

Coder Summary

892 Coders Responded; 822 were full-time and 70 were part-time.

Coder Salary Year to Year

2006: \$30,200

2007: \$34,400

2008: \$41,500

Percent change from last year: +20% (The number above for 2008 is for full-time and part-time coders combined. In past years we didn't have the ability to split the numbers by full-time and part-time. The average full-time salary of the 822 full-time coders came to \$42,400 in 2008.)

Age of Coder Respondents

Average Age of Coders: 45 years old

50% are at or over 45, 50% are at or under 45 years of age (median age)

Coders taking the survey had an age range from 21 to 73.

Average Full-time Coder Salary by Age

Age	Average Salary	% of Respondents
Under 30	\$36,000	6%
30-34	\$38,000	9%
35-39	\$41,600	15%
40-44	\$42,800	16%
45-49	\$42,800	21%
50-54	\$46,000	17%
55-59	\$44,600	12%
60+	\$40,900	5%

Full-time Coder Salary by Credential

	Average Salary	Percent
CCA	\$36,600	7%
CCS	\$47,600	32%
CCS-P	\$44,000	8%
CPC	\$42,700	21%
CPC-H	\$43,400	3%
CPC-P	\$36,600	1%
None	\$34,400	12%
RHIA	\$45,800	6%
RHIT	\$44,500	31%
Other	\$42,600	8%

*Coders could choose more than one credential, so percents won't add up to 100.

Do employers pay more to coders with credentials?

Q16.	Does your employer pay more to employees who have credentials?	
Responses	Count	%
Yes	458	51%
No	220	25%
Not Sure	214	24%
N/A	0	0%
(Did not answer)	0	0%
Total Responses	892	

Coder Primary Job Responsibilities

Responsibilities	No. of Responses	Percent
Abstracting, Analysis	415	47%
APC Coding	267	30%
Billing	99	11%
Cancer Registry Management	22	2%
Compliance Management	41	5%
Consulting	24	3%
Document Retrieval	34	4%
Document Storage	13	1%
DRG Coding	295	33%
E/M Coding	337	38%
Editing of Medical Records	58	7%
Education	102	11%
Ensuring Patient Privacy	43	5%
Filing	45	5%
HIPAA Duties/Enforcement	39	4%
Inpatient Coding	431	48%
LTC Coding	49	5%

Medical Transcription-No Speech Recognition	11	1%
Medical Transcription-Some Speech Recognition Editing	0	0%
Medical Transcriptionist-Speech Recognition Editor	2	0%
Outpatient Coding	655	73%
Physician Office Management	6	1%
Quality Assurance	54	6%
Quality Improvement	44	5%
Release of Information	36	4%
Revenue Cycle Management	32	4%
Staff Management	1	0%
Staff Supervision	9	1%
Staff Training	73	8%
Utilization Review	7	1%
Other (please specify)	84	9%
(Did not answer)	0	0%
Total Responses	3328	

*Results won't add up to 100 percent; coders could choose more than one answer.

Full-time Coder Salary by Education Level

	Average Salary	Percent
High School Diploma/GED	\$38,700	7%
Trade School Certificate	\$39,200	10%
Associate Degree	\$42,600	38%
Bachelor's Degree	\$44,500	17%
Some College	\$43,200	22%
Master's Degree	\$46,000	1%
Other	\$39,800	5%

Full-time Coder Average Salary by Employer

Employer	Average Salary	Percent
Ambulatory Care Facility	\$39,700	2%
Consulting/Outsourcing Firm	\$48,200	5%
Government/Military	\$45,300	6%
Hospital/Acute Care Facility	\$42,600	64%
Managed Care/Insurer	\$52,400	1%
Physicians' Office/Group Practice	\$37,000	12%
Outpatient Facility/Clinic	\$37,700	3%
Other	\$42,900	3%

Full-time Coder Salary by Type of Training

	On the Job	Traditional Education Program	Online Education Program
Average Salary	\$42,600	\$43,000	\$37,700
Percent	34%	58%	9%

Full-time Coder Salary by Years of HIM Experience

Years in HIM	Average Salary	Percent
0-2	\$35,400	8%
2-5	\$38,200	15%
5-10	\$41,500	22%
10-15	\$43,900	20%
15-20	\$45,300	14%
20-25	\$46,000	9%
25-30	\$46,700	8%
30+	\$42,500	5%

Full-time Coder Salary by Years at Current Job Title

Years at Current Job Title	Average Salary	Percent
0-2	\$39,100	22%
2-5	\$40,400	27%
5-10	\$44,200	27%
10-15	\$44,500	11%
15-20	\$46,500	7%
20-25	\$46,200	3%
25-30	\$45,400	2%
30+	\$45,700	1%

Full-time Coder Average Salary by Region

Region	Average Salary
Pacific Coast (OR, WA, CA)	\$47,000
Mountain (NV, MT, ID, MT, WY, CO)	\$43,900
Southwest (NM, AZ, TX, OK)	\$42,700
Heartland (SD, ND, NE, MO, IA, MN, KS)	\$37,500
Midwest (OH, MI, WI, IN, IL)	\$39,900
Southeast (AR, LA, MS, AL, GA, SC, FL)	\$38,900
Appalachian Highlands (TN, KY, NC, VA, WV)	\$40,800
Mid-Atlantic (PA, MD, DE, NJ, NY)	\$41,000
New England (NH, VT, MA, CT, ME, RI)	\$46,600
Non-Contiguous (AK, HI)	Not Enough Data

Average Full-time Coder Salary by Job Location

Location	Average Salary	% of Respondents
Urban	\$44,400	38%
Suburban	\$44,400	34%
Rural	\$37,300	28%

Full-time Coder Salary Change Since Last Year

Q19.	Has your salary changed since this time last year?	
Responses	Count	%
Yes, it went up	626	76%
Yes, it went down	17	2%
No, it stayed the same	158	19%
N/A-I wasn't employed in the HIM field this time last year	21	3%

Average Full-time Coder Salary by Setting

Setting	Avg. Salary	Percent
Office	\$40,800	10%
Health Care Facility-Other	\$43,900	4%
Home	\$45,400	12%
Hospital	\$43,000	60%
Physicians' Office/Clinic	\$36,000	10%
Other	\$42,700	4%

How Full-time Coders Pay for Health Care*

Q24.	How do you pay for your health care plan?	
Responses	Count	%
Covered by Partner/Spouse	122	15%
Fully Paid by Employer	86	10%
Partially Paid by Employer	546	66%
Fully Paid by Employee	51	6%
Don't Have Health Insurance	12	1%
Other (please specify)	5	1%
(Did not answer)	0	0%
Total Responses	822	

*Due to rounding, results do not add up to 100 percent.

Benefits Provided to Full-time Coders*

Q23.	What benefits does your employer provide? Please select all that apply.	
Responses	Count	%
Dental Insurance	717	87%
Health Insurance	786	96%
Paid Continuing Education	440	54%
Paid Professional Association Dues	211	26%
Paid Vacation Time	770	94%
Paid Sick Time	692	84%
Paid Holiday Time	675	82%
Profit Sharing	118	14%
Retirement Plan	670	82%
Tuition Reimbursement	459	56%
Vision Insurance	550	67%
None of the Above	12	1%
Other (please specify)	33	4%
(Did not answer)	0	0%
Total Responses	6133	

*Coders could choose more than one answer; percentages won't add up to 100.