



# 2004 HIMSS Annual Compensation Survey

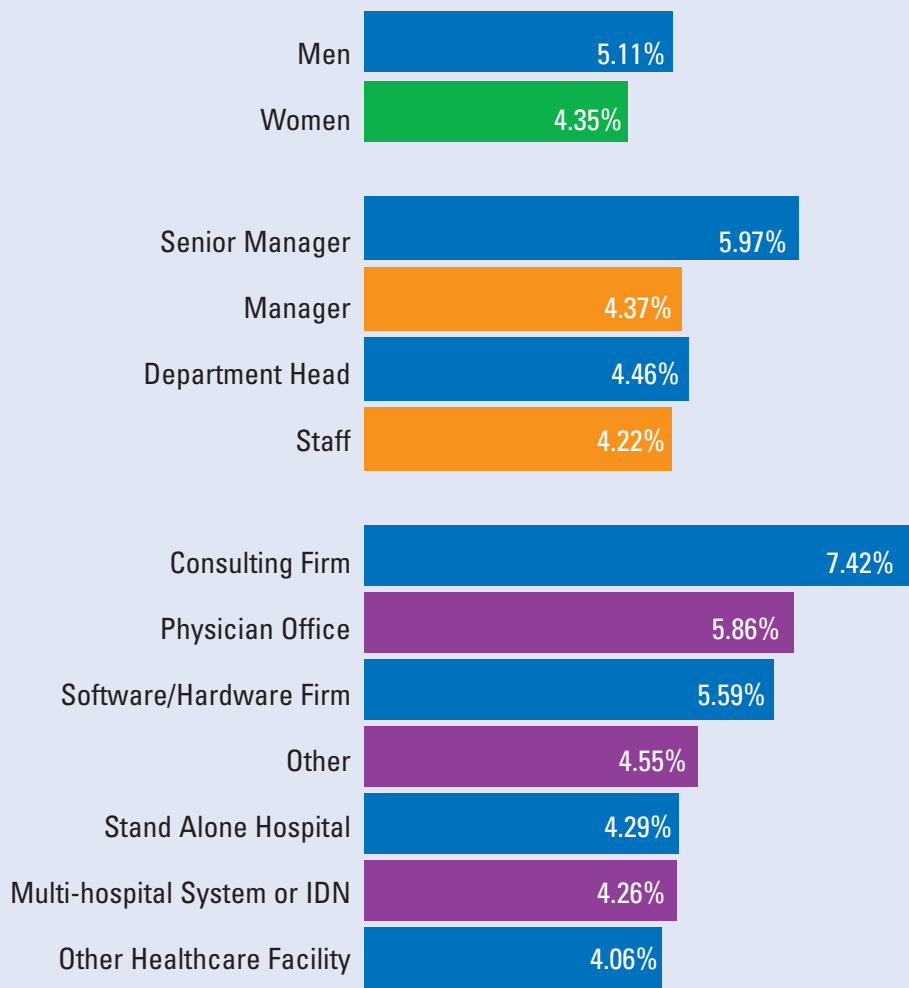
*What are you, and your staff, really worth in the competitive market?*

The biennial HIMSS Compensation Survey is the definitive resource for healthcare information technology (HIT) professionals to compare compensation packages. The survey, conducted by HIMSS (Healthcare Information and Management Systems Society), provides overall statistics for trends in the industry, while offering demographic information by facility budget, facility type, geographic region, gender, length of service and professional level. Plus, HIMSS members have exclusive access to the online salary calculator and sample job descriptions at [www.himss.org](http://www.himss.org). Utilize the 2004 HIMSS Compensation Survey to find out what your peers are earning or determine a benchmark to ensure compensation packages are attracting and keeping the appropriate talent.

HIMSS administered this online survey from March 31 to May 31, 2004. Invitations were sent to more than 15,000 HIMSS members and other healthcare information technology professionals for whom HIMSS had an e-mail address. Each individual was invited to pass the invitation along to others in his or her organization if it was deemed appropriate to do so. Additionally, a link to the survey was placed on the front page of the HIMSS website, allowing individuals who visited the HIMSS website to participate. A total of 1,352 useable responses were received.

## AVERAGE SALARY INCREASES

Three quarters of respondents indicated that they received a salary increase in 2003. The average raise among those individuals who did receive a raise is 4.76%. This graph identified the percentage of respondents' most recent salary increase by position, gender and organization type.

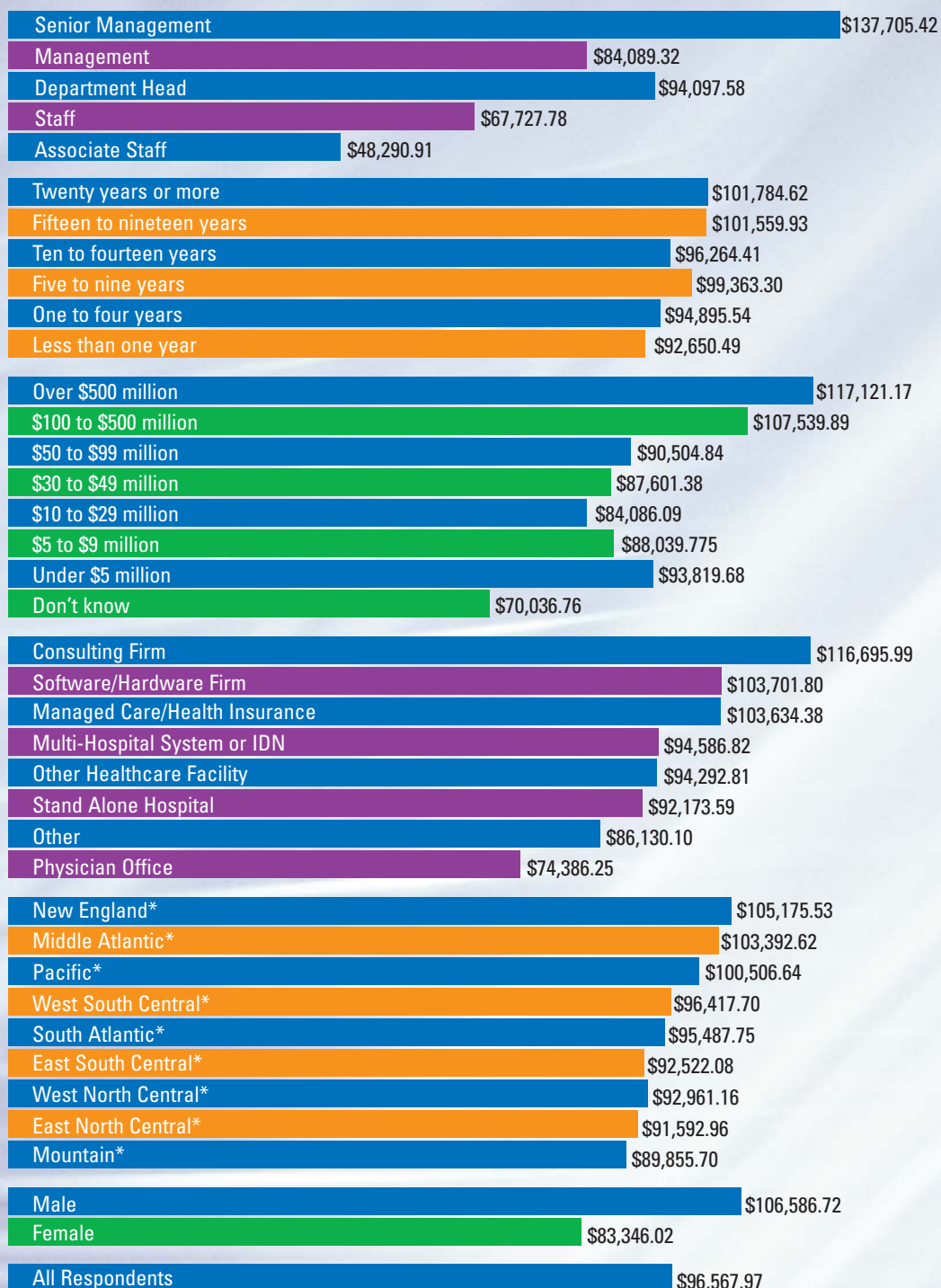


# 2004 HIMSS Annual Compensation Survey

## HOW MUCH DID WE EARN

As of January 1, 2004, the average salary for all respondents was \$96,567.97. The median salary (the middle number in the distribution of salaries) was \$85,419.00. Salary information does not include additional forms of compensation such as bonuses and commission.

### Average Salaries by various demographic characteristics



### HIMSS Mission

To lead change in the healthcare information and management systems field through knowledge sharing, advocacy, collaboration, innovation, and community affiliations.

© 2004 by Healthcare Information Management and Systems Society. All rights reserved. No part of this document may be reproduced, adapted, translated, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of HIMSS.

HIMSS  
230 E. Ohio St.  
Suite 500  
Chicago, IL 60611-3269  
www.himss.org



\* Descriptions of the geographic regions identified in this graph are available on the HIMSS website.