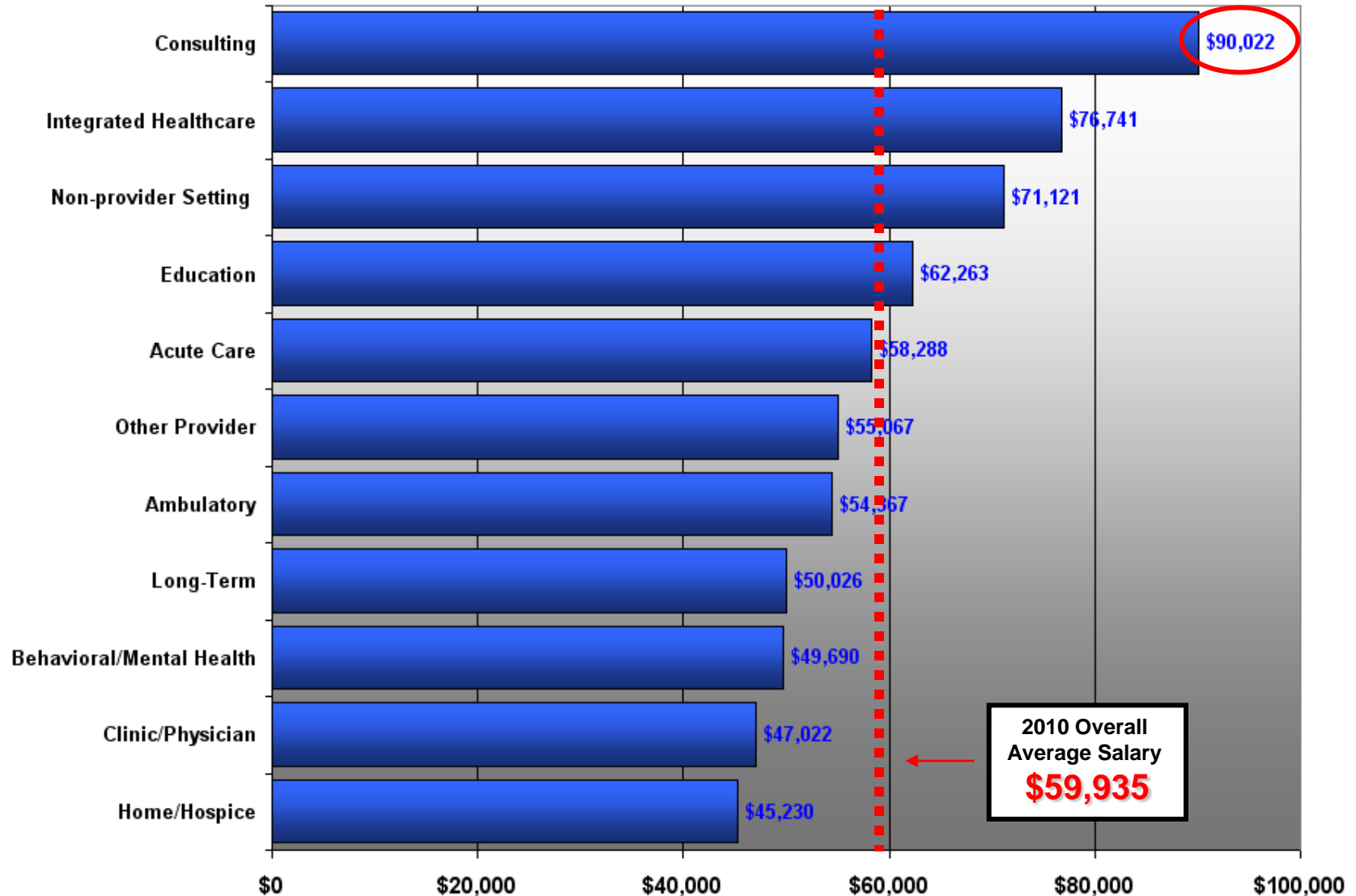


# **2010 AHIMA Salary Survey Summary Analysis**

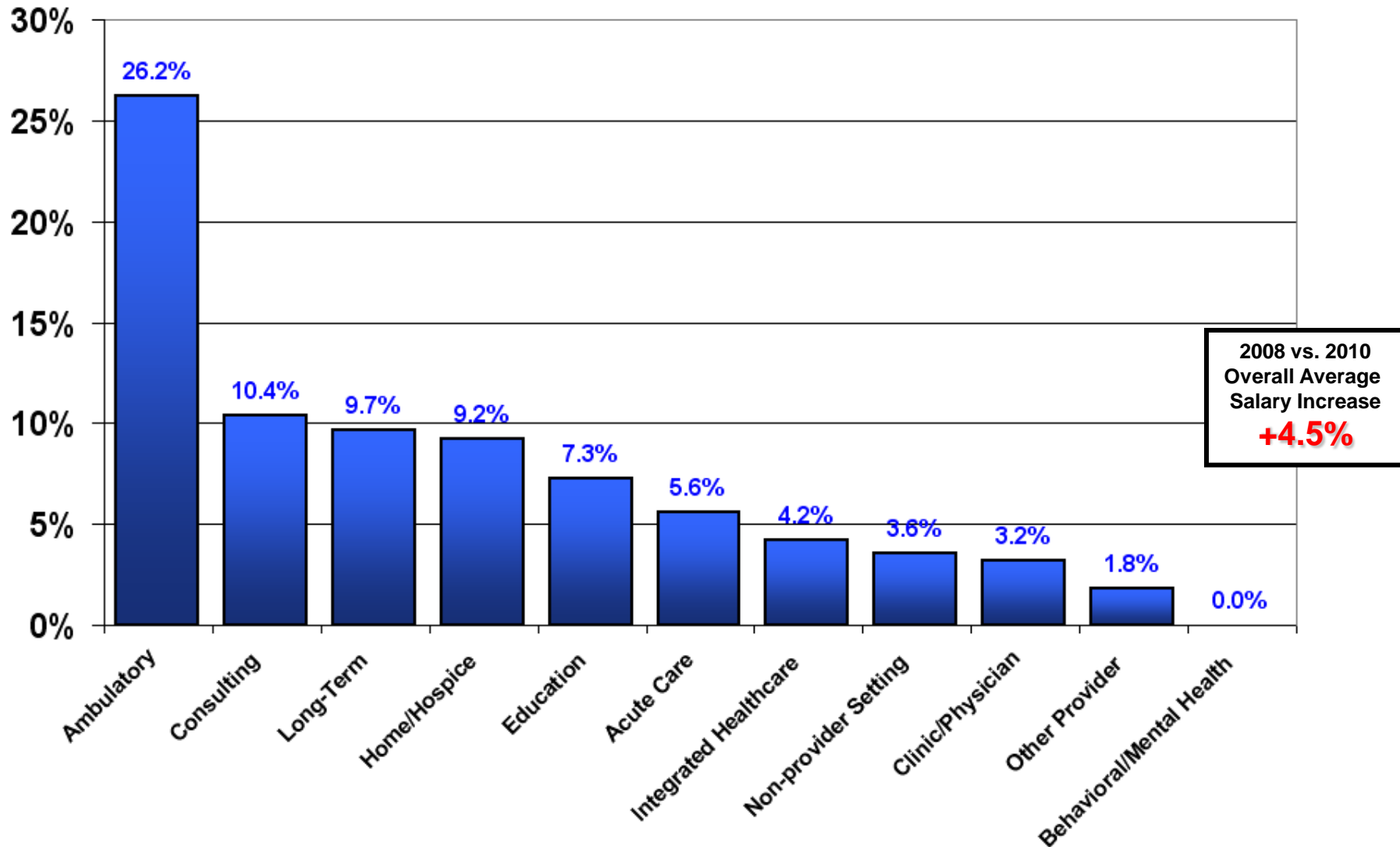
# 2010 Salary Study: Average Salary by Job Setting

- Similar to what we saw in 2008, those employed in a Consulting setting report the highest average salary at just over \$90k. This is approximately 10.4% over the 2008 value of \$81.6k.



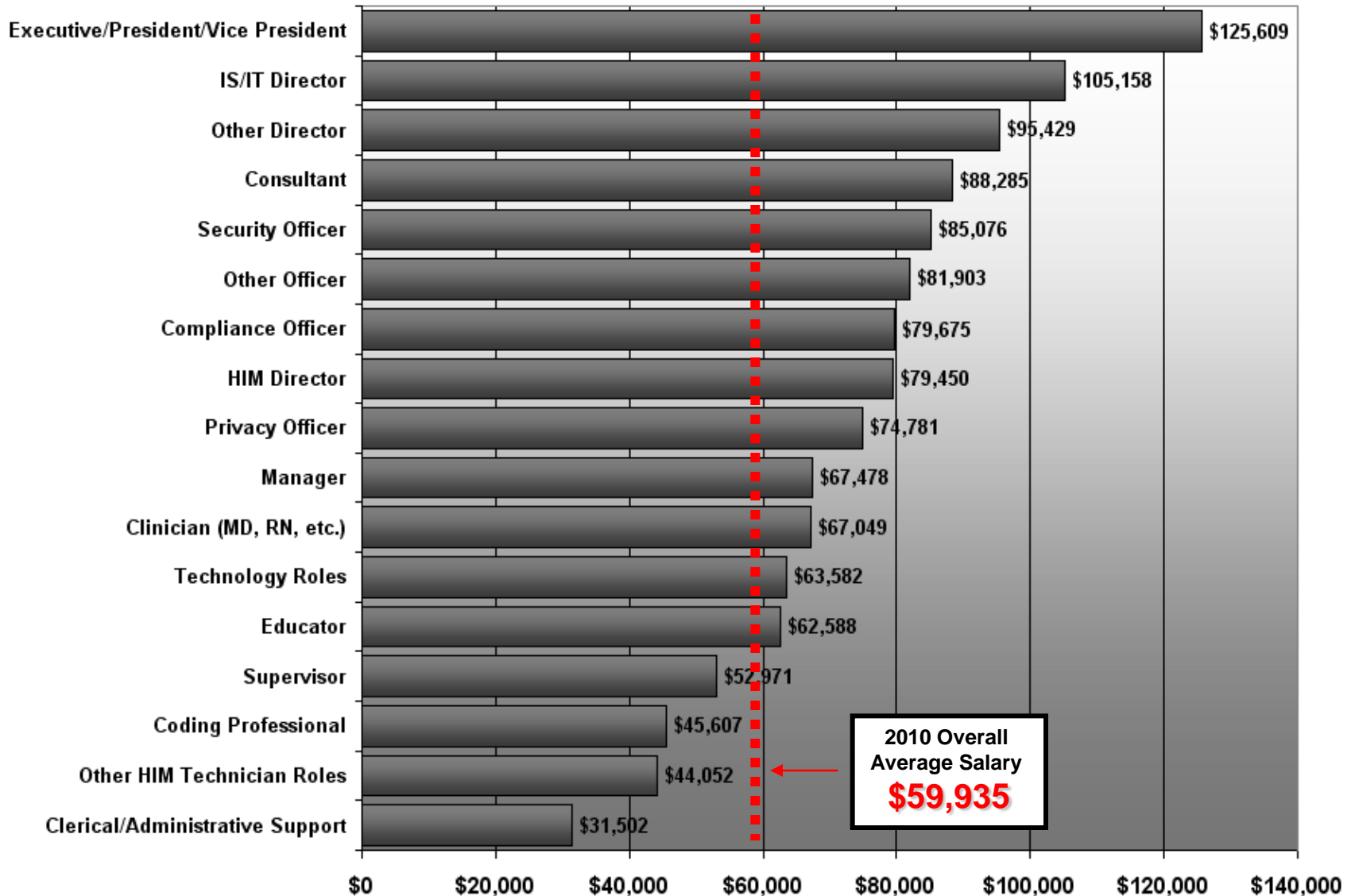
# 2010 Salary Study: Salary Changes by Setting

- When compared to 2008 data, those employed in an Ambulatory Care setting are making approximately 26% more now than just a few years ago. The overall average salary increased roughly 4.5% from the last administration.



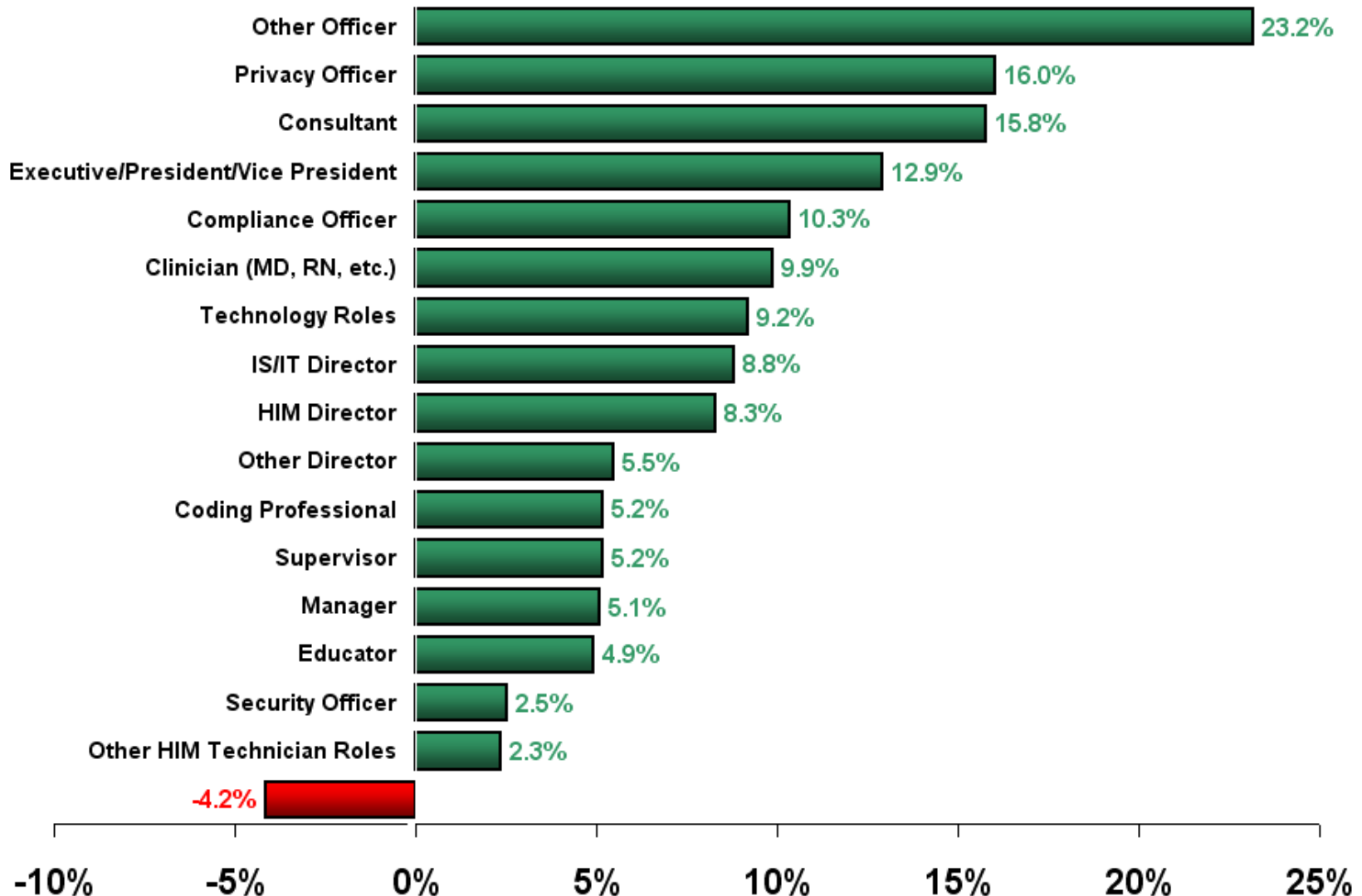
# 2010 Salary Study: Average Salary by Job Level

- As one might expect, the executive positions again lead the way by a clear margin when compared to other job levels. The \$125.6k average salary below is 12.9% ahead of the 2008 average.



# 2010 Salary Study: Salary Changes by Level

- Officers saw the most pronounced increases in average salary for the Job Levels identified from 2008 to 2010. The Clerical/Admin segment was the only job level that saw a decrease.



# 2010 Salary Study: Average Salary by Setting/Level

- Not surprisingly, and despite identical Job Levels, there is widespread variance when looking at average salaries for each level across the various settings.
- Of all the combinations seen below, middle management in the Long-Term care settings generally see the lowest salaries. 2008 data, generally speaking, follows an identical pattern.
- While no one category pays the most across the Job Levels shown below, those working in an Integrated Healthcare Delivery System tend to make higher salaries than most other settings.

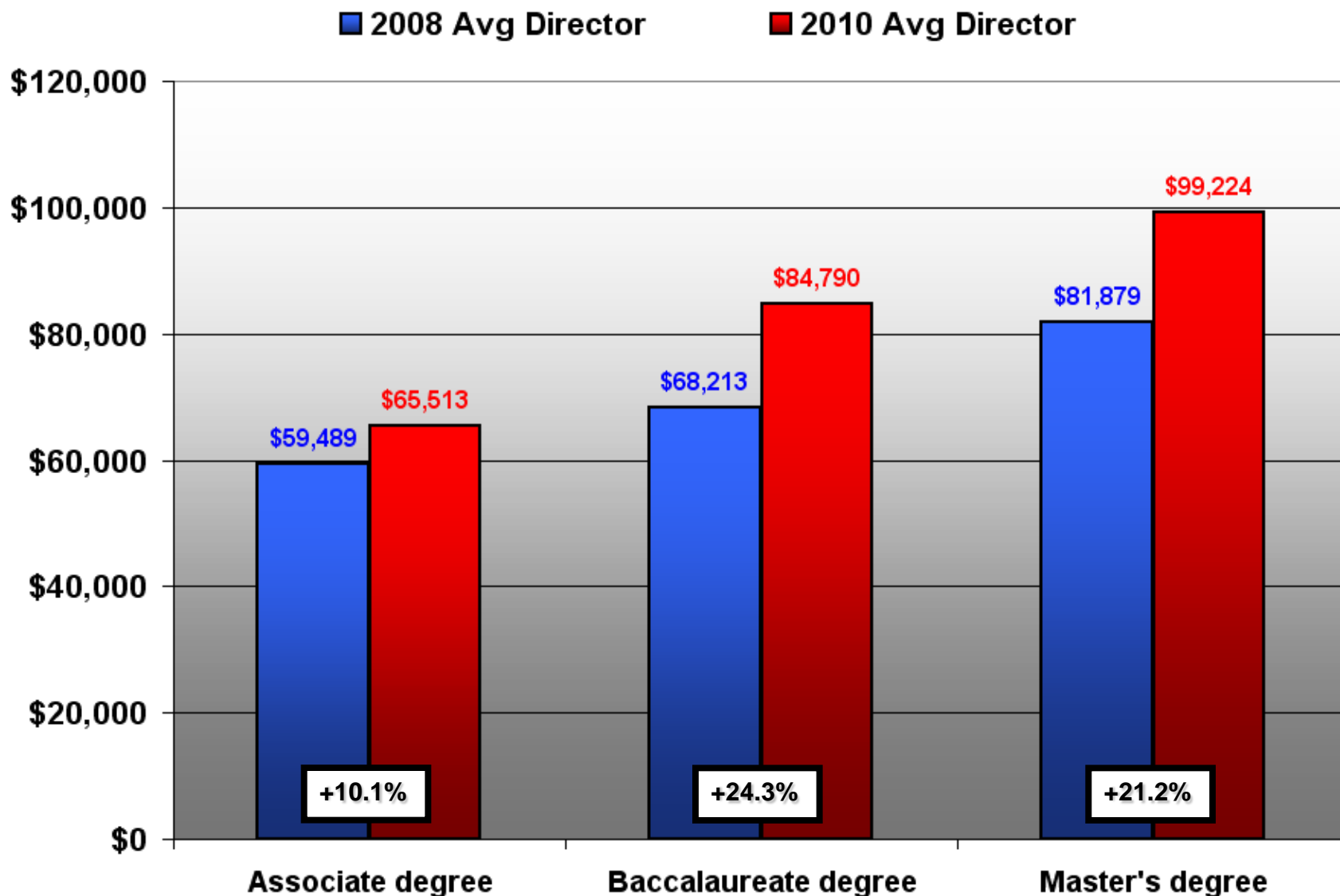
Job Setting	Coding Professional	Director	Manager	Supervisor
Acute Care	\$46,525	\$84,552	\$69,124	\$54,588
Ambulatory	\$44,753	\$86,430	\$65,733	\$44,543
Behavioral/Mental Health	\$38,187	\$59,170	\$53,621	\$42,108
Clinic/Physician Practice	\$39,461	\$74,535	\$54,863	\$45,625
Consulting	\$57,390	\$102,205	\$77,324	\$48,320
Education	\$48,181	\$64,329	\$59,988	\$59,632
Home/Hospice	\$37,580	\$65,681	\$66,102	\$52,440
Integrated Healthcare	\$46,548	\$106,751	\$82,129	\$60,959
Long-Term	\$42,027	\$54,878	\$46,470	\$41,454
Non-Provider	\$50,813	\$99,460	\$74,871	\$65,827
Other Provider Setting	\$43,725	\$70,533	\$62,933	\$52,565

Highest

Lowest

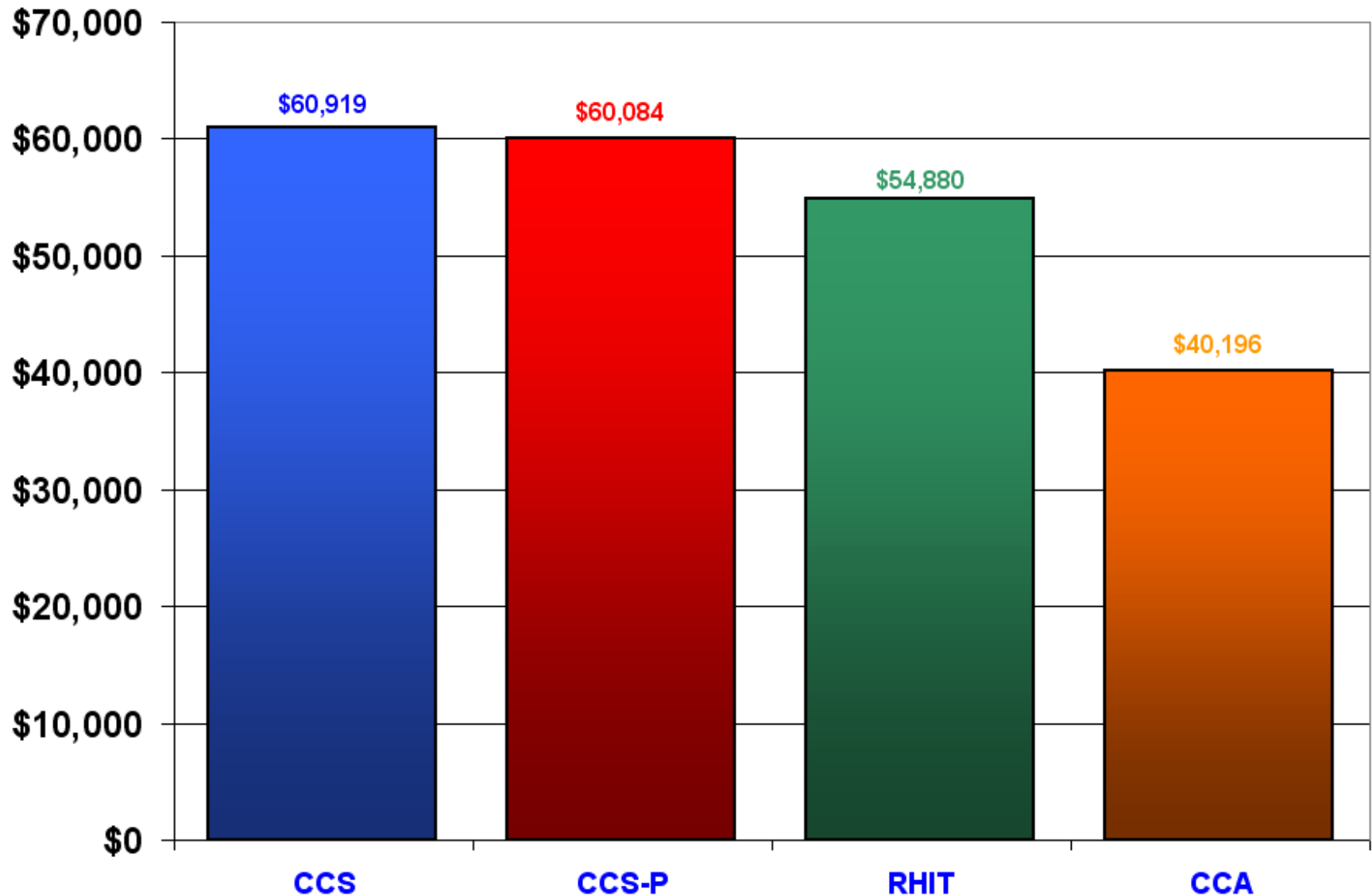
# 2010 Salary Study: Director Salary by Education

- Those Directors (all directors, all settings) that hold a B.A or M.A. degree saw 24 and 21 percent increases in average salary from 2008 to 2010 respectively.



# 2010 Salary Study: Coder Salary by Credential

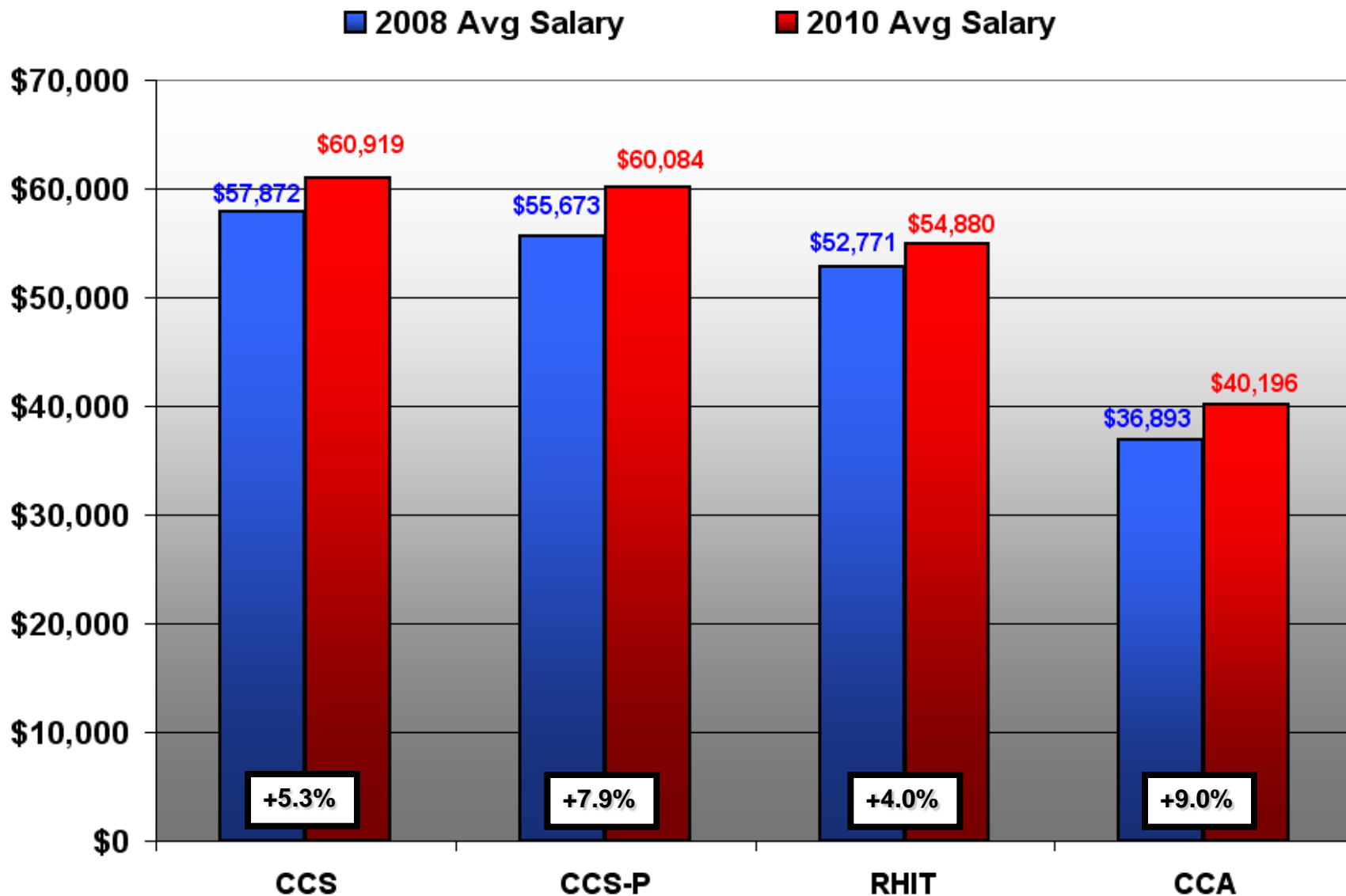
- Those coding professionals that hold an AHIMA CCS credential also had the highest average salary in 2010.





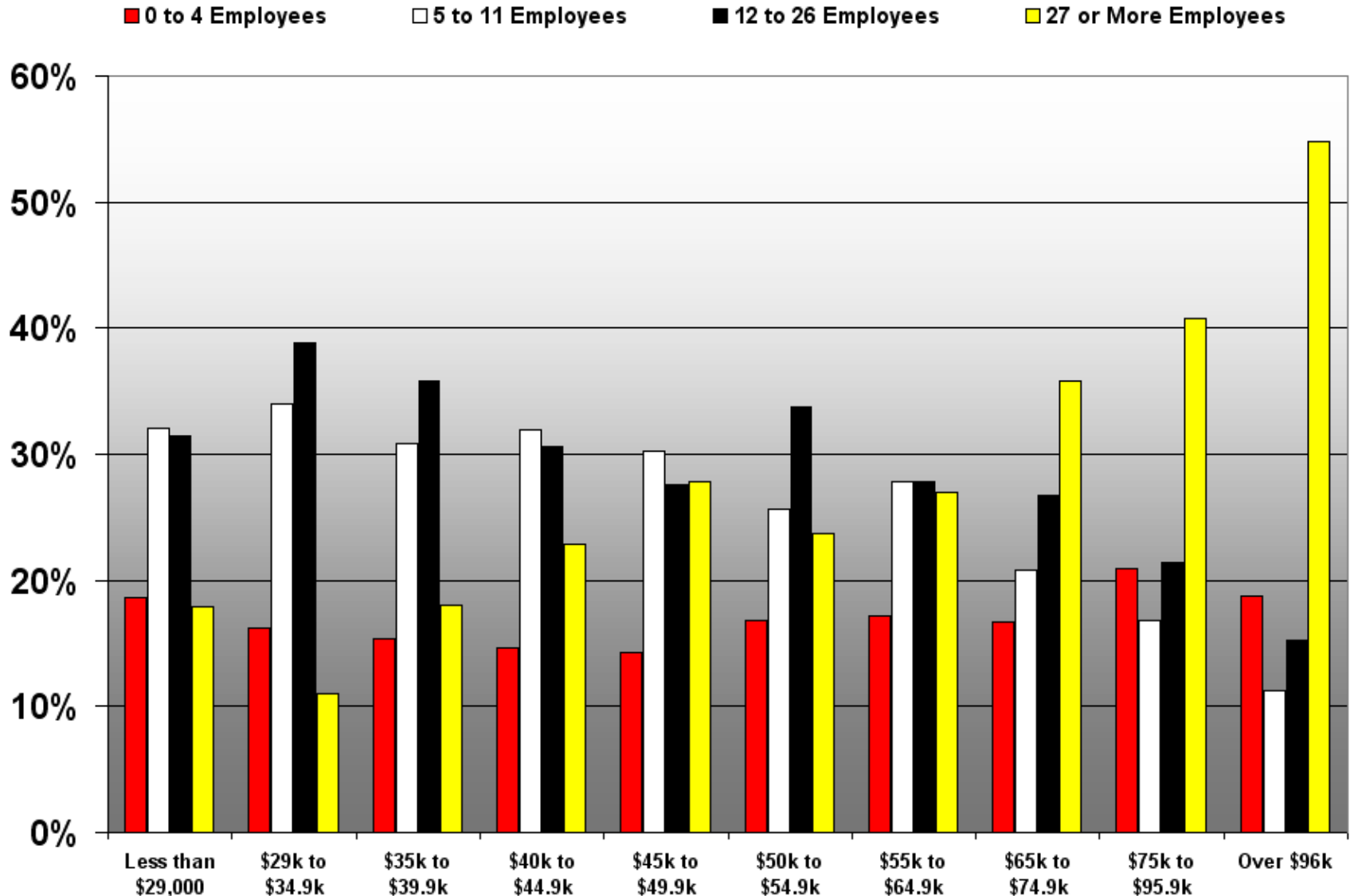
# 2010 Salary Study: Coder Salaries Trended

- All of the credentialed coding professionals' salaries increased between survey administrations. The CCA increased the most (+9.0%) despite it having the lowest overall average salary.



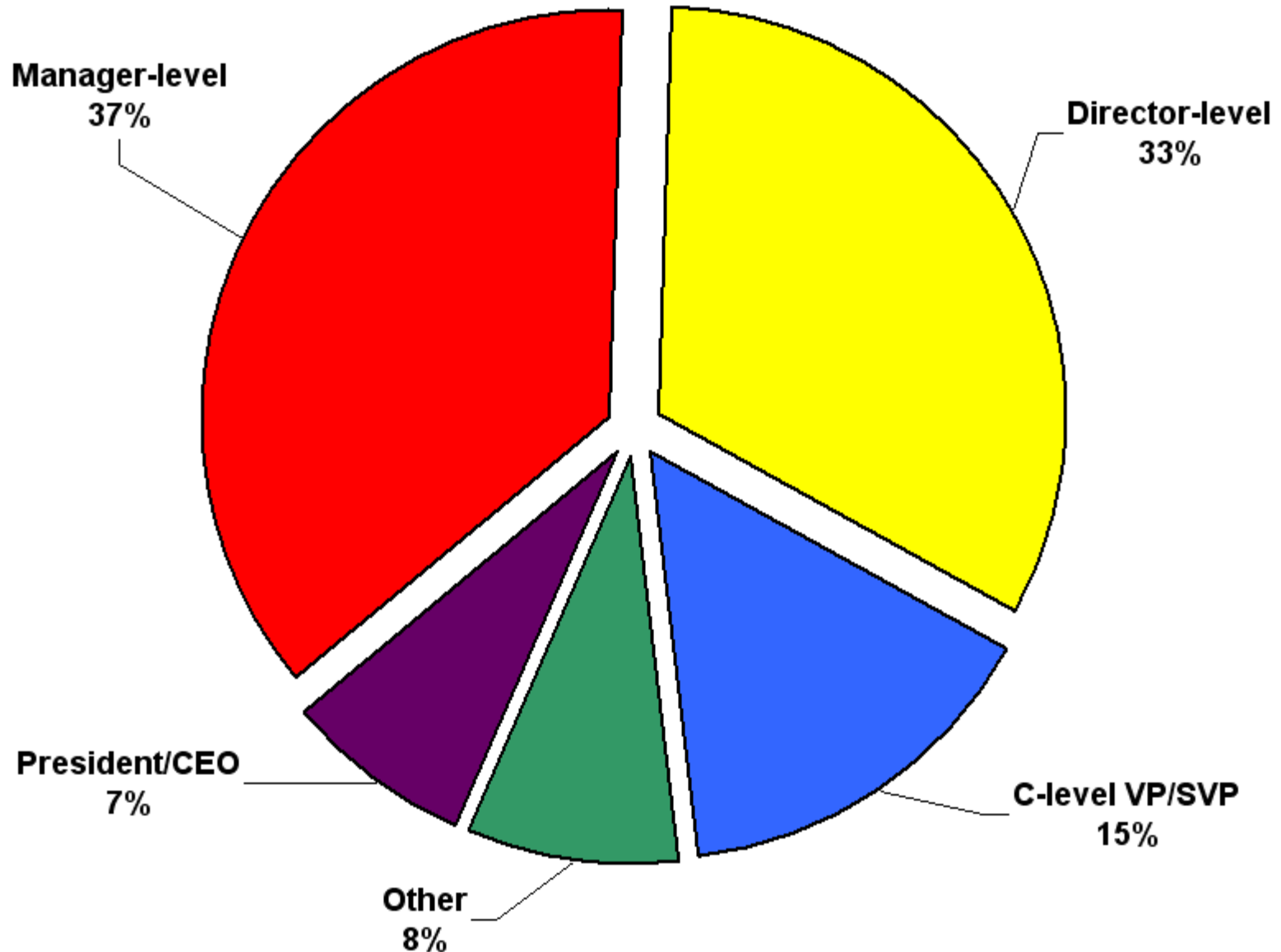
# 2010 Salary Study: Size of HIM within Acute Care

- Consistent with the data we saw in the last survey, as the size of the HIM department within an Acute Care Hospital increases, the percent of people in the higher average salary bands also increases.



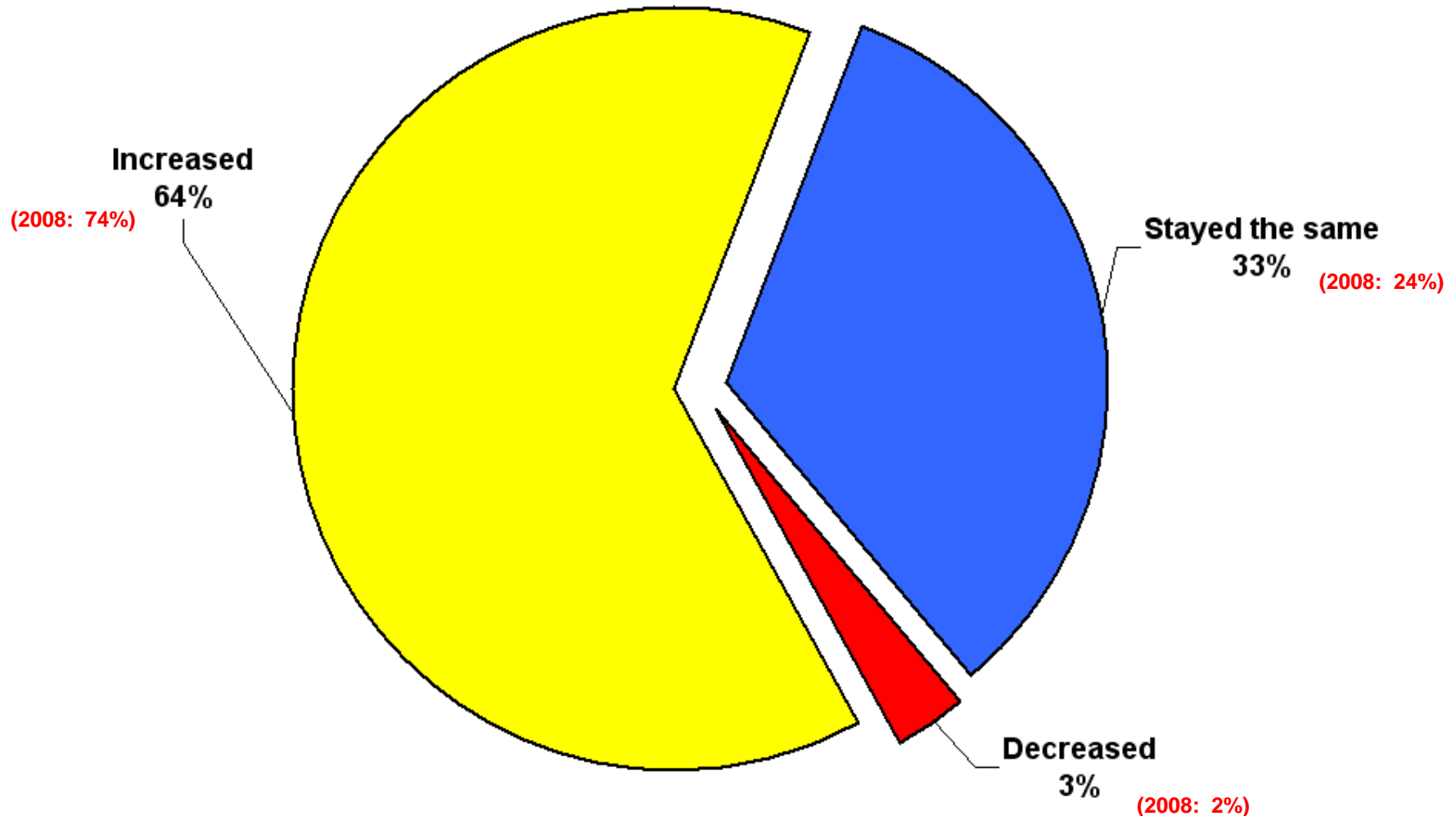
# 2010 Salary Study: HIM Department Reporting

- Approximately 37% of the survey respondents report to a Manager-level individual, and approximately 33% report to a Director-level position.



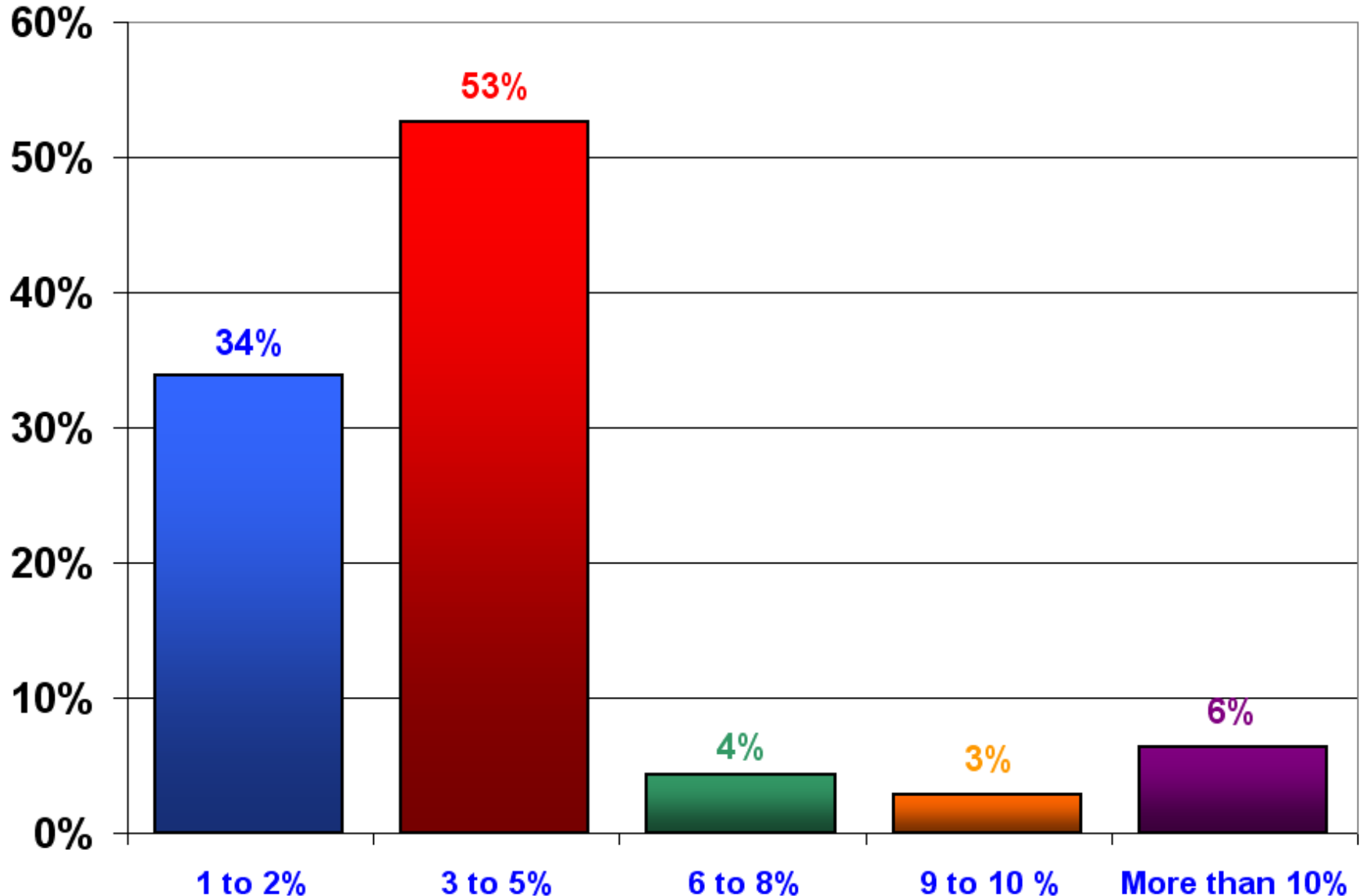
# 2010 Salary Study: Salary Change Last 12 Months

- When asked about the most recent changes (if any) to their salary, roughly 64% indicated that theirs had increased. The 2008 percentages are included on this slide for comparison as well.



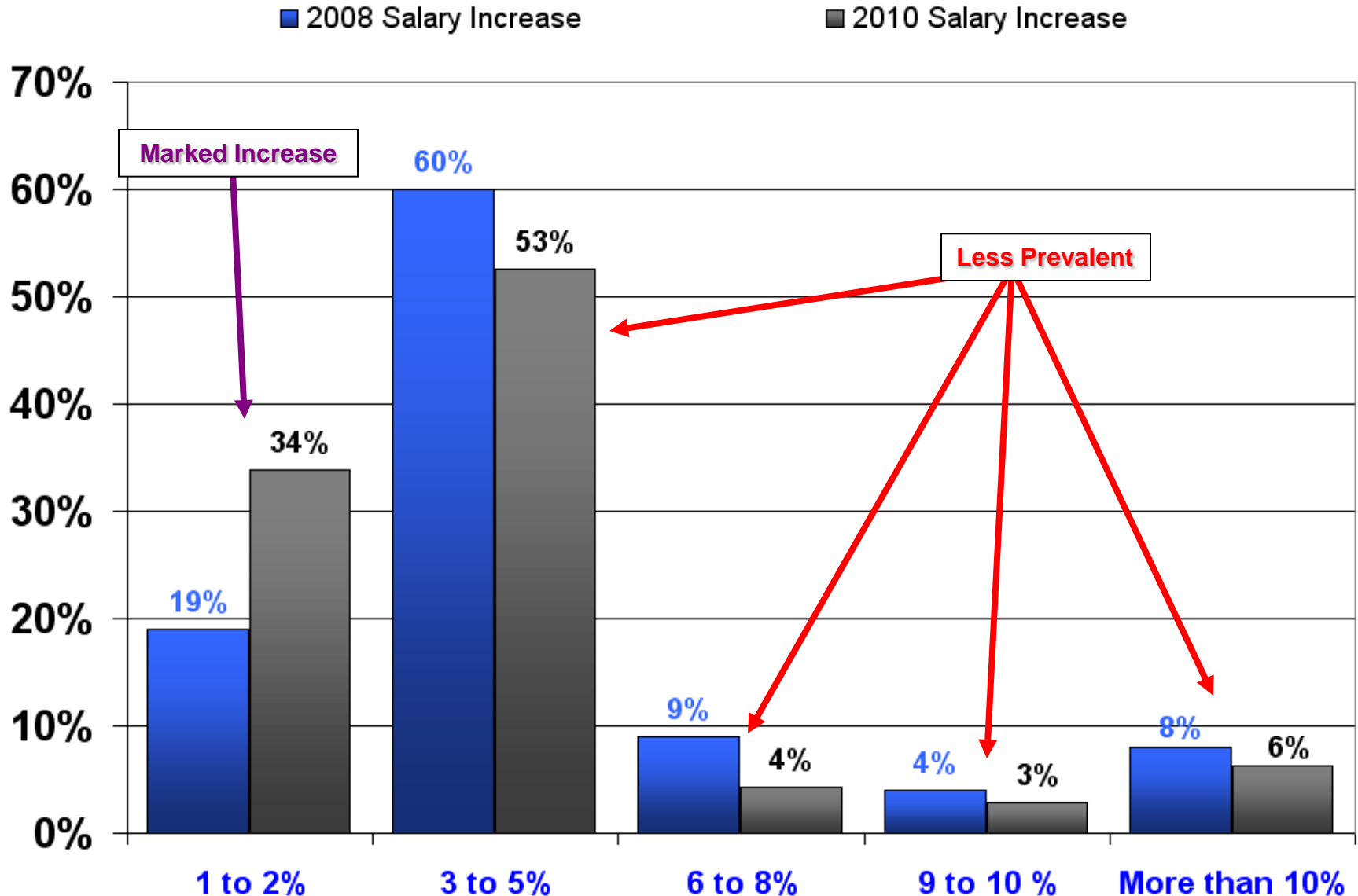
# 2010 Salary Study: Salary Increase Percentages

- For those that indicated a recent salary increase, over half (53%) witnessed an increase of 3 to 5 percentage points. Only 6% received more than a 10% increase in the last 12 months.



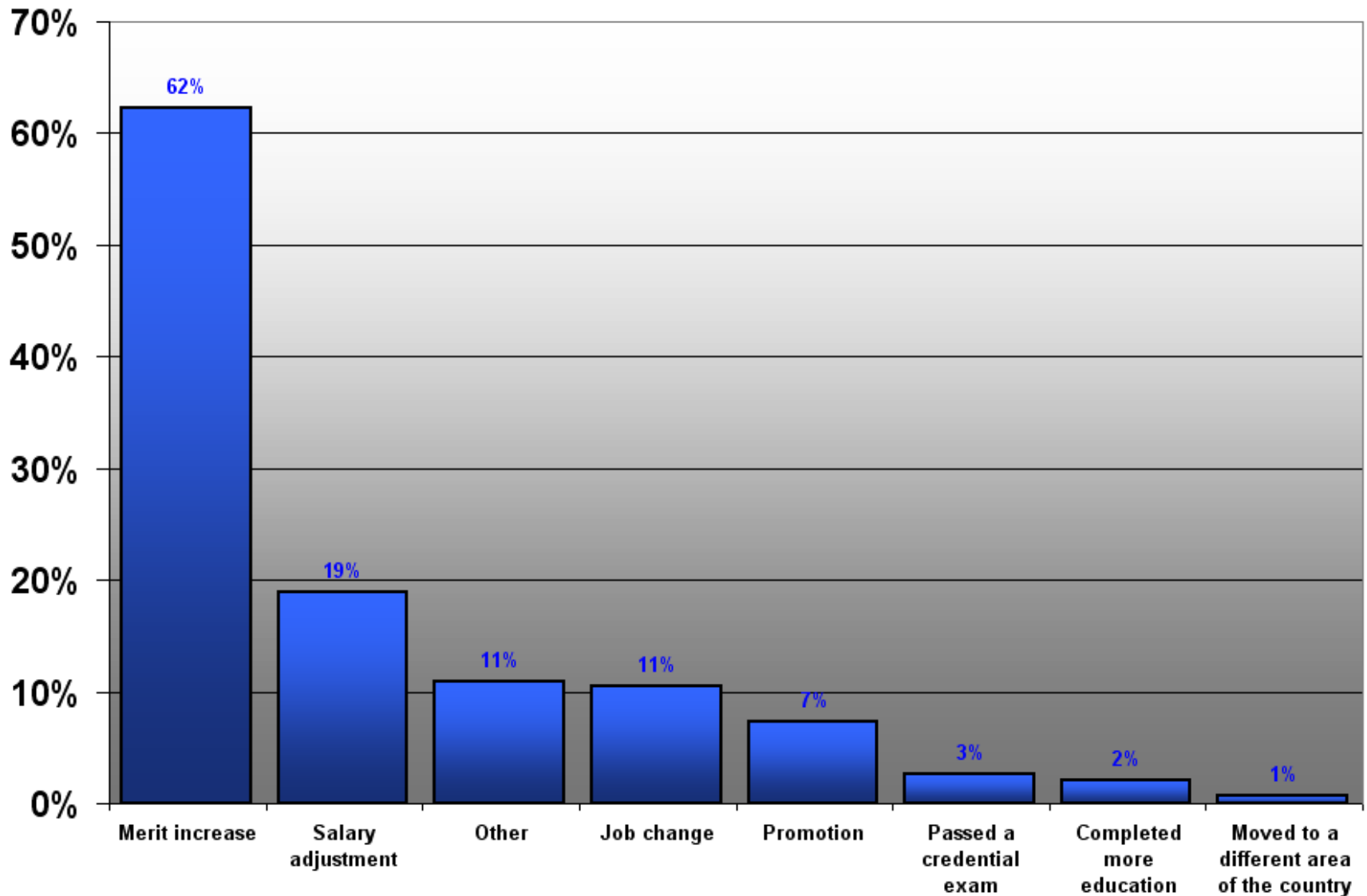
# 2010 Salary Study: Salary Increase Comparison

- When compared to 2008 however, likely due to economic conditions, it appears as though salary increases, generally speaking, have moderated a bit since the last survey administration.



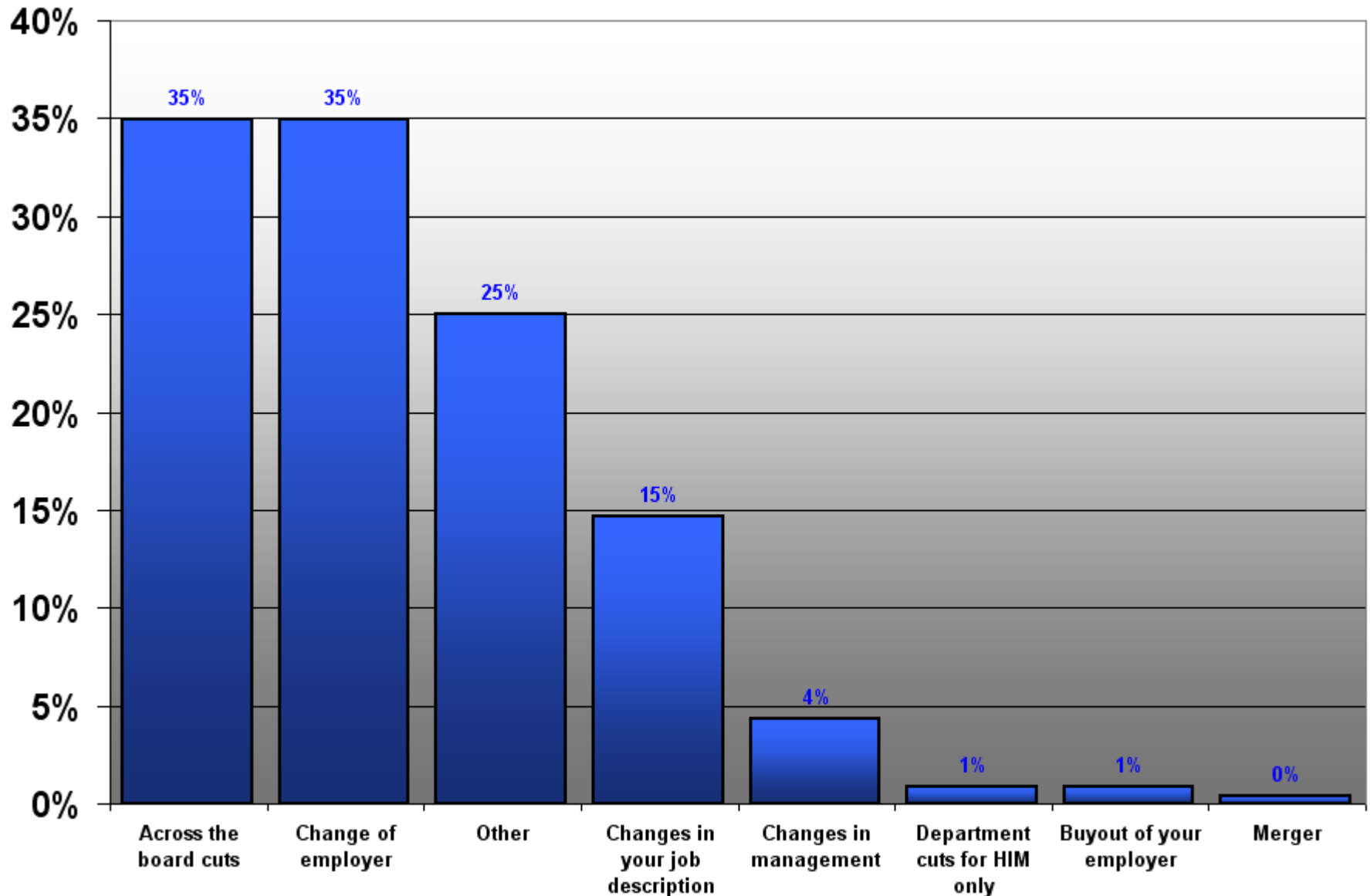
# 2010 Salary Study: Salary INCREASE Drivers

- Similar to 2008, basic merit increases at 62% were by far the most commonly listed reason for an increase in salary.



# 2010 Salary Study: Salary DECREASE Drivers

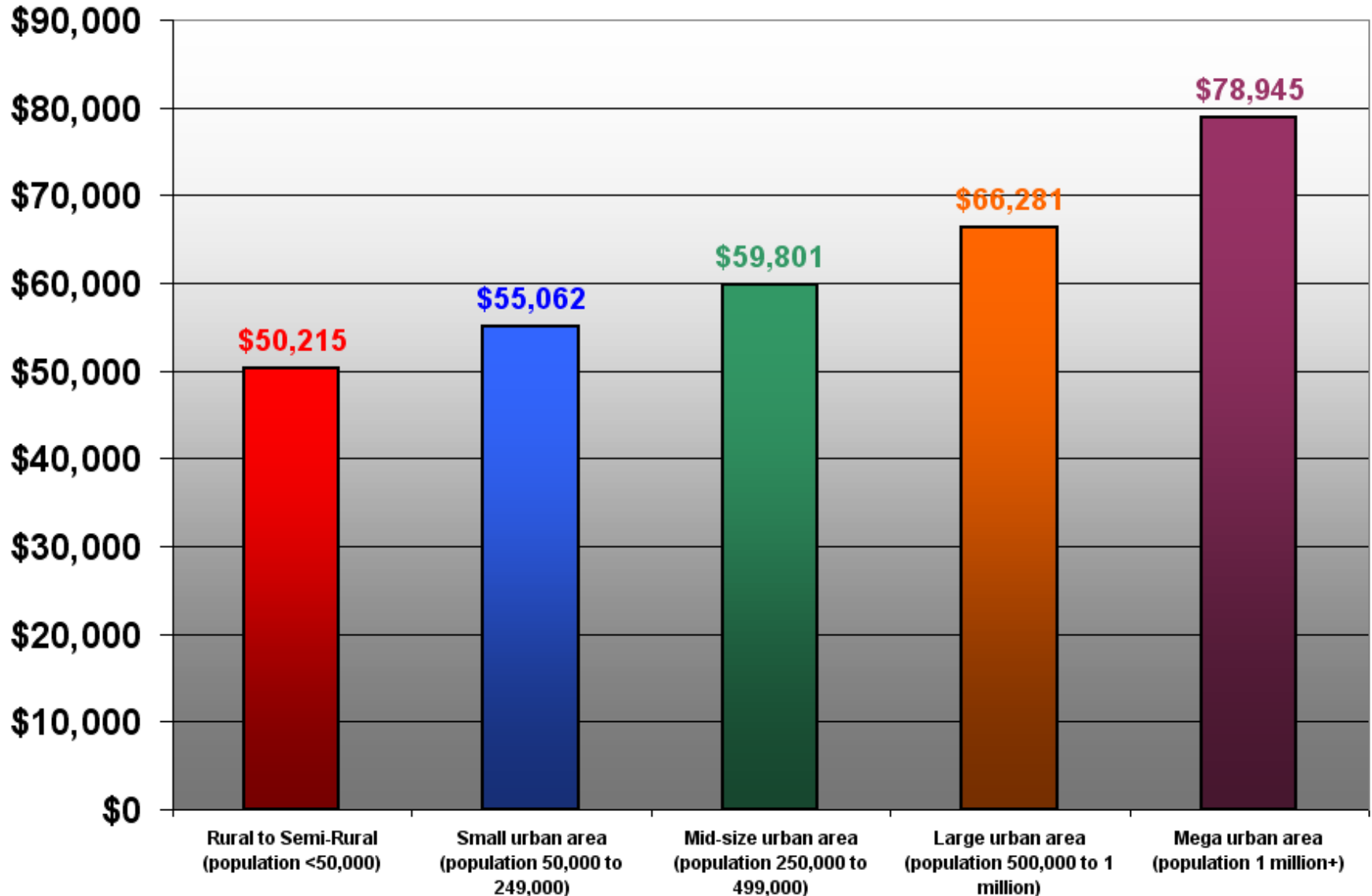
- In 2008, the percentage of people citing “across the board” salary cuts was at 6%. For the 2010 administration however, that percentage has increased to 35%.





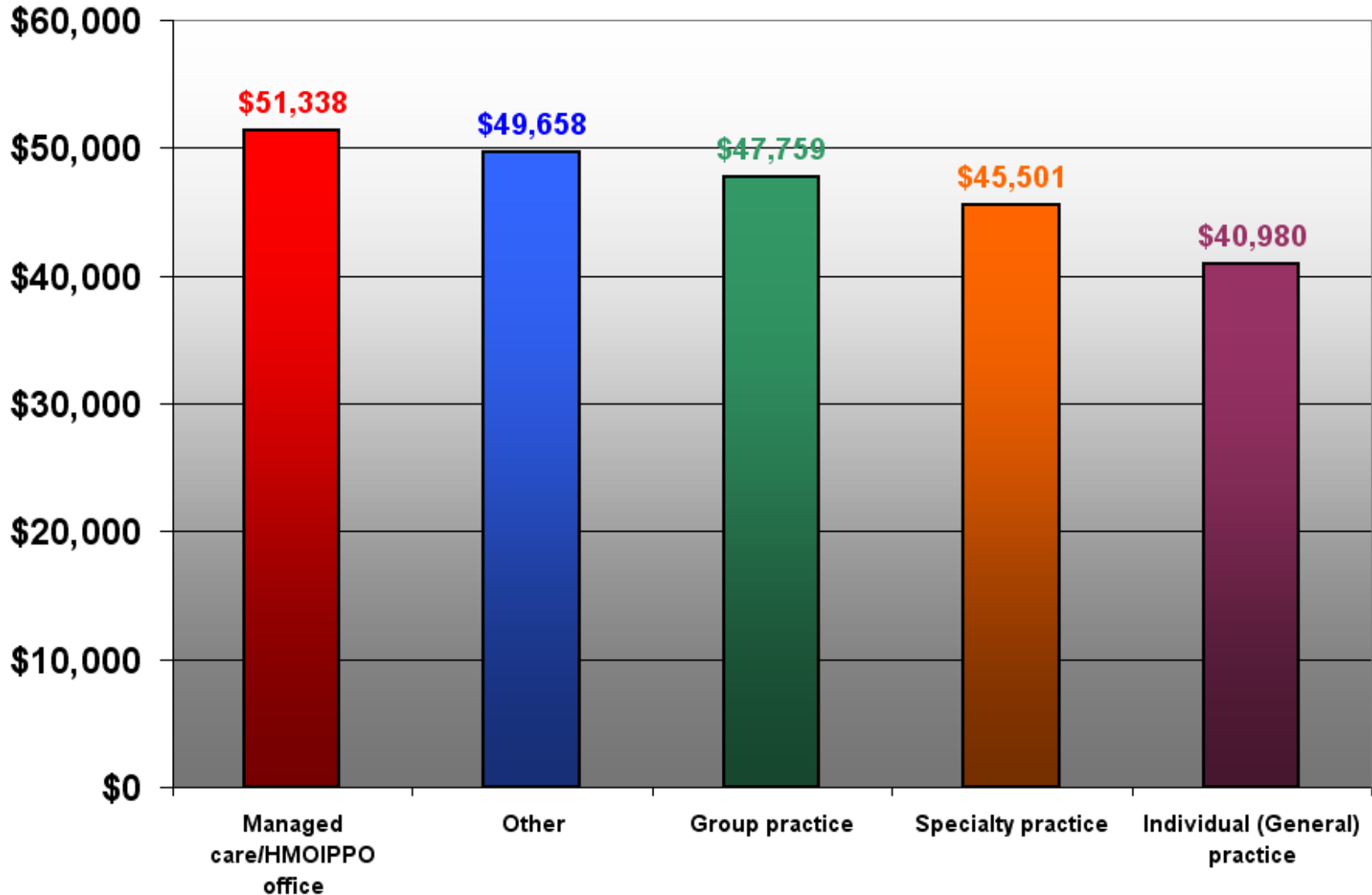
# 2010 Salary Study: Salary by Urban Population

- Those that live in an area with one million or more people had the highest average salary at just under \$79k in 2010. Not surprisingly, those that live in smaller regional areas tend to make slightly less.



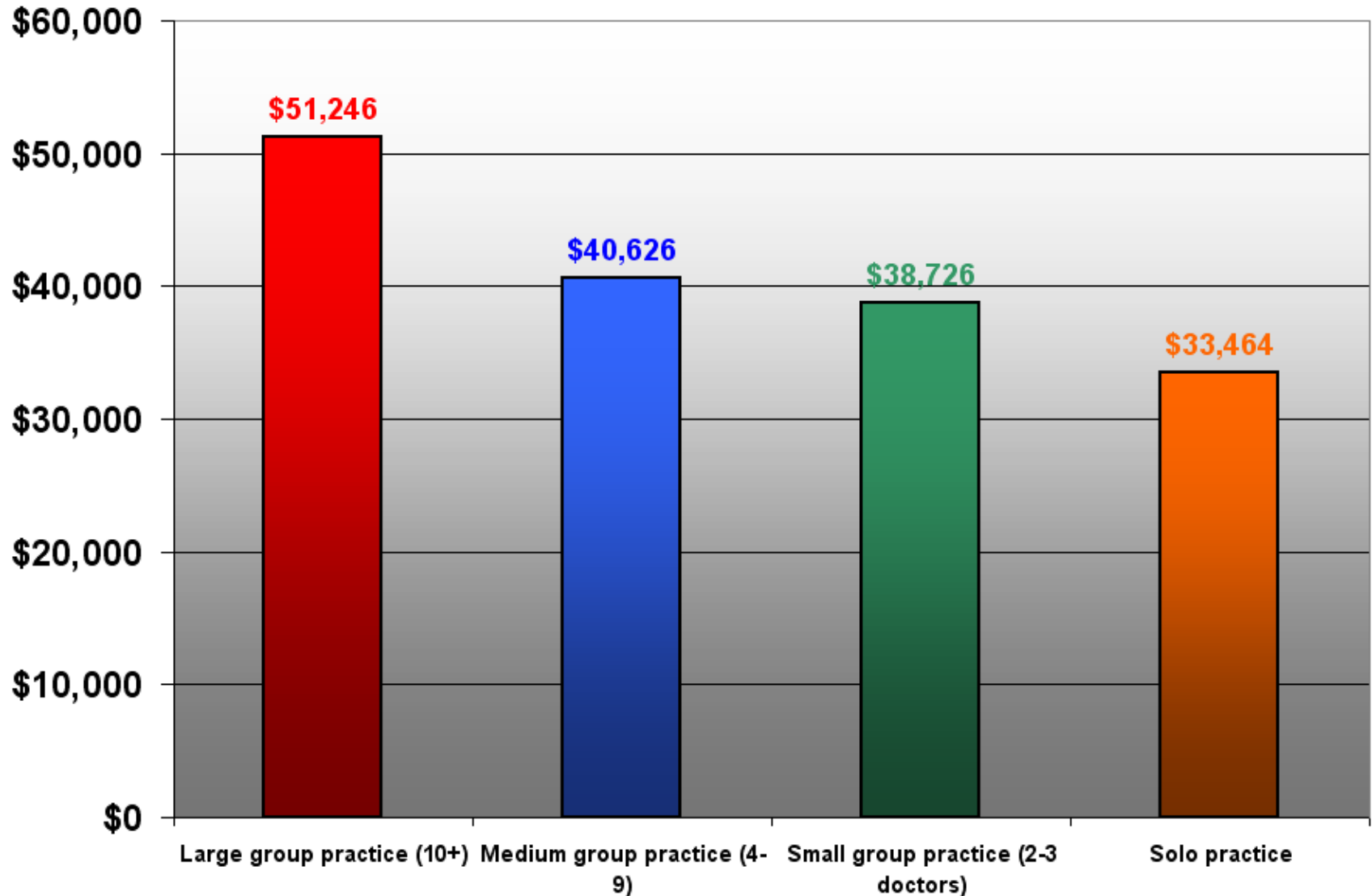
# 2010 Salary Study: Salary by Physician Office Type

- Those that work in a general (individual) Physicians' office average the least at almost \$41k for 2010. Those that are employed in a managed care setting averaged about \$11k more than this.



# 2010 Salary Study: Salary by Physician Office Size

- Yearly compensation tends to increase as the size of the office increases, with those working in offices with 10 or more making the most at just over \$51k.



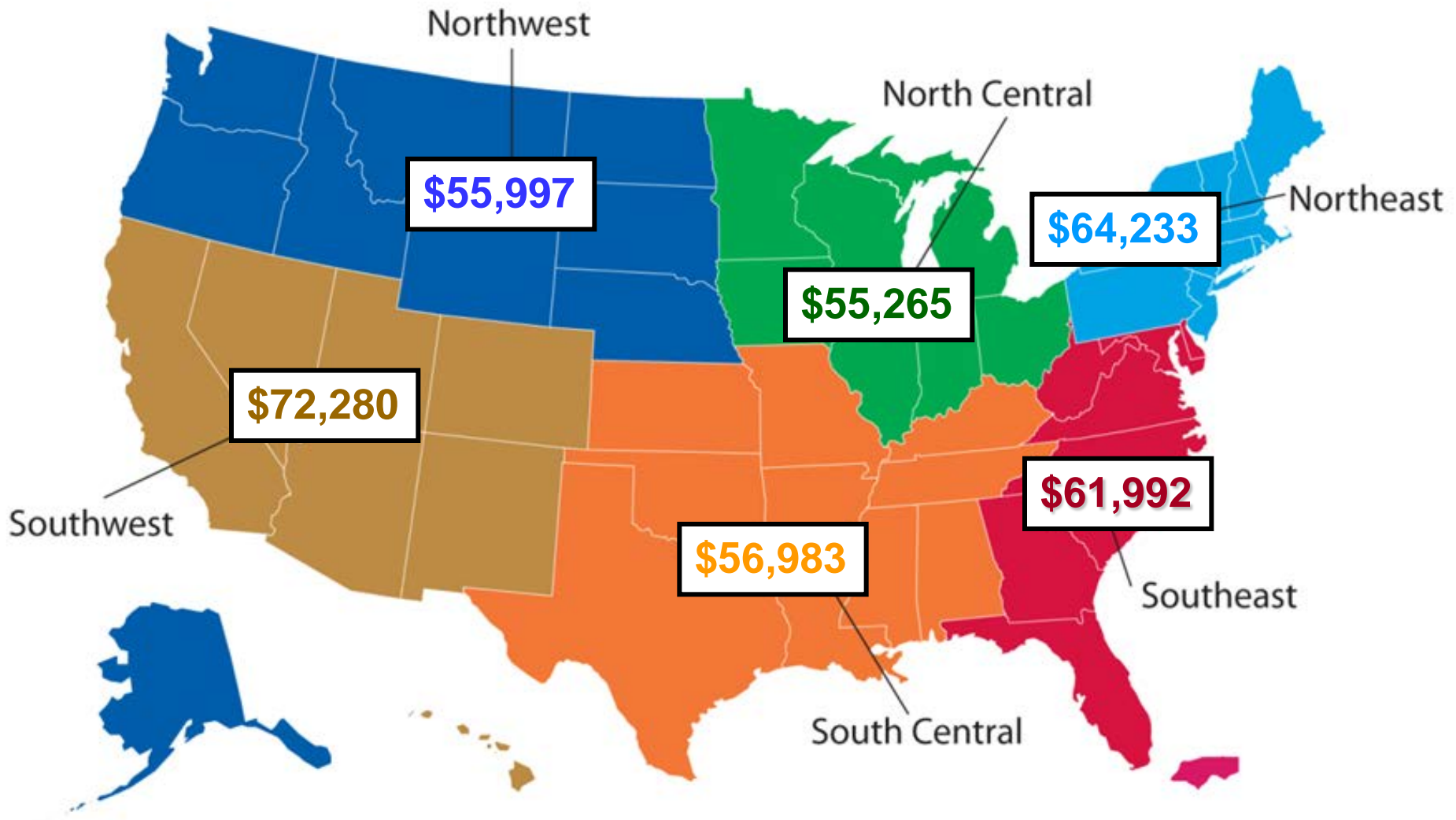
# 2010 Salary Study: Salary by Bed Count

- For those that indicated working in a hospital (N = 2,446), those employed in the larger facilities generally tend to make more than those in the smaller hospitals.

Bed Count	Count	Percent	Avg Salary
Less than 50 Beds	315	12.9%	\$52,480
50 to 99 Beds	187	7.6%	\$51,458
100 to 149 Beds	234	9.6%	\$55,696
150 to 199 Beds	164	6.7%	\$57,757
200 to 299 Beds	474	19.4%	\$60,114
300 to 399 Beds	346	14.1%	\$60,182
400 to 499 Beds	214	8.7%	\$61,841
Over 500 Beds	512	20.9%	\$64,362
Total	2,446	100.0%	\$59,935

# 2010 Salary Study: Salary by Geographic Region

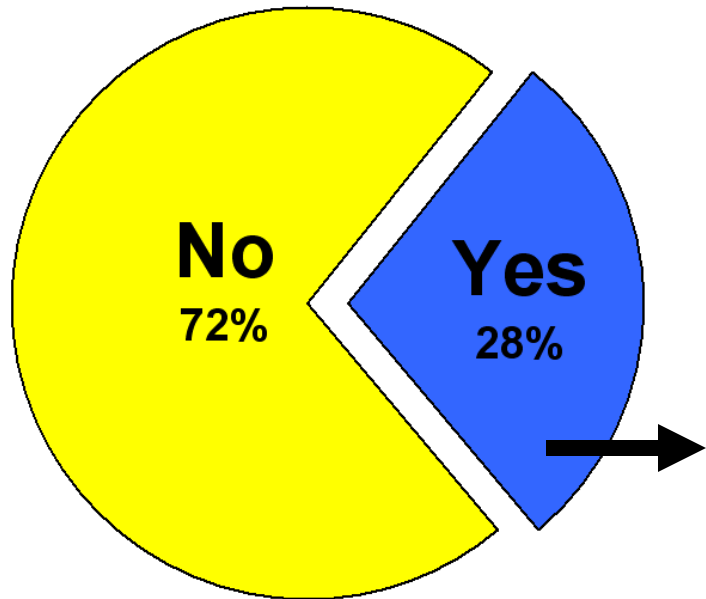
- When it comes to overall salary by region, the Southwest region, at \$72,280, represents the highest paid region. The North Central has the lowest average salary at just over \$55k.



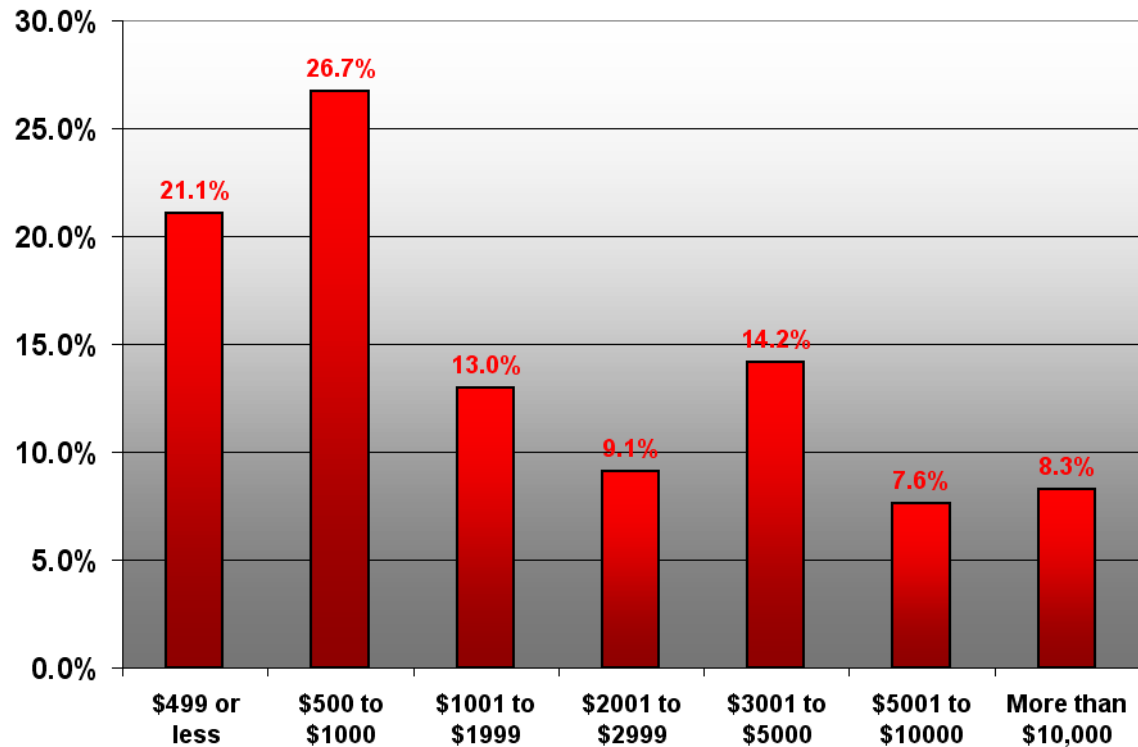
# 2010 Salary Study: Bonus Prevalence and Amount

- Approximately 2,172 survey respondents (28%) indicated that they received a bonus within the last 12 months of completing the survey. Of those, approximately 27% got a bonus in the \$500 to \$1000 range. The average bonus for those lucky enough to actually get a bonus was \$3,653.

## Bonus Received?

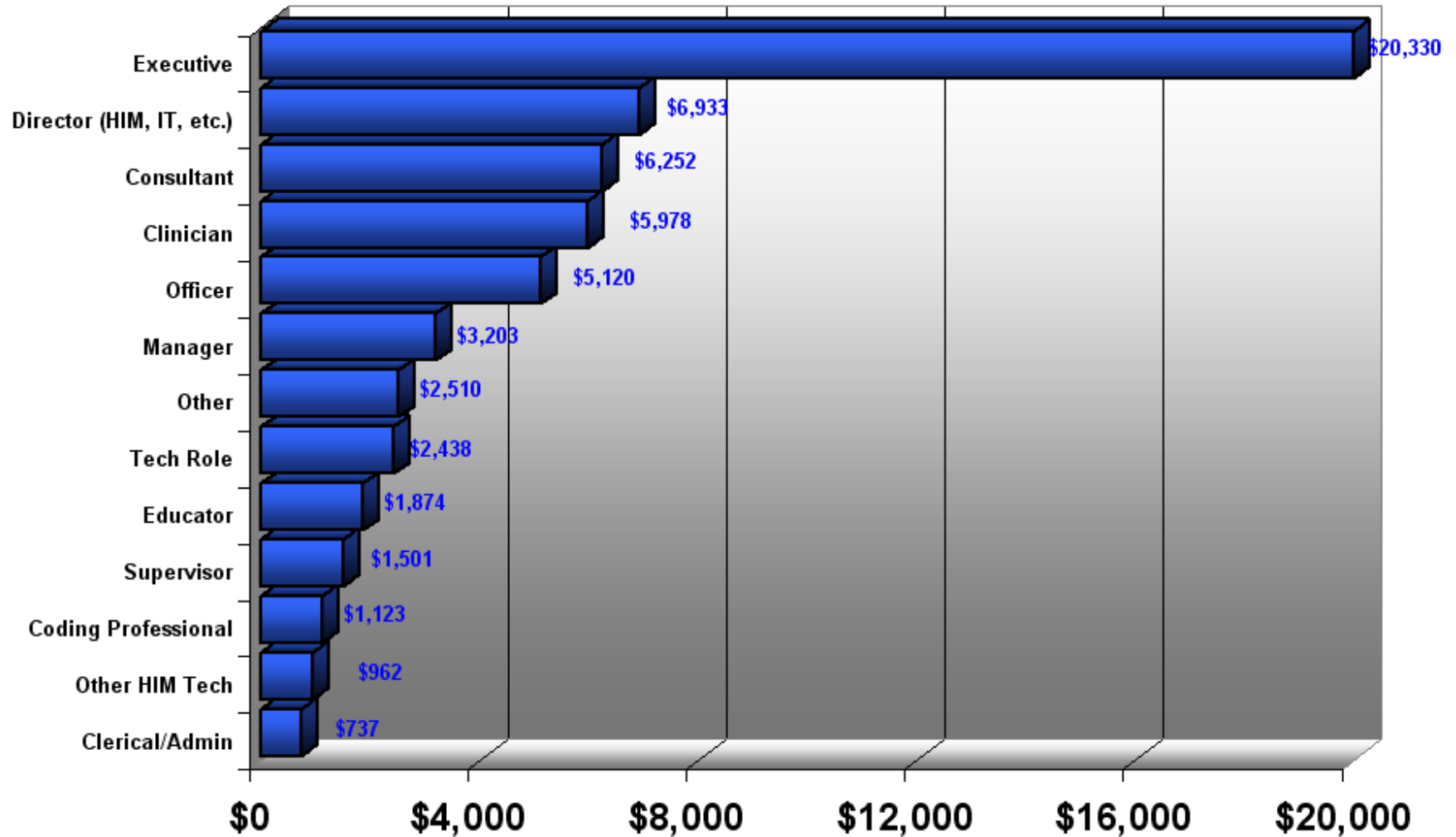


## If yes, how much?



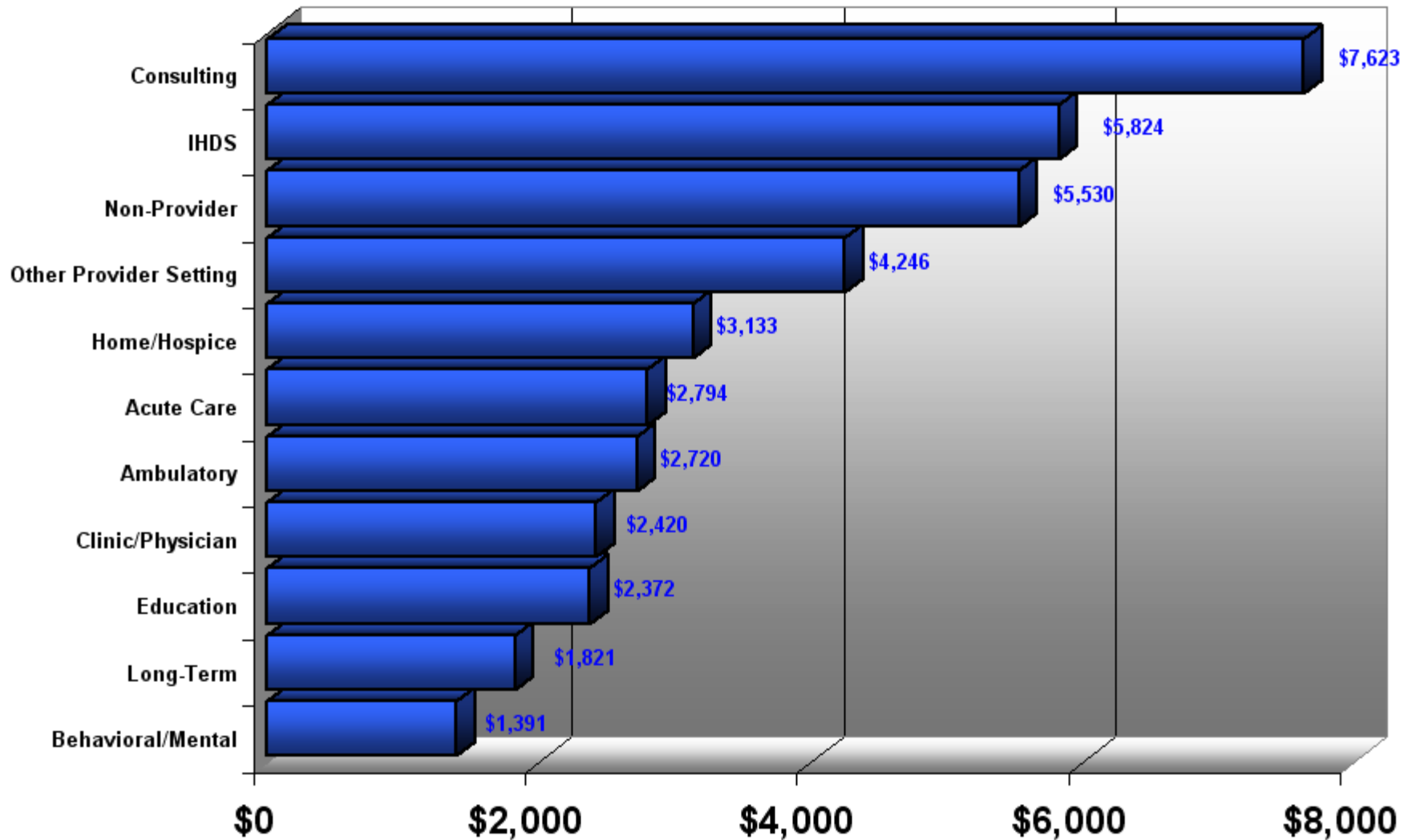
# 2010 Salary Study: Bonus Amount by Role

- As expected, the Executive job level clearly makes the most when it comes to additional compensation via bonuses at just over \$20k. Directors, Consultants, Clinicians, and Officers round out the top 5. The next closest segment is the Manager and Supervisors at just over \$3k.



# 2010 Salary Study: Bonus Amount by Setting

- Those working in a consulting setting average the highest bonus amount at \$7.6k. Those in an Integrated Healthcare system were next at \$5.8k.

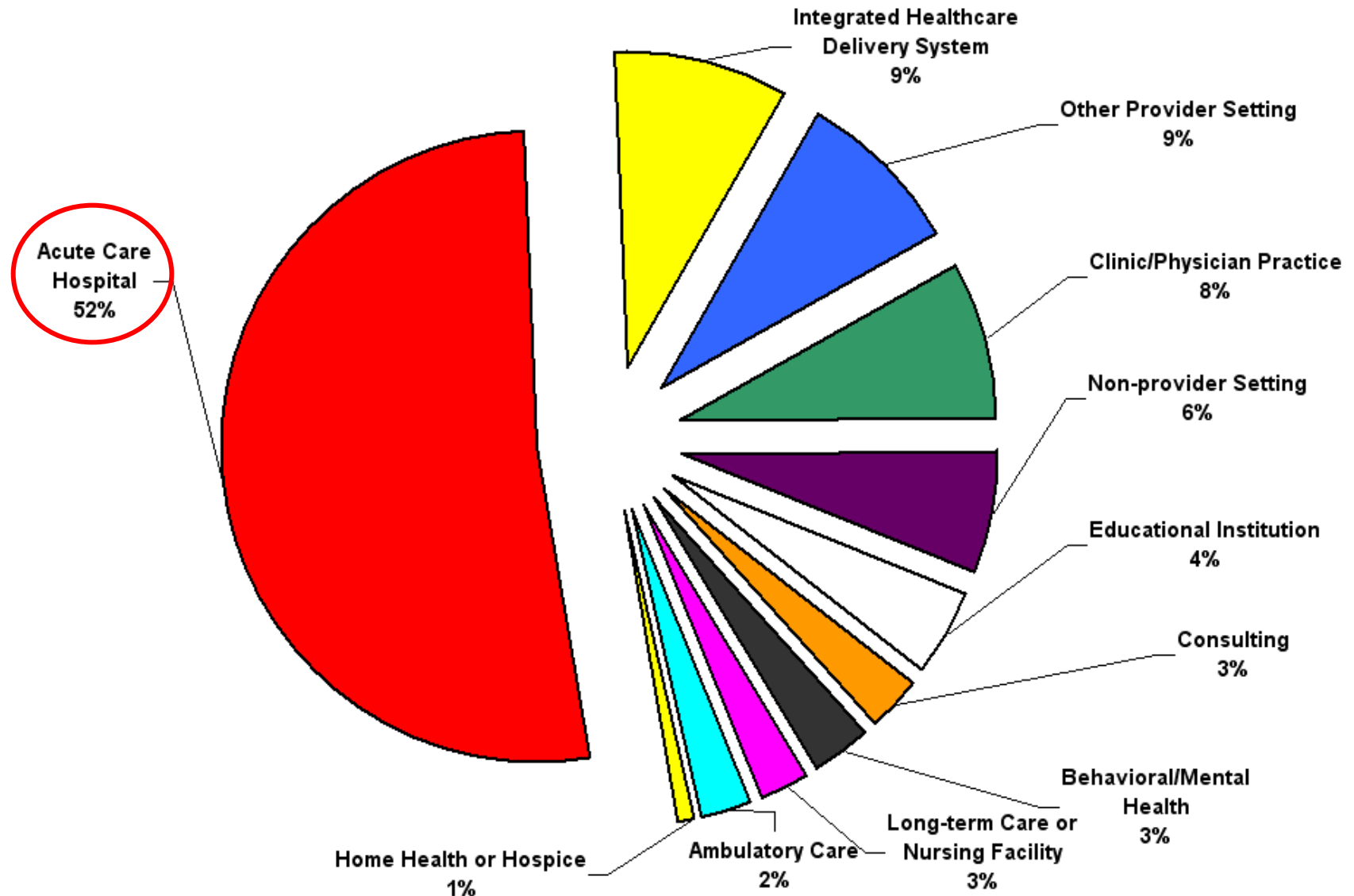




# **Salary Sample Demographics**

# 2010 Salary Study Sample: Job Setting

- As we saw in 2008, approximately half (52%) of the sample is employed in an Acute Care Hospital setting.



# 2010 Salary Study Sample: Non-Provider Settings

- As illustrated below, there are several diverse non-provider settings that employee HIM professionals.

