

HIM Director Summary

HIM Director Total Responses: 324

HIM Director Salary Each Year

2006: \$58,600

2007: \$68,500

2008: \$73,400

Percent change from last year: +7.1%

Age of HIM Director/Manager Respondents

Average Age of HIM Directors/Managers: 47 years old

50% are at or over 48, 50% are at or under 48 years of age (median)

HIM Directors/Managers taking the survey ranged in age from 22 to 67.

HIM Director Salary by Credential

Credential	Average Salary	Percent
CCS	\$77,500	14%
CPC	\$63,600	4%
None	\$63,200	14%
RHIA	\$83,300	43%
RHIT	\$68,900	40%
Other	\$75,400	13%

Do employers pay more to employees with credentials?*

Q16.	Does your employer pay more to employees who have credentials?	
Responses	Count	%
Yes	187	58%
No	80	25%
Not Sure	57	18%

*Due to rounding, responses won't add up to 100 percent.

HIM Director Salary by Education Level*

Highest Education Level	Average Salary	Percent
Associate Degree	\$59,700	31%
Bachelor's Degree	\$79,900	41%
Master's Degree	\$83,400	15%
Some College	\$52,200	6%

*Other options in this question garnered too few results; percent of respondents won't add up to 100 percent.

HIM Director Salary by Type of Training

Type of Training	Average Salary	Percent
On the Job	\$57,200	24%
Traditional Educational Program	\$76,900	64%
Online Educational Program	\$70,000	12%

HIM Director Salary by Years of HIM Experience

Years of HIM Experience	Average Salary	Percent
0-2	\$43,800	2%
2-5	\$54,000	5%
5-10	\$66,200	10%
10-15	\$60,300	14%
15-20	\$66,700	17%
20-25	\$71,700	18%
25-30	\$77,200	14%
30+	\$77,800	20%

Average Salary by Years at Current Job Title*

Years at Job Title	Average Salary	% of Respondents
0-2	\$65,800	20%
2-5	\$69,700	24%
5-10	\$71,500	23%
10-15	\$63,000	12%
15-20	\$69,500	9%
20-25	\$76,900	7%
25-30	\$81,900	4%
30+	\$73,000	2%

*Due to rounding, results don't add up to 100 percent.

HIM Director Salary by Job Location*

Location	Average Salary	% of Respondents
Urban	\$74,400	37%
Suburban	\$74,500	31%
Rural	\$60,200	31%

*Due to rounding, results do not add up to 100 percent.

HIM Directors' Salary Change*

Q19.	Has your salary changed since this time last year?	
Responses	Count	%
Yes, it went up	274	85%
Yes, it went down	5	2%
No, it stayed the same	43	13%
N/A-I wasn't employed in the HIM field this time last year	2	1%

*Due to rounding, results won't add up to 100 percent.

HIM Director Job Responsibilities*

Q12.	What are your primary job responsibilities? Please select all that apply.	
Responses	Count	%
Abstracting, Analysis	114	35%
APC Coding	53	16%
Billing	17	5%
Cancer Registry Management	50	15%
Compliance Management	109	34%
Consulting	22	7%
Document Retrieval	135	42%
Document Storage	140	43%
DRG Coding	90	28%
E/M Coding	48	15%
Editing of Medical Records	96	30%
Education	83	26%
Ensuring Patient Privacy	152	47%
Filing	113	35%
HIPAA Duties/Enforcement	193	60%
Inpatient Coding	112	35%
LTC Coding	42	13%
Medical Transcription-No Speech Recognition	67	21%
Medical Transcription-Some Speech Recognition Editing	13	4%

Medical Transcriptionist-Speech Recognition Editor	2	1%
Outpatient Coding	98	30%
Physician Office Management	9	3%
Quality Assurance	80	25%
Quality Improvement	108	33%
Release of Information	171	53%
Revenue Cycle Management	82	25%
Staff Management	259	80%
Staff Supervision	158	49%
Staff Training	159	49%
Utilization Review	28	9%
Other (please specify)	34	10%
(Did not answer)	0	0%
Total Responses	2837	

* **Note:** Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

Benefits HIM Directors Receive*

Dental Insurance	294	91%
Health Insurance	309	95%
Paid Continuing Education	228	70%
Paid Professional Association Dues	178	55%
Paid Vacation Time	314	97%
Paid Sick Time	282	87%
Paid Holiday Time	286	88%
Profit Sharing	43	13%
Retirement Plan	280	86%
Tuition Reimbursement	226	70%
Vision Insurance	234	72%
None of the Above	4	1%
Other (please specify)	17	5%
(Did not answer)	0	0%
Total Responses	2695	

*Respondents could choose more than one answer; results won't add up to 100 percent.

How HIM Directors Pay for Health Care

Q24.	How do you pay for your health care plan?	
Responses	Count	%
Covered by Partner/Spouse	30	9%
Fully Paid by Employer	37	11%
Partially Paid by Employer	236	73%
Fully Paid by Employee	16	5%
Don't Have Health Insurance	3	1%
Other (please specify)	2	1%
Total Responses	324	

