

2024 TSHHRAE Wage and Benefit Survey

Job List

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

Credentialing Manager	General Office Clerk
Critical Care Nurse	Gift Store Manager
Customer Service Representative	Graphic Designer
Cyber Security Analyst	Groundskeeper
Cytogenetic Technologist	Help Desk Supervisor
Data Analyst	Help Desk Technician
Data Entry Operator	Hemodialysis Technician
Data Security Administrator	Histology Technician (Certified)
Database Administrator (DBA)	Home Health Director
Dental Assistant	Home Health LVN - Hourly
Dental Hygienist	Home Health RN - Hourly
Diabetes Educator (Degreed)	Hospital Entrance Health Screener
Diagnostic & Imaging Services Director	House Supervisor (RN)
Dietetic Technician	Human Resources Assistant
Dietitian, Clinical (Registered)	Human Resources Business Partner
Discharge Planner (Non RN)	Human Resources Clerk
Dispatcher - Security/Transportation	Human Resources Director
Dosimeterist	Human Resources Generalist I
Education & Training Director	Human Resources Generalist II
Educator (Non RN)	Human Resources Information Systems Analyst
Educator (RN)	Human Resources Manager
EEG Technician - Registered	HVAC Mechanic
EKG Technician	Hyperbaric Wound Care Technologist
Electrician	ICD-10 Coder
Emergency Medical Services Director	Infection Control and Prevention Director
Emergency Medical Services Manager	Infection Control Nurse (RN)
Emergency Medical Technician (EMT) - Basic	Information Services Director
Emergency Medical Technician (EMT) - Intermediate	Insurance Claims Examiner
Emergency Room Technician	Insurance Claims Processor
Employee/Occupational Health Nurse (LVN)	Insurance Verification Clerk
Employee/Occupational Health Nurse (RN)	Inventory Control Clerk
Employment Manager	IS Manager
Employment Recruiter	IS Project Manager
Endoscopy Technician	IS Supervisor
Environmental Health and Safety Manager	Laboratory Director - Chief Medical Technologist (Non-MD)
Environmental Service Manager	Lactation Consultant (Non RN)
Environmental Service Supervisor	Lactation Consultant (RN)
Environmental Service Worker (Custodian)	Laundry Supervisor
Environmental Services Director	Laundry Worker
Event Coordinator	Legal Council
Executive Assistant	Licensed Athletic Trainer
Exercise Physiologist (BS)	Licensed Vocational Nurse - Clinic or Medical Office
Exercise Physiologist (MS)	Licensed Vocational Nurse (LVN)
Facilities (Maintenance) Director	Magnetic Resonance Imaging (MRI) Technician
Financial Analyst (Degreed)	Mail Clerk
Financial Counselor	Maintenance Manager
Fitness Instructor	Maintenance Multi-Skilled Service Worker
Floor Care Technician	Maintenance Supervisor
Food Service Director	Mammographer
Food Service Lead	Managed Care Director
Food Service Manager	Marketing Coordinator (Degreed)
Food Service Supervisor	Marketing Director
Food Service Worker	Marketing Manager
Foundation/Fund Development Director	Marketing Representative (Degreed)
Front Office Supervisor	Massage Therapist
General Maintenance Worker	Materials Management Coordinator

Materials Management Director	Patient Care Technician - Multi-skilled
Materials Management Manager	Patient Registrar
Materials Management Supervisor	Patient Registrar Manager
Medical Assistant (Certified/Non-certified)	Patient Registrar Supervisor
Medical Credentialing Director	Patient Relations Director
Medical Laboratory Manager	Patient Representative (Degreed)
Medical Laboratory Technician - Blood Bank	Patient Representative (Non-degreed)
Medical Laboratory Technician (MLT)	Payroll Clerk
Medical Laboratory Technician (Non-MLT)	Payroll Coordinator
Medical Records Analyst (Certified/Non-certified)	Payroll Supervisor
Medical Records Clerk	PBX Operator (Telephone Operator)
Medical Records Coding Technician (Non-certified)	PBX Supervisor
Medical Records Coding Technician I (Certified)	Personal Care Giver/Companion/Sitter
Medical Records Coding Technician II (Certified)	Pharmacist - Clinical
Medical Records Director	Pharmacist - Staff
Medical Records Manager	Pharmacist Supervisor
Medical Records Supervisor (Certified)	Pharmacy Manager
Medical Records Supervisor (Non-certified)	Pharmacy Services Director
Medical Staff Coordinator	Pharmacy Technician (Certified/Non-certified)
Medical Technologist (ASCP)	Pharmacy Technician Supervisor
Medical Technologist Supervisor	Phlebotomist (Certified/Non-certified)
Medical Transcriptionist	Phlebotomist Supervisor
Mental Health Program Director	Physical Therapist - Licensed
Mental Health/Chemical Dependency Counselor	Physical Therapy Aide
Mental Health/Psychiatric Counselor	Physical Therapy Assistant - LPTA
Monitor Technician	Physical Therapy Director
Network Manager	Physical Therapy Manager
Network Specialist (Certified)	Physical Therapy Supervisor
Network Specialist (Non-certified)	Physician Assistant
Nuclear Medicine Technologist	Physician Recruiter
Nurse Anesthetist (CRNA)	Physician Relations Director
Nurse Educator/Preceptor	Physician Relations Specialist
Nurse Manager/Head Nurse	Plumber
Nurse Navigator (RN)	Polysomnographic (Sleep) Technician
Nurse Practitioner - Family Practice	Polysomnographic (Sleep) Technologist
Nurse Practitioner - Internal Medicine	Practice Management Director (Non-MD)
Nurse Practitioner - Pediatrics	Programmer Analyst
Nurse Practitioner (Advanced)	Programmer Applications
Nursing Director	Psychiatric Technician/Mental Health Aide
Nursing Extern	Psychological Service Director
Occupational Therapist - Registered	Psychologist - Ph.D.
Occupational Therapy Assistant - COTA	Public Relations Director
Occupational Therapy Supervisor	Public Relations Representative
Office Manager	Purchasing Agent/Buyer
Orthotics Technician	Purchasing Director
Outpatient Services Director	Purchasing Manager
PACS Administrator	Quality Assurance Nurse
PACS Coordinator	Quality Improvement Coordinator
Painter	Quality Improvement Director
Paramedic (EMT-P)	Quality Improvement Manager
Pastoral Care Director	Quality Management Analyst
Patient Account Representative	Radiation Therapist
Patient Accounting/Business Office Director	Radiation Therapy Supervisor
Patient Care Assistant/Associate	Radiological Services Director (Non-MD)
Patient Care Coordinator (Non RN)	Radiology Assistant
Patient Care Coordinator (RN)	Radiology Manager

Radiology Supervisor	Social Media Specialist
Radiology Technician I	Social Worker - BSW
Radiology Technician II	Social Worker - LMSW/LPC
Radiology Technologist (Multimodality)	Social Worker - MSW
Receptionist (Clerk)	Special Procedures Technician
Recreation Therapist	Speech Therapist/Pathologist
Referral Coordinator	Sterile Supply Technician
Registered Nurse - Clinic or Medical Office	Stockroom Clerk
Registered Nurse - Graduate	Stroke Coordinator (RN)
Registered Nurse - Operating Room	Surgery Scheduler
Registered Nurse - Shift Supervisor	Surgery Scheduler - Ambulatory Surgery Center
Registered Nurse (RN) I	Surgical Technician First Assistant
Registered Nurse (RN) II	Surgical/Operating Room Technician - CST - Ambulatory Surgery Center
Registered Nurse First Assistant	Surgical/Operating Room Technician (Certified)
Rehabilitation Services Director	Surgical/Operating Room Technician (Non-certified)
Reimbursement Specialist	Systems Administrator
Release of Information Clerk	Systems Analyst
Research (RN)	Telecommunications Manager
Respiratory Therapist (Certified)	Telephone Systems Technician
Respiratory Therapist (Registered)	Training Specialist
Respiratory Therapy - Shift Supervisor	Transitional Care Manager
Respiratory Therapy Director	Transporter
Respiratory Therapy Manager	Trauma Coordinator (RN)
Revenue Cycle Director	Trauma Registrar
Revenue Cycle Manager	Trauma Services Director
Risk Management Director	Tumor Registrar (CTR)
Safety Director	Ultrasound Technologist I
Scheduling Coordinator	Ultrasound Technologist II
Secretary	Unit Clerk/Secretary
Secretary - Executive	Utilization Review (LVN)
Security Director	Utilization Review (RN)
Security Guard - Commissioned	Volunteer Coordinator
Security Guard - Noncommissioned	Volunteer Services Director
Security Guard Manager	Web Developer
Security Guard Supervisor - Commissioned	Wellness Program Director/Administrator
Security Guard Supervisor - Noncommissioned	Wound Ostomy Continence Nurse (Certified Medicare)
Shipping and Receiving Clerk	
Shipping and Receiving Supervisor	