



IPHCA™

Indiana
Primary Health Care
Association

2022 Compensation and Benefits Survey



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Introduction

Gallagher Surveys is pleased to present the 2022 Indiana Primary Health Care Association Compensation and Benefits Survey. The survey provides detailed information on Executive / Management, Physician, Clinical Support Staff and Administrative Support Staff positions. The data is effective as of March 1, 2022.

Gallagher Surveys and the Indiana Primary Health Care Association would like to thank all of the organizations that participated in this survey. Gallagher appreciates the opportunity to serve the Indiana Primary Health Care Association, and hopes you find these results useful. We welcome your feedback and suggestions regarding the survey.

Survey Highlights

Total Participants	27 Organizations
Job Positions Surveyed	41 Positions Data are displayed for 35 positions in this report. There was insufficient data reported to display 6 survey positions.
Compensation Data	Data presented by job title for base salary, bonus / short-term incentive eligibility, bonus payment, average total compensation and formal salary ranges.
Benefits Data	Data presented on healthcare, retirement, and paid time off benefits.
Data Cuts	Compensation data cuts for each title provided by operating budget, FTEs and region.

Survey Methodology

The 2022 Compensation and Benefits survey was conducted using both an online organizational, policy and benefits questionnaire and an excel data template to collect the compensation data. The 2022 questionnaire was reviewed and approved by IPHCA staff. Survey participation ran from March to May 2022. In June 2022, the data was verified and final results were aggregated by Gallagher Surveys, an independent consultant. The report was compiled and finalized in July 2022.

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's data 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.

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Reporting Format

The survey provides data cuts in several categories based on reported scope measures and geographic location. The following is an explanation of the categories for which data cuts are provided.

1. *All Participants* – Includes data for all organizations participating in the survey.
2. *Organization size as measured by Operating Budget* – the two size groupings based on operating budgets are Under \$15 Million and \$15 Million or More.
3. *Organization size as measured by FTEs (Full-Time Equivalents)* – the following two groups were formed based on the reported number of FTEs: Under 100 and 100 or More.
4. *Geographic regions* – Participants are grouped into two geographic regions. These regions are Indianapolis Metro and Other Indiana.
5. *Setting* – Two groupings based on the population size of their main clinic: Urban (50,000 or more residents) or Rural (Under 50,000 residents)

Definition of Statistics

of Orgs Number of organizations which furnished average pay data for the position.

of Incumbents Total number of employees reported in the position.

Organization Average The average of each organization's average salary.

Incumbent Average The average of each individual incumbent salary in the position.

Percentiles

Two sets of percentiles are presented for each position. One set (labeled Organization) is based on each organization's average salary for the position. The other set (labeled Incumbent) is based on each individual incumbent's salary in the position, regardless of organization. The organization percentiles represent the distribution of institutions average pay, while the incumbent percentiles represent the distribution of the salary of each individual in the position. The incumbent percentiles are a more accurate reflection of the actual market since they are based on the actual salaries in the market, not on averages of the salaries.

25th % - the twenty-fifth percentile. This is the point where 25% of the sample (either organizations or incumbents) falls below and 75% are above.

50th % -the fiftieth percentile or median. This is the point where 50% of the sample (either organizations or incumbents) falls below and 50% are above.

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75th % - the seventy-fifth percentile – The point where 75% of the sample (either organizations or incumbents) falls below and 25% are above.

Bonus % Eligible	The percentage of organizations reporting the position as eligible for participation in a formal short-term incentive or bonus plan.
Average Bonus	The average of the most recent bonus amount reported.
Average Total Cash	The overall average of each organization and incumbent's total cash, which is the sum of the base and bonus.

Definition of Statistics (continued)

Range Minimum	The average of the reported formal range minimums.
Range Midpoint	The average of the reported formal range midpoints.
Range Maximum	The average of the reported formal range maximums.

*** Unable to report data, due to compliance with U.S. Department of Justice/Federal Trade Commission salary survey guidelines.

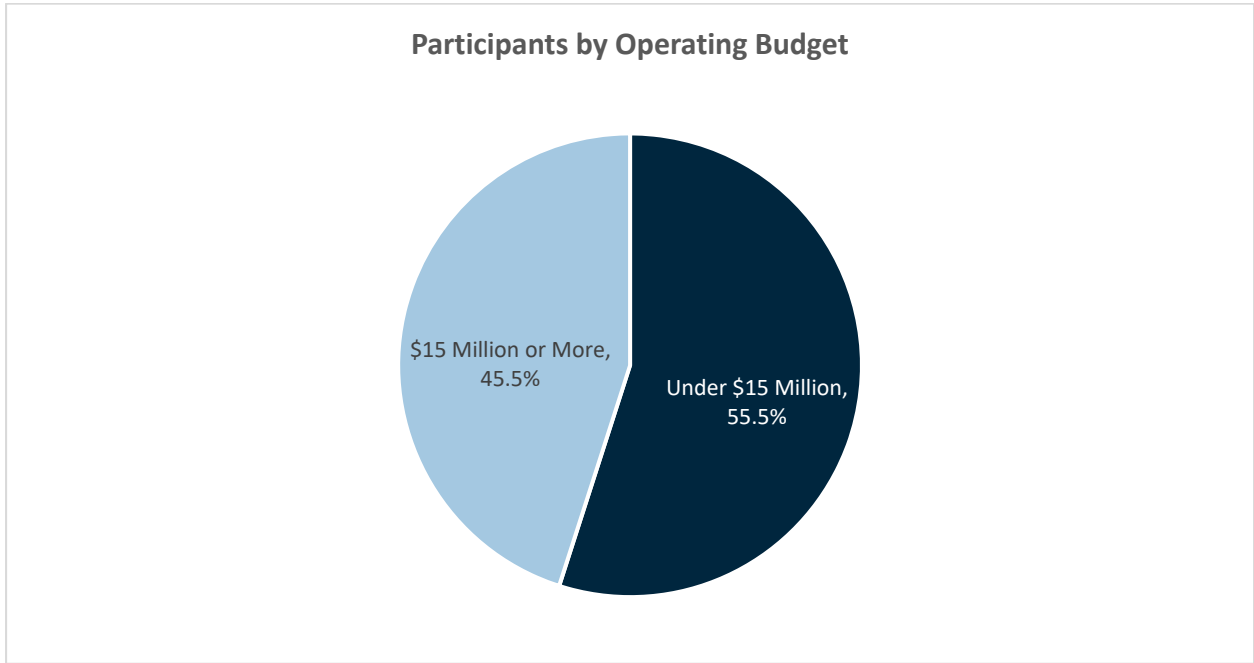
Questions regarding the methodology and use of this survey may be addressed to Thomas Cummins at Gallagher Surveys.

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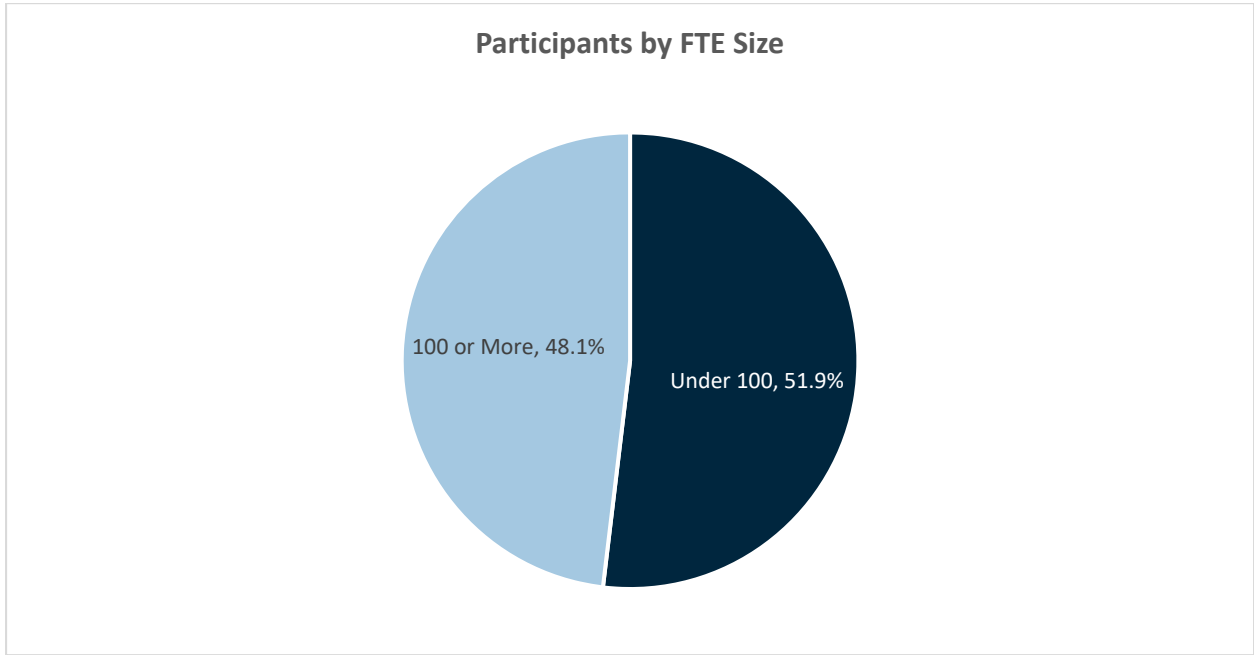
This survey was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$2,042,282 with 0 percent financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS, or the U.S. Government. For more information, please visit HRSA.gov.

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Participant Profiles



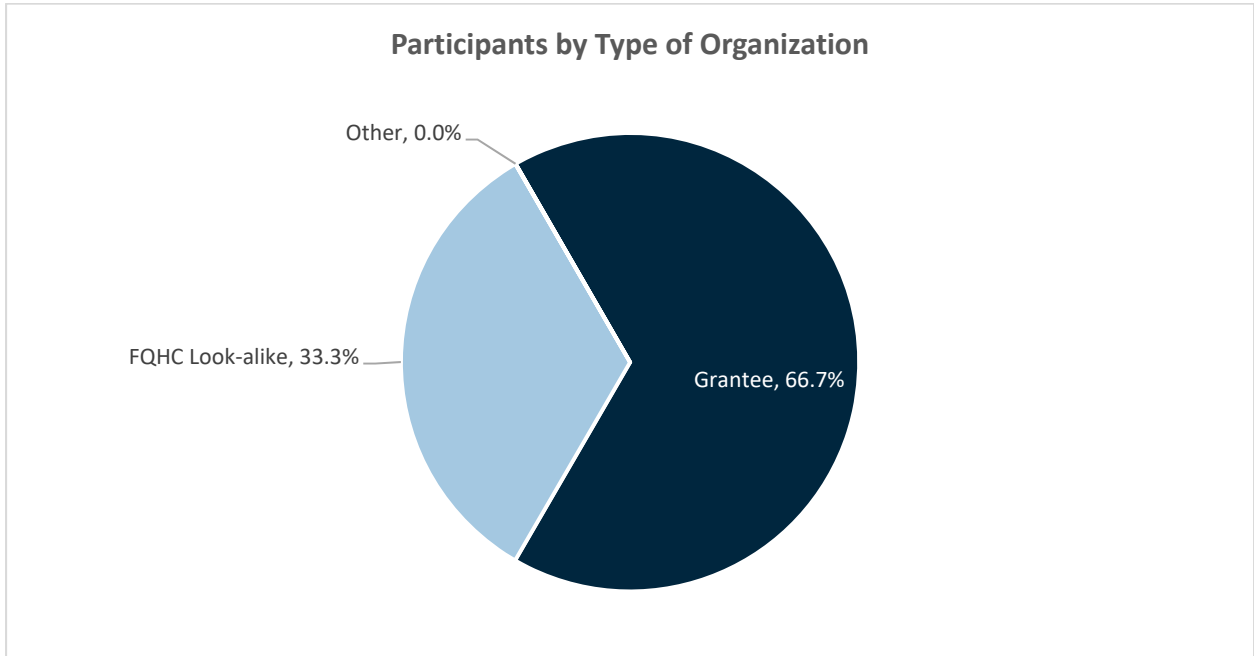
Participants by Operating Budget		
# Orgs	Under \$15 Million	\$15 Million or More
27	55.5%	44.5%



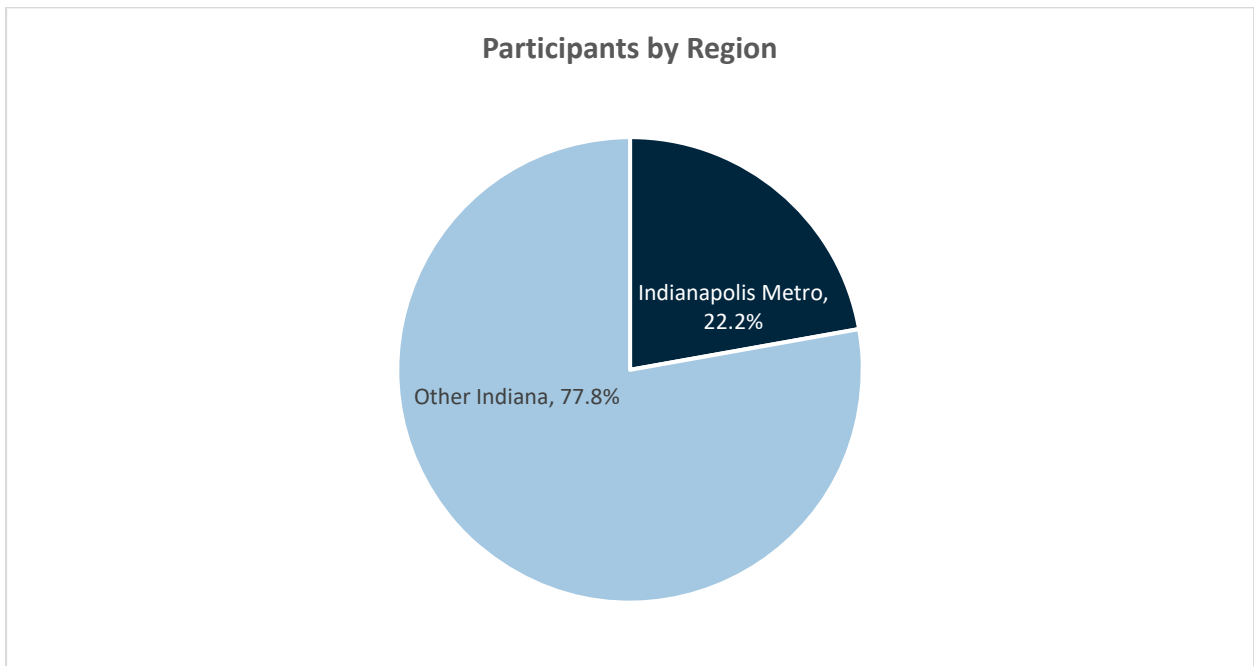
Participants by Full-time Equivalent (FTE) Size		
# Orgs	Under 100	100 or More
27	51.9%	48.1%

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Participant Profiles (continued)



Participants by Type of Organization			
# Orgs	Health Center Program Grantee	FQHC Look-alike	Other
27	66.7%	33.3%	0.0%

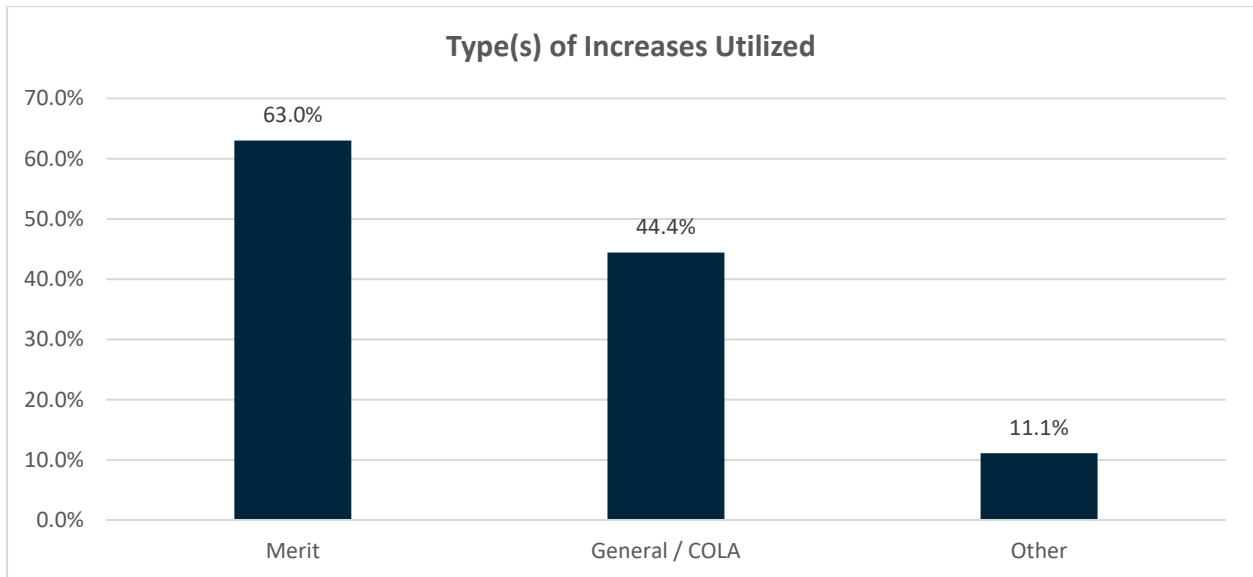


Participants by Region		
# Orgs	Indianapolis Metro	Other Indiana
27	22.2%	77.8%

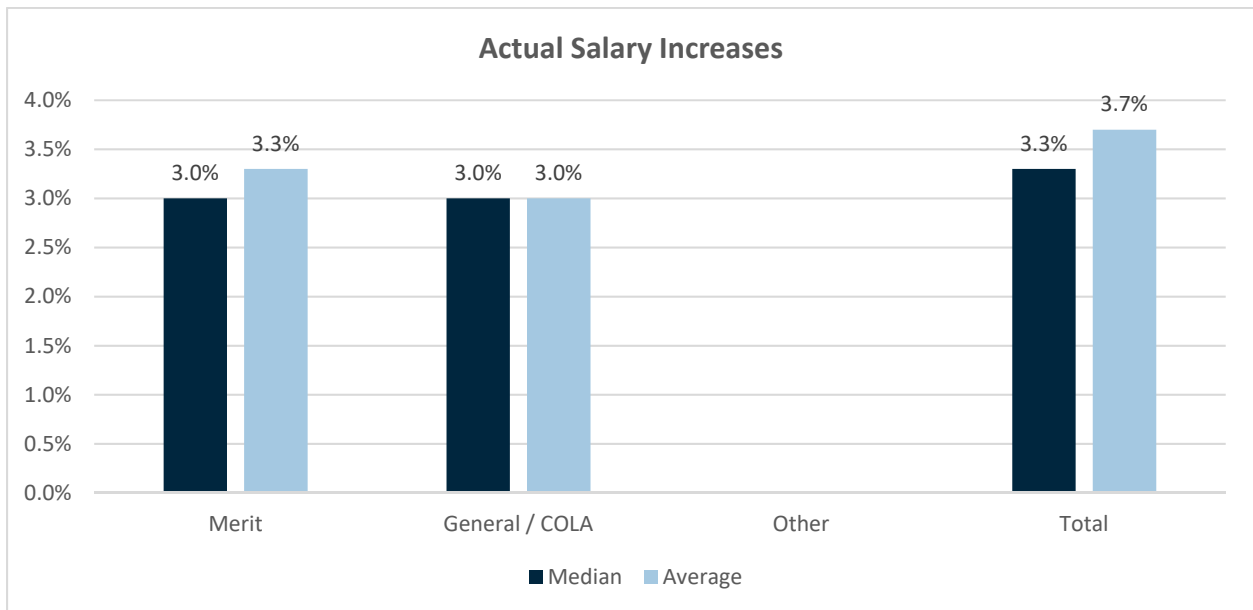
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Salary Increases

Executive / Management



Type(s) of Increases Utilized			
# Orgs	Merit	General / COLA	Other
27	63.0%	44.4%	11.1%

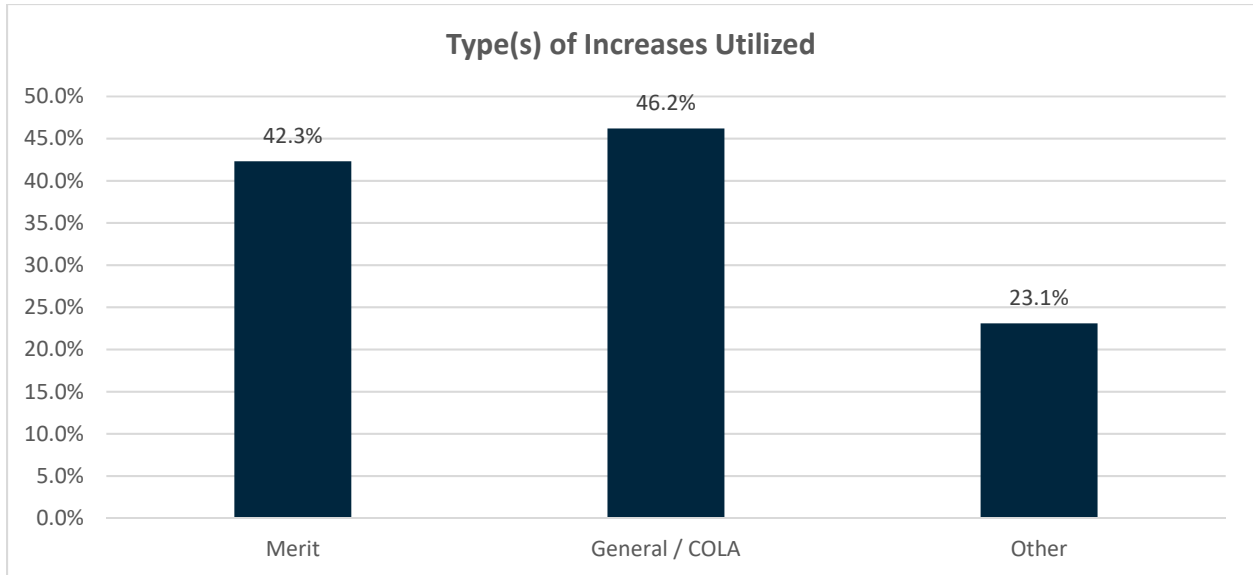


Actual Salary Increases			
Increase Type	# Orgs	Median	Average
Merit	15	3.0%	3.3%
General / COLA	12	3.0%	3.0%
Other	1	***	***
Total	24	3.3%	3.7%

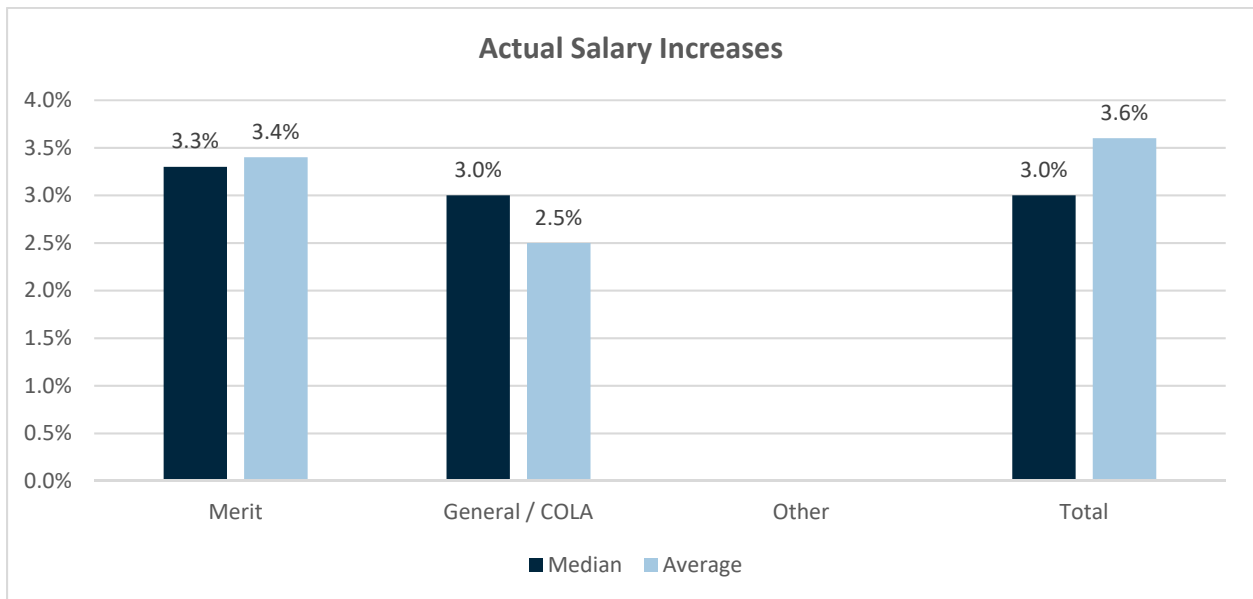
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Salary Increases (continued)

Physicians



Type(s) of Increases Utilized			
# Orgs	Merit	General / COLA	Other
26	42.3%	46.2%	23.1%

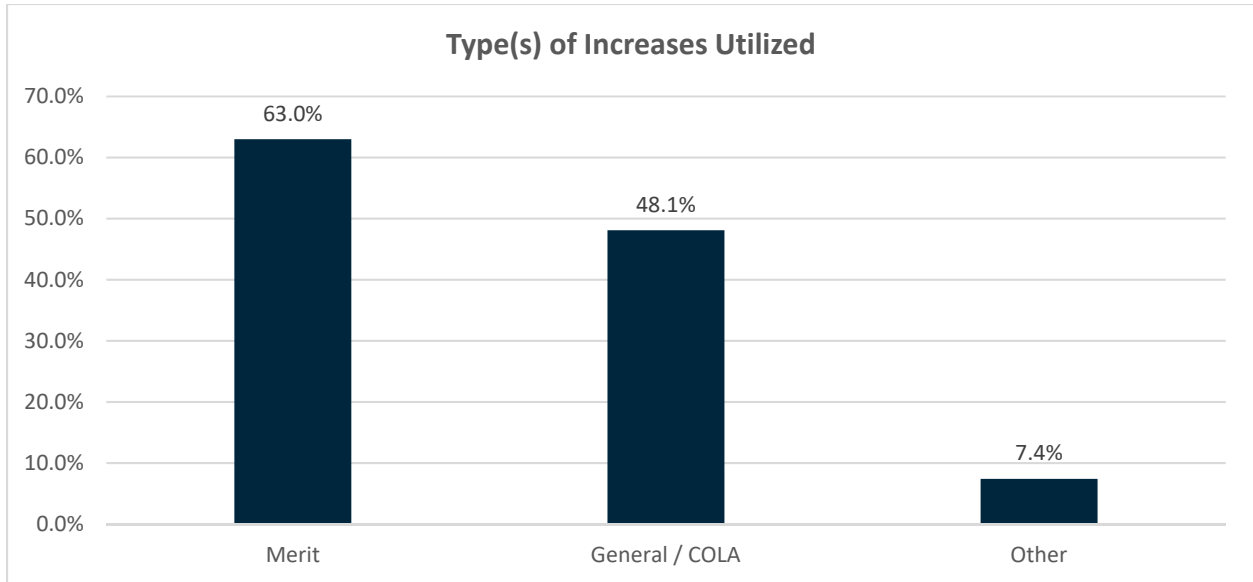


Actual Salary Increases			
Increase Type	# Orgs	Median	Average
Merit	10	3.3%	3.4%
General / COLA	13	3.0%	2.5%
Other	2	***	***
Total	21	3.0%	3.6%

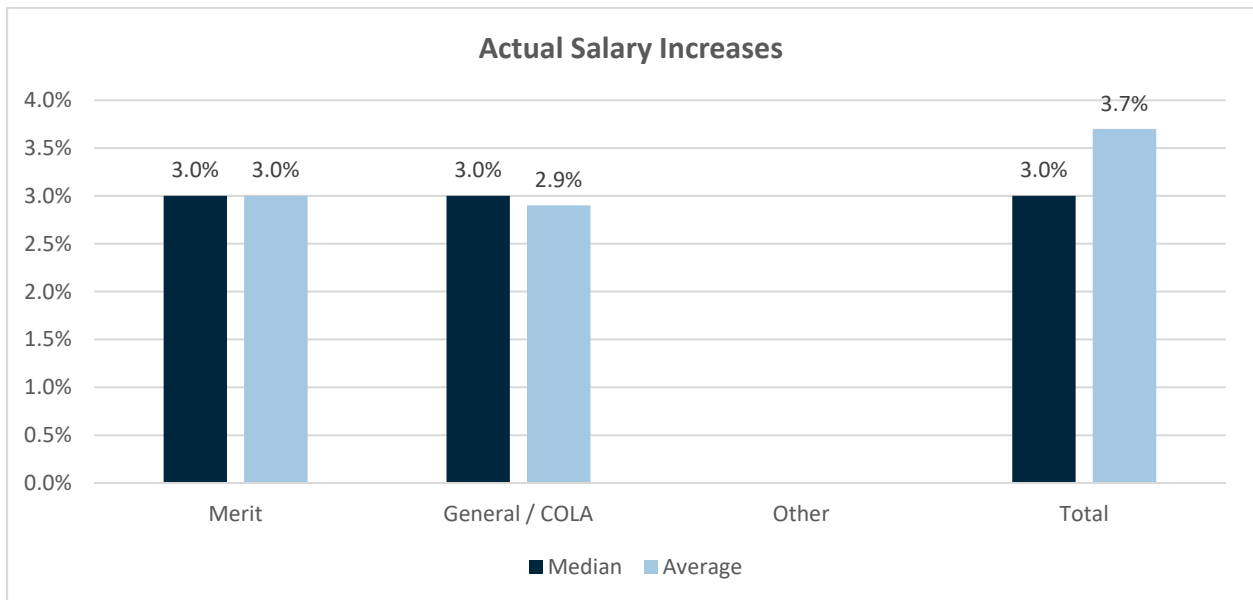
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Salary Increases (continued)

Clinical Support Staff



Type(s) of Increases Utilized			
# Orgs	Merit	General / COLA	Other
27	63.0%	48.1%	7.4%

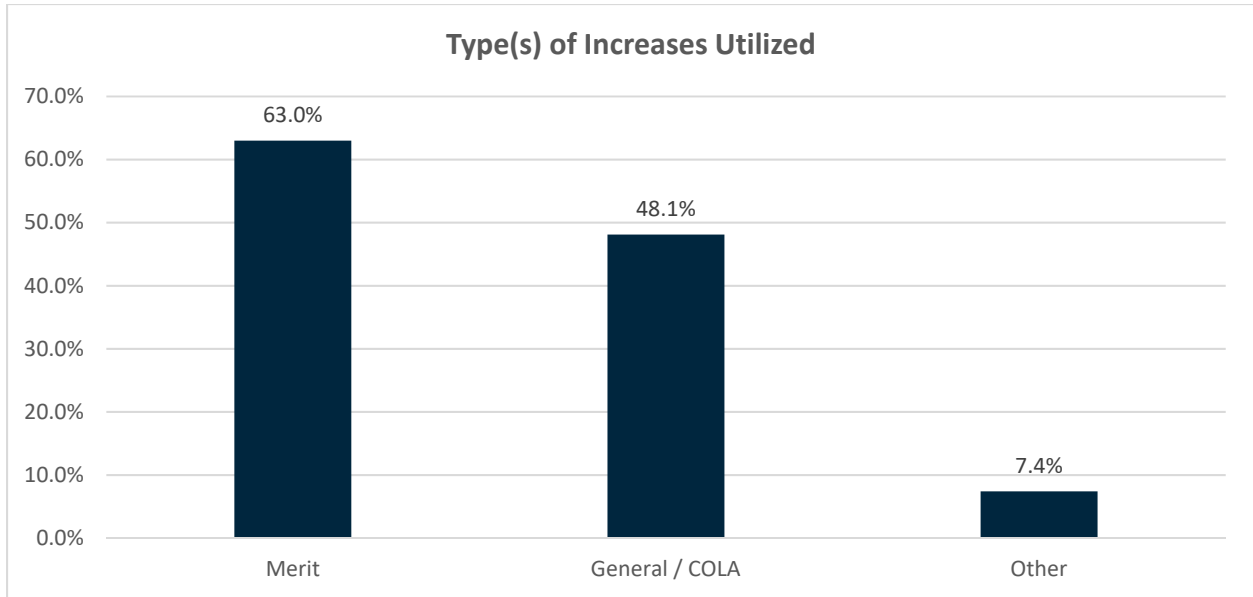


Actual Salary Increases			
Increase Type	# Orgs	Median	Average
Merit	16	3.0%	3.0%
General / COLA	14	3.0%	2.9%
Other	1	***	***
Total	25	3.0%	3.7%

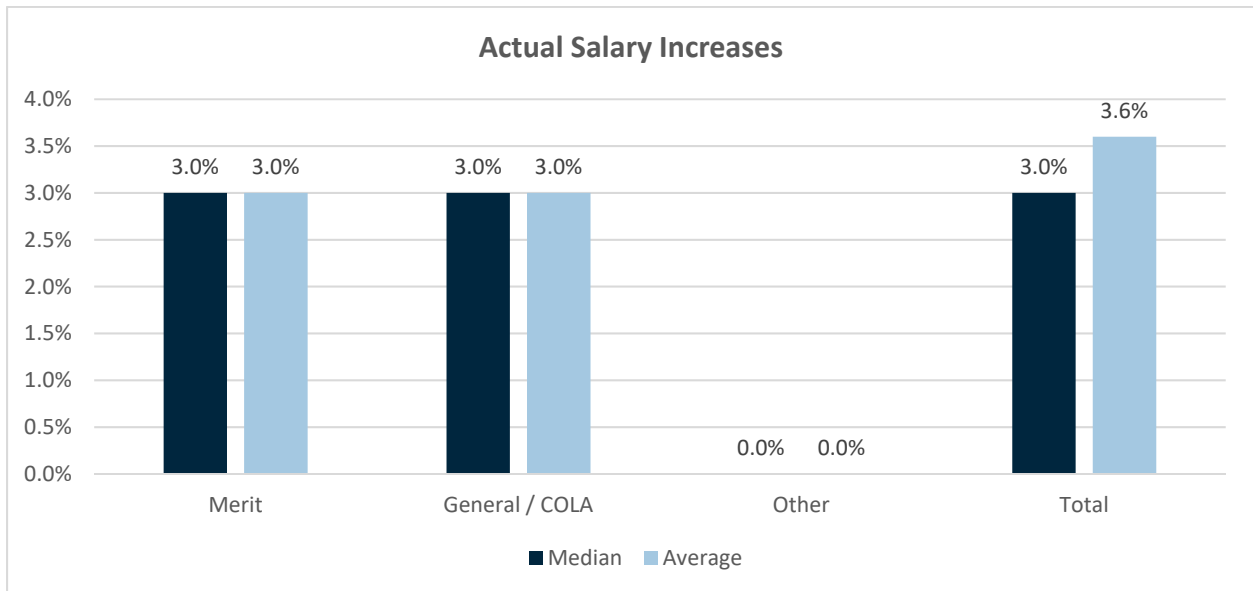
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Salary Increases (continued)

Administrative Support Staff



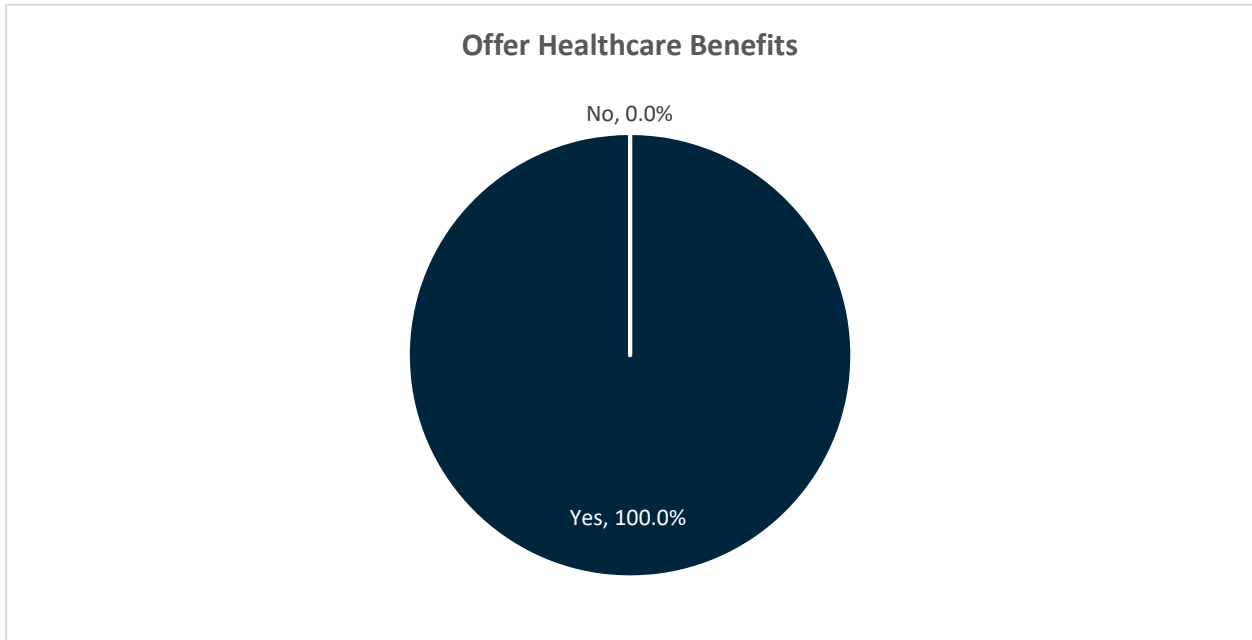
Type(s) of Increases Utilized			
# Orgs	Merit	General / COLA	Other
27	63.0%	48.1%	7.4%



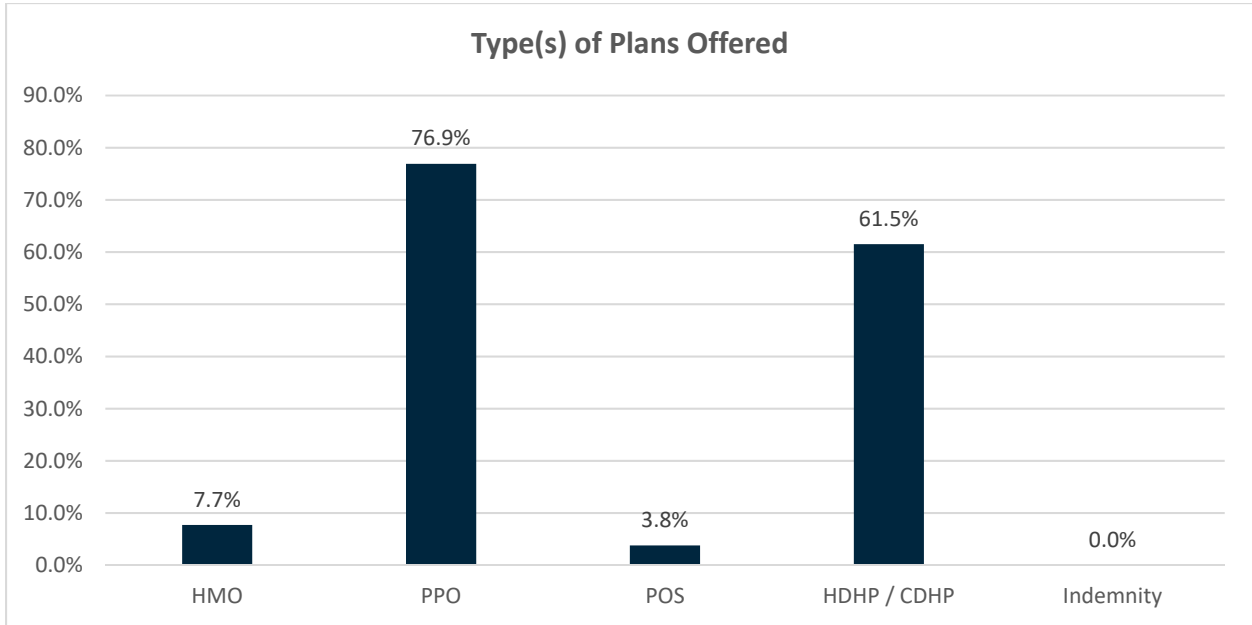
Actual Salary Increases			
Increase Type	# Orgs	Median	Average
Merit	16	3.0%	3.0%
General / COLA	13	3.0%	3.0%
Other	1	***	***
Total	25	3.0%	3.6%

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Healthcare Benefits



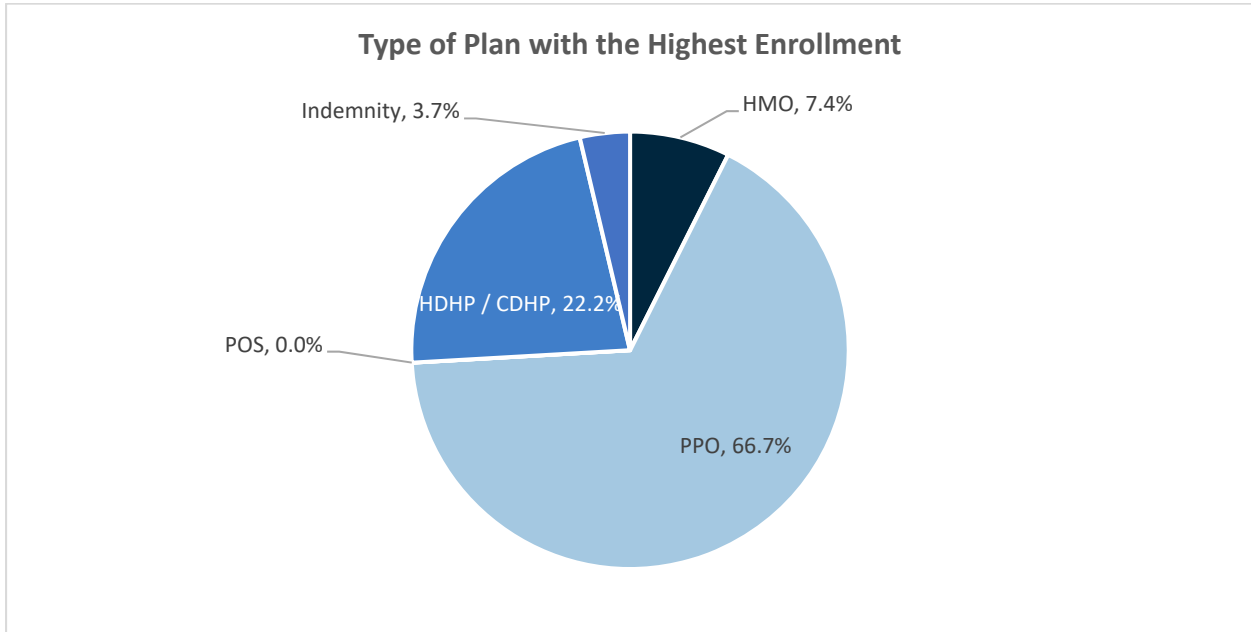
Offer Healthcare Benefits		
# Orgs	Yes	No
27	100.0%	0.0%



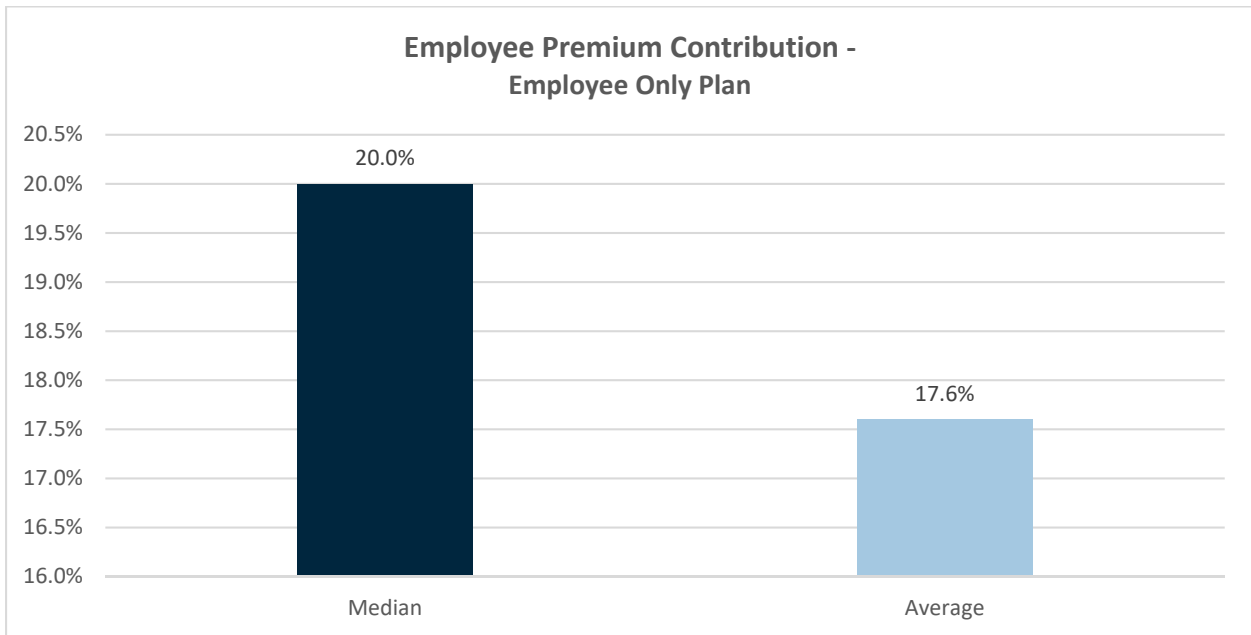
Type(s) of Plans Offered					
# Orgs	HMO	PPO	POS	HDHP / CDHP	Indemnity
26	7.7%	76.9%	3.8%	61.5%	0.0%

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Healthcare Benefits (continued)



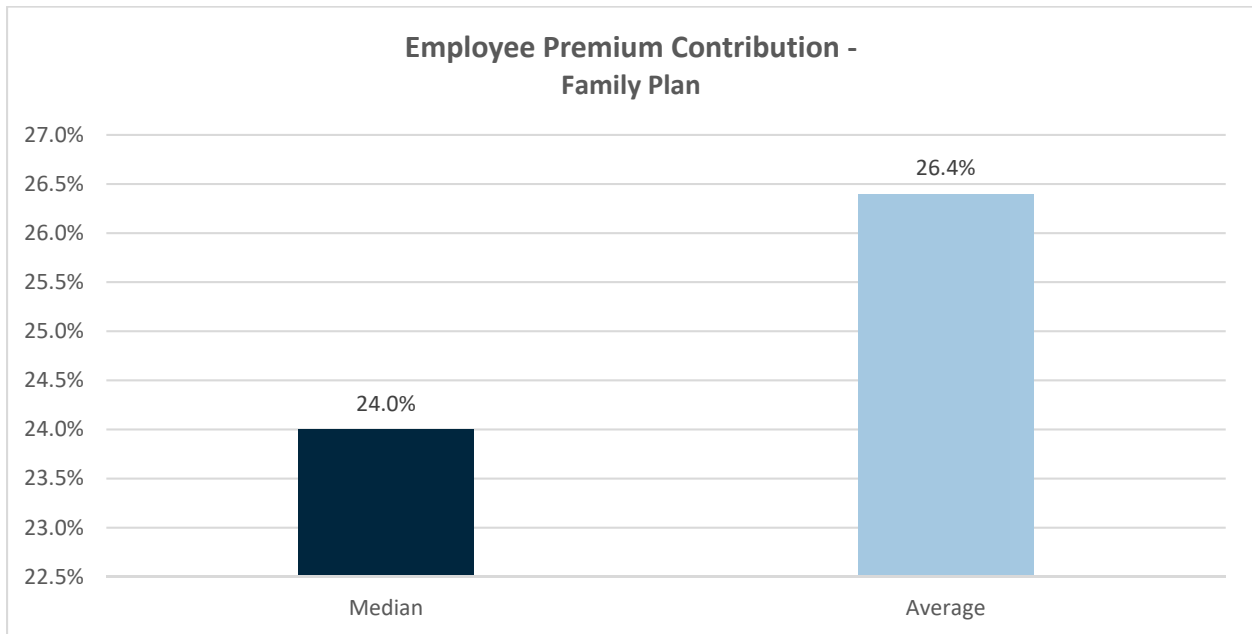
Type of Plan with the Highest Enrollment					
# Orgs	HMO	PPO	POS	HDHP / CDHP	Indemnity
27	7.4%	66.7%	0.0%	22.2%	3.7%



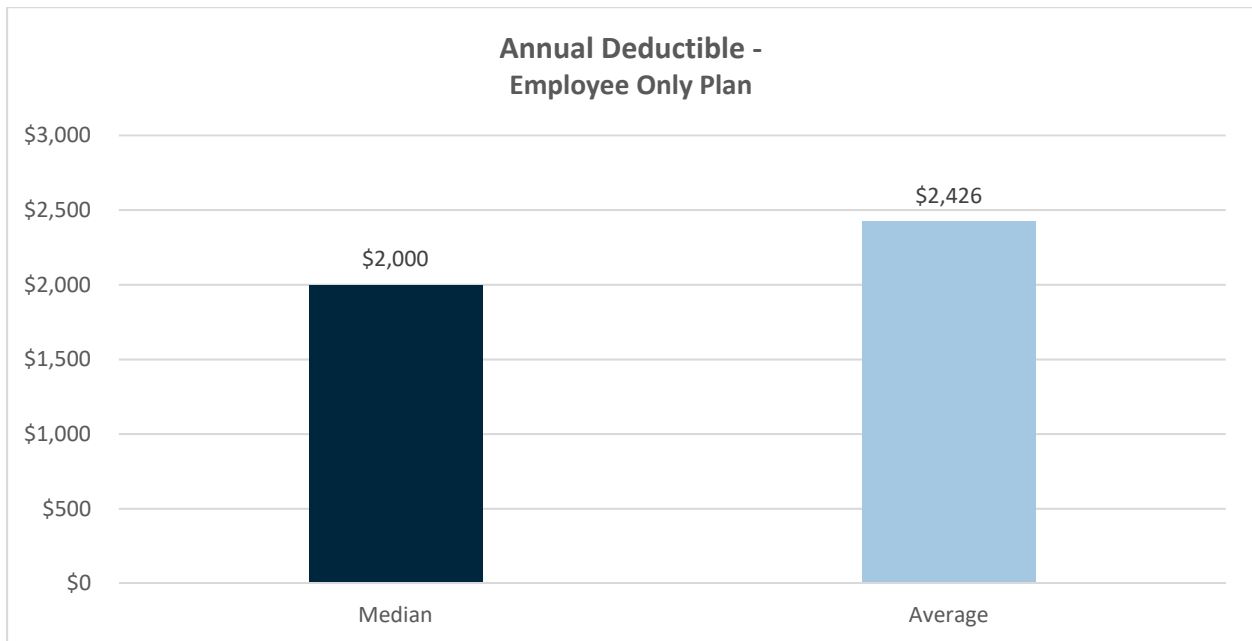
Employee Premium Contribution - Employee Only Plan		
# Orgs	Median	Average
26	20.0%	17.6%

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Healthcare Benefits (continued)



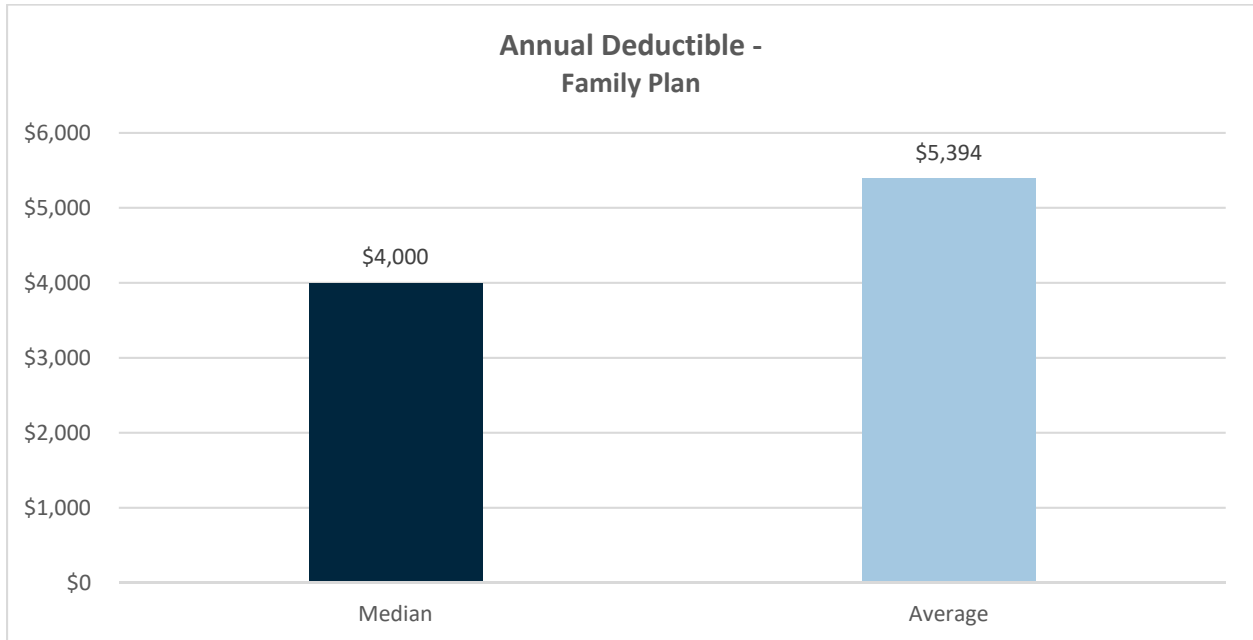
Employee Premium Contribution – Family Plan		
# Orgs	Median	Average
26	24.0%	26.4%



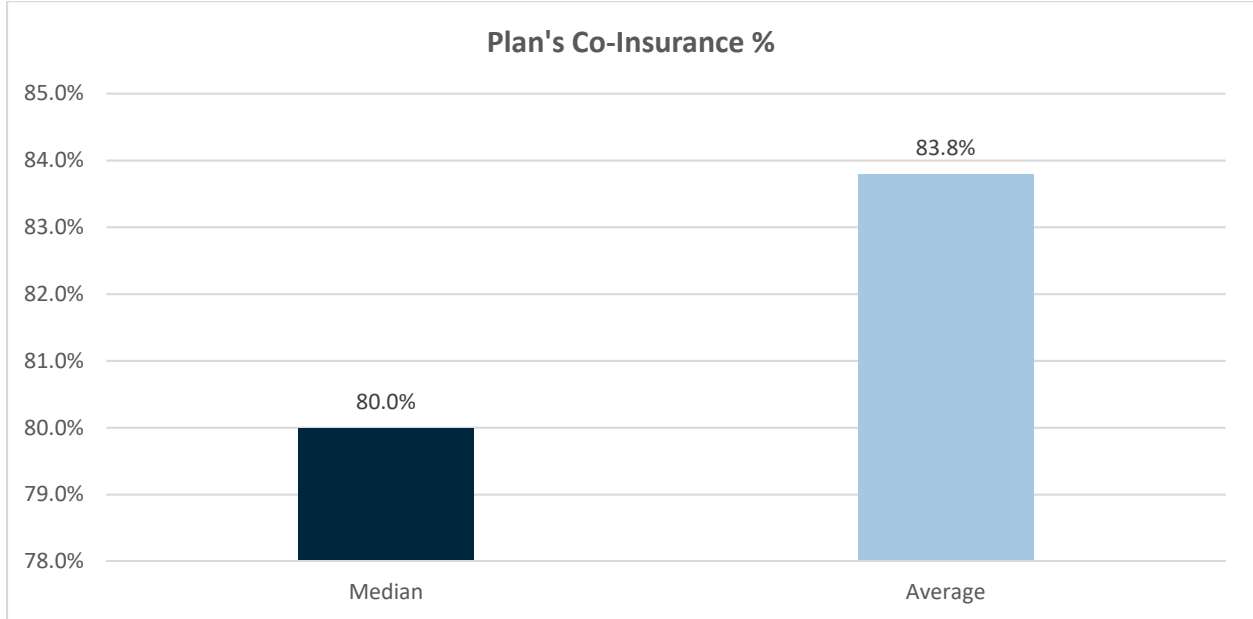
Annual Deductible – Employee Only Plan		
# Orgs	Median	Average
25	\$2,000	\$2,426

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Healthcare Benefits (continued)



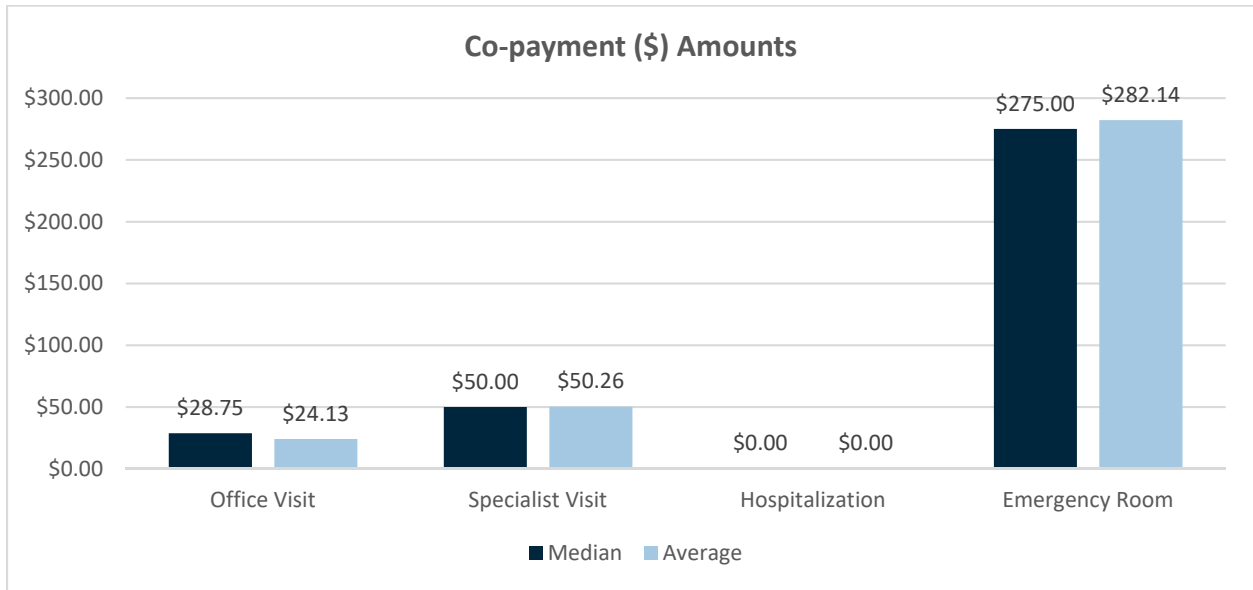
Annual Deductible – Family Plan		
# Orgs	Median	Average
25	\$4,000	\$5,394



Plan's Co-Insurance % (amount paid by medical plan)		
# Orgs	Median	Average
23	80.0%	83.8%

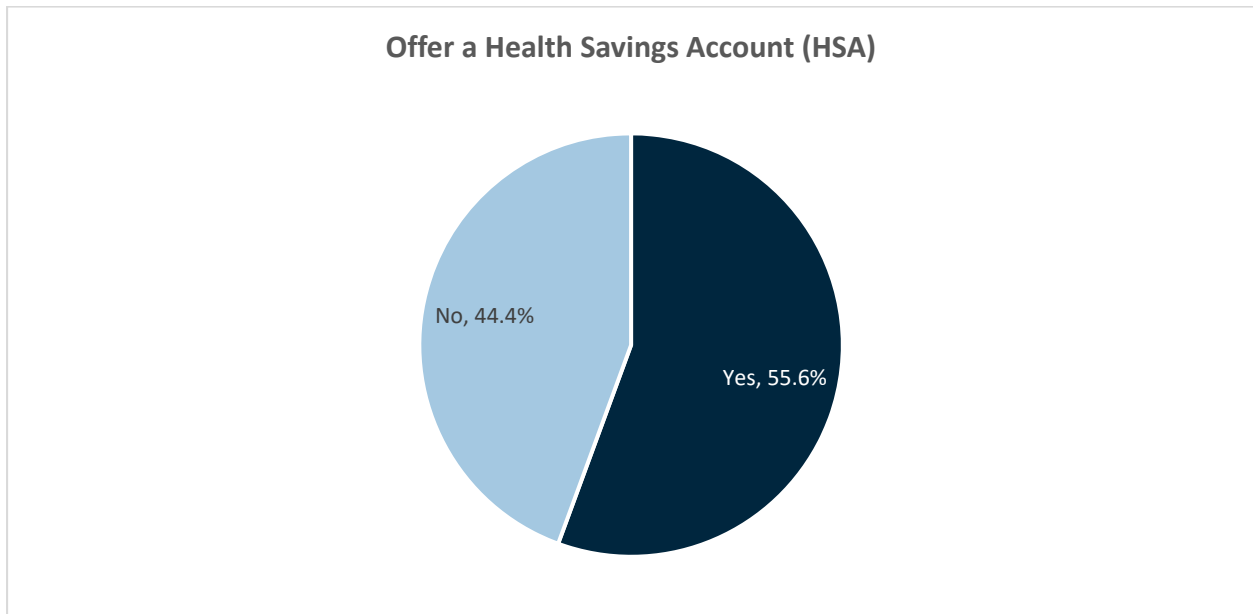
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Healthcare Benefits (continued)



In-Network Co-Payment (\$) Amounts			
Co-payment Type	# Orgs	Median	Average
Office Visit	20	\$28.75	\$24.13
Specialist Visit	19	\$50.00	\$50.26
Hospitalization	4	***	***
Emergency Room	14	\$275.00	\$282.14

Note: Six organizations provided co-insurance percentages for Hospitalization. The median co-insurance amount reported was 20.0%, average 18.3%.

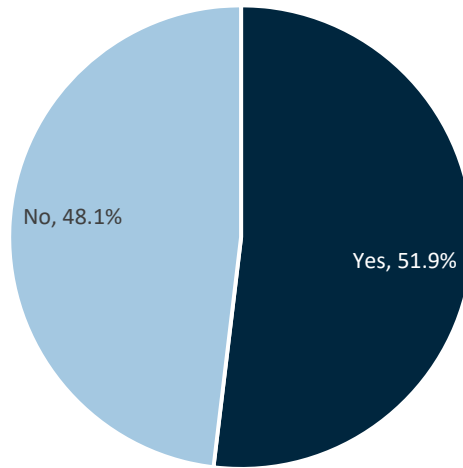


Offer a Health Savings Account (HSA)		
# Orgs	Yes	No
27	55.6%	44.4%

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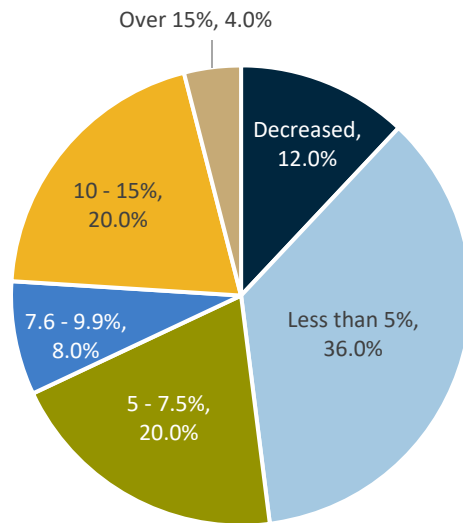
Healthcare Benefits (continued)

Offer a Healthcare Flexible Spending Account (FSA)



Offer a Healthcare Flexible Spending Account (FSA)		
# Orgs	Yes	No
27	51.9%	48.1%

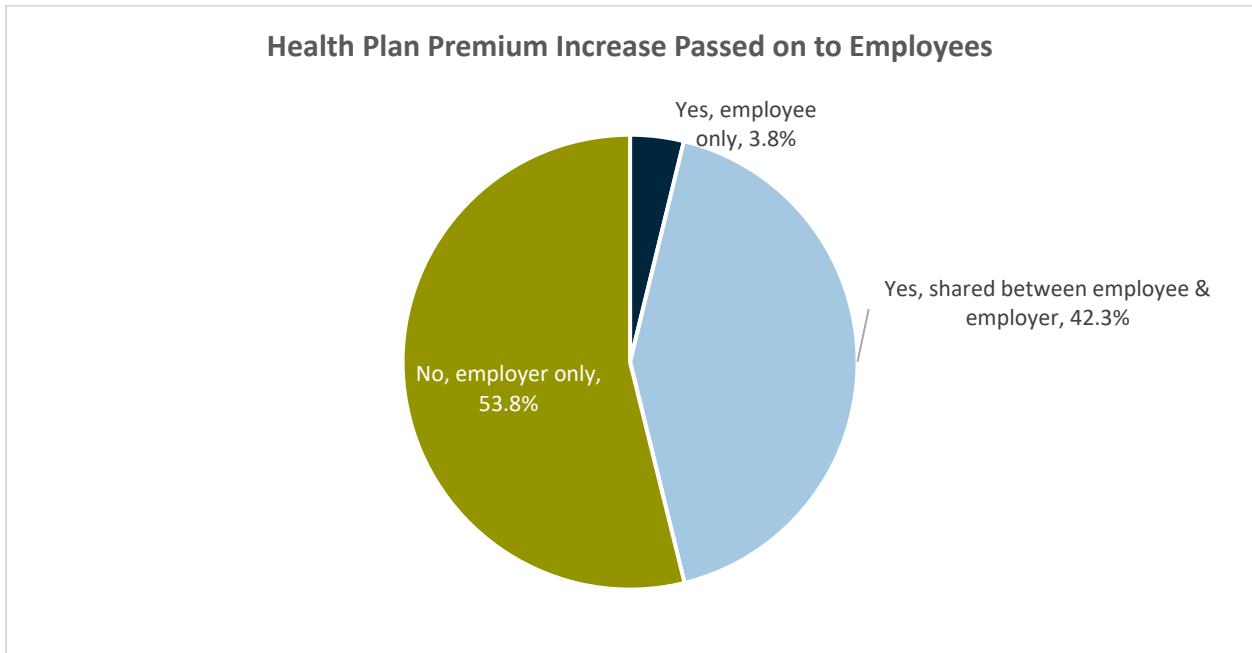
Most Recent % Increase for the Health Plan Premium



Most Recent % Increase for the Health Plan Premium						
# Orgs	Decreased	Less than 5%	5 – 7.5%	7.6 – 9.9%	10 – 15%	Over 15%
25	12.0%	36.0%	20.0%	8.0%	20.0%	4.0%

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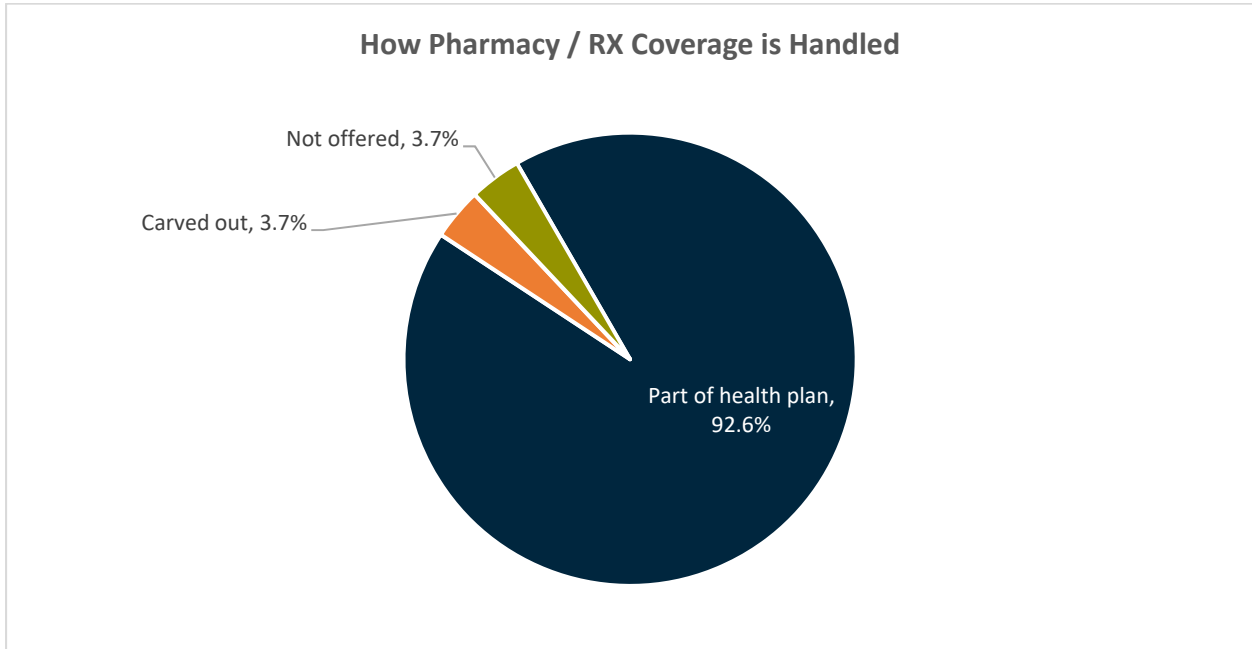
Healthcare Benefits (continued)



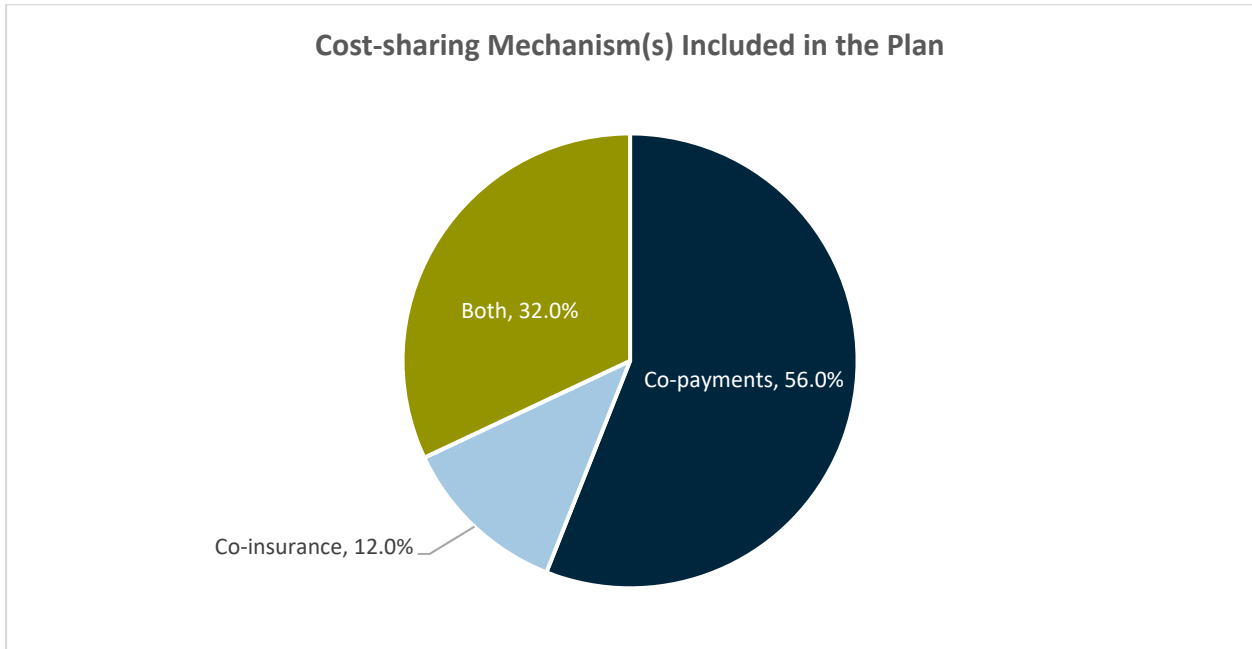
Health Plan Premium Increase Passed on to Employees			
# Orgs	Yes, employee only	Yes, shared between employee & employer	No, employer only
26	3.8%	42.3%	53.8%

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Pharmacy / RX Coverage



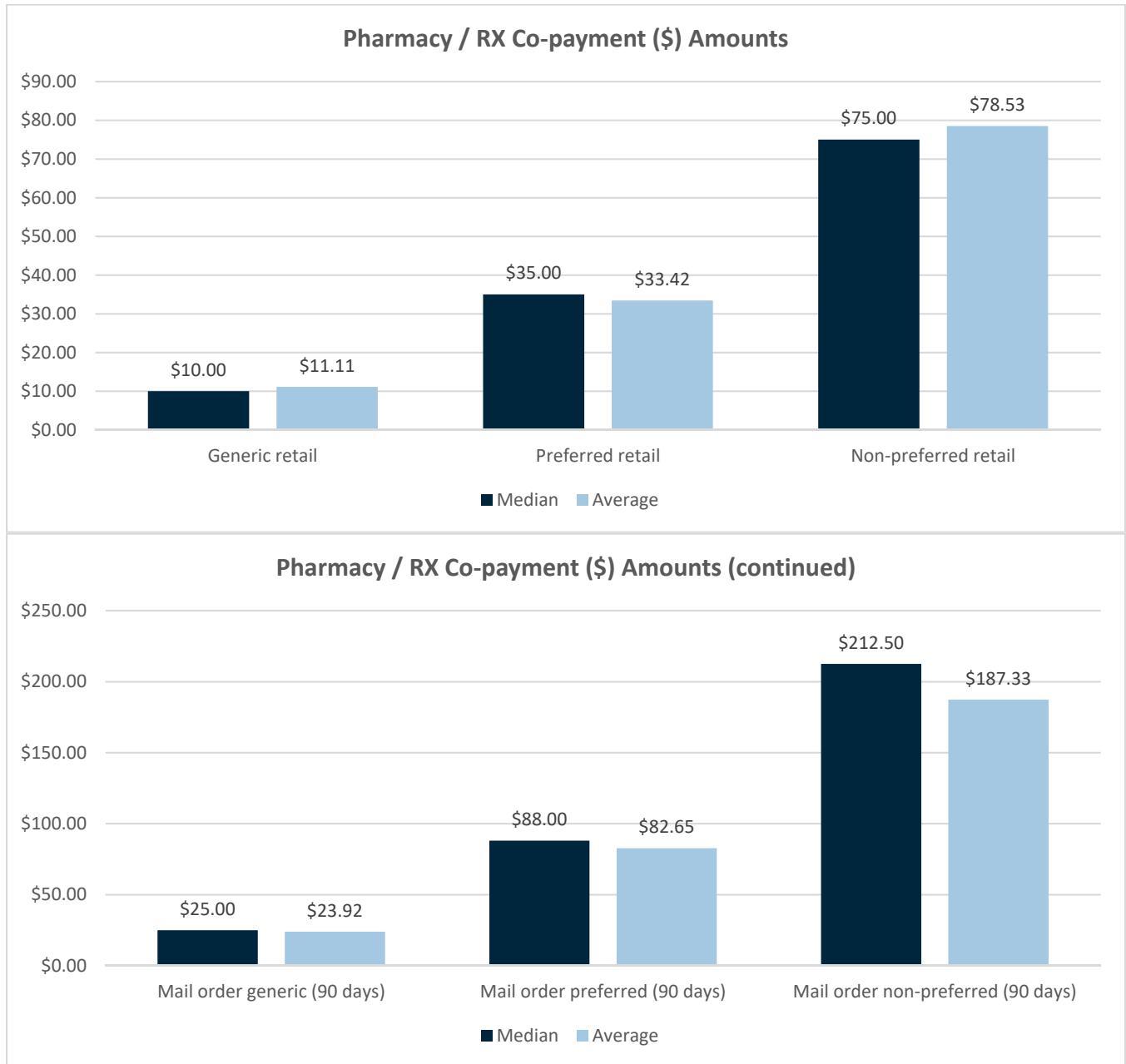
How Pharmacy / RX Coverage is Handled			
# Orgs	Part of health plan	Carved out	Not offered
27	92.6%	3.7%	3.7%



Cost-sharing Mechanism(s) Included in the Plan			
# Orgs	Co-payments	Co-insurance	Both
25	56.0%	12.0%	32.0%

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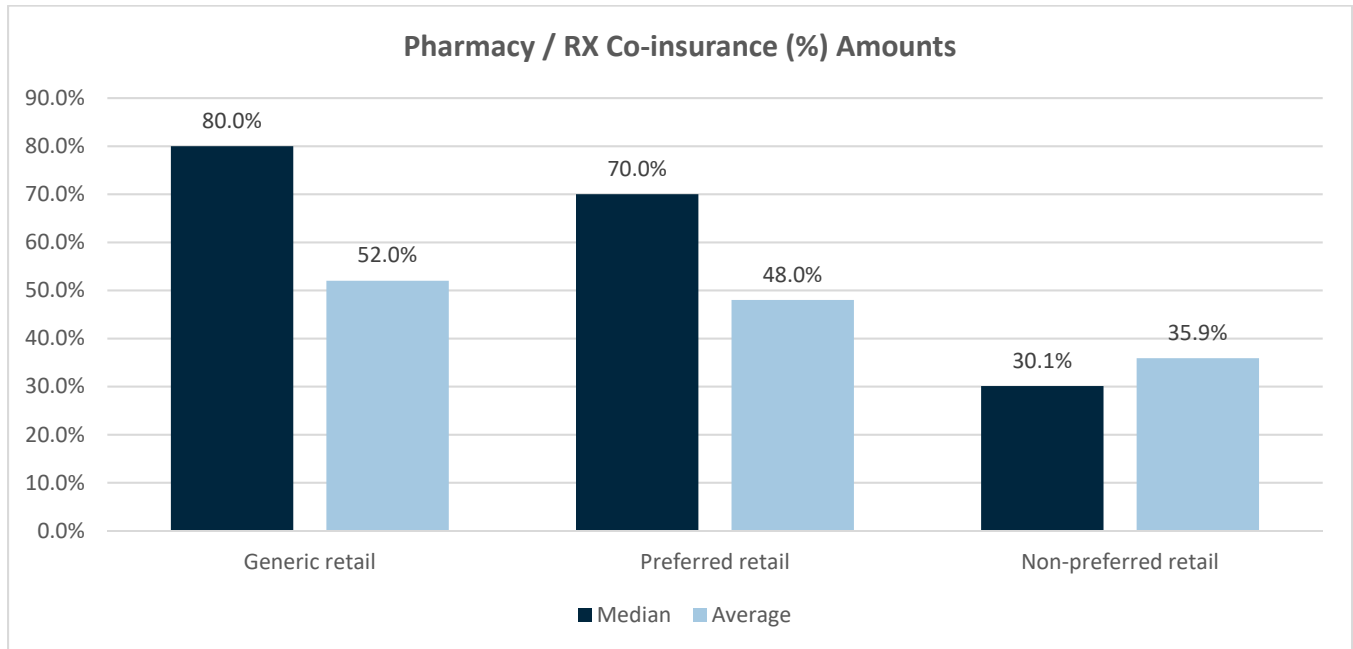
Pharmacy / RX Coverage (continued)



Pharmacy / RX Co-Payment (\$ Amounts)			
Prescription Type	# Orgs	Median	Average
Generic retail	19	\$10.00	\$11.11
Preferred retail	19	\$35.00	\$33.42
Non-preferred retail	17	\$75.00	\$78.53
Mail order generic (90 days)	18	\$25.00	\$23.92
Mail order preferred (90 days)	17	\$88.00	\$82.65
Mail order non-preferred (90 days)	15	\$212.50	\$187.33

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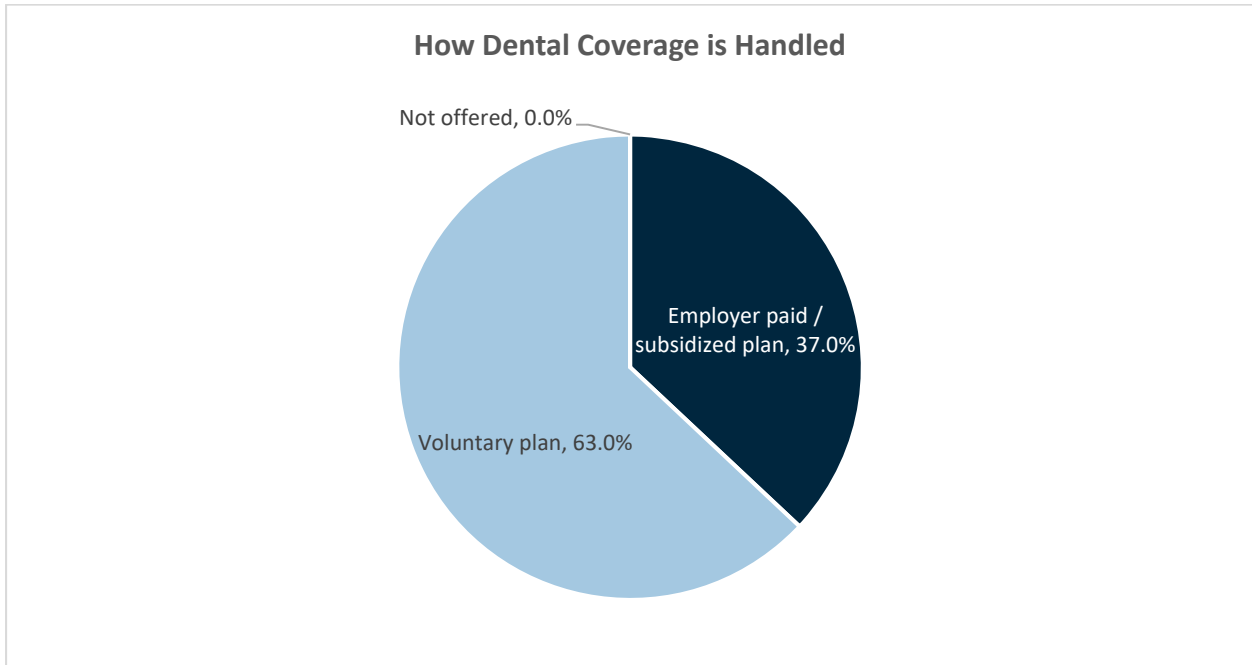
Pharmacy / RX Coverage (continued)



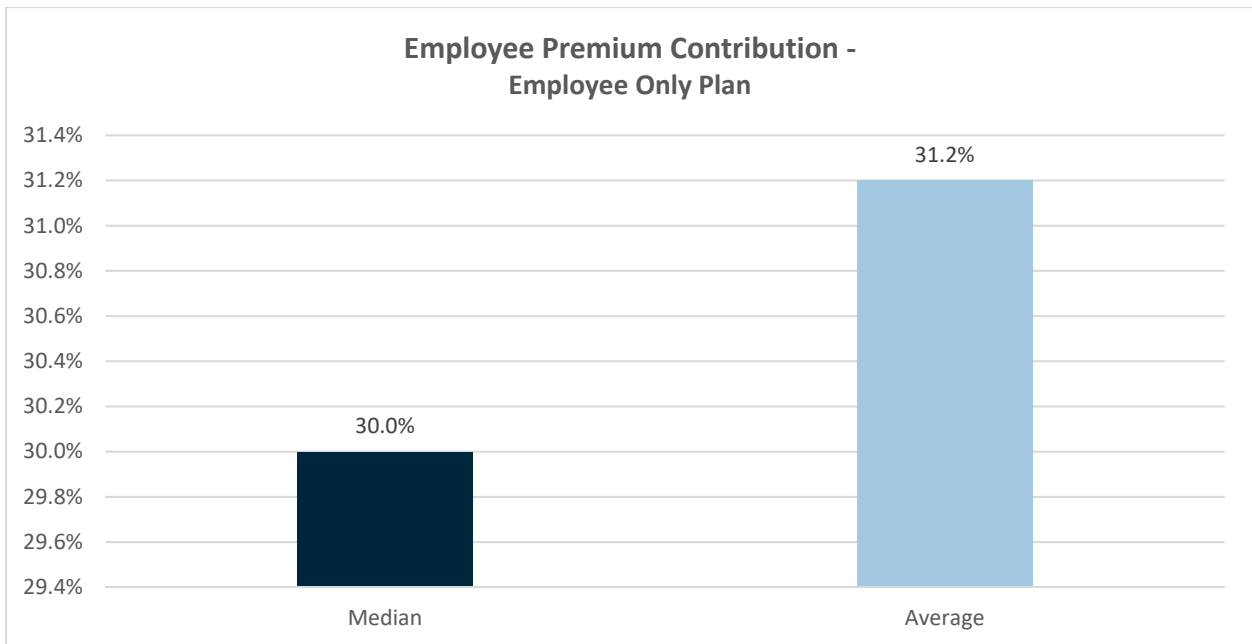
Pharmacy / RX Co-insurance (%) Amounts (Amount Paid by Plan)			
Prescription Type	# Orgs	Median	Average
Generic retail	5	80.0%	52.0%
Preferred retail	5	70.0%	48.0%
Non-preferred retail	6	30.1%	35.9%
Mail order generic (90 days)	4	***	***
Mail order preferred (90 days)	3	***	***
Mail order non-preferred (90 days)	4	***	***

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Dental



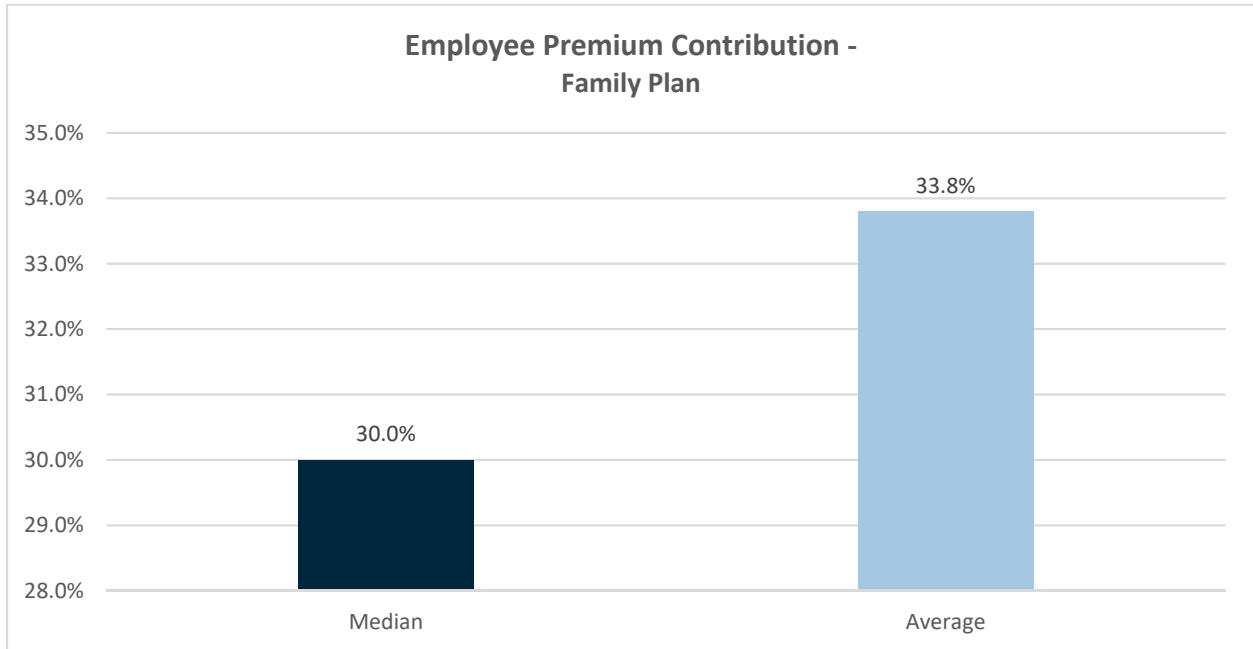
How Dental Coverage is Handled			
# Orgs	Employer paid / subsidized plan	Voluntary plan	Not offered
27	37.0%	63.0%	0.0%



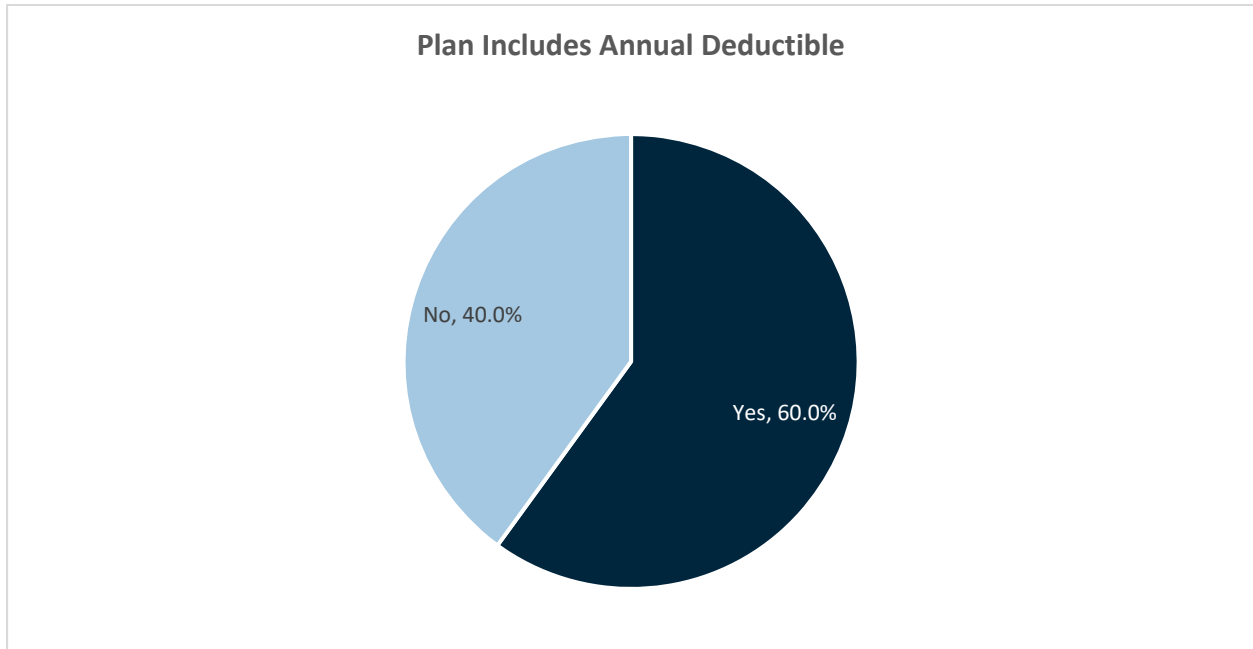
Employee Premium Contribution – Employee Only Plan		
# Orgs	Median	Average
9	30.0%	31.2%

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Dental (continued)



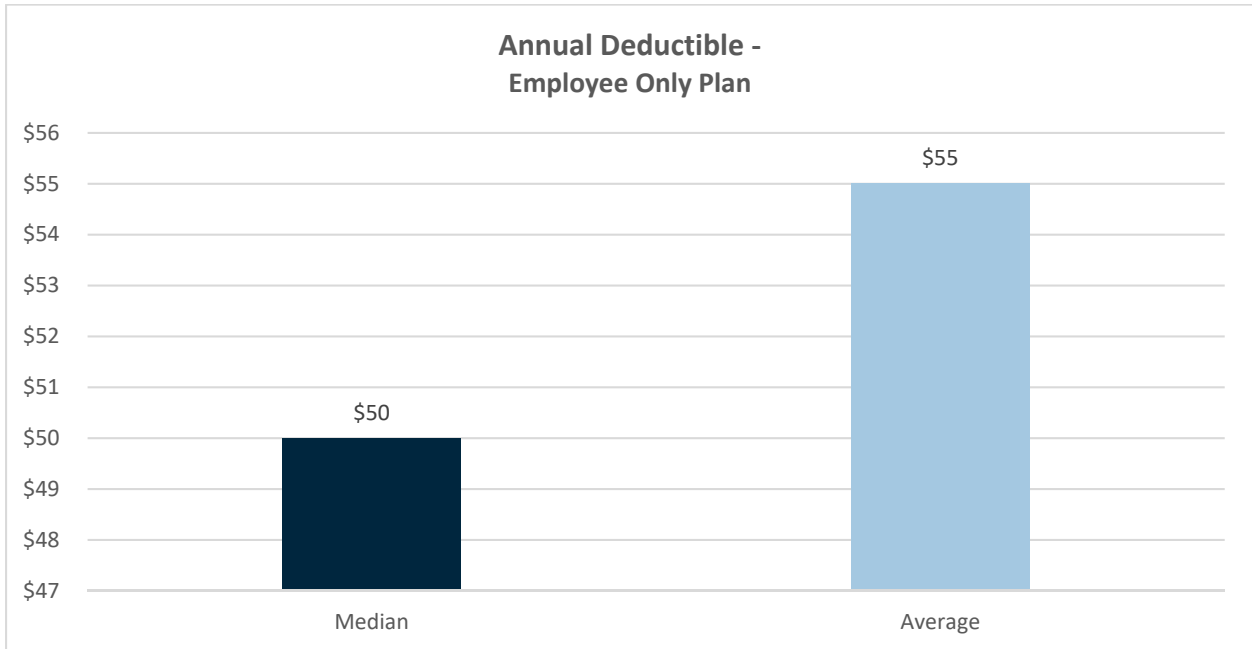
Employee Premium Contribution – Family Plan		
# Orgs	Median	Average
9	30.0%	33.8%



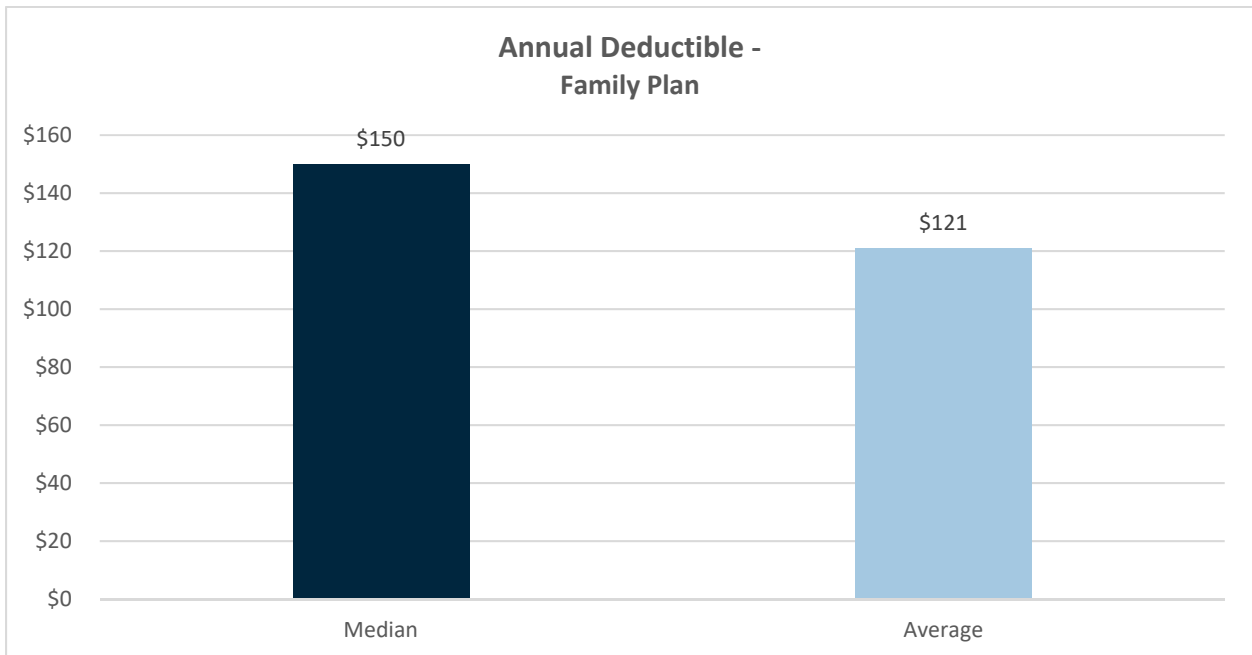
Plan Includes Annual Deductible		
# Orgs	Yes	No
10	60.0%	40.0%

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Dental (continued)



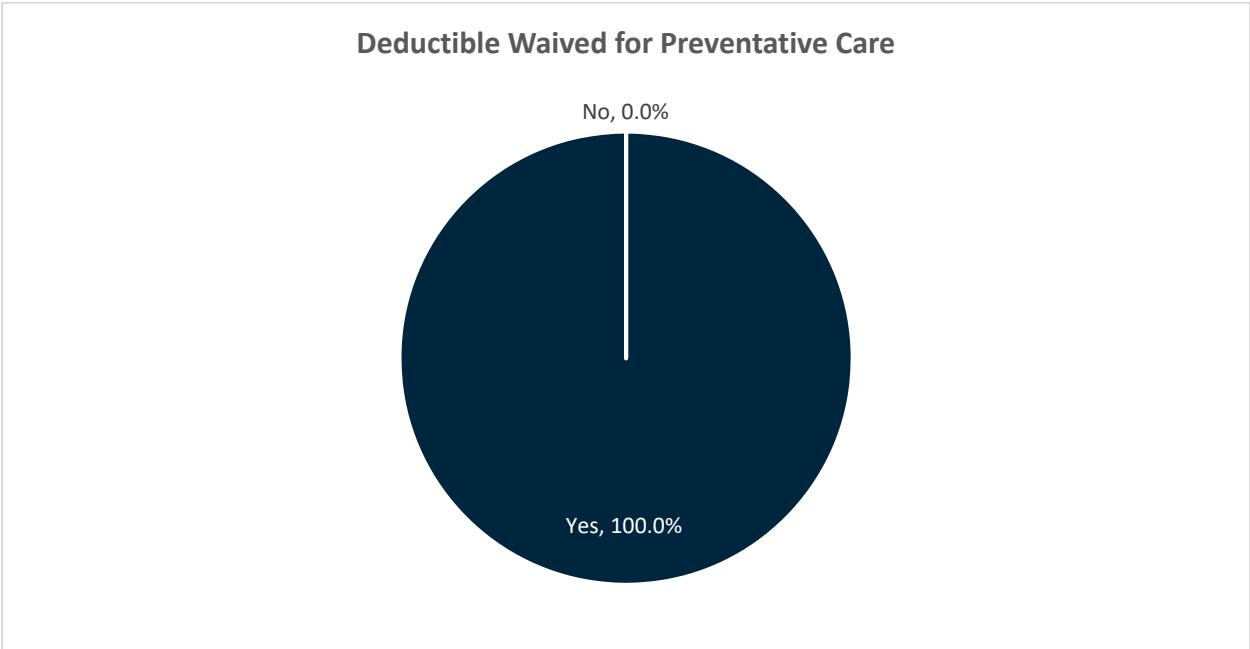
Annual Deductible – Employee Only Plan		
# Orgs	Median	Average
6	\$50	\$55



Annual Deductible – Family Plan		
# Orgs	Median	Average
6	\$150	\$121

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

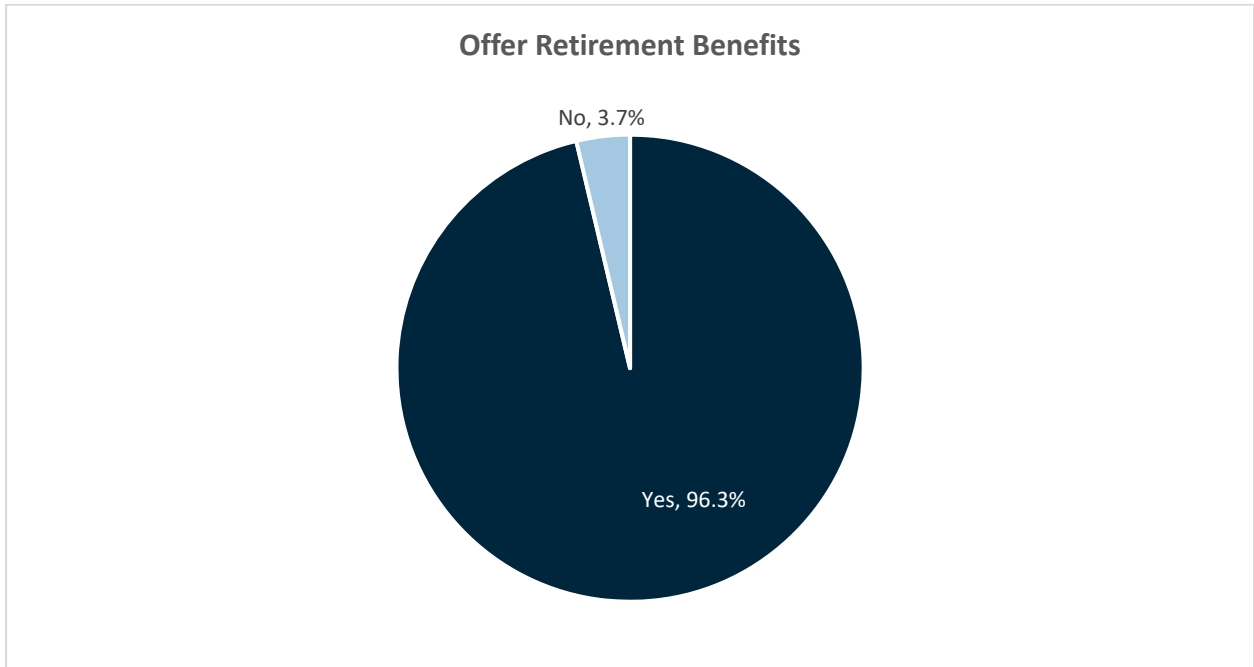
Dental (continued)



Deductible Waived for Preventative Care		
# Orgs	Yes	No
6	100.0%	0.0%

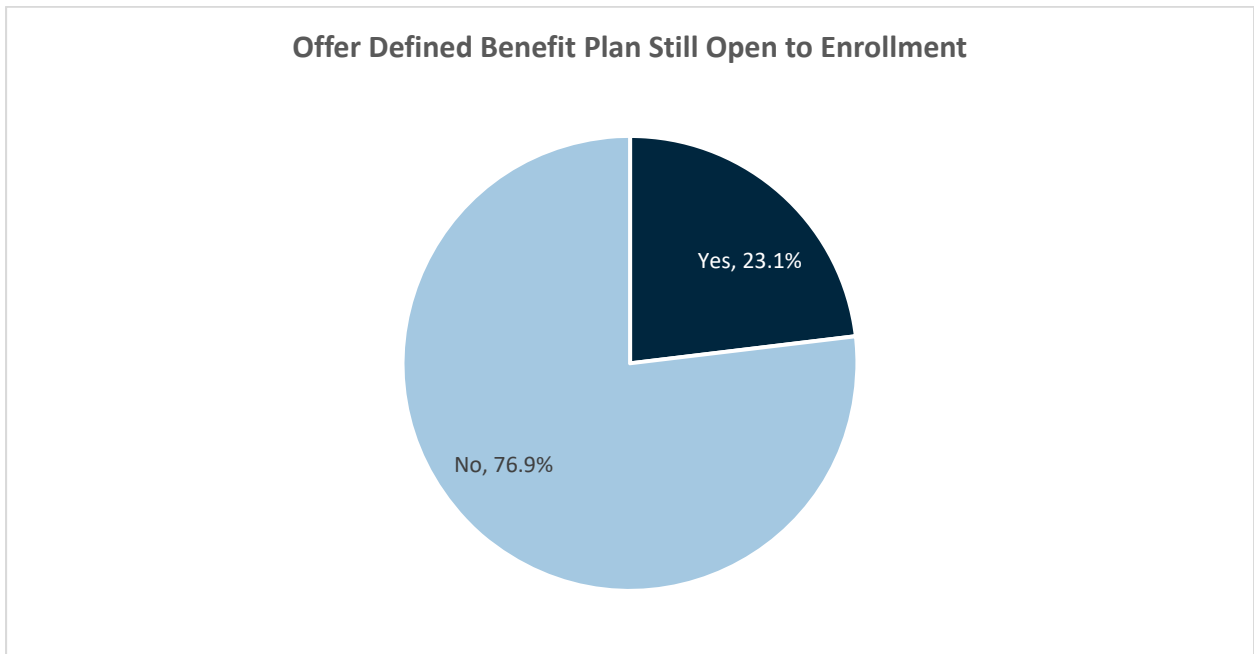
**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Retirement



Offer Retirement Benefits		
# Orgs	Yes	No
27	96.3%	3.7%

Defined Benefit Plan

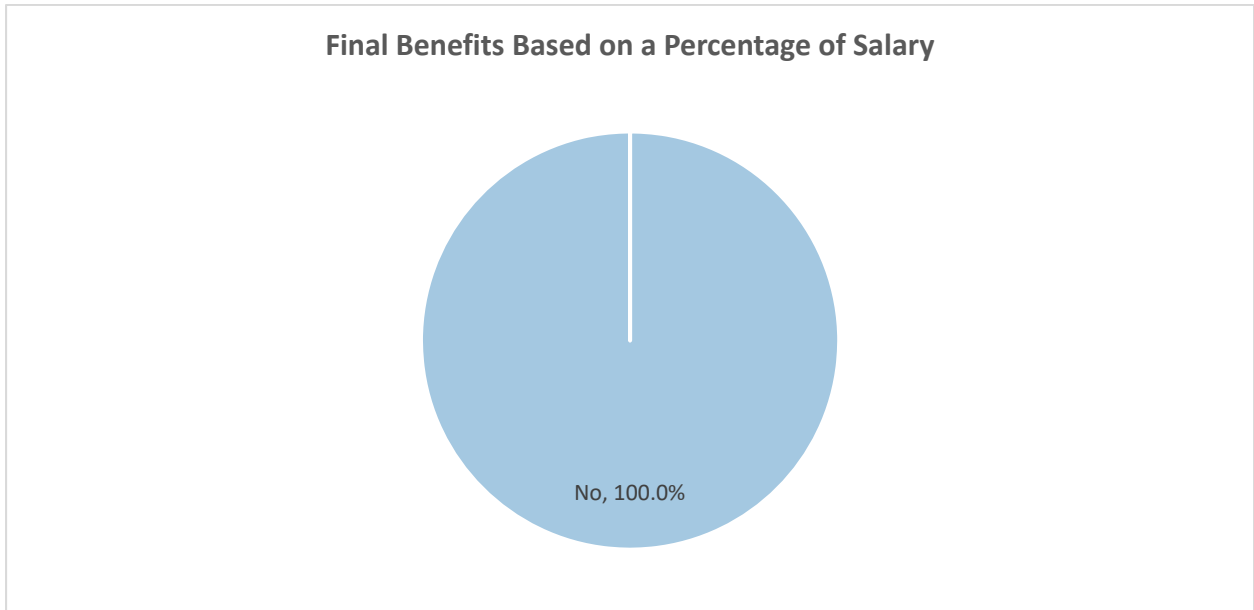


Offer a Defined Benefit Plan that is Still Open to Enrollment		
# Orgs	Yes	No
26	23.1%	76.9%

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

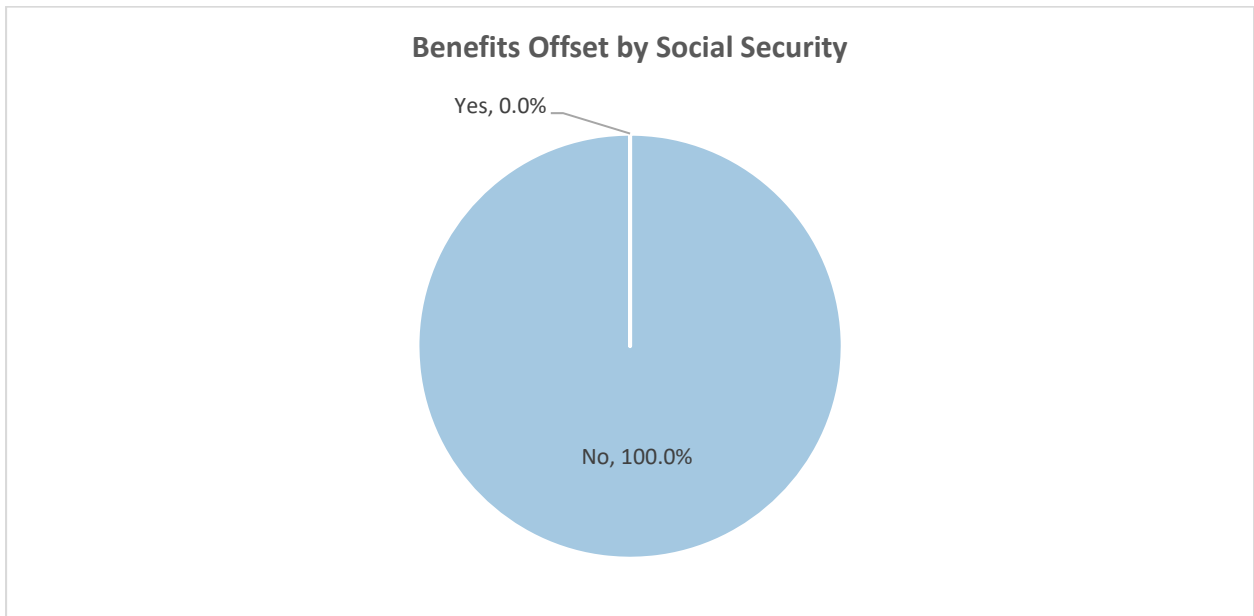
Retirement (continued)

Defined Benefit Plan



Final Benefits Based on a Percentage of Salary		
# Orgs	Yes	No
5	0.0%	100.0%

Note: There was insufficient data reported to display the percentage of salary for the final benefit.

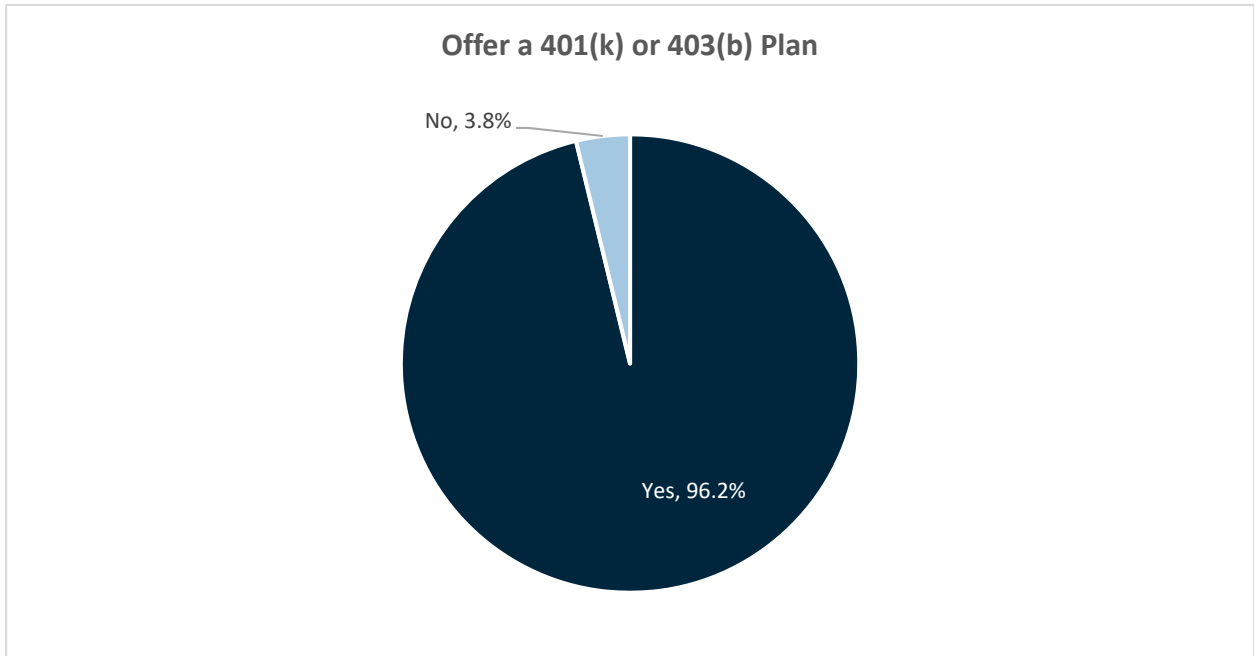


Benefits offset by Social Security		
# Orgs	Yes	No
6	0.0%	100.0%

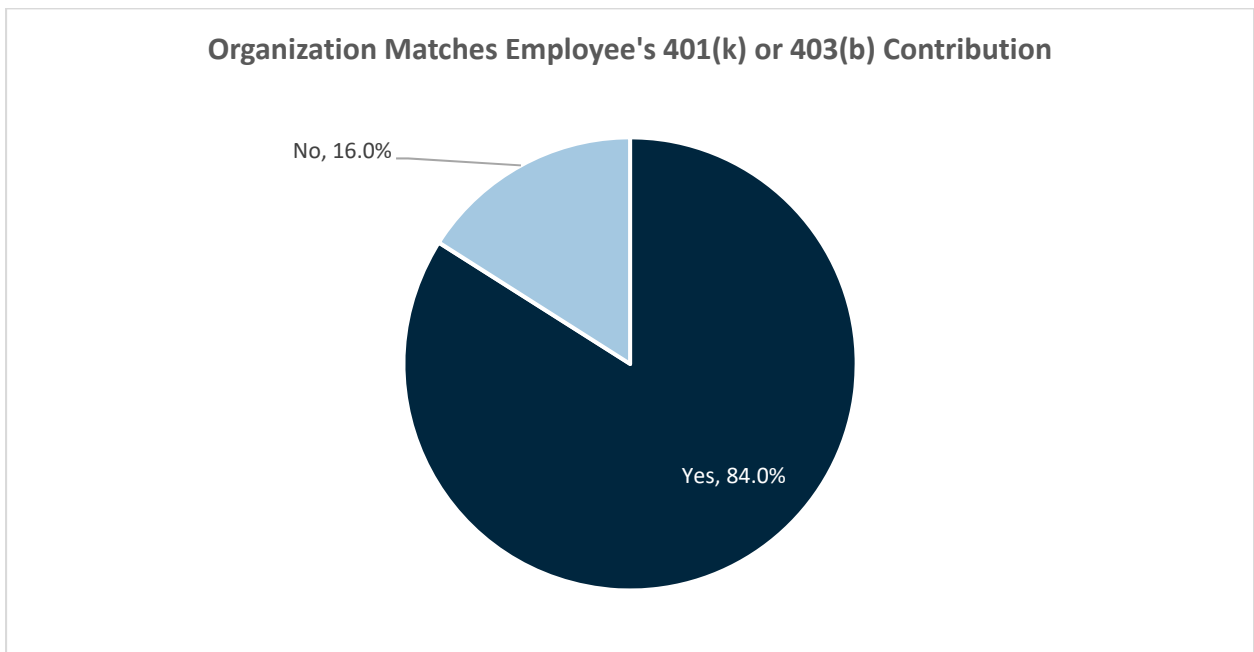
**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Retirement (continued)

Defined Contribution Plan



Offer a 401(k) or 403(b) Plan		
# Orgs	Yes	No
26	96.2%	3.8%

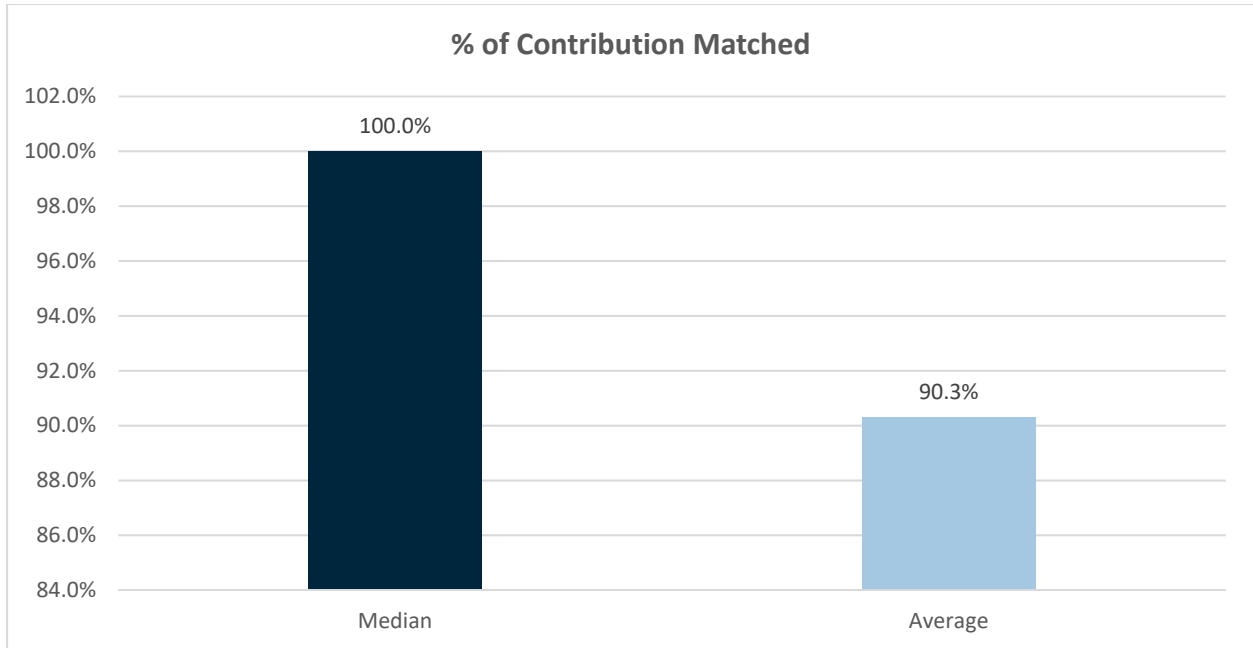


Organization Matches Employee's 401(k) or 403(b) Contribution		
# Orgs	Yes	No
25	84.0%	16.0%

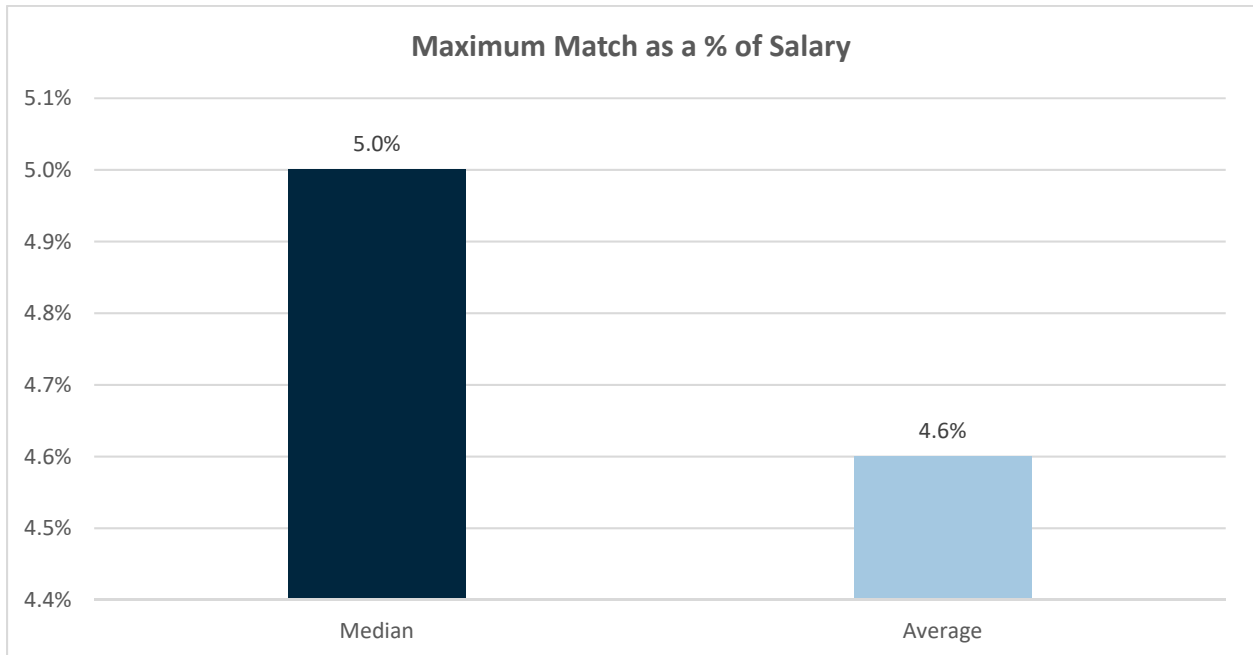
**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Retirement (continued)

Defined Contribution Plan



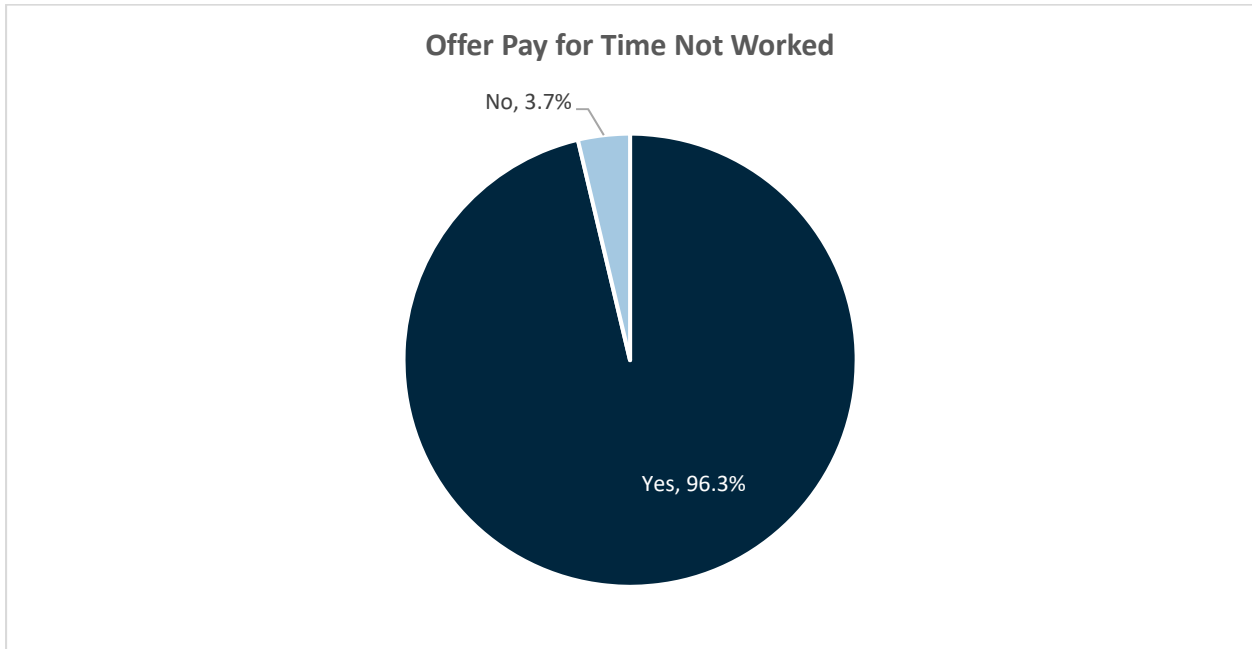
% of Contribution Matched		
# Orgs	Median	Average
17	100.0%	90.3%



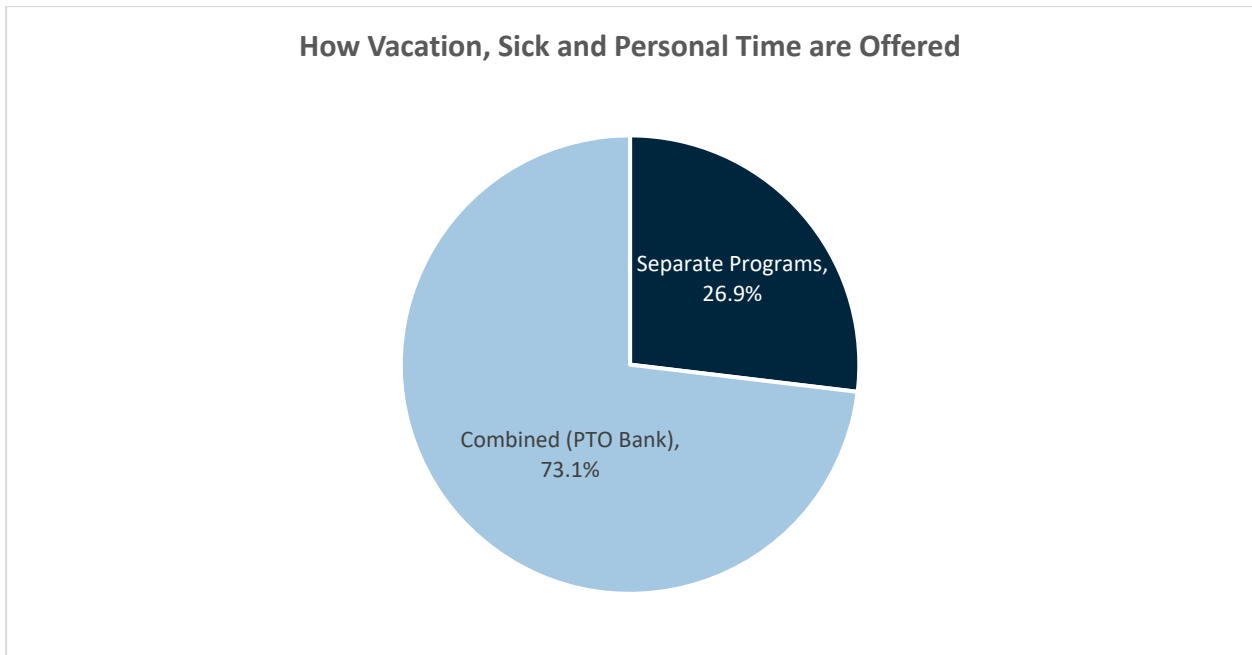
Maximum Match as a % of Salary		
# Orgs	Median	Average
17	5.0%	4.6%

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Pay for Time Not Worked



Offer Pay for Time Not Worked		
# Orgs	Yes	No
27	96.3%	3.7%

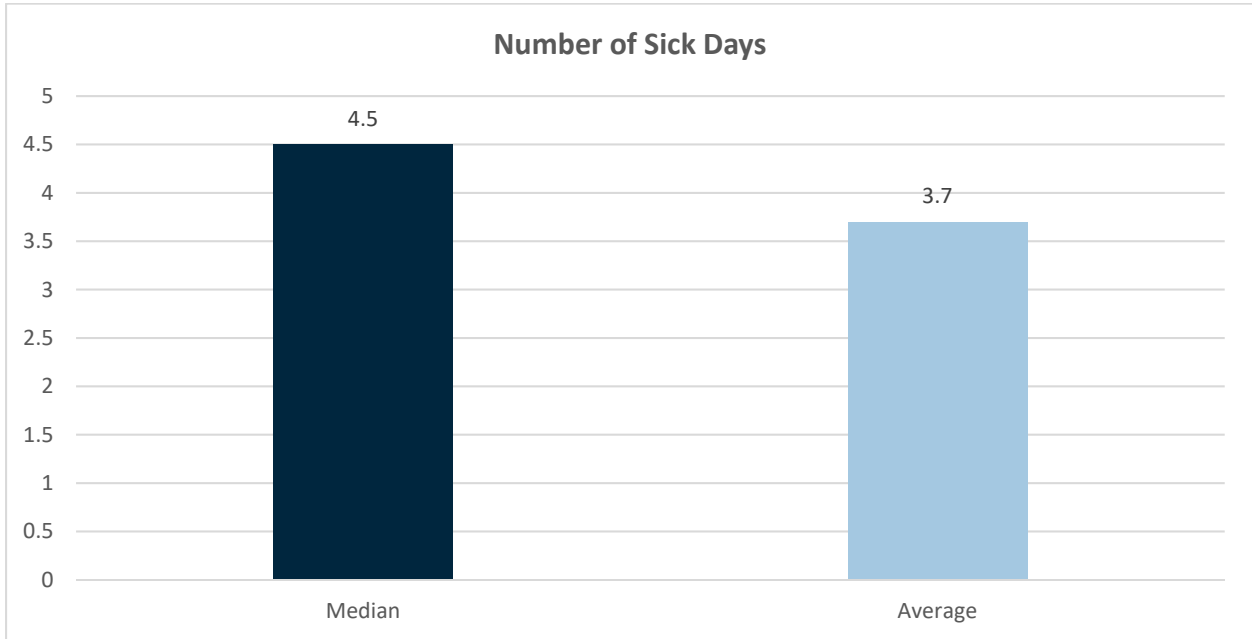


How Vacation, Sick and Personal Time are Offered		
# Orgs	Separate Programs	Combined (PTO Bank)
26	26.9%	73.1%

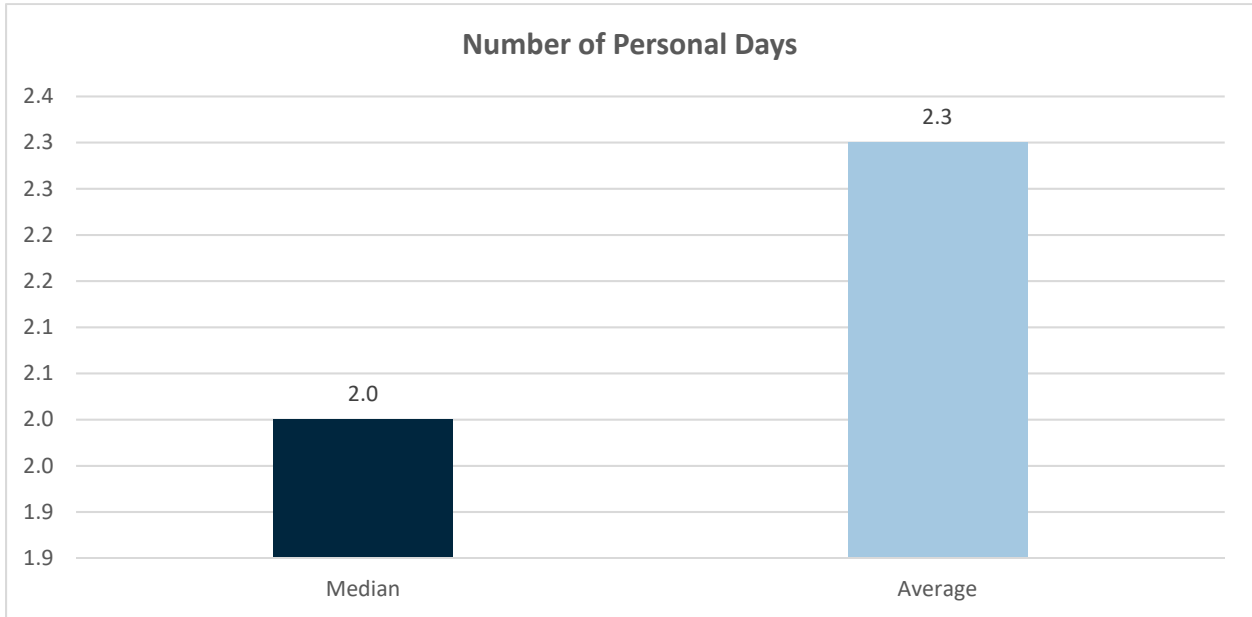
Note: There was insufficient data reported to display data on Separate Programs.

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Pay for Time Not Worked (continued)



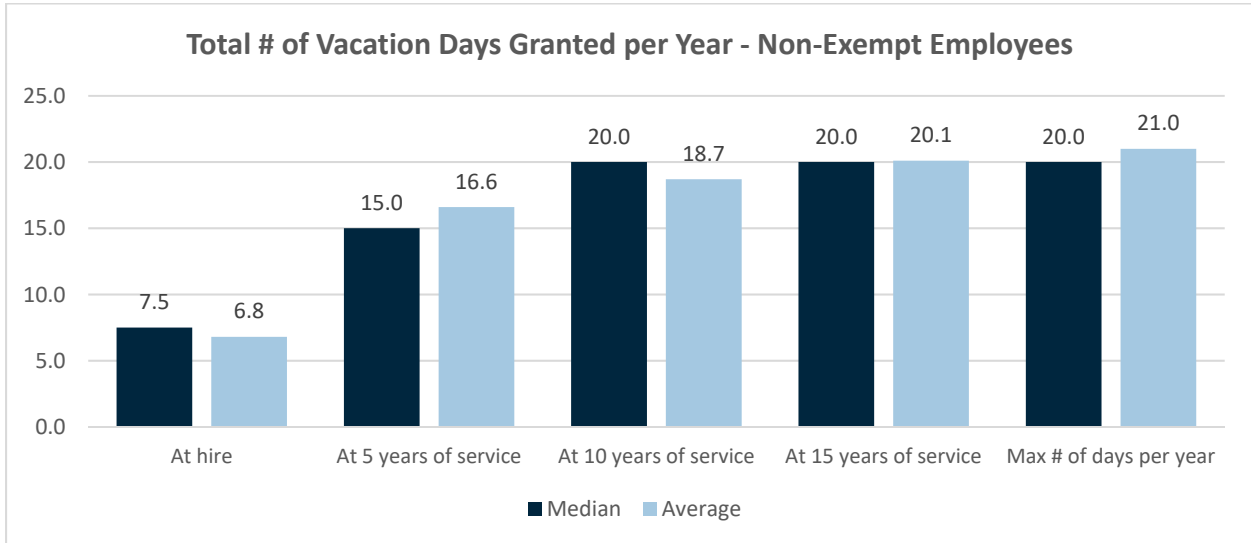
Number of Sick Days		
# Orgs	Median	Average
6	4.5	3.7



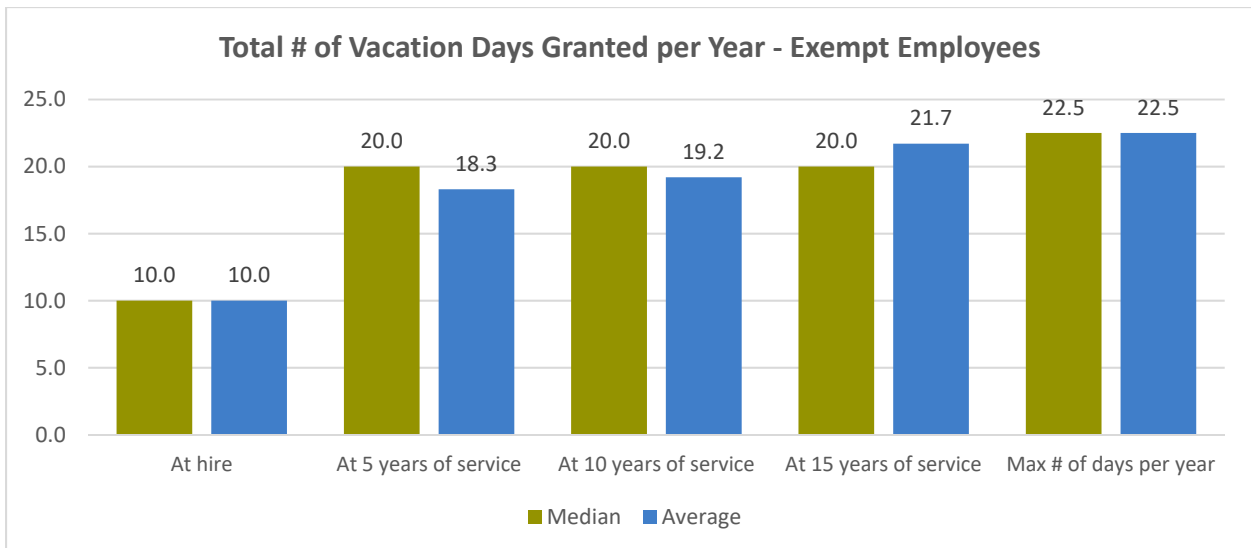
Number of Personal Days		
# Orgs	Median	Average
7	2.0	2.3

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Pay for Time Not Worked (continued)



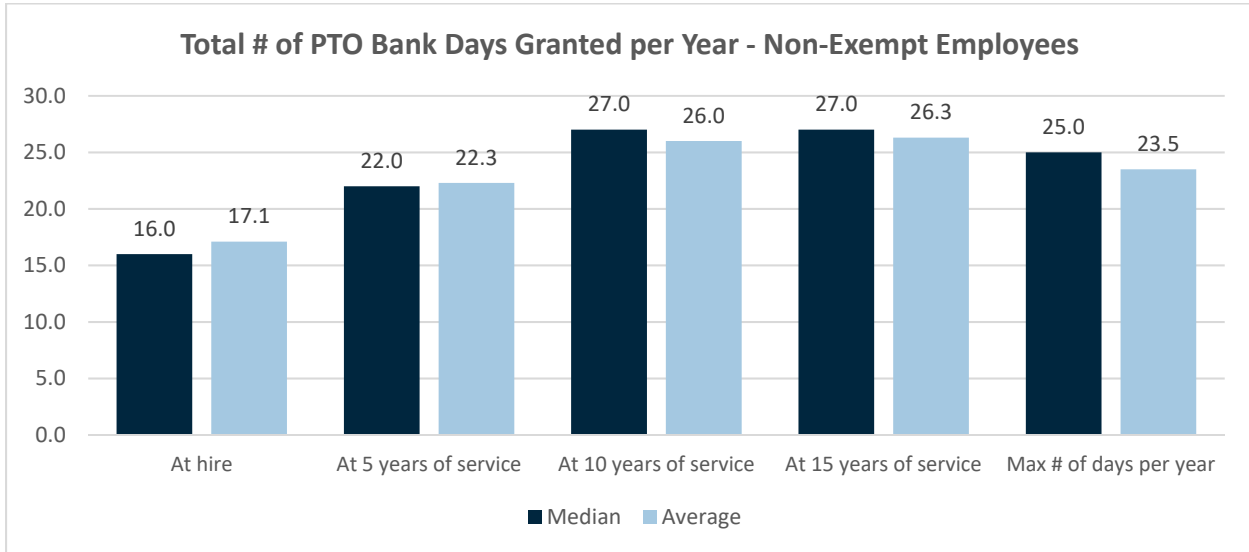
Total # of Vacation Days Granted per Year - Non-Exempt Employees			
Service Level	# Orgs	Median	Average
At hire	6	7.5	6.8
At 5 years of service	7	15.0	16.6
At 10 years of service	7	20.0	18.7
At 15 years of service	7	20.0	20.1
Maximum # of days granted per year	7	20.0	21.0



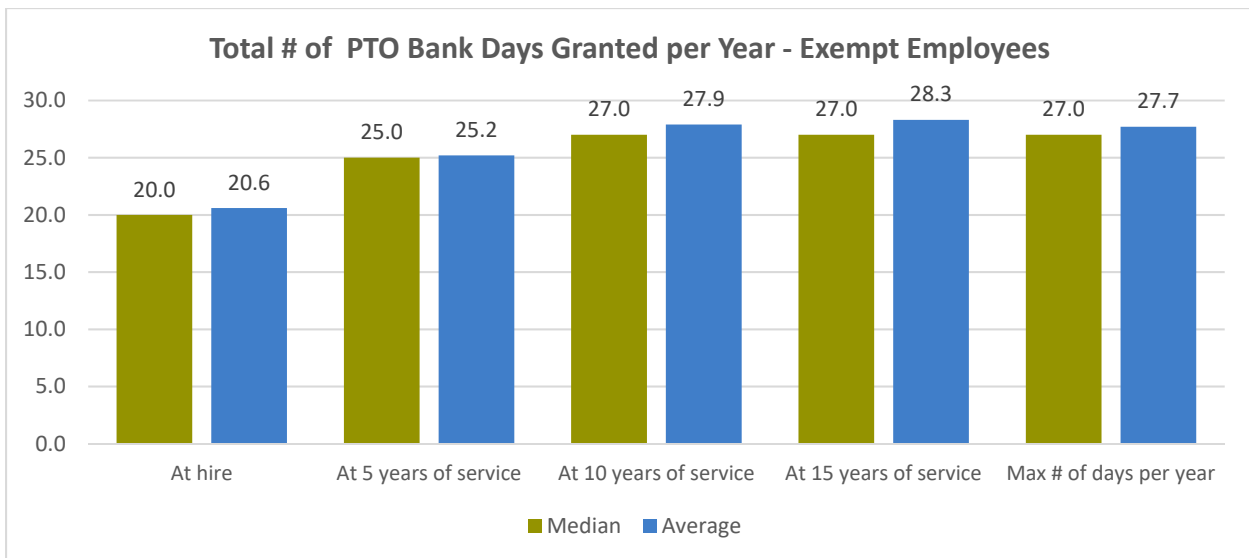
Total # of Vacation Days Granted per Year - Exempt Employees			
Service Level	# Orgs	Median	Average
At hire	6	10.0	10.0
At 5 years of service	6	20.0	18.3
At 10 years of service	6	20.0	19.2
At 15 years of service	6	20.0	21.7
Maximum # of days granted per year	6	22.5	22.5

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Pay for Time Not Worked (continued)



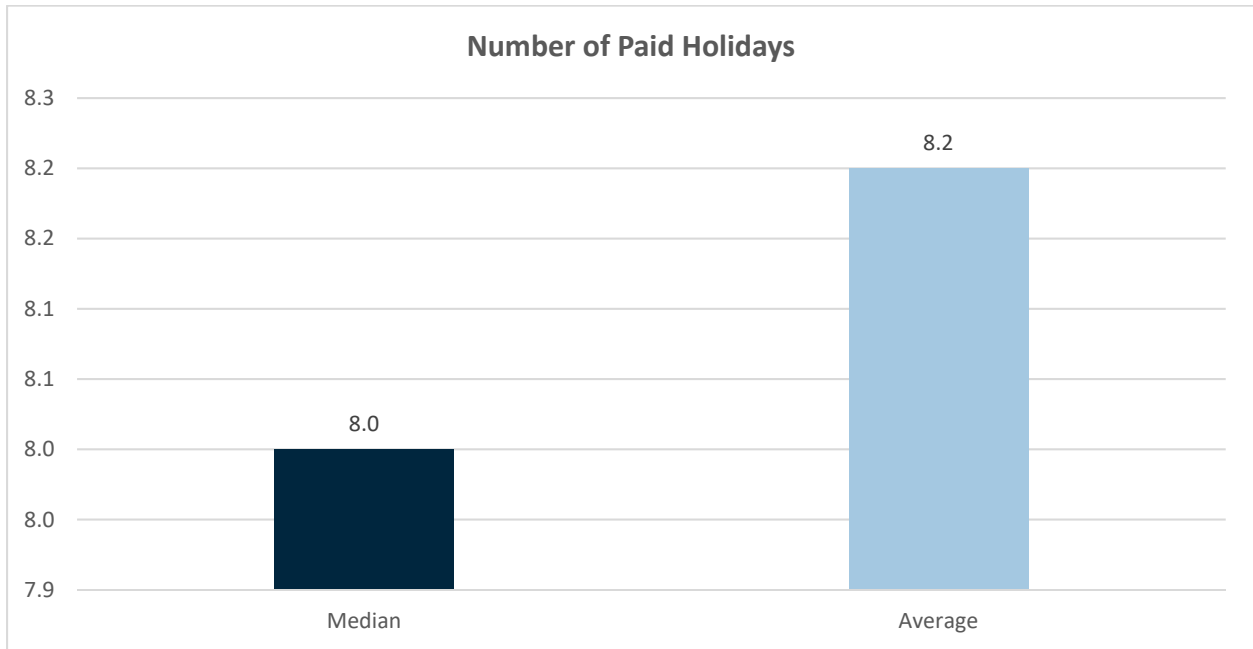
Total # of PTO Bank Days Granted per Year - Non-Exempt Employees			
Service Level	# Orgs	Median	Average
At hire	18	16.0	17.1
At 5 years of service	19	22.0	22.3
At 10 years of service	19	27.0	26.0
At 15 years of service	19	27.0	26.3
Maximum # of days granted per year	12	25.0	23.5



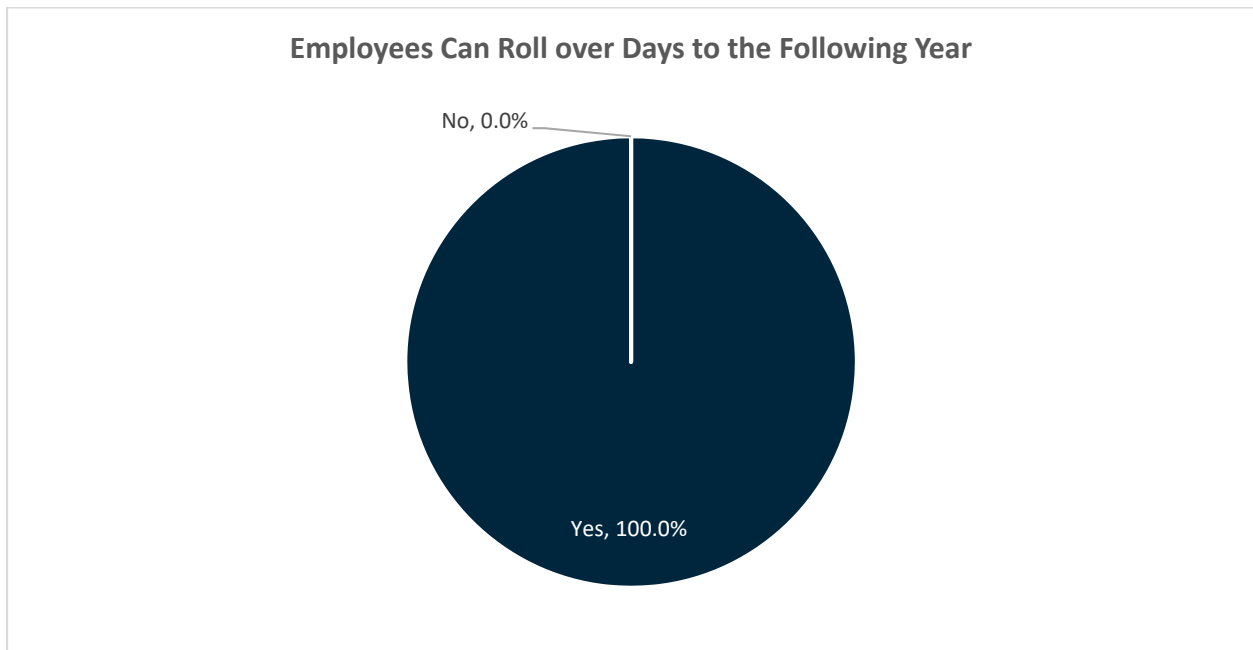
Total # of PTO Bank Days Granted per Year- Exempt Employees			
Service Level	# Orgs	Median	Average
At hire	17	20.0	20.6
At 5 years of service	18	25.0	25.2
At 10 years of service	18	27.0	27.9
At 15 years of service	18	27.0	28.3
Maximum # of days granted per year	13	27.0	27.7

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Pay for Time Not Worked (continued)



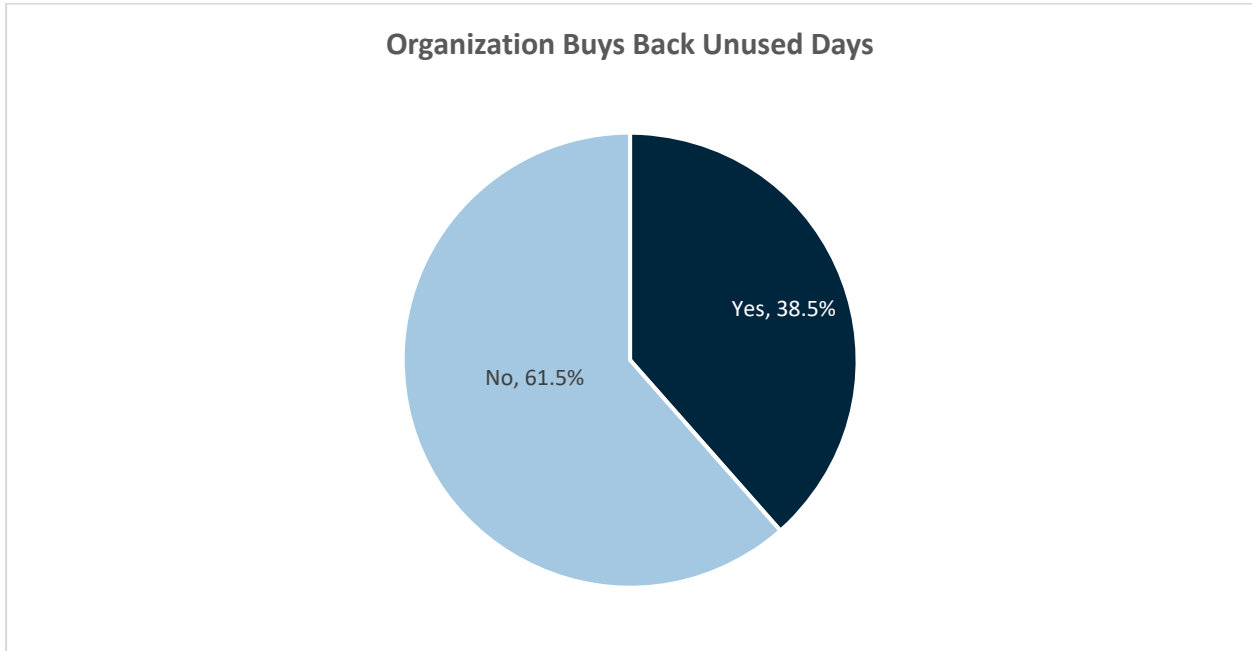
Number of Paid Holidays		
# Orgs	Median	Average
24	8.0	8.2



Employees Can Roll over Days to the Following Year		
# Orgs	Yes	No
26	100.0%	0.0%

Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report

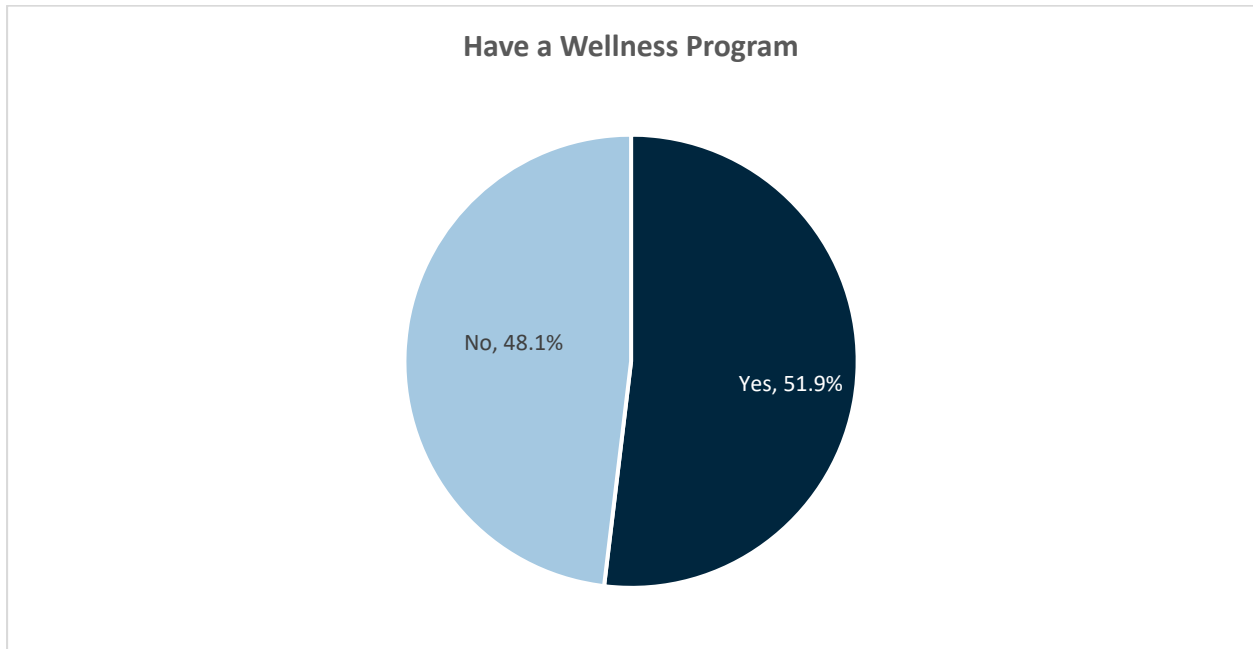
Pay for Time Not Worked (continued)



Organization Buys Back Unused Days		
# Orgs	Yes	No
26	38.5%	61.5%

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Wellness Program



Have a Wellness Program		
# Orgs	Yes	No
27	51.9%	48.1%

Components Included in the Wellness Strategy		
Component	# Orgs	% Orgs
Health risk assessment	7	53.8%
Biometric screenings	8	61.5%
Health fair	3	23.1%
Wellness communications	9	69.2%
Web based portal	5	38.5%
Classes to promote good health and well-being	5	38.5%
Health coaching (i.e. e-mail, phone, face-to-face)	5	38.5%
Group and/or individual health challenges	9	69.2%
Tobacco cessation	7	53.8%
Weight management	5	38.5%
Disease management	3	23.1%
Physical activity program	5	38.5%
Financial well-being opportunities	4	30.8%
Flu shots	10	76.9%
Wellness committee or wellness champions	6	46.2%

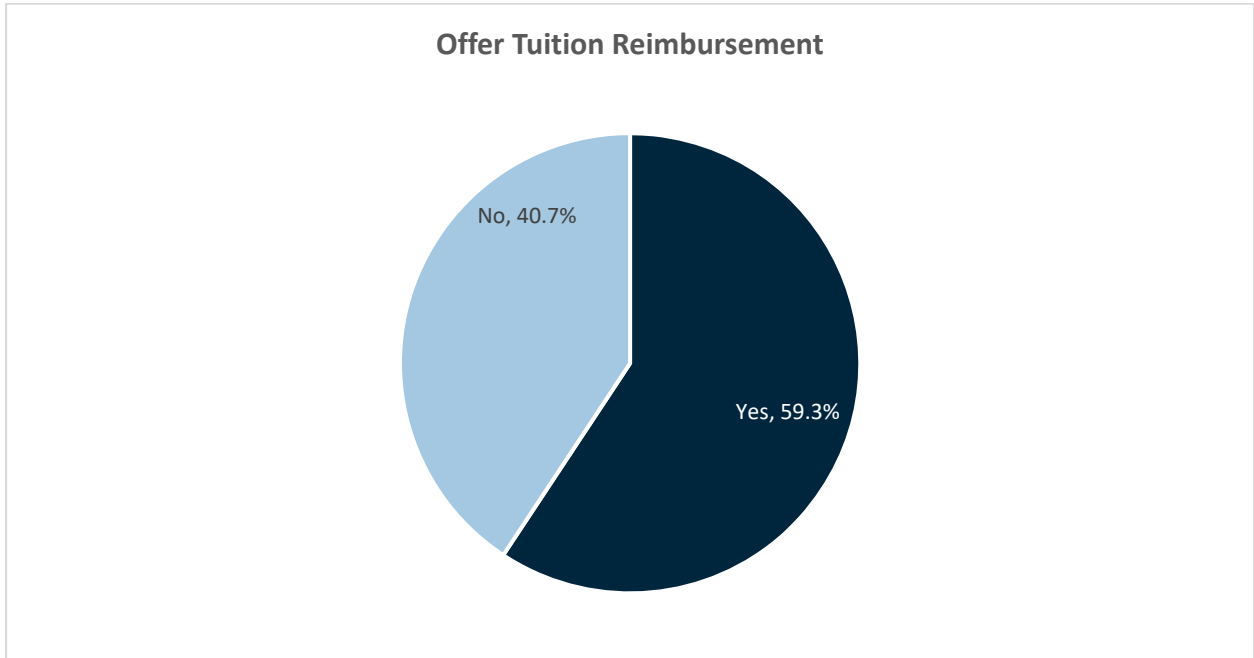
**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Wellness Program (continued)

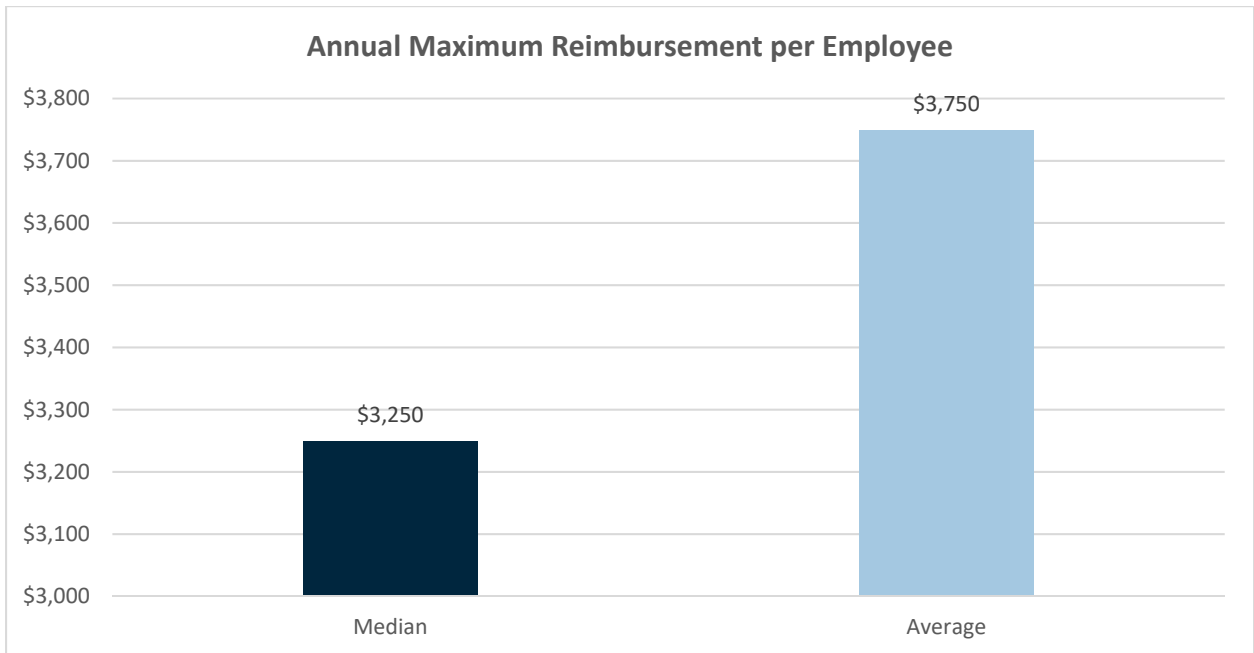
Incentives Used to Increase Participation in the Wellness Program		
Incentive	# Orgs	% Orgs
Premium differentials	5	45.5%
Contribution to HRA, HSA or FSA	1	9.1%
Deductible differential	0	0.0%
Limited plan choice	0	0.0%
Cash or gift incentives	7	63.6%
PTO or vacation	1	9.1%

**Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report**

Tuition Reimbursement



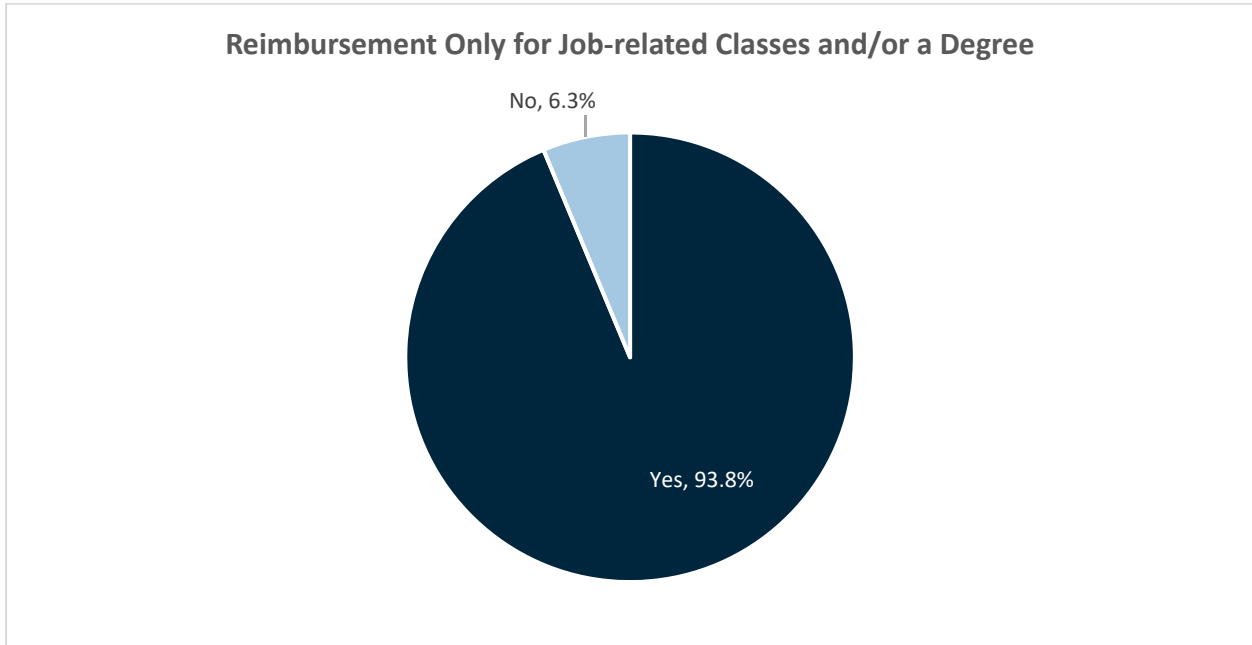
Offer Tuition Reimbursement		
# Orgs	Yes	No
27	59.3%	40.7%



Annual Maximum Reimbursement per Employee		
# Orgs	Median	Average
14	\$3,250	\$3,750

Indiana Primary Health Care Association
2022 Compensation & Benefits Survey Report

Tuition Reimbursement (continued)



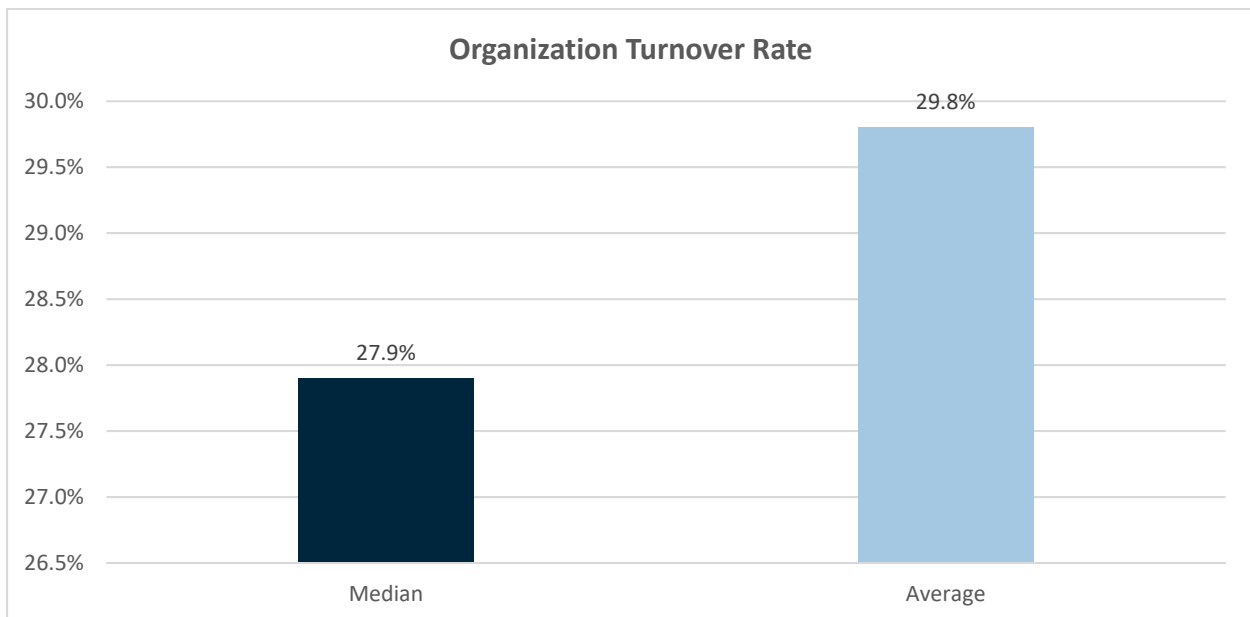
Reimbursement Only for Job-related Classes and/or a Degree		
# Orgs	Yes	No
16	93.8%	6.3%

Indiana Primary Health Care Association 2022 Compensation & Benefits Survey Report

Miscellaneous Benefits

Additional Benefits Offered by the Organization		
Benefit	# Orgs	% Orgs
Behavioral Health Plan	6	22.2%
Vision Coverage	27	100.0%
Short Term Disability	25	92.6%
Long Term Disability	21	77.8%
Group Life Insurance	27	100.0%
Employee Assistance Plan (EAP)	24	88.9%
Malpractice Federal Tort Claims Act (FTCA) Insurance	17	63.0%
Section 125 Account(s)	15	55.6%
Deferred Compensation Plan	3	11.1%
In-house discounts on services provided	6	22.2%
Uniform allowance	10	37.0%
Bi-lingual Differentials	9	33.3%
Shift Differentials	8	29.6%
Other	5	18.5%

Turnover



Organization Turnover Rate		
# Orgs	Median	Average
24	27.9%	29.8%

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Executive Director/CEO

Job Code: 1

Description: This is the top non-physician professional administrative position. Maintains broad responsibilities for all administrative functions, including operations, marketing, finance, managed care/third-party contracting, physician compensation and reimbursement, human resources, medical and business information systems, public relations, and planning and development. Oversees management personnel with direct responsibilities for these functional areas. Usually reports to the governing body of the organization.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	23	\$150,000	\$205,036	\$206,639	\$267,800	77.3%	\$19,768	\$206,639	\$149,531	\$190,110	\$238,935
	Incumbent	23	\$150,000	\$205,036	\$206,639	\$267,800			\$215,234			
Region												
Indianapolis Region												
	Organization	5	\$197,338	\$250,000	\$241,375	\$281,100	***	***	\$241,375	***	***	***
	Incumbent	5	\$197,338	\$250,000	\$241,375	\$281,100			\$246,375			
Other Indiana												
	Organization	18	\$139,500	\$186,363	\$196,990	\$269,085	77.8%	\$21,585	\$196,990	\$145,443	\$189,833	\$230,196
	Incumbent	18	\$139,500	\$186,363	\$196,990	\$269,085			\$206,583			
Operating Budget												
Under \$15 Million												
	Organization	13	\$135,322	\$156,366	\$180,494	\$249,022	75.0%	\$15,364	\$180,494	\$137,910	\$176,925	\$211,395
	Incumbent	13	\$135,322	\$156,366	\$180,494	\$249,022			\$187,585			
\$15 Million or More												
	Organization	10	\$202,518	\$241,338	\$240,627	\$295,294	80.0%	***	\$240,627	***	***	***
	Incumbent	10	\$202,518	\$241,338	\$240,627	\$295,294			\$251,177			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Executive Director/CEO

Job Code: 1

Description: This is the top non-physician professional administrative position. Maintains broad responsibilities for all administrative functions, including operations, marketing, finance, managed care/third-party contracting, physician compensation and reimbursement, human resources, medical and business information systems, public relations, and planning and development. Oversees management personnel with direct responsibilities for these functional areas. Usually reports to the governing body of the organization.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	13	\$139,500	\$156,366	\$176,740	\$218,512	83.3%	\$15,364	\$176,740	\$137,910	\$176,925	\$211,395
Incumbent	13	\$139,500	\$156,366	\$176,740	\$218,512			\$183,831			
100 or More											
Organization	10	\$207,318	\$258,900	\$245,507	\$295,294	70.0%	***	\$245,507	***	***	***
Incumbent	10	\$207,318	\$258,900	\$245,507	\$295,294			\$256,057			
Setting											
Urban											
Organization	13	\$159,183	\$232,675	\$225,095	\$279,194	83.3%	\$20,700	\$225,095	\$154,618	\$188,484	\$249,412
Incumbent	13	\$159,183	\$232,675	\$225,095	\$279,194			\$233,056			
Rural											
Organization	10	\$125,322	\$161,363	\$182,646	\$253,697	70.0%	\$18,837	\$182,646	\$145,897	\$191,271	\$231,452
Incumbent	10	\$125,322	\$161,363	\$182,646	\$253,697			\$192,065			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Financial Officer (CFO)

Job Code: 2

Description: The Chief Financial Officer (CFO) oversees all the corporate accounting and fiscal practices. This Executive requires a high level of competence in the area of financial administration and accounting controls. Work involves considerable self-initiative and judgment. CFO offers direction in the financial strategies, and provides leadership and coordination in the administrative, business planning, accounting and budgeting aspects of the corporation.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	19	\$96,845	\$139,050	\$142,191	\$175,000	66.7%	\$9,388	\$142,191	\$102,041	\$126,882	\$153,914	
Incumbent	20	\$103,803	\$134,525	\$142,844	\$175,000			\$147,051				
Region												
Indianapolis Region												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
Other Indiana												
Organization	15	\$95,000	\$139,050	\$142,443	\$175,000	66.7%	\$9,523	\$142,443	\$101,925	\$129,289	\$156,820	
Incumbent	16	\$95,922	\$128,150	\$143,243	\$187,368			\$147,975				
Operating Budget												
Under \$15 Million												
Organization	9	\$87,097	\$115,000	\$138,988	\$187,144	50.0%	***	\$138,988	\$95,797	\$119,895	\$144,194	
Incumbent	9	\$87,097	\$115,000	\$138,988	\$187,144			\$140,923				
\$15 Million or More												
Organization	10	\$114,852	\$141,975	\$145,073	\$175,000	80.0%	\$11,539	\$145,073	***	***	***	
Incumbent	11	\$112,454	\$139,050	\$145,998	\$175,000			\$152,065				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Financial Officer (CFO)

Job Code: 2

Description: The Chief Financial Officer (CFO) oversees all the corporate accounting and fiscal practices. This Executive requires a high level of competence in the area of financial administration and accounting controls. Work involves considerable self-initiative and judgment. CFO offers direction in the financial strategies, and provides leadership and coordination in the administrative, business planning, accounting and budgeting aspects of the corporation.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	9	\$94,321	\$112,454	\$128,208	\$144,991	62.5%	***	\$128,208	\$95,797	\$119,895	\$144,194
Incumbent	9	\$94,321	\$112,454	\$128,208	\$144,991			\$130,143			
100 or More											
Organization	10	\$123,625	\$150,075	\$154,775	\$190,916	70.0%	\$11,539	\$154,775	***	***	***
Incumbent	11	\$117,249	\$144,900	\$154,818	\$199,736			\$160,885			
Setting											
Urban											
Organization	9	\$116,125	\$144,900	\$149,319	\$175,000	75.0%	***	\$149,319	***	***	***
Incumbent	9	\$116,125	\$144,900	\$149,319	\$175,000			\$153,974			
Rural											
Organization	10	\$87,097	\$117,947	\$135,775	\$181,040	60.0%	\$6,642	\$135,775	\$101,430	\$130,087	\$158,943
Incumbent	11	\$93,642	\$110,762	\$137,546	\$199,736			\$141,387			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Medical Officer (CMO)

Job Code: 3

Description: In conjunction with the CEO and COO, the CMO plans, organizes, and directs all medical, dental, and health education services company-wide. Primary responsibility is for the provision of productive and quality clinical practices. Assists/Directs in the development of policies and procedures used to ensure quality patient care and the orientation of new providers.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	15	\$230,815	\$246,383	\$264,123	\$323,067	93.3%	\$14,420	\$264,123	\$216,082	\$255,522	\$294,608
Incumbent	15	\$230,815	\$246,383	\$264,123	\$323,067			\$271,813			
Region											
Indianapolis Region											
Organization	2	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***			
Other Indiana											
Organization	13	\$216,908	\$246,383	\$260,080	\$303,588	92.3%	\$9,567	\$260,080	\$212,337	\$256,707	\$300,679
Incumbent	13	\$216,908	\$246,383	\$260,080	\$303,588			\$265,232			
Operating Budget											
Under \$15 Million											
Organization	6	\$238,324	\$246,214	\$254,396	\$278,651	100.0%	***	\$254,396	\$216,270	\$248,556	\$280,298
Incumbent	6	\$238,324	\$246,214	\$254,396	\$278,651			\$263,795			
\$15 Million or More											
Organization	9	\$181,360	\$284,109	\$270,607	\$342,375	88.9%	***	\$270,607	***	***	***
Incumbent	9	\$181,360	\$284,109	\$270,607	\$342,375			\$277,159			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Medical Officer (CMO)

Job Code: 3

Description: In conjunction with the CEO and COO, the CMO plans, organizes, and directs all medical, dental, and health education services company-wide. Primary responsibility is for the provision of productive and quality clinical practices. Assists/Directs in the development of policies and procedures used to ensure quality patient care and the orientation of new providers.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	7	\$236,648	\$246,044	\$263,868	\$275,000	100.0%	***	\$263,868	\$211,900	\$240,974	\$269,392
Incumbent	7	\$236,648	\$246,044	\$263,868	\$275,000			\$271,924			
100 or More											
Organization	8	\$195,268	\$283,205	\$264,345	\$328,909	87.5%	***	\$264,345	***	***	***
Incumbent	8	\$195,268	\$283,205	\$264,345	\$328,909			\$271,716			
Setting											
Urban											
Organization	8	\$195,268	\$243,022	\$255,454	\$308,526	87.5%	***	\$255,454	***	***	***
Incumbent	8	\$195,268	\$243,022	\$255,454	\$308,526			\$266,058			
Rural											
Organization	7	\$236,648	\$275,000	\$274,030	\$323,067	100.0%	\$6,105	\$274,030	\$206,757	\$248,997	\$290,582
Incumbent	7	\$236,648	\$275,000	\$274,030	\$323,067			\$278,390			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Operations Officer (COO)

Job Code: 4

Description: Provides assistance to a top administrator (e.g., Executive Director) with the management of one or more functional areas of the clinic, e.g., administration, human resources, finance, and/or operations.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	15	\$120,000	\$131,250	\$132,376	\$143,441	86.7%	\$9,242	\$132,376	\$99,534	\$119,759	\$141,681	
Incumbent	19	\$120,000	\$131,250	\$134,103	\$155,827			\$138,769				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				
Other Indiana												
Organization	12	\$116,737	\$130,521	\$130,837	\$142,875	91.7%	\$9,417	\$130,837	\$94,168	\$116,589	\$138,791	
Incumbent	13	\$110,911	\$129,792	\$131,024	\$154,098			\$136,612				
Operating Budget												
Under \$15 Million												
Organization	7	\$100,500	\$120,909	\$125,275	\$142,157	100.0%	***	\$125,275	\$95,411	\$112,629	\$129,555	
Incumbent	8	\$106,987	\$122,954	\$127,385	\$144,553			\$131,013				
\$15 Million or More												
Organization	8	\$130,625	\$134,511	\$138,589	\$146,720	75.0%	***	\$138,589	***	***	***	
Incumbent	11	\$130,000	\$137,248	\$138,988	\$155,827			\$144,410				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Chief Operations Officer (COO)

Job Code: 4

Description: Provides assistance to a top administrator (e.g., Executive Director) with the management of one or more functional areas of the clinic, e.g., administration, human resources, finance, and/or operations.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	6	\$90,415	\$117,191	\$114,527	\$135,974	100.0%	***	\$114,527	\$95,411	\$112,629	\$129,555
Incumbent	7	\$100,500	\$120,909	\$118,474	\$129,792			\$122,620			
100 or More											
Organization	9	\$130,625	\$135,750	\$144,275	\$157,500	77.8%	***	\$144,275	***	***	***
Incumbent	12	\$130,625	\$137,248	\$143,219	\$157,011			\$148,189			
Setting											
Urban											
Organization	9	\$116,737	\$135,750	\$136,121	\$146,720	77.8%	***	\$136,121	\$100,878	\$117,635	\$138,136
Incumbent	12	\$122,500	\$136,499	\$137,844	\$152,914			\$142,054			
Rural											
Organization	6	\$100,619	\$130,521	\$126,759	\$149,136	100.0%	\$6,284	\$126,759	\$98,189	\$121,883	\$145,225
Incumbent	7	\$108,348	\$129,792	\$127,689	\$158,195			\$133,138			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Medical Director**

Job Code: 5

Description: The Medical Director has overall responsibility for clinical patient care services rendered at the clinic level. He/she addresses clinical, programmatic, medical, and administrative issues at the site in collaboration with the Clinic Administrator.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	10	***	***	\$210,518	***	***	***	\$210,518	***	***	***	
Incumbent	17	***	***	***	***			***				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
Other Indiana												
Organization	7	***	***	\$190,523	***	***	***	\$190,523	***	***	***	
Incumbent	13	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	7	\$164,990	\$225,000	\$217,658	\$249,600	66.7%	***	\$217,658	\$178,220	\$205,500	\$231,780	
Incumbent	8	\$189,081	\$228,750	\$232,118	\$291,013			\$235,990				
\$15 Million or More												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	9	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Medical Director**

Job Code: 5

Description: The Medical Director has overall responsibility for clinical patient care services rendered at the clinic level. He/she addresses clinical, programmatic, medical, and administrative issues at the site in collaboration with the Clinic Administrator.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	7	\$162,500	\$225,000	\$217,302	\$249,600	83.3%	***	\$217,302	\$178,220	\$205,500	\$231,780	
Incumbent	8	\$187,836	\$228,750	\$231,807	\$291,013			\$235,678				
100 or More												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	9	***	***	***	***			***				
Setting												
Urban												
Organization	7	\$202,800	\$225,000	\$231,273	\$249,600	83.3%	***	\$231,273	***	***	***	
Incumbent	8	\$207,986	\$228,750	\$244,032	\$291,013			\$246,216				
Rural												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	9	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Dental Director**

Job Code: 6

Description: Responsible for Dental Program and Services, establishing operational protocols, policies and procedures. Work with CFO to provide oversight of budget for Dental Clinic. Performs direct patient dental services. Responsible for supervision of line staff (RDA's, Interns and all Dentists). Maintains liaison with frontline staff. Periodically reports to Board of Directors.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	7	\$161,192	\$167,887	\$184,761	\$198,687	50.0%	***	\$184,761	\$140,457	\$166,202	\$200,253
Incumbent	7	\$161,192	\$167,887	\$184,761	\$198,687			\$187,712			
Region											
Indianapolis Region											
Organization	2	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***			
Other Indiana											
Organization	5	\$162,996	\$167,887	\$177,209	\$196,084	60.0%	***	\$177,209	***	***	***
Incumbent	5	\$162,996	\$167,887	\$177,209	\$196,084			\$181,340			
Operating Budget											
Under \$15 Million											
Organization	2	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***			
\$15 Million or More											
Organization	5	\$166,343	\$193,480	\$196,746	\$228,781	40.0%	***	\$196,746	***	***	***
Incumbent	5	\$166,343	\$193,480	\$196,746	\$228,781			\$200,176			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Dental Director

Job Code: 6

Description: Responsible for Dental Program and Services, establishing operational protocols, policies and procedures. Work with CFO to provide oversight of budget for Dental Clinic. Performs direct patient dental services. Responsible for supervision of line staff (RDA's, Interns and all Dentists). Maintains liaison with frontline staff. Periodically reports to Board of Directors.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***				
100 or More												
Organization	5	\$166,343	\$193,480	\$196,746	\$228,781	40.0%	***	\$196,746	***	***	***	***
Incumbent	5	\$166,343	\$193,480	\$196,746	\$228,781			\$200,176				
Setting												
Urban												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
Rural												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Director of Nursing Services

Job Code: 7

Description: Responsible for the overall management of patient care services including quality of nursing care, utilization/supervision of personnel, compliance with clinic policies, and development and implementation of patient care goals and objectives. Generally reports to the Executive Director or Medical Director.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	10	\$80,040	\$98,693	\$98,132	\$112,190	66.7%	***	\$98,132	\$66,691	\$85,109	\$102,453	
Incumbent	10	\$80,040	\$98,693	\$98,132	\$112,190			\$100,521				
Region												
Indianapolis Region												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	2	***	***	***	***			***				
Other Indiana												
Organization	8	\$80,040	\$98,693	\$96,856	\$106,441	75.0%	***	\$96,856	\$65,704	\$84,729	\$102,321	
Incumbent	8	\$80,040	\$98,693	\$96,856	\$106,441			\$99,842				
Operating Budget												
Under \$15 Million												
Organization	6	\$73,853	\$95,193	\$92,255	\$107,719	80.0%	***	\$92,255	\$66,197	\$85,621	\$103,598	
Incumbent	6	\$73,853	\$95,193	\$92,255	\$107,719			\$92,960				
\$15 Million or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Director of Nursing Services

Job Code: 7

Description: Responsible for the overall management of patient care services including quality of nursing care, utilization/supervision of personnel, compliance with clinic policies, and development and implementation of patient care goals and objectives. Generally reports to the Executive Director or Medical Director.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	5	\$73,853	\$93,000	\$90,312	\$105,427	***	***	\$90,312	\$61,744	\$79,744	\$96,009
Incumbent	5	\$73,853	\$93,000	\$90,312	\$105,427			\$91,158			
100 or More											
Organization	5	\$92,437	\$101,969	\$105,951	\$121,456	60.0%	***	\$105,951	***	***	***
Incumbent	5	\$92,437	\$101,969	\$105,951	\$121,456			\$109,883			
Setting											
Urban											
Organization	6	\$78,687	\$97,484	\$99,635	\$122,734	60.0%	***	\$99,635	\$69,511	\$86,042	\$102,591
Incumbent	6	\$78,687	\$97,484	\$99,635	\$122,734			\$102,252			
Rural											
Organization	4	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Human Resources Director/Manager

Job Code: 8

Description: Typically found in larger clinics, the Human Resources Director/Manager is responsible for all human resources related functions including employee benefits administration, labor/employee relations, risk management, employment/discipline activities, etc. Reports directly to Executive Director/Administrator.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	14	\$70,106	\$87,040	\$94,576	\$130,375	84.6%	\$5,347	\$94,576	\$69,598	\$88,820	\$108,332	
Incumbent	17	\$71,521	\$85,000	\$94,283	\$130,375			\$97,034				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	3	***	***	***	***			***				
Other Indiana												
Organization	11	\$61,171	\$85,000	\$91,453	\$125,000	90.9%	\$5,347	\$91,453	\$72,478	\$92,745	\$112,655	
Incumbent	14	\$62,587	\$81,556	\$91,767	\$130,375			\$95,107				
Operating Budget												
Under \$15 Million												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
\$15 Million or More												
Organization	10	\$71,400	\$90,589	\$100,385	\$136,499	80.0%	\$6,607	\$100,385	\$79,261	\$97,510	\$116,282	
Incumbent	13	\$72,094	\$85,822	\$98,662	\$136,499			\$101,920				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Human Resources Director/Manager

Job Code: 8

Description: Typically found in larger clinics, the Human Resources Director/Manager is responsible for all human resources related functions including employee benefits administration, labor/employee relations, risk management, employment/discipline activities, etc. Reports directly to Executive Director/Administrator.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	5	\$58,500	\$79,040	\$75,208	\$90,000	***	***	\$75,208	***	***	***	
Incumbent	5	\$58,500	\$79,040	\$75,208	\$90,000			\$76,087				
100 or More												
Organization	9	\$84,311	\$92,918	\$105,335	\$136,499	77.8%	\$6,607	\$105,335	\$80,186	\$100,210	\$121,258	
Incumbent	12	\$80,249	\$87,040	\$102,231	\$136,499			\$105,761				
Setting												
Urban												
Organization	8	\$71,986	\$87,040	\$92,881	\$115,375	71.4%	***	\$92,881	\$65,611	\$80,792	\$96,497	
Incumbent	8	\$71,986	\$87,040	\$92,881	\$115,375			\$95,234				
Rural												
Organization	6	***	***	\$96,835	***	***	***	\$96,835	***	***	***	
Incumbent	9	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Information Technology Director/Manager

Job Code: 9

Description: Implements and monitors all activities that relate to the organization's information system, including functions such as physician practice billing, scheduling, data processing, networking, and system security. Oversees or resolves systems implementation and integration issues. Performs programming tasks when necessary. Usually reports to a Senior Executive Manager.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	13	\$65,896	\$99,279	\$100,289	\$131,164	76.9%	\$4,527	\$100,289	\$77,582	\$91,066	\$104,549
	Incumbent	14	\$65,896	\$92,114	\$98,838	\$131,164			\$101,996			
Region												
Indianapolis Region												
	Organization	3	***	***	***	***	***	***	***	***	***	***
	Incumbent	3	***	***	***	***			***			
Other Indiana												
	Organization	10	\$61,798	\$80,714	\$89,428	\$103,017	80.0%	\$3,950	\$89,428	***	***	***
	Incumbent	11	\$61,800	\$81,453	\$88,568	\$102,185			\$91,809			
Operating Budget												
Under \$15 Million												
	Organization	6	\$60,898	\$75,722	\$86,601	\$123,182	66.7%	***	\$86,601	***	***	***
	Incumbent	6	\$60,898	\$75,722	\$86,601	\$123,182			\$88,529			
\$15 Million or More												
	Organization	7	\$79,974	\$103,850	\$112,022	\$147,152	85.7%	\$4,930	\$112,022	***	***	***
	Incumbent	8	\$79,974	\$103,017	\$108,016	\$131,198			\$112,097			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Information Technology Director/Manager

Job Code: 9

Description: Implements and monitors all activities that relate to the organization's information system, including functions such as physician practice billing, scheduling, data processing, networking, and system security. Oversees or resolves systems implementation and integration issues. Performs programming tasks when necessary. Usually reports to a Senior Executive Manager.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
100 or More												
Organization	9	\$70,887	\$102,185	\$103,045	\$131,198	77.8%	\$4,930	\$103,045	***	***	***	
Incumbent	10	\$68,400	\$93,567	\$100,738	\$131,198			\$104,002				
Setting												
Urban												
Organization	7	\$79,974	\$102,185	\$107,531	\$147,084	85.7%	***	\$107,531	***	***	***	
Incumbent	8	\$79,974	\$100,732	\$104,086	\$131,164			\$108,781				
Rural												
Organization	6	\$60,900	\$75,722	\$91,840	\$138,899	66.7%	***	\$91,840	***	***	***	
Incumbent	6	\$60,900	\$75,722	\$91,840	\$138,899			\$92,949				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Quality Director/Manager**

Job Code: 10

Description: Develops and monitors programs designed to improve the quality of health care delivery such as outcome measurement. Develops policies and procedures designed to measure the quantitative and qualitative aspects of health care delivery. Usually reports to a Senior Executive Manager.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	16	\$57,225	\$68,060	\$77,257	\$90,478	66.7%	\$4,938	\$77,257	\$61,946	\$75,810	\$89,733	
Incumbent	21	\$52,978	\$68,016	\$75,404	\$90,478			\$77,433				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	3	***	***	***	***			***				
Other Indiana												
Organization	13	\$57,225	\$68,000	\$77,691	\$103,800	76.9%	\$4,938	\$77,691	\$62,614	\$78,843	\$94,928	
Incumbent	18	\$52,978	\$68,008	\$75,408	\$90,922			\$77,775				
Operating Budget												
Under \$15 Million												
Organization	8	***	***	\$60,389	***	***	***	\$60,389	***	***	***	
Incumbent	11	***	***	***	***			***				
\$15 Million or More												
Organization	8	\$68,060	\$86,478	\$94,126	\$123,761	75.0%	\$7,350	\$94,126	***	***	***	
Incumbent	10	\$68,008	\$86,478	\$94,334	\$126,800			\$98,294				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Quality Director/Manager

Job Code: 10

Description: Develops and monitors programs designed to improve the quality of health care delivery such as outcome measurement. Develops policies and procedures designed to measure the quantitative and qualitative aspects of health care delivery. Usually reports to a Senior Executive Manager.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	9	\$49,583	\$58,477	\$61,235	\$70,000	62.5%	***	\$61,235	\$51,075	\$62,036	\$72,820
Incumbent	12	\$46,290	\$57,225	\$59,012	\$68,320			\$59,262			
100 or More											
Organization	7	\$68,120	\$88,956	\$97,858	\$123,922	71.4%	\$7,350	\$97,858	***	***	***
Incumbent	9	\$68,068	\$88,956	\$97,260	\$126,800			\$101,660			
Setting											
Urban											
Organization	7	\$46,821	\$68,120	\$70,212	\$88,956	50.0%	***	\$70,212	\$57,057	\$66,175	\$75,671
Incumbent	8	\$55,810	\$68,068	\$69,736	\$86,478			\$72,224			
Rural											
Organization	9	\$57,225	\$68,000	\$82,737	\$123,761	77.8%	\$3,920	\$82,737	\$66,020	\$83,838	\$101,452
Incumbent	13	\$52,978	\$68,000	\$78,892	\$110,722			\$80,638			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Dentist

Job Code: 11

Description: Deliver quality dental care to patients of the Center which includes examining, diagnosing and continuity of oral health care. Dental degree from accredited school of dentistry (DDS) OR (DMD).

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	12	\$136,000	\$139,788	\$146,701	\$159,468	72.7%	***	\$146,701	\$124,432	\$148,274	\$172,666	
Incumbent	29	\$135,000	\$143,499	\$145,626	\$165,362			\$146,871				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				
Other Indiana												
Organization	9	\$132,980	\$137,576	\$147,313	\$172,588	66.7%	***	\$147,313	\$128,365	\$153,732	\$178,621	
Incumbent	23	\$133,900	\$143,499	\$144,164	\$166,400			\$145,735				
Operating Budget												
Under \$15 Million												
Organization	6	\$115,578	\$139,610	\$148,535	\$190,416	80.0%	***	\$148,535	***	***	***	
Incumbent	7	\$101,271	\$137,220	\$140,766	\$183,832			\$141,552				
\$15 Million or More												
Organization	6	\$131,980	\$143,154	\$144,867	\$159,468	66.7%	***	\$144,867	***	***	***	
Incumbent	22	\$135,000	\$150,233	\$147,172	\$165,362			\$148,564				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Dentist

Job Code: 11

Description: Deliver quality dental care to patients of the Center which includes examining, diagnosing and continuity of oral health care. Dental degree from accredited school of dentistry (DDS) OR (DMD).

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
100 or More												
Organization	8	\$131,980	\$137,398	\$137,573	\$153,162	62.5%	***	\$137,573	***	***	***	
Incumbent	25	\$134,450	\$143,499	\$142,533	\$161,299			\$143,757				
Setting												
Urban												
Organization	7	***	***	\$133,183	***	***	***	\$133,183	***	***	***	
Incumbent	17	***	***	***	***			***				
Rural												
Organization	5	***	***	\$165,626	***	***	***	\$165,626	***	***	***	
Incumbent	12	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Family Practice without OB

Job Code: 13

Description: Responsible for provision of comprehensive primary and preventive care and functions as a member of the multi-disciplinary health care team. Medical degree from an accredited school of medicine (MD) or (DO). (Is not responsible for OB Duties)

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	13	\$192,579	\$214,000	\$211,974	\$231,126	69.2%	\$29,970	\$211,974	\$168,047	\$232,439	\$284,039
Incumbent	40	\$204,500	\$220,313	\$229,092	\$260,000			\$238,045			
Region											
Indianapolis Region											
Organization	2	***	***	***	***	***	***	***	***	***	***
Incumbent	11	***	***	***	***			***			
Other Indiana											
Organization	11	\$188,977	\$209,106	\$204,053	\$215,072	63.6%	\$29,970	\$204,053	\$164,196	\$219,439	\$274,696
Incumbent	29	\$200,639	\$214,240	\$217,991	\$243,286			\$230,339			
Operating Budget											
Under \$15 Million											
Organization	6	\$170,097	\$196,215	\$193,669	\$214,694	66.7%	***	\$193,669	***	***	***
Incumbent	10	\$170,097	\$201,475	\$198,308	\$220,000			\$229,744			
\$15 Million or More											
Organization	7	\$209,106	\$217,033	\$227,665	\$257,213	71.4%	***	\$227,665	***	***	***
Incumbent	30	\$209,863	\$238,914	\$239,354	\$269,940			\$240,812			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Family Practice without OB

Job Code: 13

Description: Responsible for provision of comprehensive primary and preventive care and functions as a member of the multi-disciplinary health care team. Medical degree from an accredited school of medicine (MD) or (DO). (Is not responsible for OB Duties)

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	7	***	***	***	***			***				
100 or More												
Organization	9	\$190,698	\$214,000	\$215,672	\$251,215	66.7%	***	\$215,672	\$162,449	\$226,238	\$269,559	
Incumbent	33	\$209,354	\$237,827	\$234,066	\$266,831			\$235,392				
Setting												
Urban												
Organization	6	***	***	\$220,133	***	***	***	\$220,133	***	***	***	
Incumbent	20	***	***	***	***			***				
Rural												
Organization	7	***	***	\$204,981	***	***	***	\$204,981	***	***	***	
Incumbent	20	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Internal Medicine

Job Code: 14

Description: Responsible for the provision of comprehensive primary and preventive care, with a focus on services for adult patients. Medical degree from an accredited school of medicine (MD) or (DO).

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	5	\$201,450	\$214,222	\$244,797	\$303,431	100.0%	***	\$244,797	***	***	***	
Incumbent	7	\$204,000	\$215,244	\$258,623	\$269,310			\$280,390				
Region												
Indianapolis Region												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	2	***	***	***	***			***				
Other Indiana												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	5	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
\$15 Million or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	3	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Internal Medicine

Job Code: 14

Description: Responsible for the provision of comprehensive primary and preventive care, with a focus on services for adult patients. Medical degree from an accredited school of medicine (MD) or (DO).

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
100 or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***				
Setting												
Urban												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	5	***	***	***	***			***				
Rural												
Organization	1	***	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Pediatrician**

Job Code: 16

Description: Responsible for provision of comprehensive primary and preventive care, with a focus on services for infants, children, and adolescents. Medical degree from an accredited school of medicine (MD) or (DO).

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	8	***	***	\$215,409	***	***	***	\$215,409	***	***	***	
Incumbent	23	***	***	***	***			***				
Region												
Indianapolis Region												
Organization	1	***	***	***	***	***	***	***	***	***	***	
Incumbent	5	***	***	***	***			***				
Other Indiana												
Organization	7	***	***	\$214,259	***	***	***	\$214,259	***	***	***	
Incumbent	18	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				
\$15 Million or More												
Organization	5	***	***	\$227,610	***	***	***	\$227,610	***	***	***	
Incumbent	17	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Pediatrician**

Job Code: 16

Description: Responsible for provision of comprehensive primary and preventive care, with a focus on services for infants, children, and adolescents. Medical degree from an accredited school of medicine (MD) or (DO).

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
100 or More												
Organization	6	***	***	\$210,711	***	***	***	\$210,711	***	***	***	***
Incumbent	19	***	***	***	***			***				
Setting												
Urban												
Organization	5	***	***	\$202,383	***	***	***	\$202,383	***	***	***	***
Incumbent	12	***	***	***	***			***				
Rural												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	11	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Psychiatrist

Job Code: 17

Description: Certified by the American Board of Psychiatry and Neurology. A psychiatrist specializes in the prevention, diagnosis and treatment of mental, addictive and emotional disorders such as schizophrenia and other psychotic disorders, mood disorders, anxiety disorders, substance-related disorders, sexual and gender identity disorders and adjustment disorders. A psychiatrist is qualified to order diagnostic laboratory tests and to prescribe medications, evaluate and treat psychological and interpersonal problems and to intervene with families who are coping with stress, crises and other problems in living.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	8	\$252,932	\$296,348	\$279,414	\$321,630	28.6%	***	\$279,414	***	***	***	
Incumbent	10	\$252,932	\$296,348	\$287,183	\$337,500			\$314,375				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	5	***	***	***	***			***				
Other Indiana												
Organization	5	\$194,677	\$312,000	\$275,271	\$337,500	40.0%	***	\$275,271	***	***	***	
Incumbent	5	\$194,677	\$312,000	\$275,271	\$337,500			\$329,655				
Operating Budget												
Under \$15 Million												
Organization	6	***	***	\$273,241	***	***	***	\$273,241	***	***	***	
Incumbent	8	***	***	***	***			***				
\$15 Million or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	2	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Psychiatrist**

Job Code: 17

Description: Certified by the American Board of Psychiatry and Neurology. A psychiatrist specializes in the prevention, diagnosis and treatment of mental, addictive and emotional disorders such as schizophrenia and other psychotic disorders, mood disorders, anxiety disorders, substance-related disorders, sexual and gender identity disorders and adjustment disorders. A psychiatrist is qualified to order diagnostic laboratory tests and to prescribe medications, evaluate and treat psychological and interpersonal problems and to intervene with families who are coping with stress, crises and other problems in living.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	5	***	***	\$299,191	***	***	***	\$299,191	***	***	***	
Incumbent	7	***	***	***	***			***				
100 or More												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	3	***	***	***	***			***				
Setting												
Urban												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				
Rural												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Case Manager

Job Code: 18

Description: To provide care management services to eligible patients, in which an individual's needs are identified and the psychosocial, rehabilitative and medical services designed to meet those needs are located, coordinated and monitored in collaboration with other professional staff and under the supervision of the LCSW.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	8	\$37,970	\$41,527	\$41,833	\$45,872	62.5%	***	\$41,833	\$38,916	\$46,151	\$54,361	
Incumbent	25	\$38,394	\$41,931	\$42,864	\$47,493			\$42,972				
Region												
Indianapolis Region												
Organization	1	***	***	***	***	***	***	***	***	***	***	
Incumbent	8	***	***	***	***			***				
Other Indiana												
Organization	7	***	***	\$41,329	***	***	***	\$41,329	***	***	***	
Incumbent	17	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	11	***	***	***	***			***				
\$15 Million or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	14	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Case Manager**

Job Code: 18

Description: To provide care management services to eligible patients, in which an individual's needs are identified and the psychosocial, rehabilitative and medical services designed to meet those needs are located, coordinated and monitored in collaboration with other professional staff and under the supervision of the LCSW.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				
100 or More												
Organization	5	***	***	\$42,127	***	***	***	\$42,127	***	***	***	***
Incumbent	21	***	***	***	***			***				
Setting												
Urban												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	16	***	***	***	***			***				
Rural												
Organization	5	***	***	\$42,565	***	***	***	\$42,565	***	***	***	***
Incumbent	9	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Nurse Case Manager, RN**

Job Code: 19

Description: The Nurse Case Manager provides optimal patient care through communication, advocacy, education, identification of resources within the community, etc. This position may coordinate off-site patient visits, and function both as an extender of provider time and a specialized resource.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	8	\$62,580	\$75,179	\$70,428	\$77,204	62.5%	***	\$70,428	\$56,768	\$66,817	\$77,778
	Incumbent	16	\$55,249	\$69,373	\$66,358	\$76,378			\$66,691			
Region												
Indianapolis Region												
	Organization	3	***	***	***	***	***	***	***	***	***	***
	Incumbent	7	***	***	***	***			***			
Other Indiana												
	Organization	5	\$58,271	\$75,000	\$68,656	\$75,868	80.0%	***	\$68,656	***	***	***
	Incumbent	9	\$47,528	\$75,000	\$65,598	\$76,378			\$66,189			
Operating Budget												
Under \$15 Million												
	Organization	6	\$58,271	\$75,868	\$70,936	\$78,670	66.7%	***	\$70,936	\$55,998	\$66,187	\$77,440
	Incumbent	10	\$47,528	\$75,868	\$67,272	\$78,670			\$67,804			
\$15 Million or More												
	Organization	2	***	***	***	***	***	***	***	***	***	***
	Incumbent	6	***	***	***	***			***			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Nurse Case Manager, RN

Job Code: 19

Description: The Nurse Case Manager provides optimal patient care through communication, advocacy, education, identification of resources within the community, etc. This position may coordinate off-site patient visits, and function both as an extender of provider time and a specialized resource.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	6	\$58,271	\$75,868	\$70,936	\$78,670	66.7%	***	\$70,936	\$55,998	\$66,187	\$77,440	
Incumbent	10	\$47,528	\$75,868	\$67,272	\$78,670			\$67,804				
100 or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				
Setting												
Urban												
Organization	5	***	***	\$74,100	***	***	***	\$74,100	***	***	***	
Incumbent	9	***	***	***	***			***				
Rural												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	7	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Licensed Vocational Nurse, LVN

Job Code: 20

Description: Performs assigned nursing procedures for the comfort and well being of patients. Takes and records patient's vital signs and collect specimens for analysis. Dresses wounds and administers prescribed medications and procedures utilizing a variety of medical equipment when necessary. Must be state licensed.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	17	\$45,044	\$48,464	\$49,361	\$55,529	62.5%	\$1,139	\$49,361	\$42,703	\$50,456	\$57,519
Incumbent	67	\$43,181	\$47,840	\$48,568	\$53,435			\$48,919			
Region											
Indianapolis Region											
Organization	3	***	***	***	***	***	***	***	***	***	***
Incumbent	12	***	***	***	***			***			
Other Indiana											
Organization	14	\$43,945	\$47,061	\$48,896	\$56,080	64.3%	\$1,139	\$48,896	\$42,179	\$50,456	\$57,696
Incumbent	55	\$43,056	\$47,133	\$48,339	\$54,080			\$48,766			
Operating Budget											
Under \$15 Million											
Organization	10	\$45,342	\$49,525	\$50,620	\$57,879	66.7%	***	\$50,620	\$42,629	\$50,911	\$57,947
Incumbent	28	\$43,295	\$47,070	\$48,115	\$51,293			\$48,311			
\$15 Million or More											
Organization	7	\$41,135	\$48,050	\$47,562	\$55,473	57.1%	***	\$47,562	\$42,852	\$49,547	\$56,663
Incumbent	39	\$43,098	\$48,963	\$48,894	\$54,080			\$49,354			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Licensed Vocational Nurse, LVN

Job Code: 20

Description: Performs assigned nursing procedures for the comfort and well being of patients. Takes and records patient's vital signs and collect specimens for analysis. Dresses wounds and administers prescribed medications and procedures utilizing a variety of medical equipment when necessary. Must be state licensed.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	9	\$45,342	\$48,464	\$49,024	\$53,501	75.0%	***	\$49,024	\$42,517	\$50,898	\$57,723
Incumbent	26	\$42,328	\$47,070	\$47,112	\$51,293			\$47,324			
100 or More											
Organization	8	\$43,992	\$48,286	\$49,740	\$56,025	50.0%	***	\$49,740	\$42,916	\$49,951	\$57,286
Incumbent	41	\$43,295	\$48,963	\$49,492	\$54,080			\$49,930			
Setting											
Urban											
Organization	8	\$45,679	\$49,554	\$50,496	\$56,025	71.4%	***	\$50,496	\$44,173	\$51,064	\$58,217
Incumbent	32	\$44,481	\$51,002	\$50,245	\$54,080			\$50,822			
Rural											
Organization	9	\$45,044	\$46,072	\$48,351	\$53,501	55.6%	***	\$48,351	\$41,023	\$49,762	\$56,721
Incumbent	35	\$41,496	\$46,800	\$47,035	\$51,418			\$47,178			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Registered Nurse**

Job Code: 21

Description: Renders professional nursing care for the comfort and well-being of the patients. Prepares equipment and assists the Physician during examinations and treatments. Administers prescribed medication, changes dressings, cleans wounds, and monitors patient's vital signs. Observes and maintains records on patient's care, condition reactions, and progress. Must be state licensed and graduate of a Registered Nurse program.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	19	\$56,748	\$61,942	\$62,085	\$67,437	61.1%	\$1,239	\$62,085	\$52,287	\$63,033	\$73,170
Incumbent	125	\$55,622	\$60,778	\$61,639	\$66,165			\$61,983			
Region											
Indianapolis Region											
Organization	4	***	***	***	***	***	***	***	***	***	***
Incumbent	22	***	***	***	***			***			
Other Indiana											
Organization	15	\$56,160	\$61,880	\$60,824	\$66,768	66.7%	\$1,239	\$60,824	\$51,009	\$61,634	\$71,947
Incumbent	103	\$54,704	\$60,278	\$61,104	\$64,896			\$61,521			
Operating Budget											
Under \$15 Million											
Organization	10	***	***	\$62,668	***	***	***	\$62,668	***	***	***
Incumbent	55	***	***	***	***			***			
\$15 Million or More											
Organization	9	\$56,674	\$62,096	\$61,437	\$67,845	66.7%	***	\$61,437	\$54,004	\$62,970	\$71,064
Incumbent	70	\$57,533	\$64,054	\$63,653	\$70,595			\$64,246			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Registered Nurse

Job Code: 21

Description: Renders professional nursing care for the comfort and well-being of the patients. Prepares equipment and assists the Physician during examinations and treatments. Administers prescribed medication, changes dressings, cleans wounds, and monitors patient's vital signs. Observes and maintains records on patient's care, condition reactions, and progress. Must be state licensed and graduate of a Registered Nurse program.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	10	\$52,546	\$61,911	\$61,513	\$71,126	66.7%	***	\$61,513	\$51,141	\$62,348	\$73,098
Incumbent	17	\$50,336	\$59,280	\$59,571	\$64,542			\$59,659			
100 or More											
Organization	9	\$57,860	\$62,096	\$62,720	\$67,845	55.6%	***	\$62,720	\$53,433	\$63,719	\$73,243
Incumbent	108	\$56,313	\$60,913	\$61,965	\$67,226			\$62,349			
Setting											
Urban											
Organization	9	***	***	\$64,509	***	***	***	\$64,509	***	***	***
Incumbent	74	***	***	***	***			***			
Rural											
Organization	10	***	***	\$59,903	***	***	***	\$59,903	***	***	***
Incumbent	51	***	***	***	***			***			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Certified Nurse Midwife

Job Code: 22

Description: Certified Nurse Midwife is responsible for perinatal care for patients in an office setting for scheduled office visits and in the hospital setting as indicated by the patient's condition. Practice will encompass all aspects of perinatal and gynecology care, co-ordination and communication with other providers such as dietitian, CPSP- LCSW and nursing staff.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	5	***	***	\$119,932	***	***	***	\$119,932	***	***	***	
Incumbent	8	***	***	***	***			***				
Region												
Other Indiana												
Organization	5	***	***	\$119,932	***	***	***	\$119,932	***	***	***	
Incumbent	8	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
\$15 Million or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Certified Nurse Midwife

Job Code: 22

Description: Certified Nurse Midwife is responsible for perinatal care for patients in an office setting for scheduled office visits and in the hospital setting as indicated by the patient's condition. Practice will encompass all aspects of perinatal and gynecology care, co-ordination and communication with other providers such as dietitian, CPSP- LCSW and nursing staff.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	1	***	***	***	***	***	***	***	***	***	***	***
Incumbent	1	***	***	***	***			***				
100 or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	7	***	***	***	***			***				
Setting												
Urban												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***				
Rural												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	5	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Nurse Practitioner**

Job Code: 23

Description: An RN with at least a master's degree in nursing and advanced education in primary care. Capable of independent practice in a variety of settings. A Nurse Practitioner is able to carryout 60-90% of tasks required of a primary health care provider, including taking medical histories, performing physical exams and laboratory tests, and treating common illnesses and injuries.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	23	\$100,696	\$111,169	\$110,255	\$119,310	72.7%	\$9,039	\$110,255	\$89,632	\$111,026	\$132,149
Incumbent	191	\$98,980	\$110,000	\$110,403	\$120,000			\$112,189			
Region											
Indianapolis Region											
Organization	5	***	***	\$112,701	***	***	***	\$112,701	***	***	***
Incumbent	71	***	***	***	***			***			
Other Indiana											
Organization	18	\$100,328	\$109,585	\$109,576	\$115,130	72.2%	\$9,985	\$109,576	\$87,640	\$111,308	\$134,475
Incumbent	120	\$98,561	\$107,255	\$109,312	\$119,995			\$111,933			
Operating Budget											
Under \$15 Million											
Organization	13	\$98,594	\$111,169	\$111,258	\$122,646	75.0%	\$10,870	\$111,258	\$88,589	\$109,421	\$130,159
Incumbent	69	\$98,561	\$109,533	\$111,467	\$120,007			\$114,267			
\$15 Million or More											
Organization	10	\$101,186	\$108,939	\$108,952	\$117,285	70.0%	***	\$108,952	\$91,545	\$113,970	\$135,798
Incumbent	122	\$98,589	\$110,000	\$109,802	\$119,500			\$111,013			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Nurse Practitioner

Job Code: 23

Description: An RN with at least a master's degree in nursing and advanced education in primary care. Capable of independent practice in a variety of settings. A Nurse Practitioner is able to carryout 60-90% of tasks required of a primary health care provider, including taking medical histories, performing physical exams and laboratory tests, and treating common illnesses and injuries.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	13	***	***	\$113,314	***	***	***	\$113,314	***	***	***	
Incumbent	52	***	***	***	***			***				
100 or More												
Organization	10	\$97,097	\$103,338	\$106,279	\$116,143	60.0%	***	\$106,279	\$81,454	\$107,018	\$132,870	
Incumbent	139	\$96,300	\$106,114	\$107,728	\$117,000			\$108,792				
Setting												
Urban												
Organization	13	\$99,674	\$105,000	\$109,766	\$120,057	75.0%	***	\$109,766	\$86,753	\$108,714	\$130,316	
Incumbent	108	\$96,740	\$107,500	\$108,828	\$119,872			\$110,488				
Rural												
Organization	10	\$100,490	\$112,376	\$110,892	\$118,037	70.0%	\$4,426	\$110,892	\$93,746	\$114,330	\$134,768	
Incumbent	83	\$101,497	\$110,273	\$112,453	\$120,000			\$114,401				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Physician Assistant

Job Code: 24

Description: A person who is trained, certified, and licensed to perform history taking, physical examination, diagnosis, and treatment of commonly encountered medical problems. This person works under the supervision of a licensed physician to provide primary care to clinic patients. The Physician Assistant extends the Physician's capacity to provide medical care.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	5	***	***	\$100,949	***	***	***	\$100,949	***	***	***	
Incumbent	9	***	***	***	***			***				
Region												
Indianapolis Region												
Organization	1	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
Other Indiana												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	5	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	7	***	***	***	***			***				
\$15 Million or More												
Organization	1	***	***	***	***	***	***	***	***	***	***	
Incumbent	2	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Physician Assistant**

Job Code: 24

Description: A person who is trained, certified, and licensed to perform history taking, physical examination, diagnosis, and treatment of commonly encountered medical problems. This person works under the supervision of a licensed physician to provide primary care to clinic patients. The Physician Assistant extends the Physician's capacity to provide medical care.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	6	***	***	***	***			***				
100 or More												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***				
Setting												
Urban												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	8	***	***	***	***			***				
Rural												
Organization	1	***	***	***	***	***	***	***	***	***	***	***
Incumbent	1	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Medical Assistant**

Job Code: 25

Description: Medical assistants (MA's) may assist Physicians, Physician Assistants and Nurse Practitioners in performing clinical and administrative duties such as preparing patients for examinations and treatments by taking temperature, weight, blood pressure, pulse, give injections, take blood for testing, perform simple lab tests and evaluation tests. MA's may also be responsible for front office duties.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	23	\$34,837	\$36,575	\$37,074	\$39,450	59.1%	\$1,064	\$37,074	\$31,961	\$38,059	\$44,919
	Incumbent	383	\$34,611	\$37,440	\$38,155	\$40,768			\$38,622			
Region												
Indianapolis Region												
	Organization	5	***	***	\$38,899	***	***	***	\$38,899	***	***	***
	Incumbent	115	***	***	***	***			***			
Other Indiana												
	Organization	18	\$34,019	\$36,202	\$36,567	\$38,835	61.1%	\$1,064	\$36,567	\$31,283	\$37,789	\$45,011
	Incumbent	268	\$33,852	\$37,440	\$37,874	\$40,768			\$38,542			
Operating Budget												
Under \$15 Million												
	Organization	14	\$35,010	\$37,462	\$37,478	\$39,739	53.9%	***	\$37,478	\$31,916	\$38,247	\$45,285
	Incumbent	128	\$34,372	\$37,232	\$37,580	\$40,102			\$37,821			
\$15 Million or More												
	Organization	9	\$34,019	\$35,983	\$36,444	\$40,129	66.7%	***	\$36,444	\$32,065	\$37,619	\$44,063
	Incumbent	255	\$34,778	\$37,440	\$38,443	\$41,184			\$39,024			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Medical Assistant**

Job Code: 25

Description: Medical assistants (MA's) may assist Physicians, Physician Assistants and Nurse Practitioners in performing clinical and administrative duties such as preparing patients for examinations and treatments by taking temperature, weight, blood pressure, pulse, give injections, take blood for testing, perform simple lab tests and evaluation tests. MA's may also be responsible for front office duties.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	13	\$34,890	\$37,036	\$37,174	\$38,300	58.3%	***	\$37,174	\$31,887	\$37,981	\$44,900
Incumbent	111	\$34,278	\$36,421	\$37,187	\$39,728			\$37,465			
100 or More											
Organization	10	\$34,019	\$36,156	\$36,943	\$41,001	60.0%	***	\$36,943	\$32,073	\$38,176	\$44,947
Incumbent	272	\$34,922	\$37,630	\$38,549	\$41,454			\$39,094			
Setting											
Urban											
Organization	12	\$35,010	\$37,462	\$37,795	\$40,952	54.5%	***	\$37,795	\$32,873	\$38,492	\$45,026
Incumbent	190	\$35,142	\$37,464	\$38,450	\$40,633			\$38,672			
Rural											
Organization	11	***	***	\$36,287	***	***	***	\$36,287	***	***	***
Incumbent	193	***	***	***	***			***			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Dental Hygienist**

Job Code: 27

Description: All duties performed within the licensing practices of a Dental Hygienist such as clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop X-rays, or apply fluoride or sealants.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	13	\$70,530	\$75,739	\$76,714	\$82,325	66.7%	\$2,022	\$76,714	\$60,509	\$71,154	\$82,644	
Incumbent	41	\$68,666	\$77,501	\$77,457	\$84,365			\$78,218				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	9	***	***	***	***			***				
Other Indiana												
Organization	10	\$67,925	\$73,371	\$74,162	\$78,199	70.0%	\$2,022	\$74,162	\$57,590	\$69,042	\$80,143	
Incumbent	32	\$68,313	\$75,382	\$75,443	\$81,609			\$76,419				
Operating Budget												
Under \$15 Million												
Organization	6	\$70,195	\$74,511	\$74,663	\$79,284	80.0%	***	\$74,663	\$61,159	\$71,895	\$82,166	
Incumbent	10	\$68,666	\$76,225	\$74,742	\$78,489			\$75,215				
\$15 Million or More												
Organization	7	\$68,260	\$79,074	\$78,472	\$86,840	57.1%	***	\$78,472	\$59,730	\$70,266	\$83,219	
Incumbent	31	\$68,424	\$78,229	\$78,333	\$86,082			\$79,187				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Dental Hygienist**

Job Code: 27

Description: All duties performed within the licensing practices of a Dental Hygienist such as clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop X-rays, or apply fluoride or sealants.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	6	***	***	***	***			***				
100 or More												
Organization	9	\$67,925	\$73,458	\$76,686	\$85,122	55.6%	***	\$76,686	\$60,023	\$71,234	\$84,170	
Incumbent	35	\$68,424	\$77,501	\$77,430	\$86,082			\$78,187				
Setting												
Urban												
Organization	7	\$68,260	\$81,245	\$79,383	\$86,840	66.7%	***	\$79,383	\$61,353	\$72,022	\$84,704	
Incumbent	22	\$69,068	\$80,288	\$79,093	\$86,082			\$79,574				
Rural												
Organization	6	***	***	\$73,601	***	***	***	\$73,601	***	***	***	***
Incumbent	19	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Dental Assistant**

Job Code: 28

Description: Dental assistant's help dentists examine and treat patients. Their duties include preparing the patients' for treatment, passing instruments during treatment procedures, processing dental x-rays, sterilizing and disinfecting instruments, taking impressions, making casts of teeth, maintaining patient charts, making temporary crowns and impressions, polishing patient's teeth and helping to manage the office. They also assist with tasks such as scheduling appointments, treatment planning and ordering supplies.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	14	\$37,388	\$41,849	\$42,919	\$49,986	69.2%	\$1,373	\$42,919	\$34,641	\$41,495	\$49,225
	Incumbent	64	\$37,440	\$41,101	\$43,084	\$47,559			\$43,523			
Region												
Indianapolis Region												
	Organization	3	***	***	***	***	***	***	***	***	***	***
	Incumbent	13	***	***	***	***			***			
Other Indiana												
	Organization	11	\$37,128	\$40,146	\$40,099	\$42,333	72.7%	\$1,373	\$40,099	\$32,737	\$40,469	\$48,518
	Incumbent	51	\$37,128	\$39,520	\$40,536	\$44,057			\$41,087			
Operating Budget												
Under \$15 Million												
	Organization	7	\$37,648	\$42,269	\$42,270	\$42,453	83.3%	***	\$42,270	\$32,868	\$40,440	\$48,424
	Incumbent	15	\$38,123	\$40,146	\$42,467	\$45,177			\$42,889			
\$15 Million or More												
	Organization	7	\$36,099	\$41,429	\$43,569	\$52,922	57.1%	***	\$43,569	\$37,123	\$42,971	\$50,345
	Incumbent	49	\$37,296	\$41,558	\$43,273	\$50,100			\$43,717			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Dental Assistant

Job Code: 28

Description: Dental assistant's help dentists examine and treat patients. Their duties include preparing the patients' for treatment, passing instruments during treatment procedures, processing dental x-rays, sterilizing and disinfecting instruments, taking impressions, making casts of teeth, maintaining patient charts, making temporary crowns and impressions, polishing patient's teeth and helping to manage the office. They also assist with tasks such as scheduling appointments, treatment planning and ordering supplies.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	5	***	***	\$42,221	***	***	***	\$42,221	***	***	***	
Incumbent	8	***	***	***	***			***				
100 or More												
Organization	9	\$37,925	\$42,333	\$43,308	\$49,986	55.6%	***	\$43,308	\$35,487	\$42,547	\$50,696	
Incumbent	56	\$37,440	\$41,746	\$43,162	\$47,559			\$43,551				
Setting												
Urban												
Organization	8	\$37,388	\$41,881	\$44,302	\$52,932	71.4%	***	\$44,302	\$34,782	\$40,977	\$48,262	
Incumbent	38	\$37,140	\$40,016	\$43,415	\$52,510			\$43,682				
Rural												
Organization	6	***	***	\$41,076	***	***	***	\$41,076	***	***	***	
Incumbent	26	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Clinical Psychologist (Ph.D.), Licensed

Job Code: 29

Description: Clinical Psychologists interview patients and give diagnostic tests. They may provide individual, family, or group psychotherapy, and design and implement behavior modification programs. They collaborate with physicians and other specialists to develop and implement treatment and intervention programs that patients can understand and comply with.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	8	\$73,481	\$83,544	\$91,477	\$108,176	57.1%	***	\$91,477	\$74,549	\$93,230	\$111,822	
Incumbent	15	\$72,800	\$80,000	\$86,830	\$98,883			\$87,650				
Region												
Indianapolis Region												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	10	***	***	***	***			***				
Other Indiana												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	5	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	5	***	***	\$82,077	***	***	***	\$82,077	***	***	***	
Incumbent	9	***	***	***	***			***				
\$15 Million or More												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	6	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Clinical Psychologist (Ph.D.), Licensed

Job Code: 29

Description: Clinical Psychologists interview patients and give diagnostic tests. They may provide individual, family, or group psychotherapy, and design and implement behavior modification programs. They collaborate with physicians and other specialists to develop and implement treatment and intervention programs that patients can understand and comply with.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	8	***	***	***	***			***				
100 or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	7	***	***	***	***			***				
Setting												
Urban												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	10	***	***	***	***			***				
Rural												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	5	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Licensed Clinical Social Worker (LCSW)

Job Code: 30

Description: Assist individuals and groups with problems such as poverty, illness, substance abuse, child, spouse, or elder abuse, lack of financial management skills, emotional and mental health disorders, and inadequate housing. Often assist healthcare providers with connecting individuals to healthcare and social support resources.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	19	\$60,890	\$67,166	\$67,886	\$71,921	55.6%	\$3,335	\$67,886	\$53,860	\$62,975	\$72,581	
Incumbent	76	\$59,149	\$66,328	\$66,321	\$72,368			\$67,154				
Region												
Indianapolis Region												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	33	***	***	***	***			***				
Other Indiana												
Organization	15	\$57,331	\$67,907	\$68,660	\$74,797	53.3%	\$3,160	\$68,660	\$54,216	\$63,960	\$73,405	
Incumbent	43	\$57,298	\$65,000	\$66,628	\$74,797			\$67,609				
Operating Budget												
Under \$15 Million												
Organization	10	\$59,111	\$68,103	\$70,038	\$75,809	44.4%	***	\$70,038	\$53,205	\$61,857	\$70,406	
Incumbent	34	\$58,763	\$68,474	\$67,165	\$73,451			\$67,842				
\$15 Million or More												
Organization	9	\$59,086	\$67,166	\$65,496	\$70,954	66.7%	***	\$65,496	\$54,908	\$64,764	\$76,061	
Incumbent	42	\$58,809	\$65,614	\$65,639	\$72,047			\$66,596				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Licensed Clinical Social Worker (LCSW)

Job Code: 30

Description: Assist individuals and groups with problems such as poverty, illness, substance abuse, child, spouse, or elder abuse, lack of financial management skills, emotional and mental health disorders, and inadequate housing. Often assist healthcare providers with connecting individuals to healthcare and social support resources.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum
Full-Time Equivalents											
Under 100											
Organization	10	\$61,445	\$64,295	\$70,824	\$75,809	55.6%	***	\$70,824	\$55,445	\$63,700	\$71,395
Incumbent	29	\$58,763	\$63,960	\$66,616	\$71,046			\$67,410			
100 or More											
Organization	9	\$55,125	\$67,907	\$64,623	\$71,685	55.6%	***	\$64,623	\$52,011	\$62,129	\$73,964
Incumbent	47	\$60,320	\$67,246	\$66,140	\$73,955			\$66,995			
Setting											
Urban											
Organization	10	\$61,445	\$66,232	\$65,780	\$73,123	55.6%	***	\$65,780	\$52,566	\$61,526	\$71,332
Incumbent	43	\$60,253	\$67,584	\$66,583	\$71,449			\$67,235			
Rural											
Organization	9	\$56,752	\$67,907	\$70,226	\$74,371	55.6%	***	\$70,226	\$55,370	\$64,666	\$74,038
Incumbent	33	\$56,460	\$63,700	\$65,980	\$74,235			\$67,047			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Master Level Social Worker (MSW)**

Job Code: 31

Description: Provide persons, families, or vulnerable populations with the psychosocial support needed to cope diagnoses. Services include advising family care givers, providing patient education and counseling, and making necessary referrals for other social services.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	6	***	***	\$49,103	***	***	***	\$49,103	***	***	***	
Incumbent	18	***	***	***	***			***				
Region												
Indianapolis Region												
Organization	1	***	***	***	***	***	***	***	***	***	***	
Incumbent	10	***	***	***	***			***				
Other Indiana												
Organization	5	***	***	\$46,529	***	***	***	\$46,529	***	***	***	
Incumbent	8	***	***	***	***			***				
Operating Budget												
Under \$15 Million												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	14	***	***	***	***			***				
\$15 Million or More												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				

**Indiana Primary Health Care Association
2022 Compensation and Benefits Survey Report**

Survey Title: Master Level Social Worker (MSW)

Job Code: 31

Description: Provide persons, families, or vulnerable populations with the psychosocial support needed to cope diagnoses. Services include advising family care givers, providing patient education and counseling, and making necessary referrals for other social services.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	11	***	***	***	***			***				
100 or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	7	***	***	***	***			***				
Setting												
Urban												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	14	***	***	***	***			***				
Rural												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Accountant

Job Code: 35

Description: Prepares accounting documentation and entries. Maintains internal control reviews over selected financial activities including accounts payable, purchasing, payroll, property management, general ledger and bank transactions. Assists with budget preparation and monitoring account analyses, internal and external reports. Assists with the audit and preparation of state and federal financial filings.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	11	\$51,740	\$57,262	\$60,908	\$72,690	72.7%	\$1,127	\$60,908	\$49,713	\$61,867	\$72,664
Incumbent	19	\$45,011	\$58,502	\$58,362	\$65,146			\$59,043			
Region											
Indianapolis Region											
Organization	2	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***			
Other Indiana											
Organization	9	\$48,376	\$56,577	\$59,160	\$71,666	77.8%	\$1,127	\$59,160	\$50,426	\$63,276	\$73,780
Incumbent	16	\$44,049	\$55,671	\$56,166	\$62,359			\$56,974			
Operating Budget											
Under \$15 Million											
Organization	5	\$55,078	\$62,754	\$67,625	\$82,607	80.0%	***	\$67,625	***	***	***
Incumbent	6	\$55,078	\$62,754	\$66,813	\$82,607			\$67,230			
\$15 Million or More											
Organization	6	\$43,000	\$54,159	\$55,310	\$68,772	66.7%	***	\$55,310	***	***	***
Incumbent	13	\$43,041	\$54,080	\$54,462	\$64,150			\$55,265			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Accountant

Job Code: 35

Description: Prepares accounting documentation and entries. Maintains internal control reviews over selected financial activities including accounts payable, purchasing, payroll, property management, general ledger and bank transactions. Assists with budget preparation and monitoring account analyses, internal and external reports. Assists with the audit and preparation of state and federal financial filings.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	5	***	***	***	***			***				
100 or More												
Organization	7	\$45,011	\$52,894	\$54,965	\$64,854	71.4%	***	\$54,965	\$43,004	\$51,992	\$62,073	
Incumbent	14	\$43,041	\$53,487	\$54,350	\$64,150			\$55,095				
Setting												
Urban												
Organization	5	\$46,365	\$52,894	\$56,634	\$68,772	60.0%	***	\$56,634	***	***	***	
Incumbent	9	\$42,567	\$52,894	\$54,398	\$68,772			\$54,742				
Rural												
Organization	6	***	***	\$64,470	***	***	***	\$64,470	***	***	***	
Incumbent	10	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Billing Specialist/Collector

Job Code: 36

Description: Responsible for collecting, posting and managing account payments. Responsible for submitting claims and following up with insurance companies. Provides customer service regarding collection issues, process customer refunds, process and review account adjustments, resolve client discrepancies and short payments. Responsible for monitoring and maintaining assigned accounts- Customer calls, account adjustments, small balance write off, customer reconciliations and processing credit memos.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	16	\$35,214	\$40,442	\$38,940	\$41,898	53.3%	\$1,797	\$38,940	\$33,372	\$39,958	\$47,103	
Incumbent	73	\$35,339	\$38,028	\$40,083	\$41,983			\$40,540				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	15	***	***	***	***			***				
Other Indiana												
Organization	13	\$33,757	\$38,544	\$38,006	\$41,619	53.9%	\$1,797	\$38,006	\$32,688	\$39,636	\$46,809	
Incumbent	58	\$34,185	\$36,535	\$39,170	\$40,274			\$39,746				
Operating Budget												
Under \$15 Million												
Organization	8	\$33,696	\$36,878	\$37,107	\$40,815	42.9%	***	\$37,107	\$32,901	\$39,897	\$47,184	
Incumbent	22	\$34,528	\$36,795	\$37,867	\$39,941			\$38,072				
\$15 Million or More												
Organization	8	\$39,788	\$41,262	\$40,772	\$42,317	62.5%	***	\$40,772	\$34,124	\$40,055	\$46,973	
Incumbent	51	\$35,360	\$38,563	\$41,038	\$45,760			\$41,605				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Billing Specialist/Collector

Job Code: 36

Description: Responsible for collecting, posting and managing account payments. Responsible for submitting claims and following up with insurance companies. Provides customer service regarding collection issues, process customer refunds, process and review account adjustments, resolve client discrepancies and short payments. Responsible for monitoring and maintaining assigned accounts- Customer calls, account adjustments, small balance write off, customer reconciliations and processing credit memos.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	6	\$32,067	\$36,816	\$36,566	\$40,815	40.0%	***	\$36,566	\$33,219	\$39,584	\$46,338	
Incumbent	15	\$33,738	\$35,963	\$37,235	\$39,333			\$37,535				
100 or More												
Organization	10	\$36,910	\$41,262	\$40,364	\$42,399	60.0%	***	\$40,364	\$33,503	\$40,278	\$47,758	
Incumbent	58	\$35,360	\$38,455	\$40,819	\$44,202			\$41,317				
Setting												
Urban												
Organization	8	\$39,166	\$41,047	\$40,928	\$42,317	71.4%	***	\$40,928	\$33,880	\$40,121	\$47,185	
Incumbent	29	\$37,086	\$39,624	\$41,744	\$46,500			\$42,096				
Rural												
Organization	8	\$32,301	\$36,848	\$36,951	\$41,619	37.5%	***	\$36,951	\$32,936	\$39,818	\$47,032	
Incumbent	44	\$33,786	\$36,182	\$38,987	\$39,915			\$39,515				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Certified Coder**

Job Code: 37

Description: Codes and abstracts patient medical records using standardized coding system; identifies and classifies diseases and procedures. Abstracts medical records for required statistical information. High School plus formal training in medical terminology, ICD-10 or ICD-9-CM and CPT-4 coding. May require CCS or CCS-P (AHIMA), or CPC (AAPC) certification.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	9	\$44,704	\$53,435	\$52,629	\$62,080	62.5%	***	\$52,629	\$39,931	\$47,332	\$55,256	
Incumbent	18	\$36,379	\$47,500	\$49,389	\$64,334			\$49,964				
Region												
Indianapolis Region												
Organization	2	***	***	***	***	***	***	***	***	***	***	
Incumbent	2	***	***	***	***			***				
Other Indiana												
Organization	7	\$43,503	\$46,745	\$49,546	\$56,160	57.1%	***	\$49,546	\$37,933	\$45,566	\$53,828	
Incumbent	16	\$36,379	\$46,325	\$47,635	\$57,065			\$48,282				
Operating Budget												
Under \$15 Million												
Organization	5	***	***	\$44,961	***	***	***	\$44,961	***	***	***	
Incumbent	9	***	***	***	***			***				
\$15 Million or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	9	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Certified Coder

Job Code: 37

Description: Codes and abstracts patient medical records using standardized coding system; identifies and classifies diseases and procedures. Abstracts medical records for required statistical information. High School plus formal training in medical terminology, ICD-10 or ICD-9-CM and CPT-4 coding. May require CCS or CCS-P (AHIMA), or CPC (AAPC) certification.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	4	***	***	***	***	***	***	***	***	***	***	***
Incumbent	8	***	***	***	***			***				
100 or More												
Organization	5	***	***	\$59,121	***	***	***	\$59,121	***	***	***	***
Incumbent	10	***	***	***	***			***				
Setting												
Urban												
Organization	2	***	***	***	***	***	***	***	***	***	***	***
Incumbent	2	***	***	***	***			***				
Rural												
Organization	7	\$43,503	\$46,745	\$49,546	\$56,160	57.1%	***	\$49,546	\$37,933	\$45,566	\$53,828	
Incumbent	16	\$36,379	\$46,325	\$47,635	\$57,065			\$48,282				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Executive Assistant**

Job Code: 38

Description: Performs administrative duties for executive management. Responsibilities may include screening calls, making travel and meeting arrangements, preparing reports and financial data, training and supervising other support staff, and customer relations. Requires strong computer and Internet research skills, project coordination experience, and the ability to work well with all levels of internal management and staff, as well as outside clients and vendors.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall												
All Participants												
	Organization	17	\$42,254	\$49,920	\$49,024	\$56,028	68.8%	\$1,375	\$49,024	\$42,100	\$48,916	\$55,606
	Incumbent	21	\$41,954	\$49,920	\$49,761	\$58,542			\$50,270			
Region												
Indianapolis Region												
	Organization	3	***	***	***	***	***	***	***	***	***	***
	Incumbent	5	***	***	***	***			***			
Other Indiana												
	Organization	14	\$41,329	\$47,715	\$47,941	\$56,028	71.4%	\$1,375	\$47,941	\$41,287	\$48,693	\$55,830
	Incumbent	16	\$41,028	\$47,029	\$48,192	\$52,181			\$48,860			
Operating Budget												
Under \$15 Million												
	Organization	7	\$42,307	\$45,510	\$46,787	\$50,960	66.7%	***	\$46,787	\$41,929	\$48,311	\$54,600
	Incumbent	8	\$42,994	\$44,751	\$47,308	\$52,141			\$47,621			
\$15 Million or More												
	Organization	10	\$40,798	\$50,284	\$50,591	\$59,634	70.0%	***	\$50,591	\$42,305	\$49,642	\$56,814
	Incumbent	13	\$40,498	\$50,000	\$51,270	\$59,971			\$51,900			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Executive Assistant

Job Code: 38

Description: Performs administrative duties for executive management. Responsibilities may include screening calls, making travel and meeting arrangements, preparing reports and financial data, training and supervising other support staff, and customer relations. Requires strong computer and Internet research skills, project coordination experience, and the ability to work well with all levels of internal management and staff, as well as outside clients and vendors.

	Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
			25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Full-Time Equivalents												
Under 100												
	Organization	8	\$42,224	\$47,715	\$46,814	\$50,440	71.4%	***	\$46,814	\$42,667	\$48,333	\$53,593
	Incumbent	9	\$42,068	\$45,510	\$47,275	\$52,141			\$47,553			
100 or More												
	Organization	9	\$42,254	\$50,569	\$50,989	\$59,634	66.7%	***	\$50,989	\$41,420	\$49,616	\$58,022
	Incumbent	12	\$41,954	\$50,284	\$51,625	\$59,971			\$52,308			
Setting												
Urban												
	Organization	10	\$41,382	\$50,244	\$50,026	\$59,634	66.7%	***	\$50,026	\$41,132	\$47,761	\$54,249
	Incumbent	12	\$42,994	\$50,244	\$50,994	\$59,181			\$51,395			
Rural												
	Organization	7	\$42,202	\$45,510	\$47,594	\$54,362	71.4%	***	\$47,594	\$43,262	\$50,302	\$57,235
	Incumbent	9	\$40,498	\$45,510	\$48,117	\$52,181			\$48,770			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Human Resources Generalist

Job Code: 39

Description: The HR Generalist manages the administration of the human resources policies, procedures and programs. The HR Generalist carries out responsibilities in the following functional areas: Human Resource Information Systems, employee relations, training and development, compensation, organizational development, and employment.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range		
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum
Overall											
All Participants											
Organization	12	\$42,724	\$49,054	\$51,963	\$62,504	58.3%	\$1,810	\$51,963	\$44,713	\$53,976	\$62,634
Incumbent	18	\$40,113	\$48,296	\$51,392	\$62,354			\$52,273			
Region											
Indianapolis Region											
Organization	3	***	***	***	***	***	***	***	***	***	***
Incumbent	4	***	***	***	***			***			
Other Indiana											
Organization	9	\$40,113	\$44,760	\$48,729	\$58,504	55.6%	***	\$48,729	\$42,413	\$51,595	\$60,761
Incumbent	14	\$39,520	\$46,119	\$49,151	\$58,504			\$49,980			
Operating Budget											
Under \$15 Million											
Organization	5	\$37,887	\$46,176	\$50,006	\$64,040	60.0%	***	\$50,006	***	***	***
Incumbent	5	\$37,887	\$46,176	\$50,006	\$64,040			\$50,858			
\$15 Million or More											
Organization	7	\$44,743	\$51,931	\$53,361	\$65,000	57.1%	***	\$53,361	***	***	***
Incumbent	13	\$42,274	\$50,000	\$51,925	\$60,985			\$52,817			

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Human Resources Generalist

Job Code: 39

Description: The HR Generalist manages the administration of the human resources policies, procedures and programs. The HR Generalist carries out responsibilities in the following functional areas: Human Resource Information Systems, employee relations, training and development, compensation, organizational development, and employment.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	3	***	***	***	***	***	***	***	***	***	***	***
Incumbent	3	***	***	***	***			***				
100 or More												
Organization	9	\$40,113	\$44,760	\$49,923	\$61,000	55.6%	***	\$49,923	\$42,829	\$53,467	\$63,257	
Incumbent	15	\$39,520	\$46,592	\$50,053	\$57,271			\$50,826				
Setting												
Urban												
Organization	6	\$37,294	\$58,466	\$55,028	\$69,323	66.7%	***	\$55,028	***	***	***	
Incumbent	8	\$43,056	\$60,985	\$56,584	\$66,536			\$57,265				
Rural												
Organization	6	***	***	\$48,899	***	***	***	\$48,899	***	***	***	
Incumbent	10	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: **Community Health Worker**

Job Code: 40

Description: Community health workers may be responsible for ensuring that culturally diverse populations and underserved communities receive the proper medical attention. Community health workers may be lay members of the community and work for pay or as volunteers. Those that work in this field may go by many different titles, including community health adviser, health advocate, community health representative, health promoter or health educator. Community health workers often provide some basic direct services as well, such as health education and resource referrals.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	11	\$36,525	\$38,287	\$39,656	\$42,474	30.0%	***	\$39,656	\$32,924	\$39,947	\$47,190	
Incumbent	32	\$35,121	\$36,546	\$38,791	\$41,132			\$39,190				
Region												
Indianapolis Region												
Organization	3	***	***	***	***	***	***	***	***	***	***	
Incumbent	4	***	***	***	***			***				
Other Indiana												
Organization	8	\$36,209	\$37,917	\$39,866	\$43,698	37.5%	***	\$39,866	\$32,318	\$40,039	\$48,090	
Incumbent	28	\$35,121	\$36,494	\$38,777	\$39,645			\$39,232				
Operating Budget												
Under \$15 Million												
Organization	7	***	***	\$40,563	***	***	***	\$40,563	***	***	***	
Incumbent	15	***	***	***	***			***				
\$15 Million or More												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	17	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Community Health Worker

Job Code: 40

Description: Community health workers may be responsible for ensuring that culturally diverse populations and underserved communities receive the proper medical attention. Community health workers may be lay members of the community and work for pay or as volunteers. Those that work in this field may go by many different titles, including community health adviser, health advocate, community health representative, health promoter or health educator. Community health workers often provide some basic direct services as well, such as health education and resource referrals.

Data Type	#	Base Compensation				Bonus Data		Total Cash	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus	Average	Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	5	***	***	\$37,356	***	***	***	\$37,356	***	***	***	
Incumbent	11	***	***	***	***			***				
100 or More												
Organization	6	***	***	\$41,573	***	***	***	\$41,573	***	***	***	
Incumbent	21	***	***	***	***			***				
Setting												
Urban												
Organization	5	\$37,406	\$38,965	\$40,808	\$45,131	***	***	\$40,808	\$34,747	\$41,378	\$47,988	
Incumbent	9	\$37,211	\$39,499	\$40,894	\$45,226			\$40,894				
Rural												
Organization	6	***	***	\$38,696	***	***	***	\$38,696	***	***	***	
Incumbent	23	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Outreach and Enrollment Specialist

Job Code: 41

Description: Ensures that eligible patients are properly enrolled in government and privately-sponsored health insurance programs, thereby supporting patient health and wellness and maximizing reimbursement for provided care.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Overall												
All Participants												
Organization	16	\$35,239	\$38,062	\$39,159	\$42,151	46.7%	\$1,551	\$39,159	\$33,592	\$39,854	\$47,092	
Incumbent	70	\$33,810	\$36,042	\$37,999	\$40,813			\$38,473				
Region												
Indianapolis Region												
Organization	4	***	***	***	***	***	***	***	***	***	***	
Incumbent	11	***	***	***	***			***				
Other Indiana												
Organization	12	\$35,239	\$38,062	\$39,186	\$41,593	50.0%	\$1,551	\$39,186	\$34,614	\$40,802	\$47,635	
Incumbent	59	\$33,738	\$35,776	\$37,789	\$39,802			\$38,352				
Operating Budget												
Under \$15 Million												
Organization	9	***	***	\$38,039	***	***	***	\$38,039	***	***	***	
Incumbent	36	***	***	***	***			***				
\$15 Million or More												
Organization	7	***	***	\$40,598	***	***	***	\$40,598	***	***	***	
Incumbent	34	***	***	***	***			***				

Indiana Primary Health Care Association

2022 Compensation and Benefits Survey Report

Survey Title: Outreach and Enrollment Specialist

Job Code: 41

Description: Ensures that eligible patients are properly enrolled in government and privately-sponsored health insurance programs, thereby supporting patient health and wellness and maximizing reimbursement for provided care.

Data Type	#	Base Compensation				Bonus Data		Total Cash Average	Formal Salary Range			
		25th	50th	Average	75th	Elig %	Avg. Bonus		Minimum	Midpoint	Maximum	
Full-Time Equivalents												
Under 100												
Organization	8	***	***	\$37,489	***	***	***	\$37,489	***	***	***	
Incumbent	31	***	***	***	***			***				
100 or More												
Organization	8	\$37,154	\$39,468	\$40,829	\$42,151	50.0%	***	\$40,829	\$37,461	\$44,225	\$52,241	
Incumbent	39	\$35,360	\$39,690	\$40,288	\$44,387			\$40,933				
Setting												
Urban												
Organization	9	***	***	\$39,258	***	***	***	\$39,258	***	***	***	
Incumbent	34	***	***	***	***			***				
Rural												
Organization	7	***	***	\$39,032	***	***	***	\$39,032	***	***	***	
Incumbent	36	***	***	***	***			***				