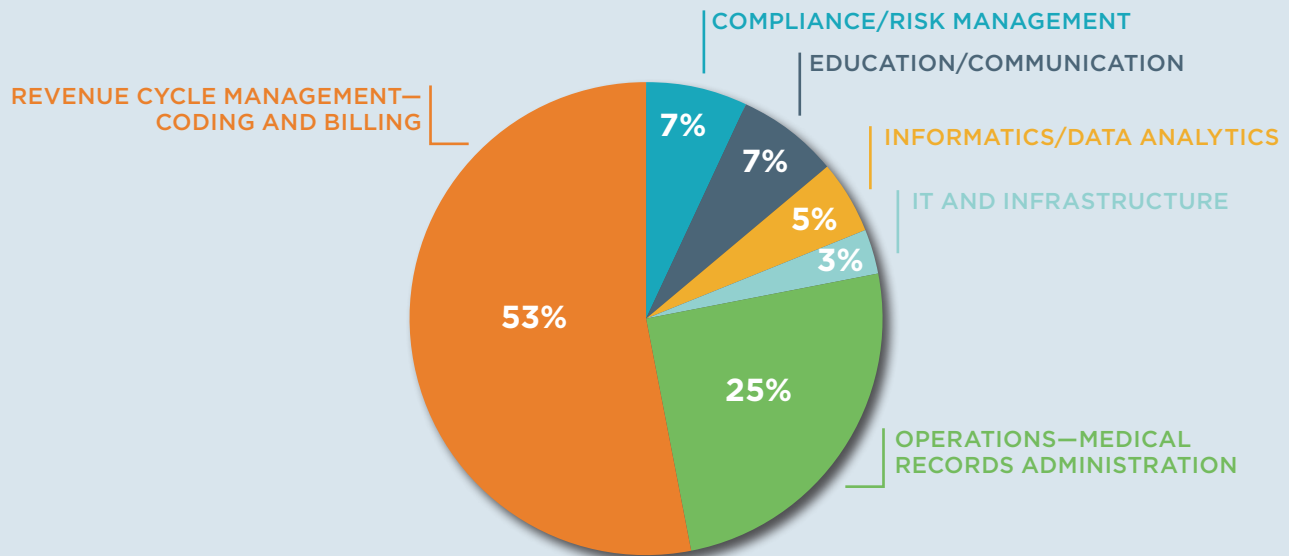


SALARY SNAPSHOT: HIM PROFESSIONALS IN 2016

MORE THAN 5,000 HEALTH INFORMATION PROFESSIONALS

responded to an anonymous survey in 2016 to gauge their salaries, satisfaction with their careers, and demographic information to share with the field.



More than half of the survey respondents work in Revenue Cycle Management: Coding Professionals, Clinical Documentation Improvement Specialists, and insurance and billing coordinators. Another 25 percent are in Operations and Medical Records Administration: HIM managers and directors, consultants, administrators, registrars and technicians. The remaining quarter of survey respondents work in Compliance and Risk Management; Education and Communication; Informatics and Data Analytics; and IT and Infrastructure.

Respondents self-reported their information, and all were working full-time. Average salaries have been rounded to the nearest ten; this report is intended as a snapshot of HIM, not a statistically valid research project.

THIS REPORT CONTAINS THE FOLLOWING SALARY SNAPSHOTS:

- Average Salary by HIM Job Family
- Average Salary by Job Level
- Average Salary by Years of Experience
- Average Salary by Job Setting
- Average Salary by Region
- Average Salary by Job Setting: Size of Acute Care Site
- Average Salary by Credential
- Average Salary by Organization Size
- Average Salary by Credential for HIM Technicians
- Salary Changes in the Last 12 Months
- Average Salary by Years of Experience and by Credential for Coders Only
- Salary Increases in the Last 12 Months
- Average Salary by Number of Credentials for Coders Only

ADDITIONALLY, THE SURVEY ASKED HIM PROFESSIONALS HOW THEY FEEL ABOUT THEIR COMPENSATION, THE CHALLENGES THAT THE HIM INDUSTRY PROVIDES, AND HOW THEY THINK OF THEIR ROLE IN HEALTHCARE. SEE DETAILS ON PAGES 13 AND 14.

SALARY SNAPSHOT:

AVERAGE SALARY BY HIM JOB FAMILY

WHAT IS A JOB FAMILY?

How health information management positions are characterized across this dynamic field. For more information, visit the [AHIMA Career Map](#).

REVENUE CYCLE MANAGEMENT/CODING AND BILLING JOB FAMILY

SELF-REPORTED SALARY AVERAGE (ROUNDED): \$60,740

Coding Professional, Revenue Cycle Manager, Clinical Documentation Improvement Specialist, HIM Revenue Cycle Auditor, Benefits Coordinator, Collections Clerk, and more

OPERATIONS/MEDICAL RECORD ADMINISTRATION JOB FAMILY

SELF-REPORTED SALARY AVERAGE (ROUNDED): \$70,790

Health Information Technician, Meaningful Use Specialist, Patient or Cancer Registrar, Health Information Management Clerk or Manager, Director of HIM, and more

INFORMATICS/DATA ANALYTICS JOB FAMILY

SELF-REPORTED SALARY AVERAGE (ROUNDED): \$71,050

Data Integrity Analyst, Clinical Informatics Coordinator, Project Manager, Research and Development Scientist, Director of Clinical Informatics, and more

EDUCATION/COMMUNICATION JOB FAMILY

SELF-REPORTED SALARY AVERAGE (ROUNDED): \$72,330

HIM Professor, Health Sciences Information Librarian, ICD-10 Educator, Program Director, or Department Chair

COMPLIANCE/RISK ASSESSMENT JOB FAMILY

SELF-REPORTED SALARY AVERAGE (ROUNDED): \$74,880

Credentialing Specialist, Quality Improvement Analyst, Compliance Auditor, Privacy Officer, Information Security Manager, Director of Risk Management, and more

IT/INFRASTRUCTURE JOB FAMILY

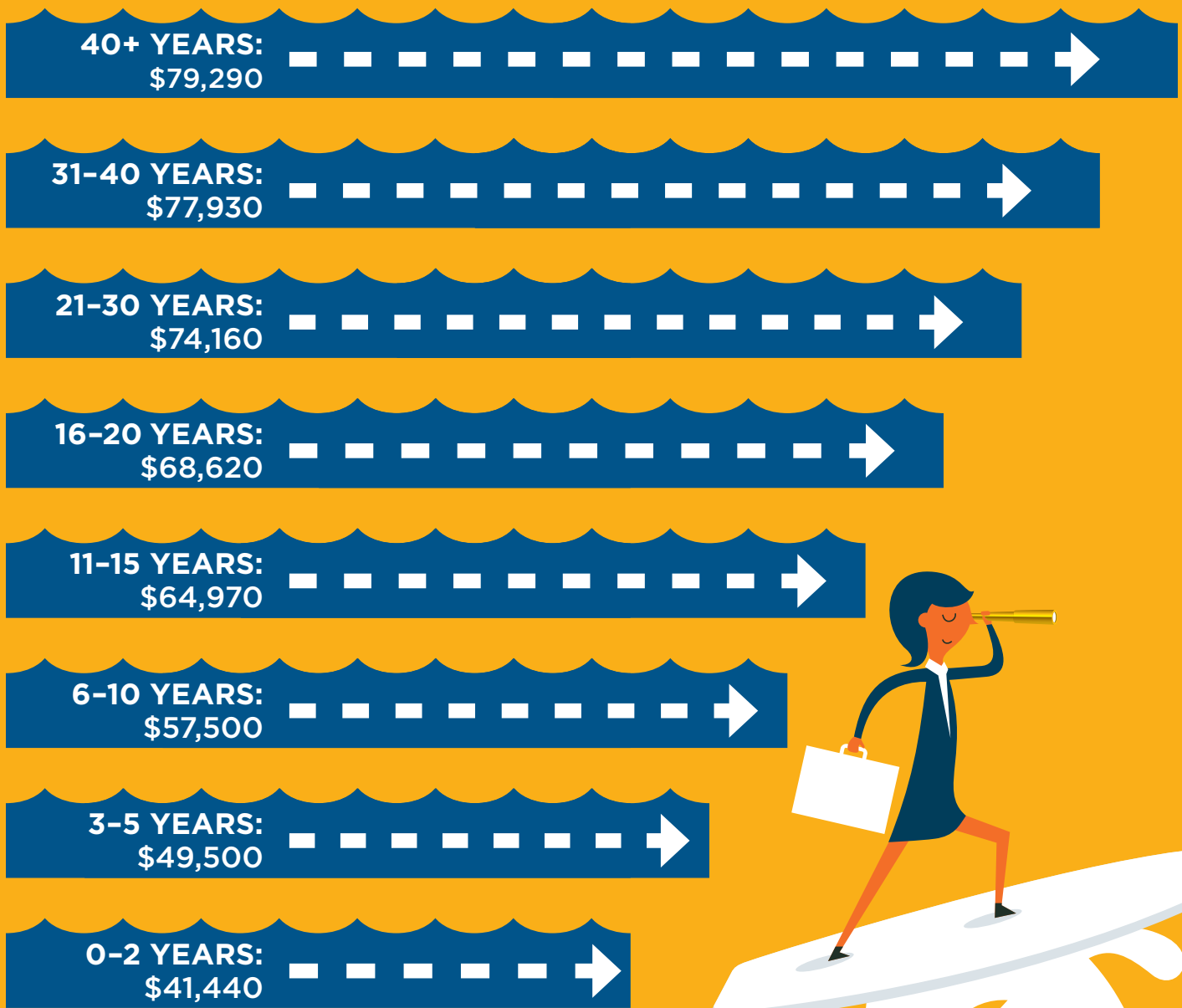
SELF-REPORTED SALARY AVERAGE (ROUNDED): \$83,790

Implementation Support Specialist, Data Quality Manager, System Analyst, Data Architect, Chief Technology Officer, and more



SALARY SNAPSHOT:

AVERAGE SALARY BY YEARS OF EXPERIENCE

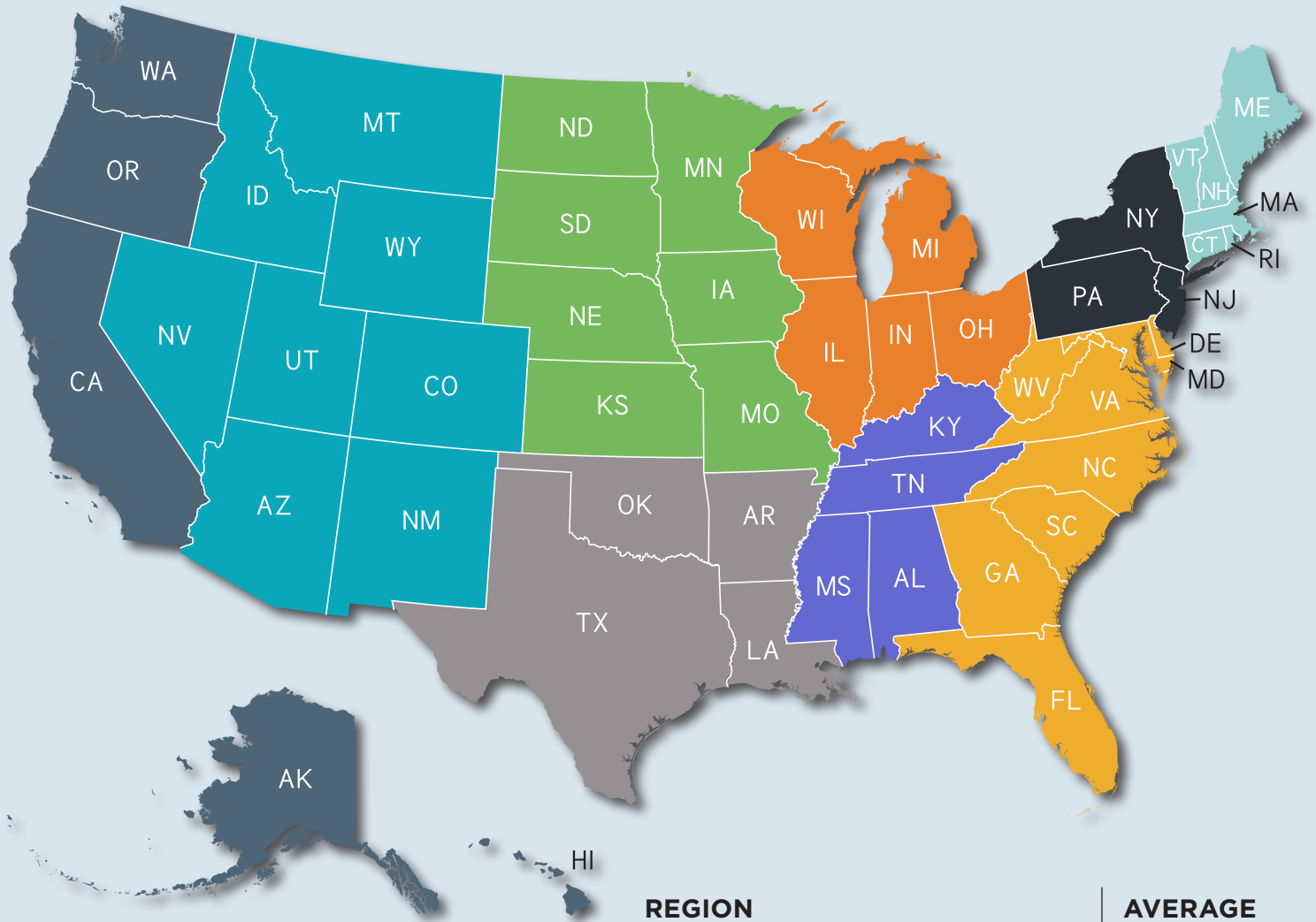


YEARS OF HIM EXPERIENCE SELF-REPORTED SALARY AVERAGE

SALARY SNAPSHOT:

AVERAGE SALARY BY REGION

Where you live and work can impact your salary; the highest salaries are found on the coasts, with an average of \$12,000 less per year in regions where the cost of living are less, like parts of the south and Midwest.



| REGION | AVERAGE |
|------------------------------------|----------|
| IL, IN, MI, OH, WI | \$62,370 |
| AR, LA, OK, TX | \$65,650 |
| IA, KS, MN, MO, ND, NE, SD | \$61,870 |
| AZ, CO, ID, MT, NM, NV, UT, WY | \$66,470 |
| AK, CA, HI, OR, WA | \$74,650 |
| DC, DE, FL, GA, MD, NC, SC, VA, WV | \$68,330 |
| NJ, NY, PA | \$69,010 |
| CT, MA, ME, NH, RI, VT | \$74,710 |
| AL, KY, MS, TN | \$61,950 |

SALARY SNAPSHOT:

AVERAGE SALARY BY CREDENTIAL

HIM is always in the midst of change, and will continue to change: evolving and adapting to the needs and technologies of healthcare. As new opportunities emerge, HIM professionals may need additional education and skills development to perform in new roles.

HIM professionals who earn credentials have higher salaries; the more credentials earned, the more return on personal investment. Earning credentials not only demonstrates your deep understanding of the complexities of HIM, but opens new doors for employment advancement and sets you up for career-long success.

For more information on AHIMA credentials, visit ahima.org/credentials.

HIM CERTIFICATIONS:

Registered Health Information Technician (RHIT)

Registered Health Information Administrator (RHIA)

CODING CERTIFICATIONS:

Certified Coding Associate (CCA)

Certified Coding Specialist (CCS)

Certified Coding Specialist—
Physician-based (CCS-P)

SPECIALTY CERTIFICATIONS:

Certified Health Data Analyst (CHDA)







Certified in Healthcare Privacy and
Security (CHPS)

Certified Documentation
Improvement Practitioner (CDIP)







*Salaries shown are mid-career averages (people that are approximately 14-18 years into their HIM career).

AVERAGE SALARY BY YEARS OF EXPERIENCE AND BY CREDENTIALS

| |  |  |  |  |  |  |
|-------------|---|---|---|--|---|---|
| | SALARY | SALARY | SALARY | SALARY | SALARY | SALARY |
| 0-2 Years | \$58,270 | \$40,110 | \$62,400 | \$39,320 | \$50,490 | \$49,730 |
| 3-5 Years | \$58,750 | \$48,790 | \$89,110 | \$49,490 | \$58,710 | \$51,300 |
| 6-10 Years | \$69,420 | \$55,340 | \$80,290 | \$48,720 | \$64,250 | \$60,300 |
| 11-15 Years | \$80,000 | \$63,000 | \$90,330 | \$55,240 | \$71,400 | \$69,110 |
| 16-20 Years | \$80,810 | \$65,350 | \$85,960 | \$53,730 | \$72,000 | \$70,120 |
| 21-30 Years | \$86,380 | \$70,260 | \$88,890 | \$55,100 | \$74,250 | \$74,810 |
| 31+ Years | \$89,350 | \$73,870 | \$100,300 | \$61,040 | \$76,490 | \$70,630 |

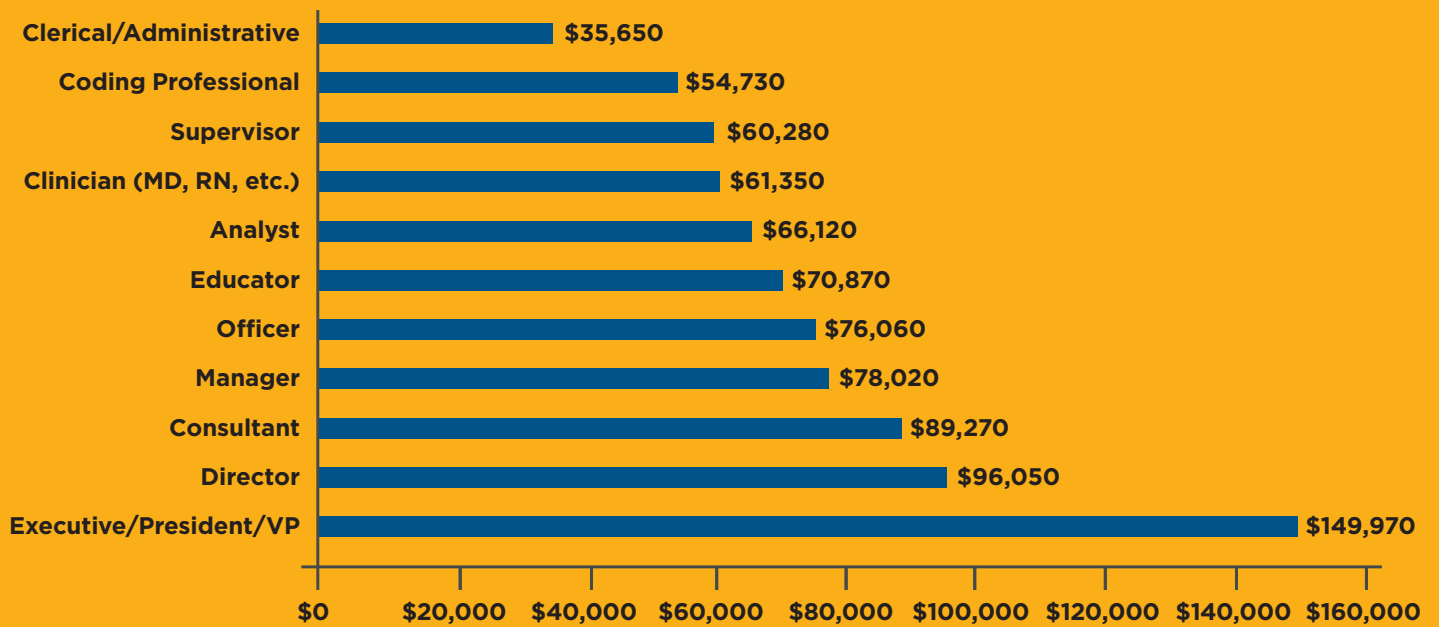
AVERAGE SALARY BY NUMBER OF CREDENTIALS

| # OF CREDENTIALS | AVERAGE SALARY |
|--|----------------|
| NONE | \$50,680 |
|  1 CREDENTIAL | \$64,520 |
|  2 CREDENTIALS | \$71,840 |
|  3 CREDENTIALS | \$79,750 |
|  4+ CREDENTIALS | \$90,180 |



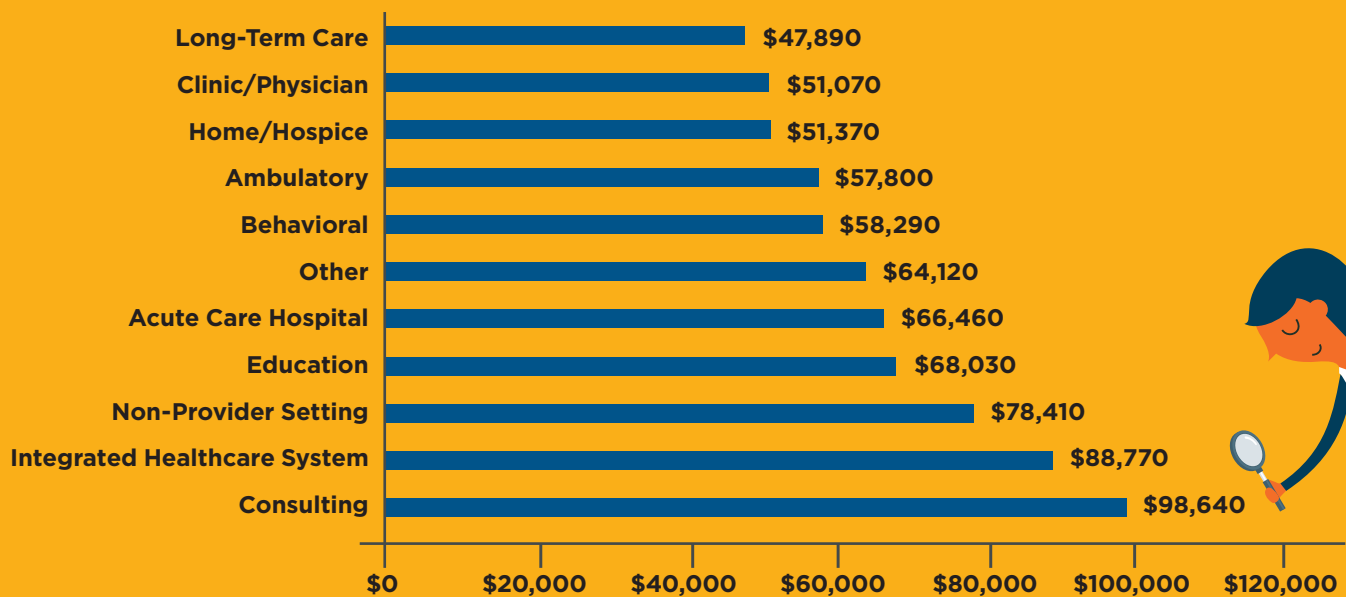
AVERAGE SALARY BY JOB LEVEL

With experience and education, your ability to rise through the ranks to management and executive levels means that your annual salary will rise as well. If you are interested in giving back to the profession while also earning more, explore options for becoming an HIM educator. Consulting is also a career path that, while demanding, offers a higher salary.

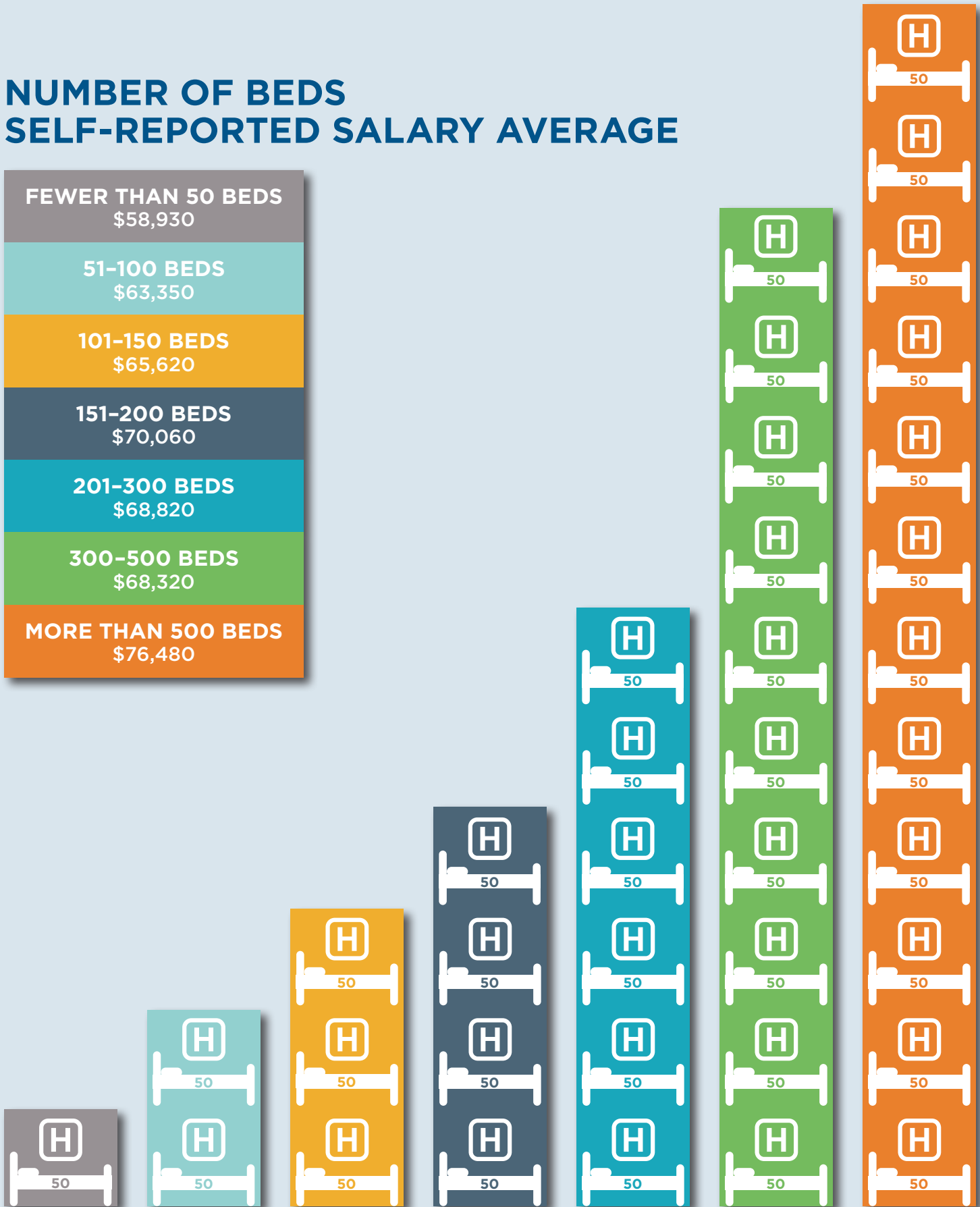


AVERAGE SALARY BY JOB SETTING

Where you work can determine your salary. Whether as part of an integrated healthcare system or acute care, working in a hospital pays more on average than at a physician's office or a long-term care facility. Not surprisingly, the larger the hospital, typically, the more on average an HIM professional's salary will be.

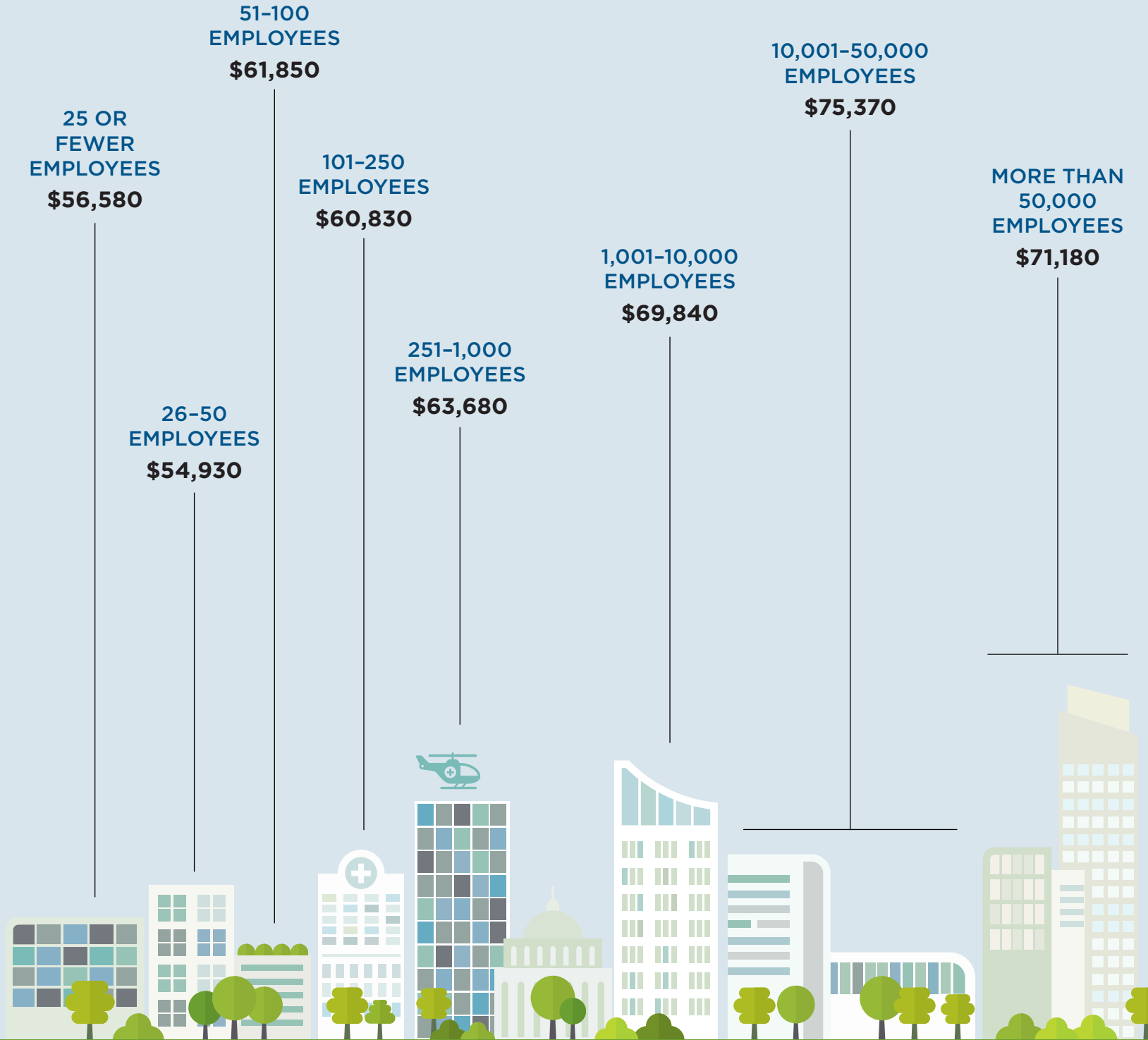


NUMBER OF BEDS SELF-REPORTED SALARY AVERAGE



AVERAGE SALARY BY ORGANIZATION SIZE

Employees at an organization and their self-reported salary average.

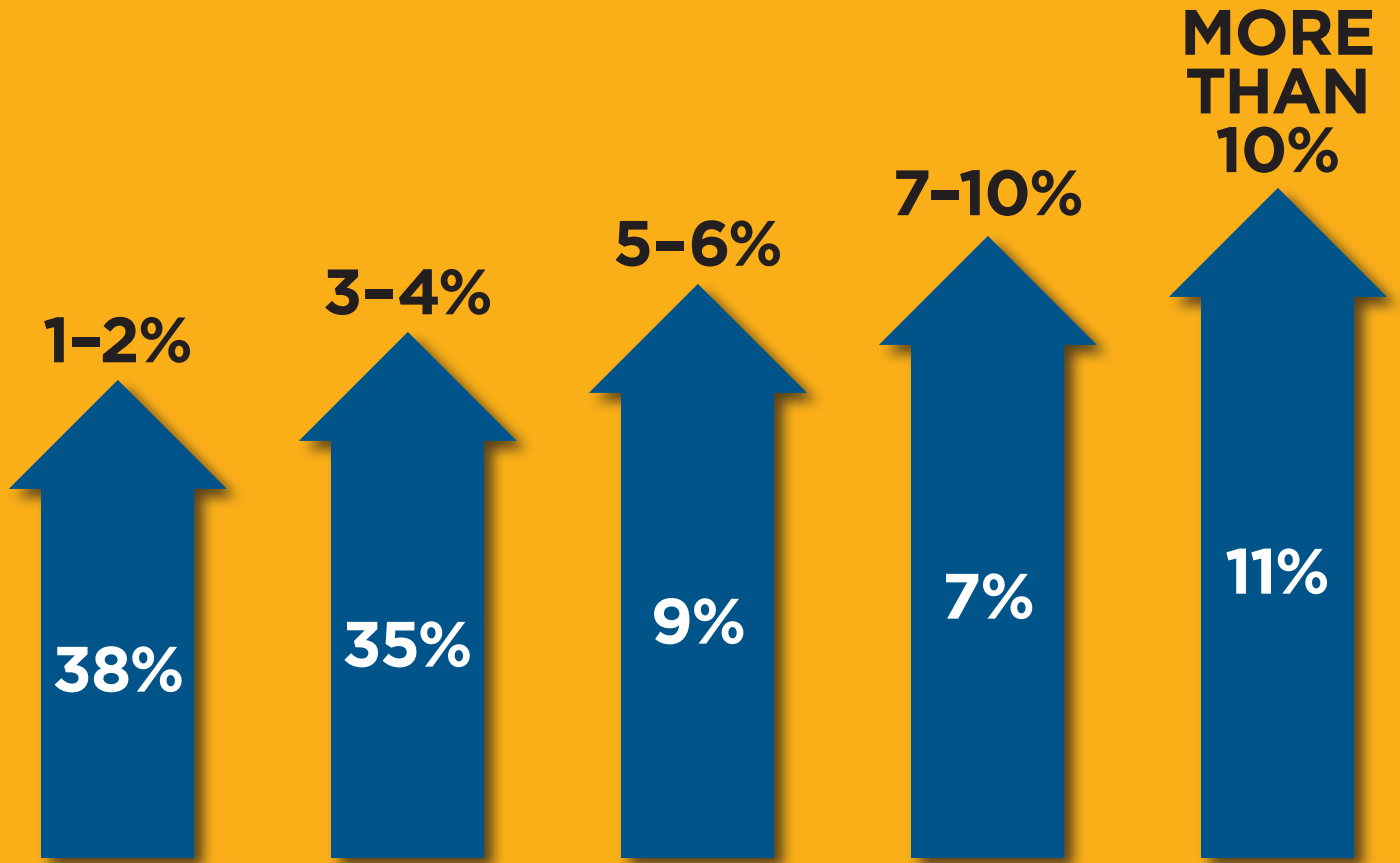




HOW DID YOUR SALARY CHANGE IN THE LAST 12 MONTHS?



IF YOU HAD A SALARY INCREASE, BY HOW MUCH?



HIM OPINIONS

HIM professionals take their responsibilities seriously, and love their contributions to healthcare. The majority of HIM professionals feel they are fairly compensated for their role, and are satisfied with their overall compensation. They love the challenges of the HIM industry, and many think of themselves as healthcare professionals. HIM professionals often seek out opportunities to provide guidance. While many HIM professionals enjoy the flexibility of HIM, it is not the primary reason why most entered the field. While the HIM industry is rapidly changing, they do not feel as if they can't keep up.

I feel that I am compensated fairly relative to my location's job market and role.



I am satisfied with my overall compensation.



I love the challenges that the industry provides.

(0-10 SCALE)



I think of myself more as a healthcare professional.

(0-10 SCALE)



I seek out opportunities to provide guidance.

(0-10 SCALE)



I got into HIM to have flexibility.

(0-10 SCALE)



The HIM industry is changing so fast, I can't keep up.

(0-10 SCALE)

