

# 2010 HHRAM Healthcare Wage & Salary Survey

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## Survey Positions by Job Family

Bold text indicates new survey position in 2010.

### EXECUTIVE

- 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

### GENERAL MGMT & ADMIN SUPPORT

- Administrative Secretary
- Administrator
- Clerk (Entry Level)
- Compliance Specialist
- Continuous Improvement Specialist, Lead
- Credentialing Coordinator
- Credentialing Specialist
- Departmental Secretary
- Development Officer (Fund Raiser)
- Director of Accreditation Compliance
- Director of Chaplaincy
- Director of Continuous Improvement - Corporate
- Director of CQI (Quality Management)
- Director of 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 of 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 of Admitting
- Director of Business Office
- Director of Finance
- Director of Revenue Management & Regulatory Analysis
- Head of Managed Care
- Managed Care Specialist
- Manager of Admitting
- Manager of Business Office
- Manager of Contracting & Analysis
- Manager of Finance
- Manager of Reimbursement Analysis
- Patient Accounts Rep (Billing/Insurance Clerk)
- Payroll Specialist
- Registrar/Admitting Clerk
- Reimbursement Analyst
- Supervisor of Admitting
- Supervisor of Hospital Patients Accounts

### MARKETING & PUBLIC RELATIONS

- Barista
- Director of Community/Public Relations
- Director of Marketing
- Director of Volunteers
- **Durable Medical Equipment (DME) Coordinator**
- Gift Shop Clerk
- Graphic Designer
- Marketing Generalist
- Public Relations Generalist
- **Social Media Specialist**

### MEDICAL RECORDS / HEALTH INFO

- Coder (ART/AHIT)
- Coder (non-ART/RRA)
- Coding (Lead)
- Director of Health Information (Medical Records)
- Document Imaging Associate
- Manager of Oncology Registry
- Medical Librarian
- Medical Records Clerk
- Medical Records Clerk, Automated Systems
- Medical Secretary
- Medical Transcriptionist
- Minimum Data Set (MDS) Coordinator
- **Statistician**
- Supervisor of Coding
- Supervisor of Health Information
- Supervisor of 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 of Human Resources
- Director of Human Resources/Ancillary Departments
- Director of Training and Staff Development
- Entry-level Human Resources Generalist
- Human Resources Assistant
- Manager of Benefits
- Manager of Compensation
- Manager of HRIS
- Manager of Human Resources
- Manager of Labor / Employee Relations
- **Manager of Physician Compensation**
- Manager of Physician Recruitment
- Nurse Recruiter
- **Physician Compensation Analyst**
- Physician Recruiter
- Recruiter
- Sr. Human Resources Generalist
- Staff Training and Education Specialist (non-RN)

### FOOD SERVICE

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

### MATERIALS MANAGEMENT

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

### HSKPG, FACILITIES, MNTCE & SECURITY

- Carpenter

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- Certified Biomedical Electronics Technician
- Director of Facilities Management
- Director of Housekeeping
- Director of Maintenance/Engineering
- Director of Security
- Electrician
- Electronics/Biomedical Technician
- Floor Finisher
- Housekeeping/Environmental Services Aide
- Laundry Worker
- Maintenance Engineer
- Maintenance Engineer - Advanced
- Maintenance Mechanic
- Maintenance Technician
- Manager of Biomedical Engineering
- Manager of Laundry
- Painter
- Plumber
- Property Manager
- Safety Specialist
- Security Officer/Guard (Unarmed)
- Supervisor of Housekeeping/Environmental Services
- Supervisor of 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 of Information Systems
- Help Desk Specialist
- Information Services Analyst
- Information Systems Trainer
- Laboratory Information System Specialist
- Manager of Computer Operations
- Network Administrator
- PC/LAN Specialist
- Picture Archiving Communications System (PACS) Analyst
- Supervisor of Systems Analysis & Programming
- Systems Analyst/Programmer
- Systems Programmer
- Telecommunications Analyst

## LABORATORY

- Cytotechnologist
- Director of 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 of Blood Bank
- Supervisor of Laboratory Section

## NURSING

- Childbirth Educator
- Clinical Nurse Specialist
- Clinical Research II
- Diabetic Educator (RN)
- Director of Emergency Services
- Director of Hospice/ Home Health Services
- Director of Intensive Care Services
- Director of Medical/Surgical Unit
- Director of OB/Maternity
- Director of Patient Care Services
- Director of Surgery (OR)
- Emergency Medical Technician
- Employee Health Nurse
- Fourth Level of Nursing Management
- Head of Ambulance Services
- Home Health Aide (Home Services Aide/Homemaker)
- Home Health Coordinator
- Home Health RN (Home Care Visits Nurse)
- House Supervisor - Nursing
- Infection Control Coordinator
- Infection Control Nurse
- Licensed Practical Nurse (LPN) - Clinic
- Licensed Practical Nurse (LPN) - Hospital
- Licensed Practical Nurse (LPN) - Long Term Care
- Manager of Anesthesia
- Manager of Clinical Specialty
- Manager of Hospice/Home Care
- Manager of Nursing Support
- Medical Assistant (Clinic)
- Medication Aide - Trained
- Nurse Anesthetist (CRNA) - Base Hourly
- Nurse Anesthetist (CRNA) - W2
- Nurse Clinician
- Nurse Educator
- 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)
- Patient Safety Analyst Coordinator
- 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)
- **Scheduling Coordinator**
- Second Level of Nursing Management
- Staff Development Coordinator
- Staffing Clerk
- Supervisor of Clinic RN
- Supervisor of Staffing
- Surgery Scheduler
- Surgical Technician
- Third Level of Nursing Management
- Top Level of Nursing Management
- Triage Registered Nurse (RN)
- Unit Coordinator (Health Unit Coordinator)

## REHABILITATION THERAPIES

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

## SPECIALIZED CARE

- Activities Assistant
- Activities Coordinator
- Aesthetician
- Bone Density Technician
- **Cardiac Rehabilitation Therapist**
- Cardiovascular Technologist (Invasive)

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- Certified Orthotist
- Certified Prosthetist & Orthotist (CPO)
- Chemical Dependency Counselor
- Dental Assistant
- Dialysis Technician
- Director of Respiratory Therapy
- Director of Social Services
- EAP Counselor
- EEG (Neurodiagnostics) Technologist
- EEG Technician
- EKG Technician
- Exercise Physiologist
- Genetics Counselor
- 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)
- Supervisor of Retail Optical
- Supervisor of Sleep Lab

### **RADIOLOGY**

- Cardiac Ultrasound Technician (Echocardiology Technologist)
- CT Scan Technologist
- Director of Radiology (Diagnostic Imaging)
- Dosimetrist
- Film File Clerk
- Mammography Technologist
- Manager of Radiation Therapy
- Manager of Radiology
- Medical Physicist
- MRI Tech

- Nuclear Medicine Technologist
- PACS Administrator
- Radiation Therapy Technologist
- Radiologic Technologist
- Radiology Aide
- Special Procedures Technologist
- Supervisor of Radiology
- Ultrasound Technologist
- Vascular Technologist, Registered

### **PHARMACY**

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