

2024 Coding Positions Compensation Survey



Administered By:

Altura Consulting Group LLC

Tel: 763.745.9425

www.alturaconsultinggroup.com

Altura

Compensation Data as of August 1, 2024

Table of Contents

	Page
Introduction	2
Incentive/Bonus Programs	
<i>Incentive/Bonus Eligibility</i>	3
Sign-On Bonuses	4
Explanation of Results	5
Terms and Definitions	6
Participants	
<i>Alphabetical List</i>	7
<i>By Region</i>	9
<i>By Size (Number of FTEs)</i>	10
Compensation Reports by Position	
<i>Compensation Reports List/Index</i>	11
<i>Compensation Reports</i>	12

SAMPLE

Introduction

In the fall of 2024, Altura Consulting Group conducted the annual Coding Positions Compensation Survey. The purpose of this survey is to provide comprehensive up-to-date information on compensation practices for these critical positions.

Information is reported as of August 1, 2024.

Participating Organization Information

Healthcare organizations (hospitals, clinics, health systems, academic medical centers) from across the United States were invited to participate in the survey. Fifty-seven organizations reported pay data for at least one survey position. Refer to page 7 for an alphabetical list of participating organizations.

Participants varied in size based on total number of FTEs with an average of 17,484. See table below for more details.

25 th Percentile	Average	Median	75 th Percentile
6,252	17,484	10,800	23,484

Where sufficient data were reported, results are shown by *All Organizations*, *Organizations by Region*, and *Organizations by Size (number of FTEs)*.

Regional data cuts include:

- **Northeast US:** Massachusetts, New York, Pennsylvania, and Rhode Island.
- **Southwest/West US:** Arizona, California, Colorado, Montana, Nevada, Oklahoma, Texas, Utah, and Wyoming.
- **Midwest US:** Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, and Wisconsin.
- **Southeast US:** Arkansas, Florida, Georgia, North Carolina, South Carolina, Tennessee, and Virginia.

Statement of Survey Data Confidentiality

The objective of Altura Consulting Group's survey reports, and all methods and procedures used to produce the reports, is to provide maximum information value without disclosing any information that could be specifically associated with an individual survey participant. All survey data submitted by participants for surveys conducted by Altura Consulting Group are provided on the basis that the data confidentiality of each participant will be fully protected at all times. Protection of confidentiality extends to compensation data reported and to any kind of observation or form of analysis that could serve to identify a participant's data to an experienced compensation professional.

The remainder of this survey report contains the information reported by the survey participants in summarized fashion.

Contact Information

Altura Consulting Group, LLC
Tel: 763.745.9425
www.alturaconsultinggroup.com
surveys@alturaconsultinggroup.com

2024 Coding Positions Compensation Survey

Coding Trainer

Survey job description revised in 2024

Job Code: 124

Develops, maintains and delivers coding training curriculum. Trains new coding staff and cross-trains current coding staff. Provides technical coding expertise and career development coaching for coders. May also be involved in providing education and counsel to providers in an effort to ensure that providers' professional documentation reflects the correct services being billed. Identifies and makes recommendations for the development and/or improvement of coding resources, policies and procedures. Coordinates with Coding Quality Auditors to prepare training based on audit results.

Associate's or Bachelor's degree in a healthcare related program with a minimum of one of the following credentials: RHIT or RHIA or CCS. Minimum of 5 years coding experience. Equivalent work experience may substitute for degree requirement.

Organizations by Location	Number of:		***** Base Salary (\$ per hour) *****					** Bonus Paid (\$ per year) **			**** Pay Range (\$ per hour) ****		
	Firms	EEs	25th Percentile	Firm Average	EE Wtd Average	Median	75th Percentile	Firms	EEs	EE Wtd Average	Average Minimum	Average Midpoint	Average Maximum
Southwest/West US	6	54	36.20	39.43	40.88	38.66	43.44	1	6	*	30.19	37.67	45.28
Midwest US	9	45	34.70	37.51	36.96	37.19	40.35	1	3	*	29.64	36.56	43.53
Organizations by Size (# of FTEs)													
7,000 to 19,999 FTEs	9	26	34.78	39.23	39.31	37.19	42.60	1	6	*	30.24	37.06	44.00
20,000+ FTEs	7	95	34.05	37.01	38.14	37.19	38.19	1	7	*	28.58	36.62	44.77
All Organizations													
All Organizations 2024	19	129	34.55	37.93	38.27	37.78	41.50	3	16	*	29.74	37.05	44.45