

Sublette County Rural Health Care District

Salary Schedule YR17

Position	Current**	RHCD Range*		WHA Survey Range		Page	Survey	
		Entry	Max	Average Min Hrly	Average Max Hrly			
ADMINISTRATION								
Health Care Administrator	67.31	73.23	135.51	75.75	153.5	R/N	19	EHC
Finance Director	67.31	41.4	81.21	47.67	74.11	R	24	EHC
Human Resource Director		28.82	44.98	33.46	51.21	R	36	MHC
Social Media/Marketing	26.44	22.1	30.68	19.12	28.3	N	90	RHC
Accts Pay/Payroll/Credentialist	24.13	24.13	33.39	15.79	23.37	R	36	RHC
Clinical IT Specialist	27.46	38.4	42.44	33.12	50.81	R	37	MHC
BILLING								
Patient Accounts Director	39.39	28.21	43.98	28.79	44.31	R		MHC
Certified Coder/Biller	23.34	15.44	20.42	13.9	20.61	R	25	RHC
Certified Coder	24.76	28.56	42	17.07	26.03	N	26	RHC
Biller	18	15.44	20.42	13.3	20.42	N	32	RHC
FRONT DESK/MEDICAL RECORDS								
Site Coordinator	27.87	26.55	37.52	25.7	38.46	N	23	MHC
Front Desk/Medical Records	17	15.44	20.42	10.8	15.78	N	102	RHC
LAB (call 1-2 nights per week and every 4-5th weekend)								
Lab Director	42.31	28.44	44.04	32.13	48.35	R	38	MHC
Lab Technologist/Lead	34.09	23.65	35.1	22.48	33.53	R	84	RHC
Lab Technologist	28.67	23.65	35.1	22.48	33.53	R	84	RHC
Lab Technician	21.73	23.65	35.1	19.09	28.98	R	83	RHC
Phlebotomist/Lab Assistant	16.97	13.5	17.96	11.83	17.65	R	85	RHC
Medical Assistant/Lab Assistant	22.55	13.5	17.96	11.83	17.65	R	85	RHC
LPN	24.46	21	24	16.28	23.55	R	50	RHC
IMAGING (call 3-4 nights per week and every other weekend)								
Radiology/CT Technologist	29.36	23.63	29.64	21.31	32.74	R	128	RHC
Radiology/CT/US Technologist	30.25	26.33	32.32	24.61	37.39	R	134	RHC
Radiology Technologist	27.69	20.43	28.64	19.56	28.71	N	133	RHC
NURSING (call 1-2 nights per week and every 4-5th weekend)								
RN/Charge Nurse	32.52	24.62	34.81	24.7	40.79	N	58	RHC
RN/Clinical Excellence Coordinator	33.01	24.62	34.81	27.84	40.91	N	99	RHC
RN	27.75	24.62	34.81	22.93	35.83	R	62	RHC

P/R Clerk

Pt Acct Rep

LPN	24.45	21	24	16.28	23.55	R	50 RHC
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MAINTENANCE

Facilities Director	29.38	24.46	38.81	29.06	45.56	R	32 MHC
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Facilities Manager	23.88	14.7	21.06	26.51	36.88	N	69 RHC
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Housekeeper (evening shift)	18.01	12.5	17	9.63	14.14	R	73 RHC
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EMS Director (hourly rate is adjusted to accommodate 48 hr schedule and mitigate OT)

EMS Director	35.58	23.95	63.65	30.48	46.94	R	27 MHC
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Paramedic	16.4	13.1	24.38	18.09	26.33	N	48 RHC
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EMT-I	14.56	12.93	19.57				
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EMT-Basic	11.27	12.93	19.57	9.96	15.17	N	47 RHC
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Medical Providers (call 1 night per week and every 6th weekend)

Family Practice/ER Physicians	117	99.52	129.81	70.425	338.87	N	163 RHC
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Family Nurse Practitioner/ER	51.44	44.23	59.62	36.72	54.86	N	53 RHC
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SUMMARY:

Salaries are reviewed annually during budget cycle utilizing the annual WY Hospital Association Salary Survey. Within the WY Hospital Association Salary survey the RHCD utilizes the Rural Peer Group which consists of, but not limited to: Newcastle, Lusk, Kemmerer, Torrington, Wheatland, Lovell and Powell. In the event, there is insufficient statistical information due to lack of survey size the RHCD utilizes National Providers which consists of, but not limited to health care systems in the states of: IA, ND, MT, SD, UT and WY. In addition, salaries are reviewed and adjusted by attrition. In the event, there is significant market sensitivity in a particular job category, the RHCD collaborates with St John's, Sweetwater Memorial and Star Valley to determine regional market with COLA adjustments noted. Additional resources utilized for Medical Providers and Registered Nurses includes Merritt Hawkins and the WY Nurses Association.

EHC= Executive Hrly Compensation MHC= Management Hrly Compensation RHC= Regular Hrly Compensation

*Current salary ranges are based on Teton Valley Hospital/Clinics and Star Valley with \$1.00 COLA.

** Current rate is averaged if more than individual in the respective job category