

2025 Northwest Regional Healthcare Compensation Survey



Gallagher

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Introduction

Introduction

Gallagher Surveys is pleased to present the 2025 Northwest Regional Healthcare Compensation Survey sponsored by the Washington State Hospital Association. The survey is an extensive regional compensation and policy report that provides detailed information on executive, management and staff positions. The survey includes healthcare organizations in Washington, Oregon and Idaho. The data is effective as of January 1, 2025.

Gallagher Surveys and the Washington State Hospital Association would like to thank all of the organizations that participated in this survey. Gallagher appreciates the opportunity to serve the healthcare organizations in the region and hopes you find these results useful. We welcome your feedback and suggestions regarding the survey and look forward to your participation in coming years.

Survey Highlights

- ♦ Total Participants 166 organizations
- ♦ Incumbents Included 130,131 incumbents
- ♦ Positions 337 titles (*up from 318 last year*)
- ♦ Data Cuts 34 data cuts per title, including regional, type and size cuts

Region: All Participants

Under \$50M Operating Budget
Under \$100M Operating Budget
\$50M to \$99M Operating Budget
\$100M to \$299M Operating Budget
\$300M to \$499M Operating Budget
\$300M or More Operating Budget
\$500M or More Operating Budget

Under 500 FTEs
500 to 999 FTEs
1,000 to 1,999 FTEs
2,000 or More FTEs

Acute Care
Critical Access
Other Organizations

Introduction

States: Washington –
All Participants
Eastern Washington
Western Washington
Under \$100M Operating Budget
\$100M to \$300M Operating Budget
Over \$300M Operating Budget
Acute Care Hospitals
Critical Access Hospitals
Other Organizations

Oregon –
All Participants
Eastern Oregon
Western Oregon
Under \$100M Operating Budget
\$100M to \$300M Operating Budget
Over \$300M Operating Budget
Acute Care Hospitals
Critical Access Hospitals
Other Organizations

Idaho –
All Participants

Please note only a select group of data cuts appear in the PDF version of the report. Refer to the Excel for all of the data cuts.

Introduction

Survey Methodology

Survey participation ran from January 2025 to April 2025. The data was verified and final results were aggregated by Gallagher Surveys, an independent consultant. The report was compiled and finalized in June 2025.

This Survey is produced in full compliance with the U.S. Department of Justice/Federal Trade Commission guidelines on salary surveys. All data are presented in aggregate form; no individual participant is identified anywhere in the report; and all data are at least 3 months old. In all cases in which fewer than 5 participants provided data for a statistic, a message of “***” or “Unable to Report Data” is shown.

Reporting Format

The survey comes in two formats, a PDF format with a select set of data cuts for each position and the Excel version which contains all of the data cuts for each position. The following is an explanation of the four categories for which data cuts are provided.

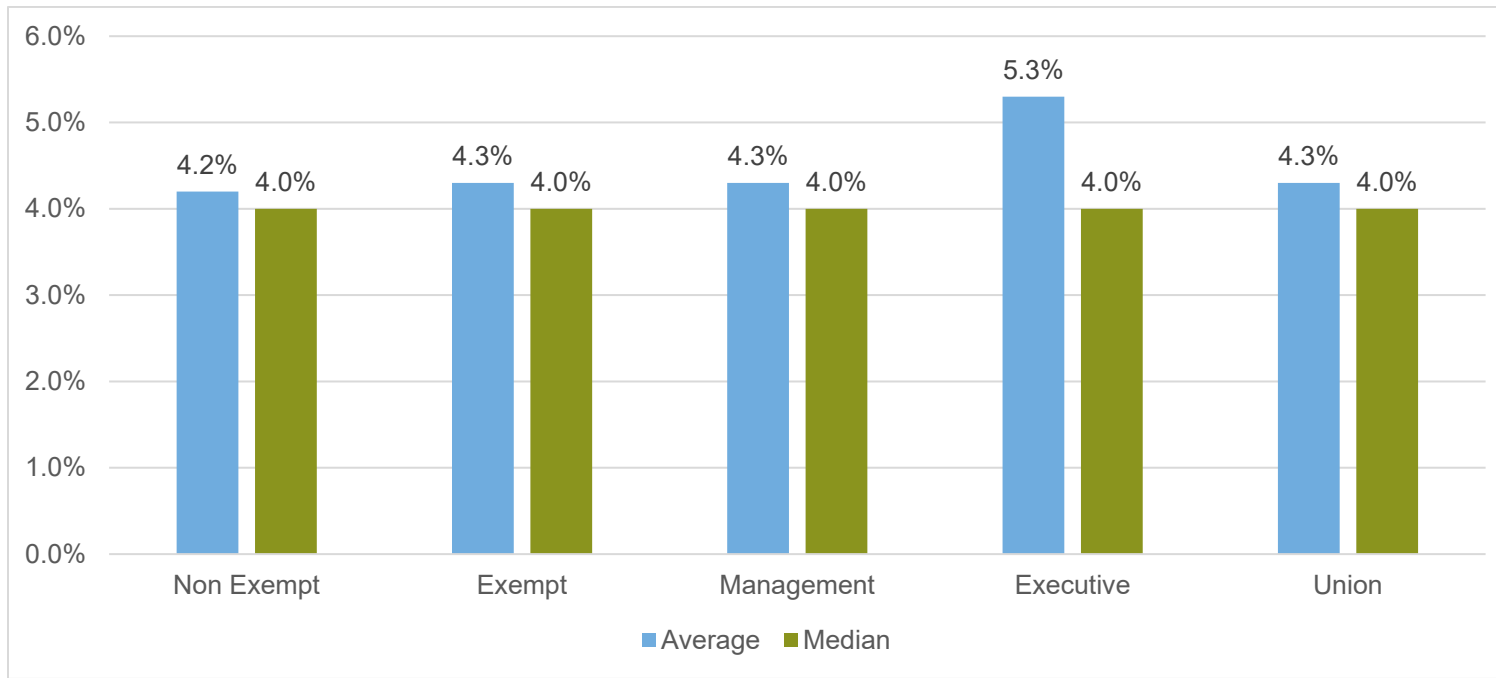
1. *ALL* – Includes data for all organizations participating in the survey and therefore represents the total state.
2. *Geographic regions* – Participants are grouped into three groups based on state and further grouped into two groups in Washington and Oregon.
3. *Organization size as measured by FTEs* – All of the participants were grouped into 4 size groups based on the total number of FTEs in the organization.
4. *Organization size as measured by Operating Budget* – The full set of participants were grouped into 7 groups based on Operating Budget. The groups are not mutually exclusive. Washington and Oregon also contain three additional groups for organizations located in the state. The state size groupings are Under \$100 million, \$100 million to \$300 million and Over \$300 million.

Questions regarding the methodology and use of this survey may be addressed to Thomas Cummins at Gallagher Surveys.

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Salary Increases

Total Salary Increase



Type	Average	Median
Non Exempt	4.2%	4.0%
Exempt	4.3%	4.0%
Management	4.3%	4.0%
Executive	5.3%	4.0%
Union	4.3%	4.0%

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Survey Positions

1000	Chief Executive Officer	19	1162	Manager, Housekeeping	50
1002	Chief Financial Officer	20	1166	Director, Dietary Services	51
1006	Chief Information Officer	21	1168	Manager, Dietary	52
1008	Chief Medical Officer	22	1172	Manager, Food Services	53
1012	Chief Operating Officer	23	1179	Manager, Gift Shop	54
1016	Hospital Administrator	24	1180	Director, Human Resources	55
1018	Chief Legal Officer	25	1182	Manager, Human Resources	56
1019	Chief Diversity Officer	26	1184	Director, Compensation and Benefits	57
1020	Chief Human Resources Officer	27	1186	Manager, Compensation	58
1022	Chief Nursing Officer	28	1188	Manager, Benefits	59
1040	Director, Development	29	1190	Manager, Employee Relations	60
1042	Foundation Director	30	1192	Manager, HRIS	61
1100	Director, General Accounting	31	1194	Director, Organizational Development	62
1102	Controller	32	1198	Director, Volunteer Services	63
1104	Director, Patient Accounts	33	1200	Director, Community Relations	64
1106	Manager, Patient Accounts	34	1202	Director, Marketing	65
1108	Director, Finance	35	1206	Director, Communications	66
1110	Manager, Finance	36	1210	Director, Performance Improvement	67
1112	Director, Revenue Cycle	37	1230	Director, Health Information	68
1114	Manager, Payroll	38	1232	Manager, Health Information	69
1118	Manager, Business Office	39	1233	Director, Information Systems	70
1130	Director, Facilities Management	40	1234	Director, Information Security	71
1132	Manager, Facilities	41	1236	Manager, Clinical Informatics	72
1134	Manager, Laundry	42	1238	Manager, Decision Support	73
1136	Manager, Maintenance	43	1240	Manager, Medical Records Coding	74
1144	Manager, Security	44	1258	Director, Utilization Review	75
1148	Director, Materials Management	45	1260	Director, Risk Management	76
1150	Manager, Materials Management	46	1262	Director, Compliance	77
1152	Manager, Purchasing	47	1264	Manager, Credentialing	78
1158	Manager, Central Sterile Processing	48	1266	Director, Home Services	79
1160	Director, Housekeeping	49	1268	Manager, Home Health	80

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Survey Positions

1272	Director of Clinic Operations	81	1540	Director, Radiology	111
1274	Manager, Clinical Practice	82	1542	Manager, Radiology	112
1276	Director, Physician Services	83	1562	Manager, Cardiac Services	113
1290	Director, Admitting	84	1570	Manager, Behavioral Health	114
1292	Manager, Admitting	85	1576	Director, Virtual Care/Telemedicine	115
1400	Medical Director	86	1580	Director, Social Services	116
1406	Director, Surgical Services (RN)	87	1590	Director, Population Health	117
1410	Nursing Services Director	88	2000	Accountant	118
1414	Nursing Services Director, Case Management	89	2004	Accountant, Senior	119
1418	Nursing Services Director, Emergency & Trauma	90	2008	Accounting Clerk	120
1420	Nursing Services Director, Obstetrics	91	2012	Clerk, Accounts Receivable/Payable/Accounting	121
1422	Nursing Services Director, Oncology	92	2016	Supervisor, Patient Accounts	122
1424	Nursing Services Director, Psychiatric	93	2018	340B Pharmacy Program Analyst	123
1426	Nursing Services Director, Surgical	94	2020	Patient Accounts Representative	124
1430	Director, Emergency Room (RN)	95	2028	Auditor/Analyst (RN)	125
1460	Nurse Manager	96	2032	Financial Analyst	126
1462	Nurse Manager, ER	97	2036	Patient Financial Counselor	127
1464	Nurse Manager, Surgical	98	2040	Financial Analyst, Revenue Cycle	128
1466	Nurse Manager, Acute Care	99	2044	Clerk, Payroll	129
1468	Nurse Manager, Obstetrics	100	2048	Supervisor, Payroll	130
1476	Director, Clinical Education	101	2052	Administrative Assistant	131
1500	Director, Laboratory	102	2056	Clerk, General	132
1502	Manager, Laboratory	103	2060	Executive Assistant to President/CEO	133
1508	Director, Pharmacy	104	2064	Executive Assistant to Senior Management	134
1510	Manager, Pharmacy	105	2068	Clerk, Mail Room	135
1520	Director, Rehabilitation Services	106	2072	Office Manager	136
1522	Manager, Rehabilitation Services	107	2076	Cashier, Business Office	137
1526	Manager, Physician Services	108	2080	Medical Office Coordinator	138
1530	Director, Respiratory Therapy	109	2084	Receptionist	139
1532	Manager, Respiratory Therapy	110	2088	Secretary, General	140
			2092	Telecommunications Operator	141

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Survey Positions

2096	Project Manager	142	2272	Clerk, Purchasing	173
2100	Benefits Analyst	143	2276	Central Sterile Services Tech	174
2104	Compensation Analyst	144	2280	Central Sterile Services/Supply Tech	175
2109	HRIS Specialist	145	2288	Clerk, Inventory	176
2112	HR Assistant	146	2292	Clerk, Storeroom	177
2120	Human Resource Generalist	147	2296	Retail Cashier	178
2124	Recruiter	148	2312	Admitting Representative	179
2128	Staffing Coordinator	149	2316	Supervisor, Admitting	180
2136	Safety Coordinator	150	2324	Intake Coordinator	181
2144	Security Officer - Unarmed	151	2328	Discharge Coordinator	182
2148	Supervisor, Security	152	2332	Behavioral Health Therapist	183
2156	Programmer, Applications	153	2340	Supervisor, Behavioral Health	184
2160	Nurse Informatics Specialist	154	2344	Behavioral Health Technician	185
2164	Health Care Informatics Analyst	155	2348	Chemical Dependency Counselor	186
2172	IT Systems Specialist	156	2352	Psychologist (Ph.D.)	187
2180	Clerk, Data Entry	157	2354	Genetic Counselor	188
2196	Epic Applications Analyst	158	2356	Cancer Registrar (Tumor)	189
2204	Epic Trainer	159	2360	Cardiac Catheterization Technician	190
2208	Help Desk Support	160	2364	Supervisor, Cardiac Services	191
2212	Information Security Coordinator	161	2368	Central Scheduler	192
2216	Network Administrator	162	2372	Child Life Specialist	193
2220	Network Engineer	163	2376	Staff Development Instructor	194
2224	IT Project Manager	164	2380	Compliance Coordinator	195
2228	Programmer, Systems/Analyst	165	2384	Credentialing Specialist	196
2236	Biomedical Equipment Technician	166	2388	Medical Staff Coordinator	197
2244	Communications Specialist	167	2396	Endoscopy Technician	198
2248	Graphics Designer	168	2400	Dialysis Technician	199
2256	Marketing Specialist	169	2404	Lab Supervisor	200
2260	Public Relations Specialist	170	2408	Histology Technician	201
2264	Buyer	171	2412	Histotechnologist	202
2268	Contracts Specialist	172	2416	Cytotechnologist	203

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Survey Positions

2420	Phlebotomist	204	2564	Certified Nurse Assistant (CNA)	235
2422	Laboratory Assistant	205	2572	Medical Assistant	236
2424	Medical Technologist (MT) - ASCP	206	2574	Medical Assistant - Clinic/Physician Practice	237
2428	Medical Laboratory Technician (MLT)	207	2576	Patient Care Associate	238
2436	Medical Librarian	208	2580	Patient Care Technician	239
2440	Supervisor, Medical Billing	209	2584	Home Health Care Aide	240
2444	Medical Biller	210	2588	Licensed Practical Nurse	241
2452	Medical Records Coder, Level I	211	2590	Licensed Practical Nurse - Clinic/Physician Practice	242
2456	Medical Records Coder, Level II	212	2592	Licensed Practical Nurse, I.V. Certified	243
2460	Medical Records Coder, Non-certified	213	2596	Nurse Anesthetist (CRNA)	244
2464	Medical Transcriptionist	214	2600	Nurse Practitioner	245
2468	Supervisor, Health Information	215	2604	Nurse Practitioner , Neonatal	246
2472	Medical Records Clerk	216	2608	Nurse Practitioner, Ambulatory	247
2476	Health Information Technician, Registered	217	2640	Nurse Practitioner, Psychiatric	248
2480	EMR Technician	218	2662	Nurse Midwife, Certified	249
2488	EMR Documentation Specialist	219	2664	Charge Nurse	250
2492	Quality Improvement Coordinator	220	2668	Assistant Nurse Manager	251
2496	Case Manager (LPN)	221	2672	RN Shift Supervisor	252
2500	Case Manager (RN)	222	2676	Registered Nurse	253
2504	Social Worker (BS)	223	2684	Registered Nurse, Cardiac Catheterization	254
2508	Social Worker (MSW)	224	2688	Registered Nurse, Clinic/Physician Practice	255
2512	Social Worker, LCSW	225	2692	Registered Nurse, Advice/Telephone	256
2520	Interpreter	226	2694	Registered Nurse, Psychiatric	257
2524	Dental Hygienist	227	2696	Registered Nurse, Admissions	258
2532	Chaplain	228	2700	Registered Nurse, Intensive Care	259
2536	Cardiac Monitor Technician	229	2704	Registered Nurse, Emergency Room	260
2540	EEG Technician	230	2708	Registered Nurse, Surgical	261
2544	EKG Technician	231	2712	Registered Nurse, Dialysis	262
2552	Stroke Coordinator	232	2716	Registered Nurse, Labor & Delivery	263
2556	Nurse Educator	233	2720	Registered Nurse, Occupational Health	264
2560	Nurse Navigator	234			

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Survey Positions

2724	Clinical Nurse Specialist	265	2872	Recreation Therapist	296
2728	Diabetes Educator, RN	266	2876	Athletic Trainer	297
2732	Wound Care Nurse	267	2888	Respiratory Therapist, Certified	298
2736	Infection Control Nurse	268	2892	Respiratory Therapist, Registered	299
2744	Lactation Consultant	269	2896	Polysomnographic Technician	300
2756	Emergency Department Tech	270	2900	Polysomnographic Technician - Registered	301
2760	Emergency Medical Technician (EMT)	271	2904	Physician Assistant	302
2764	Paramedic	272	2928	Radiation Therapist	303
2768	Dietitian, Registered	273	2932	Physicist	304
2772	Dietary Technician	274	2936	Dosimetrist	305
2776	Patient Relations Representative	275	2940	Supervisor, Radiology	306
2780	Performance Improvement Specialist	276	2944	Radiologic Technologist, Certified	307
2788	Cardiac Perfusionist	277	2952	Radiology Assistant	308
2792	Pharmacist, Retail	278	2956	Certified Echo Tech	309
2796	Clinical Pharmacist	279	2960	Ultrasound Technologist-Registered	310
2800	Pharmacist	280	2964	CT Technologist	311
2804	Informatics Pharmacist	281	2968	Mammography Technologist	312
2808	Pharmacy Buyer	282	2972	Nuclear Medicine Technologist	313
2812	Pharmacy Technician, Certified	283	2976	Magnetic Resonance Imaging Technologist	314
2816	Pharmacy Technician, Noncertified	284	2980	Vascular Technologist - Non Invasive	315
2820	Supervisor, Pharmacy	285	2984	Special Procedures Technologist	316
2824	Acupuncturist	286	2988	PACS Administrator	317
2836	Exercise Physiologist	287	2992	Scheduler, Surgery	318
2840	Exercise Specialist	288	2996	Anesthesia Tech	319
2844	Audiologist	289	3000	OR Assistant	320
2848	Speech Pathologist	290	3004	Registered Nurse, First Assist	321
2852	Physical Therapist	291	3008	Surgical Tech, Certified	322
2856	Physical Therapy Assistant (Certified)	292	3012	Surgical Tech, Non-Certified	323
2860	Occupational Therapist	293	3016	Patient Transporter	324
2864	Occupational Therapy Assistant (COTA)	294	3020	Unit Secretary	325
2868	Rehabilitation Aide	295	3024	Utilization Review Coordinator	326

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Survey Positions

3028	Case Manager/Utilization Review Nurse	327
3032	Risk Management Analyst	328
3040	Supervisor, Warehouse	329
3044	Warehouse Worker	330
3052	Dispatcher	331
3060	Driver	332
3064	Supervisor, Facilities	333
3068	Carpenter	334
3076	Floor Finisher	335
3080	Groundskeeper	336
3084	HVAC Tech	337
3088	Laundry Worker	338
3092	Licensed Electrician	339
3096	Maintenance Worker	340
3100	Maintenance Mechanic	341
3112	Painter	342
3116	Licensed Plumber	343
3120	Supervisor, Food Services	344
3124	Chef	345
3128	Cook	346
3136	Food Service Aide	347
3140	Supervisor, Housekeeping	348
3144	Housekeeper	349
3148	Childcare Teacher	350
3152	Clinical Coordinator	351
3156	Clinical Research Assistant	352
3160	Development Coordinator	353
3164	Grant Writer	354
3168	Supervisor, Volunteers	355

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Management Positions

Manager, Housekeeping

Jobcode: 1162

Manages the daily operations of the organization's housekeeping and laundry functions. Oversees personnel, department budgets and ensure facility cleanliness. Bachelor's degree and 5 years experience.

			Base Salary					Total Cash	Formal Range			
# Orgs	# Inc.		25th	Wtd. Avg.	Average	50th	75th	Average	Min.	Max.		
Operating Budget												
Under \$100M	7	7	\$76,939	\$84,558	\$84,558	\$80,000	\$96,700	\$85,718	***	***		
\$100M to \$300M	20	20	\$84,948	\$92,811	\$92,811	\$92,332	\$98,966	\$93,101	\$74,944	\$109,353		
Over \$300M	23	34	\$86,216	\$96,198	\$99,326	\$94,120	\$103,500	\$99,986	\$79,933	\$107,480		
Type												
Acute Care Hospitals	41	52	\$85,051	\$95,054	\$96,502	\$92,602	\$103,218	\$96,872	\$79,160	\$109,178		
Critical Access Hospitals	7	7	\$77,211	\$89,948	\$89,948	\$96,635	\$97,760	\$91,936	***	***		
Other	2	2	***	***	***	***	***	***	***	***		
States												
Washington	26	34	\$81,973	\$92,120	\$93,286	\$91,440	\$101,780	\$93,869	\$77,361	\$108,356		
Oregon	23	26	\$82,000	\$96,266	\$96,666	\$94,120	\$103,730	\$97,271	\$76,078	\$107,063		
Idaho	1	1	***	***	***	***	***	***	***	***		
			Additional data cuts are located in the Excel version of the report									
All Participants			50	61	\$82,413	\$93,752	\$94,653	\$92,551	\$102,750	\$95,234	\$76,848	\$107,839
% Bonus Eligible	73.3%	Avg. Bonus	***									

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Staff Positions

Patient Financial Counselor

Jobcode: 2036

Primary contact for patients seeking medical services financial assistance, insurance eligibility determination, precertification of insurance coverage and investigation of denials. Focuses on uninsured, underinsured and credit risk patients. Obtains pre- and post-admission payment terms from patients. Knowledge of regulations regarding financial eligibility for government medical assistance programs and knowledge of medical terminology is required. Position reports to Patient Accounts/Business Office Manager.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Operating Budget									
Under \$100M	8	29	\$26.68	***	\$27.21	\$27.60	\$29.42	\$21.79	\$33.08
\$100M to \$300M	16	90	\$26.05	***	\$27.25	\$28.10	\$29.25	\$21.34	\$32.03
Over \$300M	22	274	\$25.77	\$27.03	\$27.39	\$27.77	\$29.71	\$21.66	\$32.03
Type									
Acute Care Hospitals	28	274	\$25.95	\$26.96	\$27.35	\$27.72	\$29.41	\$21.41	\$31.68
Critical Access Hospitals	8	34	\$23.64	***	\$26.45	\$27.60	\$29.42	\$21.16	\$32.28
Other	10	85	\$26.12	***	\$27.88	\$28.15	\$29.36	\$22.42	\$33.84
States									
Washington	24	240	\$26.02	\$27.28	\$27.17	\$27.20	\$28.88	\$21.74	\$32.81
Oregon	18	127	\$26.81	***	\$28.22	\$28.80	\$29.85	\$21.74	\$32.18
Idaho	4	26	***	***	***	***	***	***	***
<i>Additional data cuts are located in the Excel version of the report</i>									
All Participants	46	393	\$26.02	\$27.23	\$27.31	\$27.89	\$29.41	\$21.57	\$32.22
Shift Differentials									
% Union	21.0%	% Bonus Eligible	8.3%	Evening		Night	Weekend Day	Weekend Eve.	Weekend Night
% Exempt	0.0%			\$2.09		\$3.48	\$2.13	\$3.84	\$4.73