & Regulatory Analysis
- Head of Managed Care
- Managed Care Specialist
- Manager, Admitting
- Manager, Business Office
- Manager, Contracting & Analysis
- Manager, Finance
- Manager, Reimbursement Analysis
- Patient Accounts Rep (Billing/Insurance Clerk)
- Payroll Specialist
- Registrar/Admitting Clerk
- Reimbursement Analyst
- Supervisor, Admitting
- Supervisor, Hospital Patients Accounts

MARKETING & PUBLIC RELATIONS

- Director, Community/Public Relations
- Director, Marketing
- Director, Volunteers
- Durable Medical Equipment (DME) Coordinator
- Gift Shop Clerk
- Graphic Designer
- Marketing Generalist
- Public Relations Generalist

- Social Media Specialist
- **State & Public Policy Advisor**

MEDICAL RECORDS / HEALTH INFO

- Coder (ART/AHIT)
- Coder (non-ART/RRA)
- Coding (Lead)
- Director, Health Information (Medical Records)
- Document Imaging Associate
- Medical Librarian
- Medical Records Clerk
- Medical Records Clerk, Automated Systems
- Medical Secretary
- Medical Transcriptionist
- Minimum Data Set (MDS) Coordinator
- Statistician
- Supervisor, Coding
- Supervisor, Health Information
- Supervisor, Transcription
- Tumor Registry Specialist
- Utilization Review Nurse

HUMAN RESOURCES

- Benefits Analyst, Senior
- Benefits Analyst/Coordinator
- Compensation Analyst
- Compensation Analyst, Senior
- Cultural Competency/Diversity Specialist
- Director, Human Resources
- Director, Training and Staff Development
- Human Resources Assistant

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- Human Resources Business Partner, Senior
- Human Resources Generalist, Entry-level
- Human Resources Generalist, Senior
- Manager, Benefits
- Manager, Compensation
- Manager, HRIS
- Manager, Human Resources
- Manager, Labor / Employee Relations
- Manager, Physician Compensation
- Manager, Physician Recruitment
- Nurse Recruiter
- Physician Compensation Analyst
- Physician Recruiter
- Recruiter
- Staff Training and Education Specialist (non-RN)
- Workforce Planning Analyst

FOOD SERVICE

- Cashier (Cafeteria)
- Cook
- Dietary Aide
- Dietetic Technician
- Dietitian
- Director, Food Services
- Sous Chef
- Supervisor, Food Service

MATERIALS MANAGEMENT

- Central Supply Aide
- Central Supply/Sterilization Technician
- Courier/Driver
- Director, Materials Management
- Manager, Central Services
- Manager, Purchasing
- Purchasing Agent/Buyer
- Stock Clerk
- Supervisor, Stores and Receiving

HSKPG, FACILITIES, MNTCE & SECURITY

- Carpenter
- Certified Biomedical Electronics Technician
- Director, Facilities Management
- Director, Housekeeping
- Director, Maintenance/Engineering
- Director, Security
- Electrician
- Electronics/Biomedical Technician
- Floor Finisher
- Housekeeping/Environmental Services Aide

- Laundry Worker
- Maintenance Engineer
- Maintenance Engineer - Advanced
- Maintenance Mechanic
- Maintenance Technician
- Manager, Biomedical Engineering
- Manager, Laundry
- Painter
- Plumber
- Safety Specialist
- Security Officer/Guard (Unarmed)
- Supervisor, Housekeeping/Environmental Services
- Supervisor, Laundry

INFORMATION SYSTEMS

- Applications Specialist - Nursing
- Applications Specialist - Pharmacy
- Applications Specialist - Radiology
- Clinical Data Analyst
- Clinical Informaticist (RN) - Non-Supervisory
- Clinical Informaticist (RN) - Supervisory
- Clinical Informatics Analyst (Associate's Degree)
- Computer Operator
- Database Administrator
- Desktop Support Technician
- Director, Information Systems
- Help Desk Specialist
- Information Services Analyst
- Information Systems Trainer
- Laboratory Information System Specialist
- Manager, Computer Operations
- Network Administrator
- PC/LAN Specialist
- Picture Archiving Communications System (PACS) Analyst
- Supervisor, Systems Analysis & Programming
- Systems Analyst/Programmer
- Systems Programmer
- Telecommunications Analyst

LABORATORY

- Cytotechnologist
- Director, Laboratory Services
- Histology Technician
- Histotechnologist
- Laboratory Aide
- Laboratory Assistant
- Medical Laboratory Technician (MLT) - Clinic
- Medical Laboratory Technician (MLT) - Hospital

- Medical Technologist - Clinic
- Medical Technologist - Hospital
- Pathology Assistant
- Phlebotomist
- Supervisor, Blood Bank
- Supervisor, Laboratory Section

NURSING MANAGEMENT

- Charge Nurse
- Diabetic Educator (RN)
- Director, Hospice/ Home Care
- Director, Oncology
- Head of Nursing Management
- Head of Patient Care Services
- Health Unit Coordinator (HUC)
- Home Health Coordinator
- House Supervisor, Nursing
- Manager, Ambulance Services
- Manager, Anesthesia
- Manager, Clinical Specialty
- Manager, Emergency Services
- Manager, Hospice/Home Care
- Manager, Intensive Care Services
- Manager, Medical/Surgical Unit
- Manager, Nurse
- Manager, Nursing Support
- Manager, OB/Maternity
- Manager, Surgery (OR)
- Nurse Educator
- Nurse Staffing Clerk
- Patient Safety Analyst Coordinator
- Scheduling Coordinator
- Staff Development Coordinator
- Supervisor, Clinic RN
- Supervisor, Nurse Staffing
- Supervisor, Nursing
- Surgery Scheduler

CLINICAL NURSING

- Childbirth Educator
- Clinical Nurse Specialist
- Clinical Research II
- Emergency Medical Technician
- Employee Health Nurse
- Home Health Aide (Home Services Aide/Homemaker)
- Home Health RN (Home Care Visits Nurse)
- Infection Control Coordinator
- Infection Control Nurse
- Licensed Practical Nurse (LPN) - Clinic
- Licensed Practical Nurse (LPN) - Hospital
- Licensed Practical Nurse (LPN) - Long Term Care
- Medical Assistant - Clinic

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- Medication Aide - Trained
- Nurse Anesthetist (CRNA) - Hourly Base Rate
- Nurse Anesthetist (CRNA) - W2
- Nurse Clinician
- Nurse Midwife (Certified)
- Nurse Practitioner
- Nurse Practitioner – Neonatal
- Nurse Practitioner – Specialty Care
- Nursing Assistant – Hospital
- Nursing Assistant – Long Term Care
- Nursing Student Intern
- Paramedic
- Patient Care Coordinator - Clinic
- Physician Assistant
- Physician Assistant – Specialty Care
- Registered Nurse (General Duty Staff Nurse - Clinic)
- Registered Nurse (General Duty Staff Nurse - Hospital)
- Registered Nurse (General Duty Staff Nurse - Long Term Care)
- Surgical Technician
- Triage Registered Nurse (RN)

REHABILITATION THERAPIES

- Athletic Trainer - Certified
- Audiologist
- Certified Hand Therapist (CHT)
- Certified Occupational Therapy Assistant (COTA)
- Chiropractor
- Director, Rehabilitation Services
- Manager, Occupational Therapy
- Manager, Physical Therapy
- Manager, Recreational Therapy
- Massage Therapist
- Occupational Therapist (OTR)
- Physical Therapist - Home Care
- Physical Therapist (Doctoral)
- Physical Therapist (Registered)
- Physical Therapy Aide
- -Certified
- Supervisor, Pharmacy

- Physical Therapy Assistant (LPTA)
- Recreational Therapist
- Speech Pathologist
- Supervisor, Occupational Therapy
- Supervisor, Physical Therapy

SPECIALIZED CARE

- Activities Assistant
- Activities Coordinator
- Aesthetician
- Bone Density Technician
- Cardiac Rehabilitation Therapist
- Cardiovascular Technologist (Invasive)
- Certified Orthotist
- Chemical Dependency Counselor
- Dental Assistant
- Dialysis Technician
- Director, Respiratory Therapy
- Director, Social Services
- EAP Counselor
- EEG (Neurodiagnostics) Technologist
- EEG Technician
- EKG Technician
- Exercise Physiologist
- Genetics Counselor
- **Intra Operative Monitoring (IOM) Technologist**
- Monitor Technician
- Neuropsychologist
- Ophthalmic Technician
- Ophthalmic Technologist
- Ophthalmology Assistant
- Optician
- Optometrist
- Orthopedic Assistant
- Orthopedic Technician (Certified)
- Perfusionist (Cardiovascular)
- Polysomnographic Technician (Sleep Lab Tech)
- Polysomnographic Technologist
- Psychiatric Technician
- Psychologist (Master's Level)
- Psychologist (Ph.D. Level)

- Respiratory Therapist (Registered)
- Respiratory Therapy Technician (Certified)
- Social Worker (BSW)
- Social Worker (MSW)
- **Social Worker, LICSW**
- Supervisor, Retail Optical
- Supervisor, Sleep Lab

RADIOLOGY

- Cardiac Ultrasound Technician (Echocardiology Technologist)
- CT Scan Technologist
- Director, Radiology (Diagnostic Imaging)
- Dosimetrist
- Film File Clerk
- Mammography Technologist
- Manager, Radiation Therapy
- Manager, Radiology
- Medical Physicist
- MRI Tech
- Nuclear Medicine Technologist
- PACS Administrator
- Radiation Therapy Technologist
- Radiologic Technologist
- Radiology Aide
- Special Procedures Technologist
- Supervisor, Radiology
- Ultrasound Technologist
- Vascular Technologist, Registered

PHARMACY

- Clinical Pharmacy Coordinator
- Director, Pharmacy - Hospital
- Director, Pharmacy - Retail
- Manager, Retail Pharmacy Operation
- Pharmacist
- Pharmacy Assistant
- Pharmacy Buyer
- Pharmacy Technician - Certified
- Pharmacy Technician - Clinic
- Pharmacy Technician - Non