



US Salary Survey Report: HIM Professionals in 2019

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American Health Information
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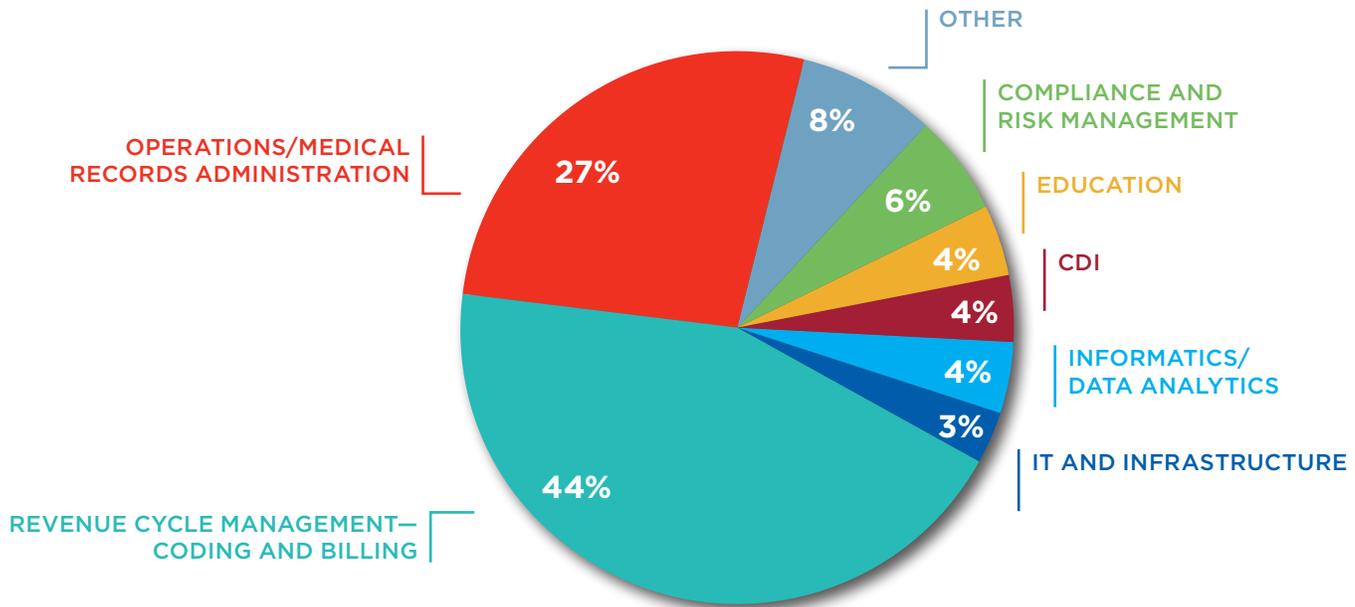


AHIMA conducted a US salary survey for the health information management (HIM) profession in the Spring of 2019. Our findings reflect the experiences and perspectives of more than 3,000 US health information professionals.*

The report is a snapshot of the status of health information professional compensation in the United States. To enable informed compensation decisions, please use the findings in combination with additional, highly respected and credible resources.

**Average survey participant had over 20 years of experience.*

RESPONDENTS TO THE SURVEY AS FULL-TIME EMPLOYEES



Nearly half of the survey respondents work in revenue cycle management, coding professionals, collections, auditors, and insurance and billing coordinators. Another 27 percent are in operations and medical records Administration: HIM managers and directors, consultants, administrators, registrars and technicians. The remaining third of survey respondents work in Compliance and Risk Management; Clinical Documentation Improvement; Education; Informatics and Data Analytics; IT and Infrastructure.

Respondents made a personal choice to participate in the study and needed to fully complete the survey for inclusion. Respondents self-reported on the data in this analysis, and all were working full-time in the health information field. This is not an academic analysis.

This report contains the following salary snapshots:

- Average Salary by HIM Job Family
- Average Salary by Years of Experience
- Average Salary by Region
- Average Salary by Credential
- Average Salary by Job Level
- Average Salary by Job Setting
- Salary Changes in the Last 12 Months
- Salary Increases in the Last 12 Months

AVERAGE SALARY BY HIM JOB FAMILY

What is a job family?

How health information positions are characterized within the career map.

Revenue Cycle Management/Coding and Billing

Self-reported salary average (rounded): \$66,370

Coding Professional, Revenue Cycle Manager, HIM Revenue Cycle Auditor, Benefits Coordinator, Collections Clerk, and more

Operations–Medical Records Administration

Self-reported salary average (rounded): \$81,950

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

Clinical Documentation Improvement (CDI)

Self-reported salary average (rounded): \$84,300

Clinical Documentation Specialist, CDI Manager; Director of CDI, CDI Quality and Training; Clinical Medical Data Coordinator; Clinical Coding Liaison

Compliance/Risk Management

Self-reported salary average (rounded): \$89,230

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

Education/Communication

Self-reported salary average (rounded): \$79,120

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

Informatics/Data Analytics

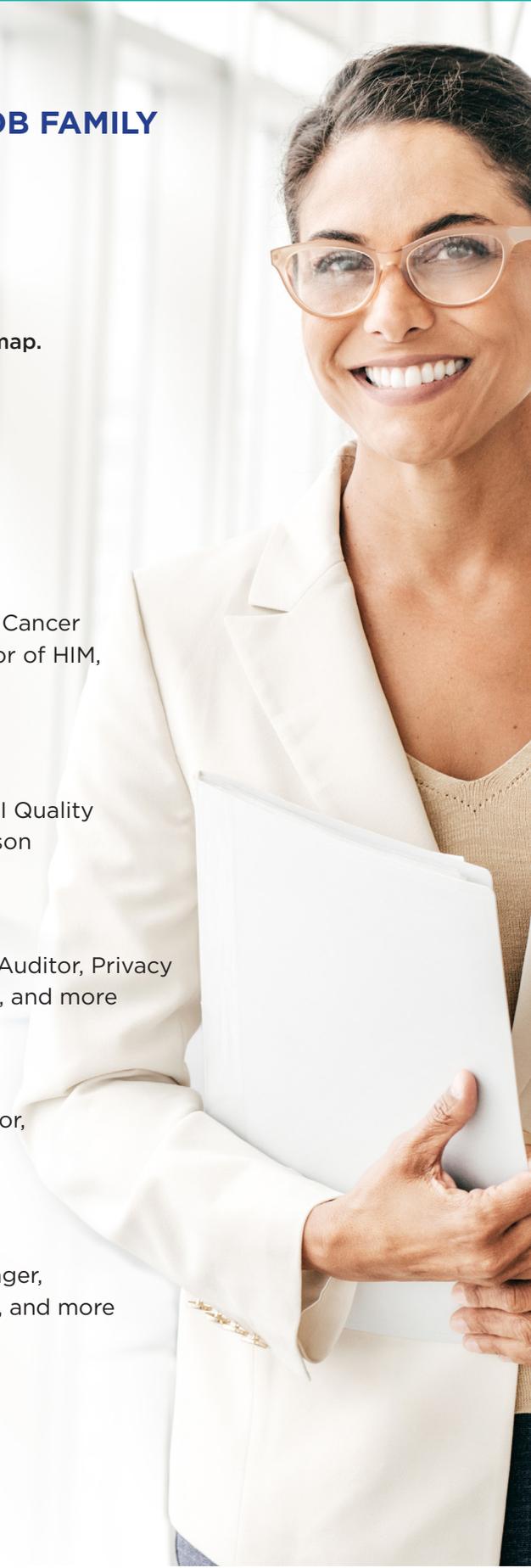
Self-reported salary average (rounded): \$83,490

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

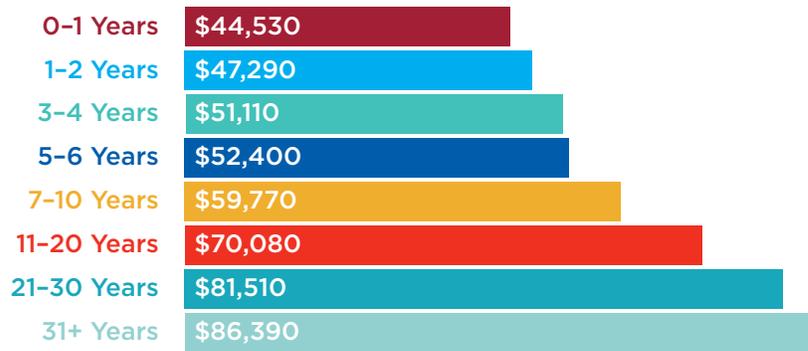
IT and Infrastructure

Self-reported salary average (rounded): \$98,180

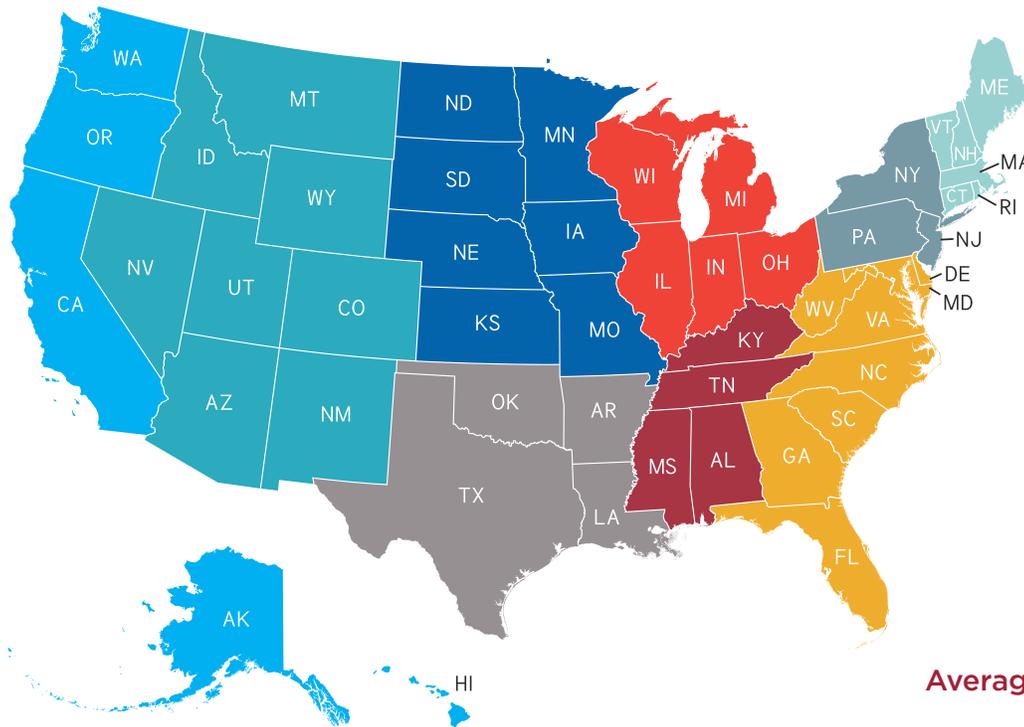
Implementation Support Specialist, Data Quality Manager, System Analyst, Data Architect, Chief Technology Officer, and more



AVERAGE SALARY BY YEARS OF EXPERIENCE



AVERAGE SALARY BY GEOGRAPHIC REGION



Average Salary by Region

| | |
|------------------------------------|----------|
| AR, LA, OK, TX | \$78,090 |
| AZ, CO, ID, MT, NM, NV, UT, WY | \$76,670 |
| CT, NH, RI, VT, MA, ME | \$84,410 |
| DC, DE, FL, GA, MD, NC, SC, VA, WV | \$78,170 |
| HI, CA, AK, OR, WA | \$87,680 |
| IL, IN, MI, OH, WI | \$72,400 |
| MS, KY, AL, TN | \$69,940 |
| ND, SD, MN, IA, KS, MO, NE | \$71,220 |
| NY, NJ, PA | \$83,120 |

SALARY BY AHIMA CREDENTIAL

| | |
|-------|-----------|
| CCA | \$53,790 |
| CCS | \$79,060 |
| CCS-P | \$77,790 |
| RHIT | \$70,300 |
| RHIA | \$91,450 |
| CHDA | \$92,100 |
| CDIP | \$93,770 |
| CHPS | \$100,560 |



AVERAGE SALARY BY AHIMA CREDENTIAL

Health information is constantly changing and adapting to the evolving healthcare ecosystem. As new opportunities arise, 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 life-long career success.

Learn more about AHIMA credentials at [ahima.org/certification](https://www.ahima.org/certification).

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)

Average Salary by Numbers of Years in the HIM Industry

| | RHIA® | RHIT® | CDIP® | CCA® | CCS® | CCS-P® |
|--------------------|----------|----------|-----------|----------|----------|----------|
| Less than one year | \$35,090 | \$49,150 | N/A | N/A | \$39,125 | N/A |
| 1-2 years | \$57,930 | \$38,710 | N/A | \$45,500 | \$60,160 | \$45,010 |
| 3-4 years | \$63,080 | \$42,960 | \$145,000 | \$42,260 | \$64,700 | \$47,500 |
| 5-6 years | \$57,380 | \$50,910 | \$72,500 | \$48,870 | \$53,850 | \$70,330 |
| 7-10 years | \$70,770 | \$57,630 | \$77,770 | \$47,810 | \$66,190 | \$61,810 |
| 11-20 years | \$86,720 | \$63,000 | \$87,520 | \$53,610 | \$74,910 | \$75,410 |
| 21-30 years | \$94,290 | \$76,520 | \$95,370 | \$52,260 | \$83,260 | \$80,470 |
| 31 or more years | \$99,690 | \$79,100 | \$100,260 | \$70,420 | \$84,040 | \$82,510 |

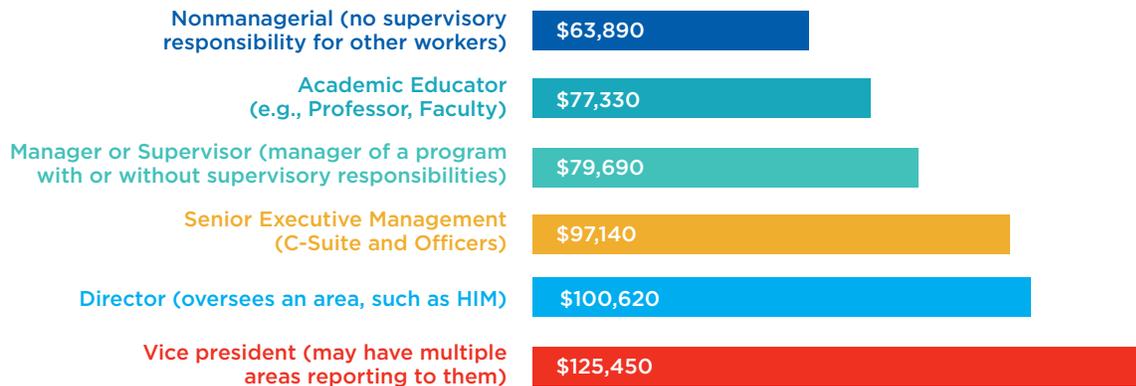
Average Salary by Number of Credentials

| # OF CREDENTIALS | AVERAGE SALARY |
|--|----------------|
| NONE | \$66,320 |
|  1 CREDENTIAL | \$75,540 |
|  2 CREDENTIALS | \$82,620 |
|  3 CREDENTIALS | \$89,960 |
|  4+ CREDENTIALS | \$113,950 |



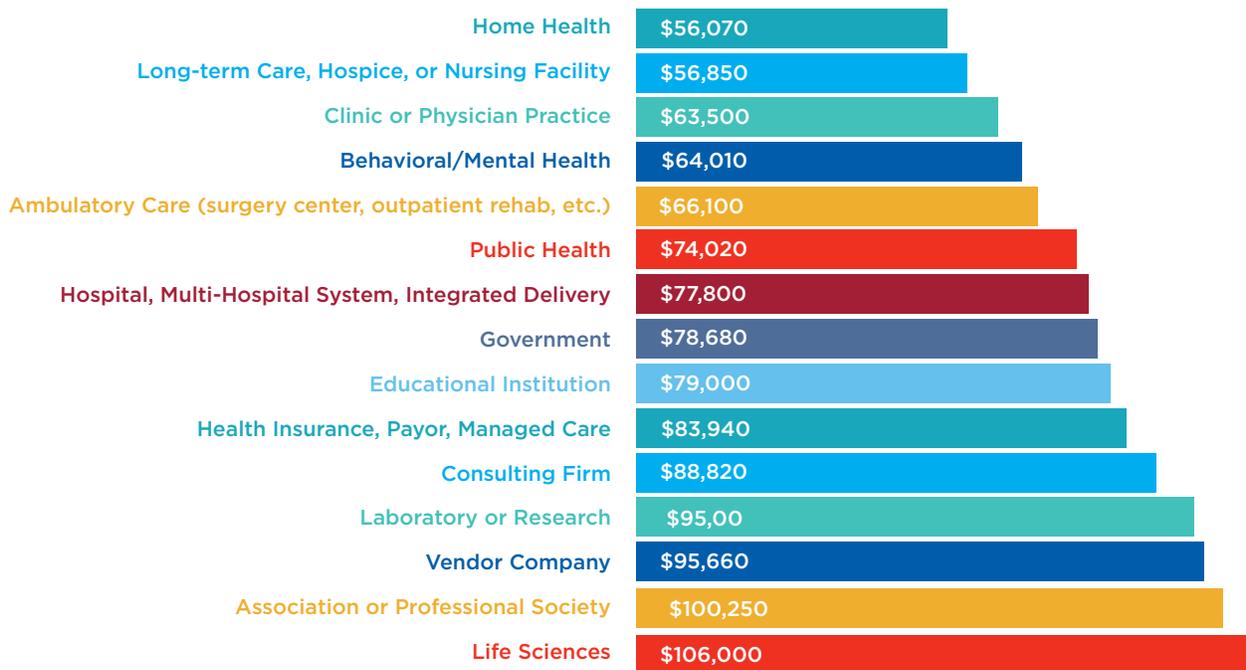
Average Salary by Job Level

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

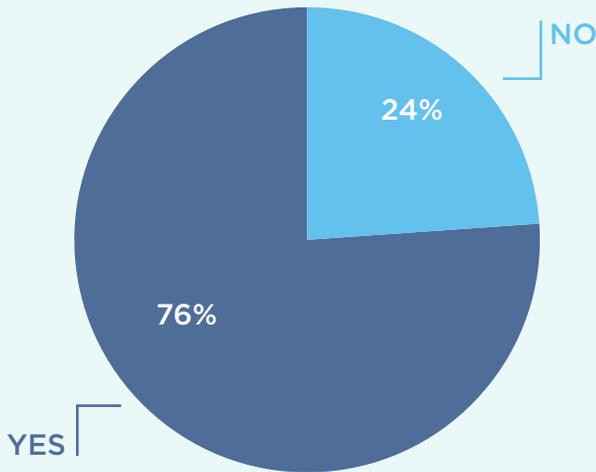


Salary by Job Setting

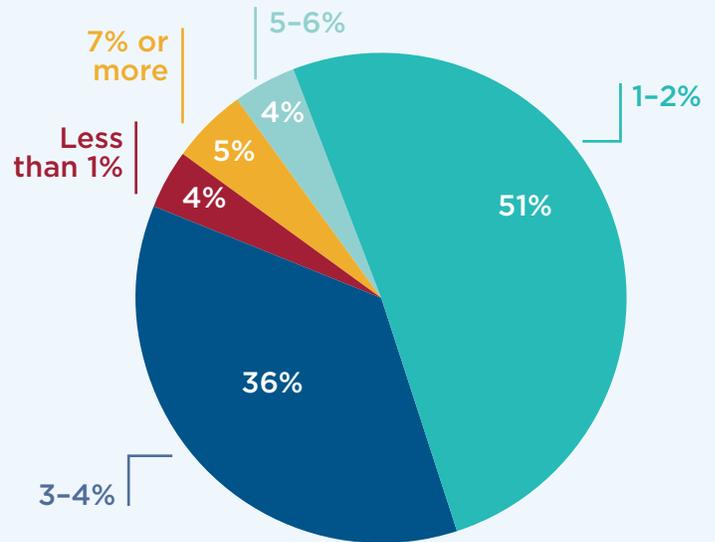
Where you work can determine your salary. Whether as part of an integrated healthcare system or acute care, working in a hospital pays more on average than at a physician's office or a long-term care facility. On average, the larger the hospital the higher the salary.



Did your salary change in the last 12 months?



If you had a salary increase, by how much?



Skillsets/elements that participants believe have the greatest influence for promotion. Participants could choose up to three.

| | | |
|---|------|-----|
| Professional experience | 1786 | 59% |
| Education level | 1186 | 40% |
| Certification level | 921 | 31% |
| Specific skillset | 682 | 23% |
| Politics (knowing the “right people”) | 679 | 23% |
| Multi-disciplinary knowledge | 647 | 21% |
| Success in projects | 630 | 21% |
| Personal efforts to effect change (self-advocacy) | 369 | 12% |
| Tenure | 328 | 11% |
| Luck (being the “right person at the right time”) | 285 | 9% |
| Race/ethnicity | 56 | 2% |
| Age | 49 | 2% |
| Gender | 45 | 1% |