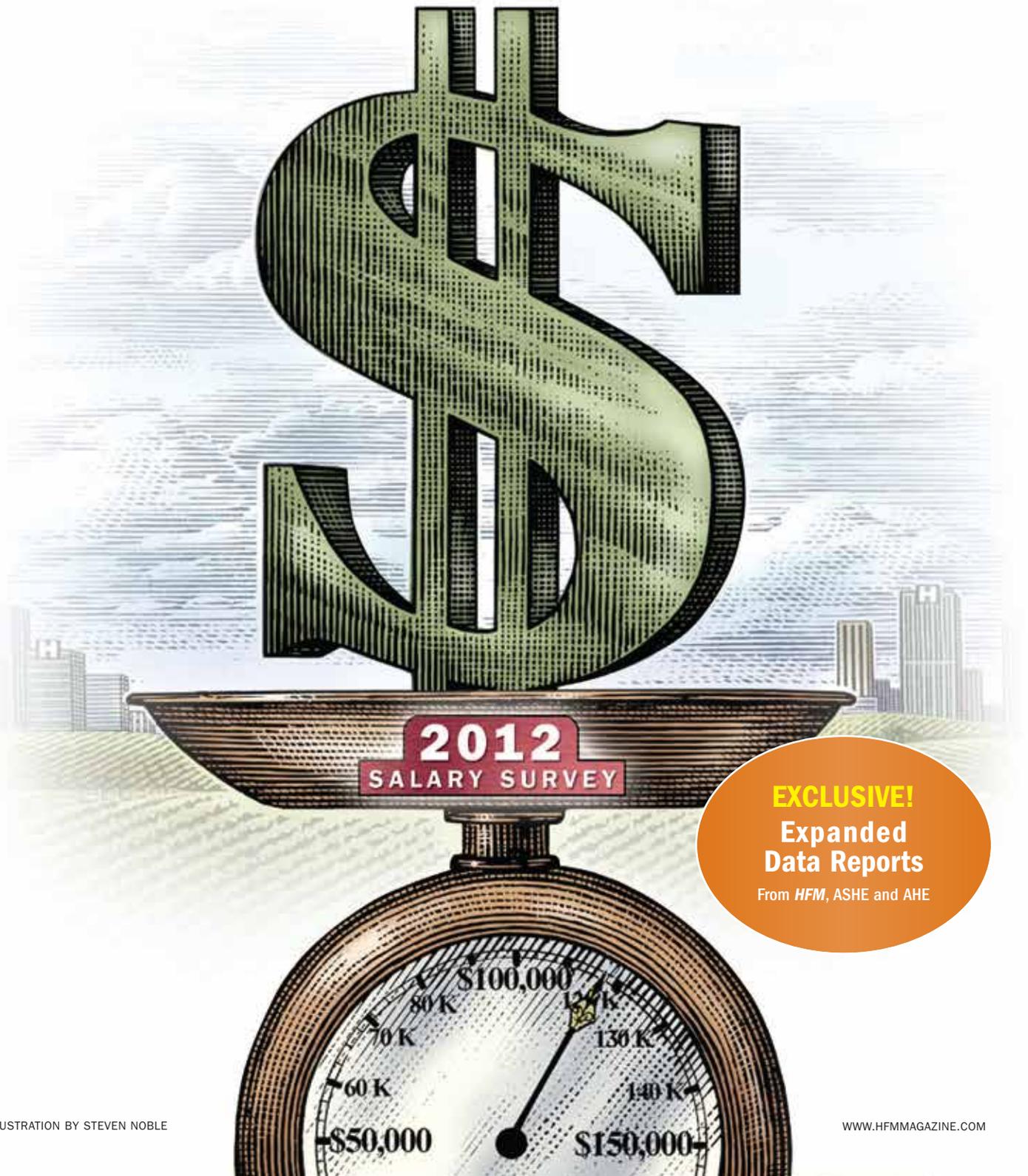


# WAGES SCALE UPWARD



**EXCLUSIVE!**  
**Expanded  
Data Reports**  
From *HFM*, ASHE and AHE



## COMPARING COMPENSATION

**A**mong the many survey research projects we've done at *Health Facilities Management*, none has generated more interest and feedback from readers than our salary and compensation surveys. For this, we'd like to thank our outstanding partners at the American Society for Healthcare Engineering (ASHE) and the Association for the Healthcare Environment (AHE) and their many members who provided the data for our first report in 2009 and our latest study highlighted in the July issue of *HFM*.

In recognition of this, *HFM* along with ASHE and AHE are happy to provide this greatly expanded analysis of the compensation research data to both organizations' members at no charge.

Aside from our original print edition reporting on the survey data, this expanded report provides additional breakouts that will help you see how your salary and total compensation stack up nationally against your peers. The table of contents will walk you through data tables that will enable you to make comparisons based on your primary area of responsibility, census division, organizational setting, number of beds, years of management experience, professional certification, and more.

We trust you'll find this tool a valuable addition to your powerful investment in ASHE and AHE membership.

Handwritten signature of Bob Kehoe.

Bob Kehoe  
Associate Publisher  
*Health Facilities Management*



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## SALARIES EDGE HIGHER, BUT POLL FINDS SOME CAUTIONARY SIGNS

ARTICLE BY DAVE CARPENTER AND DATA BY SUZANNA HOPPSZALLERN

**P**ay has remained stable and even crept higher for *Health Facilities Management* readers through all the turbulence in the economy and health care over the past several years.

**But all the uncertainty and industry cutbacks have taken a toll, knocking salaries off their previous growth rate. Now organizations are expected to trim further, clouding the outlook for managers and hospital workforces alike. »**

Those are some of the findings of a survey on management compensation in health care conducted for *Health Facilities Management*, the American Society for Healthcare Engineering (ASHE) and the Association for the Healthcare Environment (AHE).

By some key measures, the results show progress in the three-plus years since a similar poll was conducted.

The average salary stretching across a variety of job categories encompassed by the survey has risen about 6 percent from early 2009 to \$90,659. Two of the three largest areas of responsibility

represented by respondents have seen salaries climb respectably: construction and project management up 7 percent to an average \$112,190 and facilities management/operations/engineering up 4 percent to \$95,698. The third, environmental services/housekeeping, inched up 2 percent to \$69,111. Hospitals also are rewarding seniority, experience and certification, the survey results indicate.

Yet most of those gains are effectively treading water compared with inflation, which averaged 1.6 percent annually during the three-year period, according to Bureau of

Labor Statistics data. That means prices are up roughly 5 percent since the previous survey was taken.

York Chan, CHFM, administrator of facilities for Advocate Health Care in Oak Brook, Ill., says it's clear from the results that his profession, among others, has not caught up from the economic downturn. There's no sign, he says, of a return to the days when automatic raises of up to 5 percent were standard — days that came to a grinding halt in the recession.

"Hospitals are scared to death about what's coming up with health care reform and restraints on reimbursement," says Chan, who is also a member of the ASHE board of directors. "Everybody's trying to get more efficient, so they can't be handing out 4 or 5 percent raises anymore. You get 2 percent if you're lucky."

The online survey was conducted in March and April by Perception Solutions Inc., Aurora, Ill., among health care organizations and members of ASHE and AHE. A total of 2,788 people responded, making for an overall margin of error of plus or minus 5 percent.

ASHE members have access to the full report for free at [ashe.org/resources](http://ashe.org/resources). Non-members can purchase this report at [ashestore.com](http://ashestore.com).

