



Warren Surveys first published The HMO Salary Survey in 1980 and has established a reputation as the most reliable, confidential and consistent source available on salaries in the HMO and managed healthcare industry. The Survey is conducted semi-annually with results published in the Spring & Fall of each year. Our subscribers find the Survey an indispensable tool in effective salary administration and staff retention.

Who Should Subscribe?

- Health plan Executives, HR Managers, and Medical Directors.
- Medicare & Medicaid Health Plans.
- Physician/Hospital Organizations affiliated with managed care.
- Multi-specialty Group Practices affiliated with managed care or considering the development of their own health care plan.
- University based health plans, SNPs, Medical Home Plans and Community Health Centers.
- Insurance Companies, hospital systems, investment bankers, attorneys, actuaries, and consultants involved with HMOs or managed care organizations.

Benefits of the Survey

- You have the latest information at your fingertips since the Survey is issued every 6 months.
- You can quickly identify salaries in your area of the country since the Survey specifies 10th, 25th, 75th, and 90th percentile, median and average salaries by geographic area. You can also scan other criteria for salary comparisons, including plan size, profit status, and ownership/affiliation.
- As a **participating** subscriber, you will have the benefit of our assistance in conducting specialized surveys, club surveys, or special analysis of our existing data at a **very** reasonable cost.
- Since we are an independent research firm, the data you submit to the Survey will remain confidential. You have our complete assurance that your organization's individual pay practices will not be disclosed in any manner whatsoever.

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HMO Salary Survey - **PDF format**: \$ 595 (plus \$10.00 postage and handling). Requires Adobe® Reader (Free software download available at www.adobe.com). Format allows you to print all the pages or only the ones you wish. Also contains features for quickly finding the job titles you need. **Available to participants only.**

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* Available end of April

** Available end of October

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For large multiple location organizations please contact us for multiple copy pricing information.

POSITION LISTING

Administration

- *Chief Executive Officer
- *Assistant/Associate CEO
- *Regional Director
- *General Manager
- *VP of Managed Care
- *Director of Managed Care
- *VP of Government Affairs
- *Director of Government Affairs
- *Government Relations Manager
- *Medicare Compliance Manager
- *Medicare Compliance Analyst
- *Legal Counsel (In-House)
- *Paralegal Assistant
- *Compliance Officer
- *Legal Compliance Coordinator
- *Compliance Specialist
- *HIPAA Compliance Coordinator
- *Privacy Coordinator
- *Grants Administrator
- *Administrative Assistant
- *Receptionist/Secretary
- *File Clerk
- *Mail Clerk

Finance

- *Chief Financial Officer
- * Finance Director
- *Assistant Finance Director
- *Controller
- *Director of Internal Audit
- *Internal Auditor
- *Chief Accountant
- *Accounting Supervisor
- *Senior Accountant
- *Staff Accountant
- *Sr. Financial Analyst
- *Financial Analyst

- *Accounts Receivable Manager
- *Accounts Payable Manager
- *Accounting Clerk
- *Underwriting Manager
- *Underwriter
- *Director of Actuarial Services
- *Supervisor of Actuarial Services
- *Actuarial Analyst

Operations

- *VP of Operations
- *Director of Operations
- *Operations Manager
- *Director of Medicare Operations
- *Facilities Manager
- *Security Manager
- *Purchasing Manager
- *VP of Planning & Development
- *Director of Planning & Development
- *Reinsurance & Stoploss Representative

Claims Administration

- *VP Claims Administration
- *Director of Claims Administration
- *Claims Manager
- *Claims Supervisor
- *Sr. Claims Analyst
- *Claims Analyst (Non-Supervisory)
- *Claims Examiner
- *C.O.B./Subrogation Supervisor
- *C.O.B. Specialist
- *Claims Clerk
- *Medicare Claims Supervisor
- *Medicare Claims Clerk
- *Medical Information Administrator
- *Health Care Data Supervisor
- *Health Data Analyst
- *Adjustment Specialist

Member Services/Customer Services

- *VP Member/Customer Services
- *Director of Member Services
- *Member Services Manager
- *Supervisor Member Services
- *Member Services/Call Center Rep.
- *Member Services Trainer/Auditor
- *Director of Medicare Member Services
- *Manager of Medicare Member Services
- *Medicare Member Services Coordinator
- *Medicare Member Services Representative

Enrollment

- *Director of Enrollment
- *Enrollment Manager
- *Enrollment Supervisor
- *Enrollment Clerk
- *Billing Clerk/Accounts Receivable

Human Resources

- *VP of Human Resources
- *Human Resource Director
- *Human Resource Generalist
- *Personnel Director
- *Personnel Manager
- *Payroll Administrator
- *Payroll Manager
- *Compensation & Benefits Manager
- *Comp. & Benefits Specialist
- *Compensation Analyst
- *Benefits Analyst
- *Employee Training Manager
- *Director of Physician Recruitment
- *Physician Recruiter
- *Communications Specialist

Medical Management

- *Chief Medical Officer

POSITION LISTING

- *Medical Director
- *Assistant Medical Director
- *Dental Director
- *VP of Health Services
- *Director of Health Services
- *Health Services Manager
- *Director of Pharmacy Services
- *Pharmacy Services Manager
- *Pharmacy Services Coordinator
- *Dir. of Occupational Health/Work Comp Serv.
- *Mgr., Occupational Health/Work Comp Serv.
- *Director of Home Health Care
- *Dir. of Health Promotion & Wellness
- *Director of Mental Health Services

Provider Relations

- *VP. Provider Relations/Ntwk Dev.
- *Director of Network Development
- *Network Development Manager
- *Network Development Representative
- *Provider Relations Director
- *Provider Relations Manager
- *Provider Relations Representative
- *Director of Contract Administration
- *Manager of Contract Development
- *Contract Specialist
- *Credentialing Administrator
- *Credentialing Manager
- *Credentialing Supervisor
- *Credentialing Specialist

Quality Improvement

- *Director of Quality Improvement
- *Manager Quality Improvement
- *HEDIS Coordinator
- *Disease Management Coordinator

- *Intake Coordinator
- *Clinical Care Coordinator
- *Referral Specialist
- *Appeals Manager
- *Appeals Supervisor
- *Grievance Coordinator
- *Medical Compliance Specialist
- *Health Educator

UR/OA Case Management

- *Director of Utilization Review
- *Supervisor of Utilization Review
- *UR/QA Nurse
- *Director of Quality Assurance
- *Supervisor of Quality Assurance
- *Director of Case Management
- *Supervisor of Case Management
- *Sr. Case Manager
- *Case Manager
- *Medicare Case Manager
- *Care Manager
- *Preauthorization Coordinator

Management Information Systems

- *VP Management Information Systems
- *Dir. Management Information Systems
- *Financial System Manager
- *EDP Operations Manager
- *EDI Manager
- *Systems Program Manager
- *Sr. Programmer/Analyst
- *Systems Analyst/Programmer
- *Web Design/Developer
- *Webmaster
- *Network Administrator
- *Database Administrator
- *Manager, Network Operations
- *Personal Computer Technician

- *Help Desk Coordinator
- *Manager of Configuration
- *Configuration Specialist
- *Computer Operations Supervisor
- *Computer Operator
- *Documentation Specialist
- *Telecommunications Specialist
- *Data Research Technician
- *Data Entry Clerk
- *Information Security Officer

Marketing & Sales

- *Chief Marketing Officer
- *Marketing Director
- *Sales Manager
- *V.P. of Public Affairs
- *Public Relations Director
- *Communications Manager
- *Staff Writer
- *Market Research Manager
- *Telemarketing Manager
- *Product Development Manager
- *Product Development Specialist
- *Director of Medicare Marketing
- *Manager of Medicare Marketing
- *Medicare Coordinator
- *Director of Medicaid Marketing
- *Medicaid Marketing Coordinator
- *Sr. Account Executive
- *Account Executive
- *Junior Marketing Representative
- *Renewal Coordinator
- *Group Services Representative
- *Telemarketing Representative
- *Medicare Marketing Representative
- *Medicaid Marketing Representative
- *Marketing Secretary

ALLIED HEALTHCARE POSITIONS*

Support Staff

Health Center Administrator
Health Center Coordinator (2 or more)
Medical Group Administrator
Director, Strategic Initiatives
Director of Clinical Services
Director of Medical Records
Medical Records Clerk
Outreach Coordinator
Outreach Worker
Patient Care Coordinator
Patient Relations Representative
Physician Services Analyst

Technical Positions

Laboratory Supervisor
Clinic Lab Specialist
Medical Technician
Medical Technologist
Phlebotomist
Polysomnographic Technologist
MRI Technologist
Radiology Technologist
Mammography Radiographer
Nuclear Medicine Technician
X-Ray Supervisor
X-Ray Technician
Ultrasound Technician

Pharmacy Positions

Chief Pharmacist
Staff Pharmacist
Pharmacy Technician
Pharmacy Clerk/Assistant
Clinical Pharmacy Specialist

Optometry Positions

Chief Optometrist
Staff Optometrist
Supervising Optician
Staff Optician

Rehabilitation Positions

Chief of Physical Therapy
Physical Therapist
Physical Therapy Assistant
Occupational Therapist
Athletic Trainer
Respiratory Therapist
Speech Pathologist
Audiologist

Nursing Positions

Director of Nursing
Assistant Nursing Director
Nursing Supervisor
Staff Nurse - R.N.
Staff Nurse - L.P.N.
Triage Nurse
Nurse Practitioner
Nurse Midwife
Physician Assistant
Medical Assistant
Utilization Review Nurse
Infection Control Nurse
Dialysis Technician
Surgical Technician
Nurse Anesthetist
Anesthesia Technician
Anesthesia Assistant
Cardiac Monitoring Technician
Pulmonology Technician
Neurological Technician

Dietician
Community Outreach Nurse
Staff Home Care Nurse

Dental Positions

Chief Dentist
Staff Dentist
Dental Hygienist
Dental Assistant

Behavioral Health Positions

Top Behavioral Care Executive
VP of Behavioral Care Management
Regional Director, Behavioral Care
Executive Dir/Mental Health Center
Clinical Director-Behavioral Health
Behavioral Health Manager
Behavioral Care Case Manager
Behavioral Health Intake Supervisor
Behavioral Health Intake Coordinator
Manager, EAP
EAP Coordinator
EAP Counselor
Crisis Coordinator
Mental Health Phone Triage Nurse (RN)
Psychologist - Ph. D
Psychologist - M.A.
Psychiatric Social Worker
Psychiatric Case Manager
Substance Abuse Counselor
Marriage/Family/Child Counselor
Medical Social Worker
Clinical Social Worker

** Please note these positions will be published beginning with the Spring 2009 issue. They are not currently available in the Fall 2008 issue.*

PHYSICIAN SPECIALTIES*

Primary Care

General Practitioner
Family Practitioner
Internist
Pediatrician
Obstetrician/Gynecologist

Surgical Specialties

General Surgeon
Orthopedic Surgeon
Plastic Surgeon
Oral Surgeon

Specialty Care

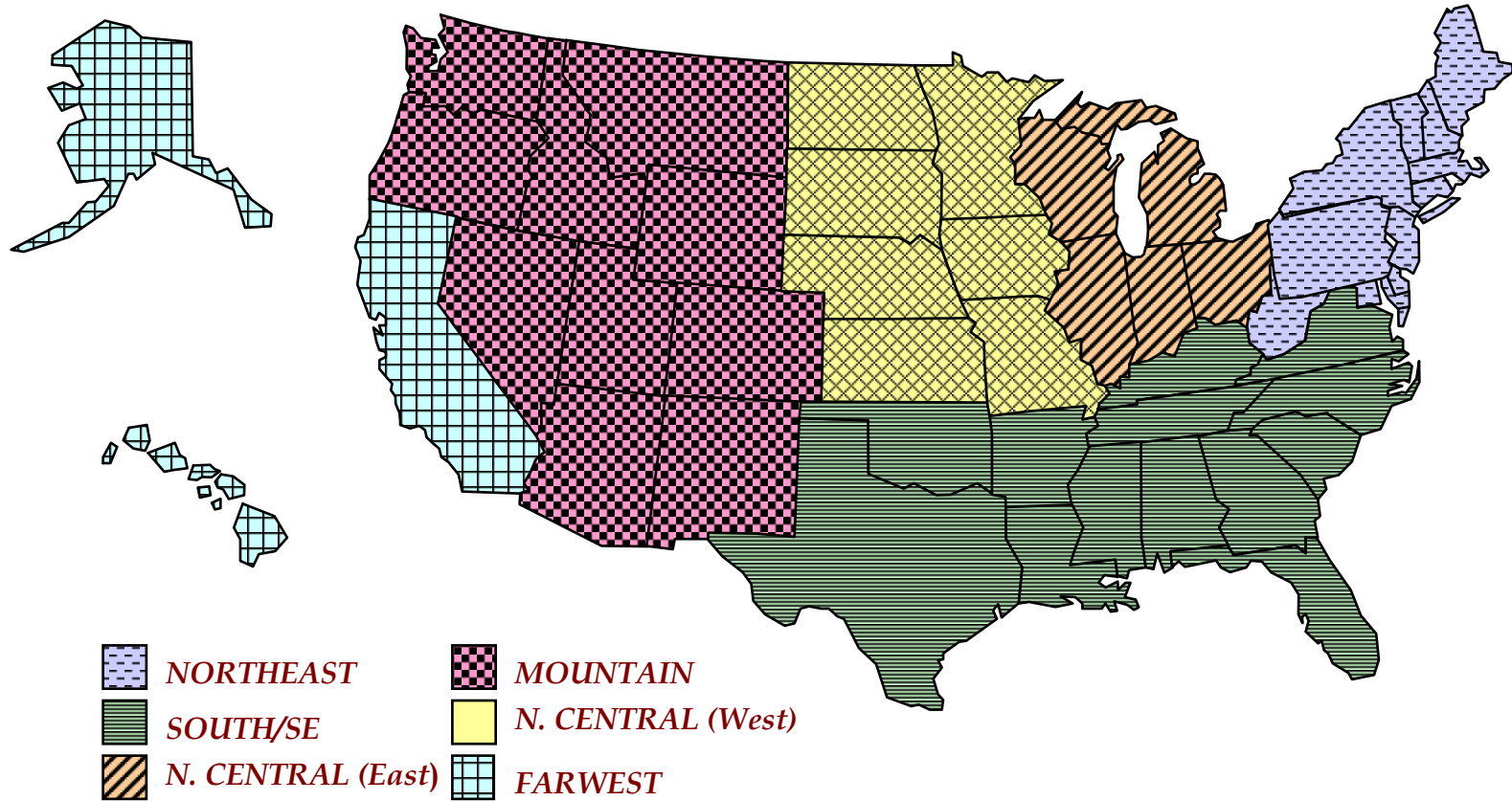
Radiologist
Oncologist
Cardiologist
Pulmonologist
Dermatologist
Gastroenterologist
Ophthalmologist
Neurologist

Urologist
Ear, Nose and Throat
Endocrinologist
Allergist
Infectious Disease Specialist
Pathologist
Nephrologist
Gerontologist

Podiatrist
Hospitalist
Intensivist
Chiropractor
Psychiatrist
Urgent Visit/Emergency
Anesthesiologist

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Geographical Regions



More specific data cuts are available to participants at a low cost. Availability depends the details of the request and the amount of data available to meet Federal Anti-trust Guidelines.

Warren Surveys

DIETICIAN (WPC 107)

ACTUAL BASE SALARIES PAID

			No. of Org	No. of Incumbents	10th %ile	25th %ile	Average Salary	Median Salary	75th %ile	90th %ile
All Plans	Low		44	263	29,068	33,810	41,279	39,237	50,203	53,007
	Mean		-	-	31,491	41,167	45,762	44,658	52,407	57,090
	High		-	-	43,068	47,293	52,063	51,208	58,319	61,560
Area	Northeast	Low	10	48	-	37,666	46,503	45,902	52,980	-
		Mean	-	-	-	44,269	50,918	49,831	54,917	-
		High	-	-	-	50,671	56,297	55,959	60,964	-
	South/Southeast	Low	5	15	-	-	36,933	34,480	-	-
		Mean	-	-	-	-	37,000	41,051	-	-
		High	-	-	-	-	47,360	46,794	-	-
	N. Central(West)	Low	4	32	-	-	38,439	36,262	-	-
		Mean	-	-	-	-	42,143	44,342	-	-
		High	-	-	-	-	52,231	52,617	-	-
	N. Central (East)	Low	18	125	27,421	30,295	38,747	37,220	40,785	48,105
		Mean	-	-	32,140	40,515	44,522	42,428	47,900	54,466
		High	-	-	33,115	46,546	50,090	50,738	56,175	59,304
Mountain	Low	2	23	-	-	42,134	42,134	-	-	
	Mean	-	-	-	-	47,653	47,653	-	-	
	High	-	-	-	-	52,730	52,730	-	-	
Farwest	Low	3	5	-	-	50,958	50,958	-	-	
	Mean	-	-	-	-	55,477	56,037	-	-	
	High	-	-	-	-	59,435	59,834	-	-	
Org Type	Hospital Based	Low	9	49	-	36,366	42,748	39,605	48,052	-
		Mean	-	-	-	42,389	46,719	44,492	49,159	-
		High	-	-	-	49,106	51,504	50,973	51,242	-
	University Based	Low	11	57	27,231	28,347	42,018	40,087	51,707	59,932
		Mean	-	-	31,004	32,953	47,140	48,469	55,896	60,309
		High	-	-	31,944	34,202	52,386	57,403	60,594	61,389
	Community Health	Low	5	40	-	-	35,605	33,810	-	-
		Mean	-	-	-	-	43,305	40,214	-	-
		High	-	-	-	-	50,490	47,375	-	-
	Group Practice	Low	2	8	-	-	56,261	56,261	-	-
		Mean	-	-	-	-	58,421	58,421	-	-
		High	-	-	-	-	60,714	60,714	-	-
HMO	Low	11	74	29,775	31,041	37,459	37,586	41,487	43,953	
	Mean	-	-	24,117	25,180	41,208	46,985	48,973	51,187	
	High	-	-	42,442	44,421	51,545	50,502	57,045	58,908	
Ambulatory Care	Low	4	20	-	-	47,128	44,224	-	-	
	Mean	-	-	-	-	49,803	47,148	-	-	
	High	-	-	-	-	53,356	50,986	-	-	
Corp Status	Not for Profit	Low	28	167	29,844	32,437	42,392	39,433	50,203	61,040
		Mean	-	-	29,735	40,214	46,349	46,988	52,846	61,168
		High	-	-	34,252	47,293	52,016	52,061	58,973	62,310
	For Profit	Low	16	96	27,367	34,480	39,332	37,897	41,600	51,079
		Mean	-	-	33,370	41,468	44,735	42,668	48,469	54,823
		High	-	-	44,372	46,842	52,147	49,764	57,403	60,901

PARTICIPATION POLICY

While we welcome new subscribers to our survey, it is our policy that once an organization begins using our survey for their salary administration and staff retention, we expect them to participate on a regular basis in order to maintain their eligibility to purchase the survey results. In this manner, we are able to provide consistent, quality information at a reasonable price to all concerned. Subscription prices reflect participation status.

I, _____, of _____ understand that *The HMO Salary Survey* is conducted semi-annually and if I select the participation rate, I will be expected to participate in the survey on a regular basis by updating information at least once per year.

I hereby promise that our organization will do its part to maintain the integrity of the survey results by participating on a regular basis. I understand that failure to do so may jeopardize receipt of the results and/or limit access to our other services and a higher rate upon the next renewal. *I further understand that, while signing this participation agreement is not legally binding, it is in our best interest and that of our industry colleagues to participate in the survey on a regular basis.*

Signature and Title

Date

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