



Warren Surveys first published the Warren Compensation Survey in 1980 and has established a reputation as the most reliable, confidential and consistent source available on salaries in the HMO and managed healthcare industry.

The Survey is conducted semi-annually with results published in the Spring & Fall of each year. Our subscribers find the Survey an indispensable tool in effective compensation administration and staff retention.

Who Should Subscribe?

- Health plan executives including CEOs, Executive VPs, HR managers, and medical directors.
- Medicare & Medicaid Health Plans.
- Physician/Hospital Organizations affiliated with managed care.
- Multi-specialty Group Practices IDN affiliated with managed care or considering the development of their own health care plan.
- University based health plans, SNPs, ACOs, Patient Centered Medical Home Plans and Community Health Centers.
- Insurance companies, hospital systems, investment bankers, attorneys, actuaries, and consultants involved with health care organizations including HMOs and managed care organizations.

Benefits of the Survey

- You have the latest information at your fingertips since the Survey is issued every 6 months.
- You can quickly identify salaries in your area of the country since the Survey specifies 10, 25, 75, and 90 percentile, median and average salaries by geographic area. You can also scan other criteria for salary comparisons, including plan size, profit status, and ownership/affiliation.
- As a **participating** subscriber, you will have the benefit of our assistance in conducting specialized surveys, club surveys, or special analysis of our existing data at a **very** reasonable cost.
- Since we are an independent research firm, the data you submit to the Survey will remain confidential. You have our complete assurance that your organization's individual pay practices will not be disclosed in any manner whatsoever.

Notice Non-Participant Prices (available in the hard copy format only) are much higher than participant prices – please consider participating and ordering an electronic copy of the survey results

To order (single site/user/copy)*, 1) Complete form, scan & email to warreninfo@demarcowarren.com – include PO #, check # or check request info & follow up with payment; 2) Complete & mail form with check payable to DeMarco & Associates Inc, 3218 Fawnridge Dr, Rockford, IL 61114; or 3) Pay electronically – contact us for **ACH Information**

☐ Invoice / W-9 requested to process payment

PARTICIPANTS:

- ☐ Warren Salary Survey – **PDF format**: \$995 (includes process/handling charge) Requires Adobe® Reader (Free software - download available at www.adobe.com). **Participants only.**
- ☐ Warren Salary Survey – **Excel Spreadsheet/PDF format**: \$ 1,695 (includes process/handling charge) **Participants only.**
- ☐ Warren Salary Survey – **Paper bound/hard copy format**: \$2,095 (includes postage and handling charge) **Participants only.**

To order (multi-site/user/copy), please contact us for special pricing at 815-877-8794 or warreninfo@demarcowarren.com.

NON-PARTICIPANTS:

- ☐ Warren Salary Survey – **Non Participant Rate**: \$5,249 (includes postage & handling). **Paper bound/hard copy format only.**
For Consulting Firms, Associations, Libraries and all other Non-Participants

Please select shipping/handling method (for hard copies only):

- ☐ **U.S. Priority Mail** (Standard shipping) ☐ **Federal Express** (MUST provide FedEx Acct # below & \$10 additional rush processing fee)
Your FedEx Account # _____
- ☐ PDF and/or Excel Spreadsheet & PDF Formats – **Files Will Be Emailed** **Participants or Special Subscriptions only**

****Remember, each subscription includes TWO ISSUES! Your subscription will begin with the Fall 2025 issue and will also include the Spring 2026 issue (we do not split subscriptions)***

User ID # (if known) _____
Name _____ Title _____
Organization _____
Address _____
City _____ State _____ Zip _____
Telephone _____ Fax _____
E-mail Address _____ Web site _____

Please note: Above prices are for single site/user/copy only. Contact us for multi-site/user/copy prices

ADMINISTRATIVE POSITION LISTING

Administration

- *Chief Executive Officer
- *Assistant/Associate CEO
- *Regional Director
- *General Manager
- *VP of Managed Care
- *Director of Managed Care
- *VP of Government Affairs
- *Director of Government Affairs
- *Government Relations Manager
- *ACO Chief Administrator
- *ACO Program Manager
- *Medicare Compliance Manager
- *Medicare Compliance Analyst
- *Project Manager
- *Legal Counsel (In-House)
- *Assistant General Counsel
- *Paralegal Assistant
- *Compliance Officer
- *Legal Compliance Coordinator
- *Compliance Specialist
- *Sr Investigator
- *Investigator
- *Fraud Data Analyst
- *HIPAA Compliance Officer
- *Privacy Coordinator
- *Administrative Assistant
- *Receptionist/Secretary
- *File Clerk
- *Mail Clerk

Finance

- *Chief Financial Officer
- * Finance Director
- *Assistant Finance Director
- *Controller
- *Director of Internal Audit
- *Internal Auditor
- *Chief Accountant
- *Accounting Supervisor
- *Senior Accountant
- *Staff Accountant
- *Sr. Financial Analyst

- *Financial Analyst
- *Accounts Receivable Manager
- *Accounts Payable Manager
- *Accounting Generalist
- *Accounting Clerk
- *Underwriting Manager
- *Underwriter

Actuarial, Analytics & Risk Adjustment

- *Chief Actuarial & Analytics Officer
- *Director of Actuarial Services
- *Supervisor of Actuarial Services
- *Actuarial Analyst
- *Director of Analytic Services
- *Director of Risk Adjustment
- *Manager of Risk Adjustment
- *Coding Manager
- *Coding Auditor
- *Coding Specialist
- *HCC Coding Quality Analyst

Operations

- *VP of Operations
- *Director of Operations
- *Operations Manager
- *Director of Medicare Operations
- *Facilities Manager
- *Security Manager
- *Purchasing Manager
- *VP of Planning & Development
- *Director of Planning & Development
- *Business Analyst
- *Reinsurance & Stoploss Representative

Claims Administration

- *VP of Claims Administration
- *Director of Claims Administration
- *Claims Manager
- *Claims Supervisor
- *Sr. Claims Analyst
- *Claims Analyst (Non-Supervisory)
- *Claims Examiner
- *C.O.B./Subrogation Supervisor
- *C.O.B. Specialist
- *Claims Clerk

- *Medicare Claims Supervisor
- *Medicare Claims Clerk
- *Medical Information Administrator
- *Health Care Data Supervisor
- *Health Data Analyst
- *Adjustment Specialist

Member Services/Customer Services

- *VP Member/Customer Services
- *Director of Member Services
- *Member Services Manager
- *Supervisor Member Services
- *Member Services/Call Center Rep.
- *Member Services Outreach Specialist
- *Member Services Trainer/Auditor
- *Director of Medicare Member Services
- *Manager of Medicare Member Services
- *Medicare Member Services Coordinator
- *Medicare Member Services Representative

Enrollment, Billing and Eligibility

- *Director of Enrollment
- *Enrollment Manager
- *Enrollment Supervisor
- *Enrollment Clerk
- *Billing Clerk/Accounts Receivable
- *Eligibility Specialist

Human Resources

- *VP of Human Resources
- *Human Resources Director
- *Human Resources Manager
- *Human Resources Generalist
- *Human Resources Assistant
- *Payroll Manager
- *Payroll Administrator
- *Compensation & Benefits Manager
- *Compensation & Benefits Specialist
- *Compensation Analyst
- *Benefits Analyst
- *Employee Training Manager
- *Director of Physician Recruitment
- *Physician Recruiter
- *Communications Specialist

ADMINISTRATIVE POSITION LISTING

Medical Management

- *Chief Medical Officer
- *Medical Director
- *Assistant Medical Director
- *Clinical Informaticist
- *Clinical Health Outcomes Analyst
(Managed Care)
- *Dental Director
- *VP of Health Services
- *Director of Health Services
- *Health Services Manager
- *Director of Pharmacy Services
- *Pharmacy Services Manager
- *Pharmacy Services Coordinator
- *Director of Home Health Care
- *Director of Health Promotion/Wellness
- *Health Coach
- *Director of Mental Health Services

Provider Relations

- *VP Provider Relations/Network Dev.
- *Director of Network Development
- *Network Development Manager
- *Network Development Representative
- *Provider Relations Director
- *Provider Relations Manager
- *Provider Relations Representative
- *Director of Contract Administration
- *Manager of Contract Development
- *Contract Specialist
- *Credentialing Manager
- *Credentialing Administrator
- *Credentialing Supervisor
- *Credentialing Specialist
- *Provider Database Coordinator
- *Provider Database Specialist

Quality Improvement

- *Director of Quality Improvement
- *Quality Improvement Manager
- *HEDIS Coordinator
- *Disease Management Coordinator
- *Intake Coordinator
- *Clinical Care Coordinator

- *Referral Specialist
- *Appeals Manager
- *Appeals Supervisor
- *Grievance Coordinator
- *Grievance/Appeals Specialist
- *Medical Compliance Specialist
- *Health Educator

UR/OA & Case Management

- *Director of Utilization Review
- *Supervisor of Utilization Review
- *UR/QA Nurse
- *Director of Quality Assurance
- *Supervisor of Quality Assurance
- *Director of Case Management
- *Supervisor of Case Management
- *Sr. Case Manager
- *Case Manager
- *Medicare Case Manager
- *Care Manager
- *Preauthorization Coordinator

Management Information Systems

- *VP of Management Information Systems/CIO
- *Dir. of Management Information Systems
- *AL/ML Lead Engineer
- *Healthcare AI Data Scientist
- *AI Data Analyst Specialist
- *Information Security Officer
- *Software Security Engineer
- *Application Manager/Developer
- *Application Analyst
- *IT Software Architect
- *Financial Systems Manager
- *EDP Operations Manager
- *EDI Manager
- *Systems Program Manager
- *Sr. Programmer/Analyst
- *Systems Analyst/Programmer
- *Web Designer/Developer
- *Webmaster
- *Network Administrator
- *Database Administrator
- *Manager, Network Operations

- *Personal Computer Technician
- *Help Desk Coordinator
- *Manager of Configuration
- *Configuration Specialist
- *Computer Operations Supervisor
- *Computer Operator
- *Documentation Specialist
- *Telecommunications Specialist
- *Data Research Technician
- *Data Entry Clerk

Marketing & Sales

- *Chief Marketing Officer (CMO)
- *Marketing/Sales Director
- *Sales Manager
- *Marketing Communications Director
- *Communications Manager
- *V.P. of Public Affairs/Brand Communications
- *Public Relations Director
- *Digital Marketing Director
- *Social Media Manager
- *Staff Writer/Content Creator
- *Market Research Manager
- *Product Development Specialist
- *Director of Medicare Marketing/Sales
- *Manager of Medicare Marketing
- *Medicare Coordinator
- *Medicare Marketing Representative
- *Director/Manager of Medicaid Marketing
- *Medicaid Marketing Outreach Specialist
- *Medicaid Marketing Coordinator
- *Medicaid Marketing Representative
- *Sr. Account Executive
- *Account Executive
- *Junior Marketing Representative
- *Renewal Coordinator
- *Group Services Representative
- *Marketing Secretary

ALLIED HEALTHCARE & PHYSICIAN POSITIONS

Support Staff

- *Director of Clinical Services
- *Director, Strategic Initiatives
- *Director of Medical Records
- *Medical Records Clerk
- *Outreach Coordinator
- *Outreach Worker
- *Patient Care Coordinator
- *Patient Relations Representative
- *Physician Services Analyst

Technical Positions

- *Laboratory Supervisor
- *Clinic Lab Specialist
- *Medical Technologist
- *Medical Technician
- *Phlebotomist
- *Polysomnographic Technologist
- *MRI Technologist
- *Radiology Technologist
- *Mammography Radiographer
- *Nuclear Medicine Technician
- *X-Ray Supervisor
- *X-Ray Technician
- *Ultrasound Technician

Pharmacy Positions

- *Chief Pharmacist
- *Staff Pharmacist
- *Clinical Pharmacy Specialist
- *Pharmacy Technician
- *Pharmacy Clerk/Assistant

Optometry Positions

- *Chief Optometrist

- *Staff Optometrist
- *Supervising Optician
- *Staff Optician

Rehabilitation Positions

- *Chief of Physical Therapy
- *Physical Therapist
- *Physical Therapy Assistant
- *Occupational Therapist
- *Athletic Trainer
- *Respiratory Therapist
- *Speech Pathologist
- *Audiologist

Nursing Positions

- *Director of Nursing
- *Assistant Nursing Director
- *Nursing Supervisor
- *Staff Nurse - R.N.
- *Staff Nurse - L.P.N.
- *Triage Nurse
- *Nurse Practitioner
- *Nurse Midwife
- *Physician Assistant
- *Medical Assistant
- *Utilization Review Nurse
- *Infection Control Nurse
- *Dialysis Technician
- *Surgical Technician
- *Nurse Anesthetist
- *Anesthesia Assistant
- *Anesthesia Technician
- *Cardiac Monitoring Technician
- *Pulmonology Technician
- *Neurological Technician
- *Dietician
- *Community Outreach Nurse

- *Staff Home Care Nurse
- *Palliative Care Nurse

Dental Positions

- *Chief Dentist
- *Staff Dentist
- *Dental Hygienist
- *Dental Assistant

Behavioral Health Positions

- *Top Behavioral Care Executive
- *VP of Behavioral Care Management
- *Regional Director, Behavioral Care
- *Executive Dir/Mental Health Center
- *Clinical Director-Behavioral Health
- *Behavioral Health Manager
- *Behavioral Care Case Manager
- *Behavioral Health Intake Supervisor
- *Behavioral Health Intake Coordinator
- *Manager, EAP
- *EAP Coordinator
- *EAP Counselor II
- *EAP Counselor
- *Mental Health Phone Triage Nurse (RN)
- *Psychologist - Ph.D.
- *Psychologist - M.A.
- *Psychiatric Social Worker
- *Psychiatric Case Manager
- *Substance Abuse Counselor
- *Marriage/Family/Child Counselor
- *Medical Social Worker
- *Clinical Social Worker

ALLIED HEALTHCARE & PHYSICIAN POSITIONS

Primary Care

- *General Practitioner
- *Family Practitioner
- *Internist
- *Pediatrician
- *Obstetrician/Gynecologist

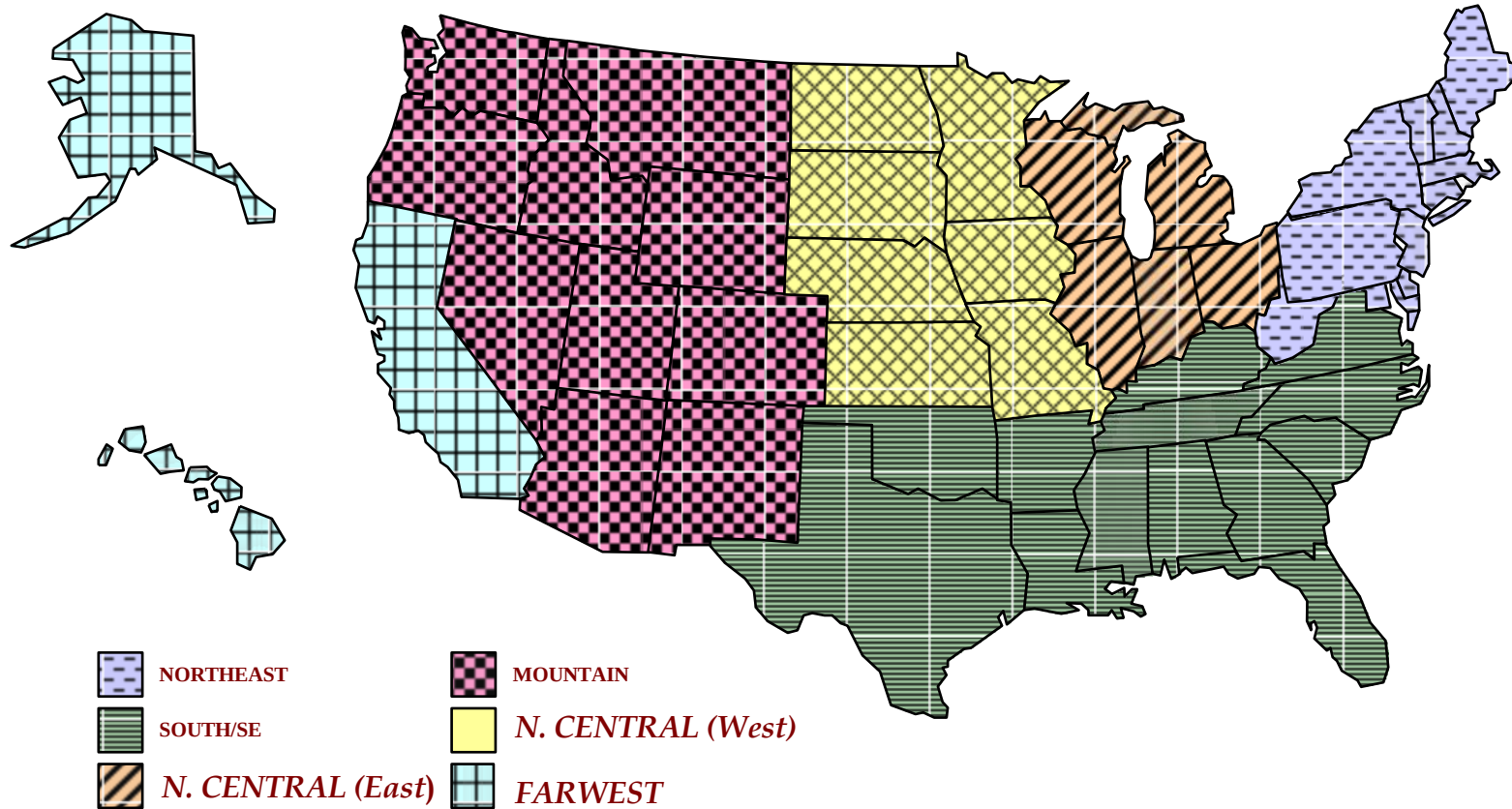
Specialty Care

- *Allergist
- *Anesthesiologist
- *Cardiologist
- *Chiropractor
- *Dermatologist
- *Ear, Nose and Throat
- *Endocrinologist
- *Gastroenterologist

- *Gerontologist
- *Hospitalist
- *Infectious Disease Specialist
- *Nephrologist
- *Neurologist
- *Oncologist
- *Ophthalmologist

- *Pathologist
- *Podiatrist
- *Psychiatrist
- *Pulmonologist
- *Radiologist
- *Urgent Visit/Emergency
- *Urologist

Geographical Regions



More specific data cuts are available to PARTICIPANTS at a competitive cost. Availability depends on the details of the request and the amount of data available to meet Federal Anti-trust Guidelines.

Warren Surveys

MARKETING SECRETARY (WPC 322)

		No. Plans	10th %ile	25th %ile	Average Salary	Median Salary	75th %ile	90th %ile
All Plans		50	30,326	34,216	42,093	40,244	46,648	56,212
Area	Northeast	9	-	38,552	46,531	42,052	48,548	-
	South/Southeast	7	-	32,809	37,704	35,006	39,730	-
	N. Central(West)	4	-	-	37,006	42,570	-	-
	N. Central (East)	21	29,341	31,941	39,374	38,459	46,446	50,750
	Mountain	5	-	-	40,999	36,801	-	-
	Farwest	4	-	-	60,520	61,347	-	-
Membership	Under 25000	9	-	32,890	46,576	46,124	50,560	-
	25K to 50K	5	-	-	34,957	35,689	-	-
	51K to 100K	7	-	27,832	32,882	34,216	35,708	-
	101K to 200K	5	-	-	46,066	47,163	-	-
	201 to 500K	15	30,696	33,899	40,111	38,459	42,199	47,515
	501K to Million	4	-	-	48,121	45,890	-	-
	Over Million	5	-	-	51,205	46,661	-	-
Org Type	Independent	14	25,873	37,981	43,434	44,120	46,380	53,570
	Physician/Hosp.	5	-	-	36,948	32,760	-	-
	Insurer	8	-	35,058	46,247	43,152	49,430	-
	Management Co	2	-	-	53,297	53,297	-	-
	Hospital System	12	21,548	30,326	40,810	37,703	47,163	51,076
	Other	9	-	34,731	38,393	38,459	40,360	-
Corp Status	Not for Profit	31	29,326	34,614	43,794	43,493	49,474	61,421
	For Profit	19	31,623	33,899	39,318	36,801	42,012	46,423

TOTAL COMPENSATION

MARKETING SECRETARY (WPC 322)

		No. Plans	10%ile Salary w/Bonus	25%ile Salary W/Bonus	Average Salary w/Bonus	Median Salary W/Bonus	75%ile Salary W/Bonus	90%ile Salary W/Bonus
All Plans		50	30,326	34,456	42,966	41,660	49,154	62,000
Area	Northeast	9	-	39,052	47,762	44,287	51,014	-
	South/Southeast	7	-	32,809	37,372	35,006	42,767	-
	N. Central(West)	4	-	-	37,006	42,570	-	-
	N. Central (East)	21	29,341	32,157	39,917	38,605	46,961	51,101
	Mountain	5	-	-	42,449	36,801	-	-
	Farwest	4	-	-	61,354	62,864	-	-
Membership	Under 25000	9	-	32,890	46,576	46,124	50,560	-
	25K to 50K	5	-	-	35,159	36,398	-	-
	51K to 100K	7	-	27,832	32,923	34,216	35,708	-
	101K to 200K	5	-	-	47,156	47,163	-	-
	201 to 500K	15	30,696	34,384	40,601	38,759	43,052	48,693
	501K to Million	4	-	-	50,070	47,528	-	-
	Over Million	5	-	-	55,778	54,530	-	-
Org Type	Independent	14	25,873	40,706	45,036	44,944	47,897	59,012
	Physician/Hosp.	5	-	-	36,948	32,760	-	-
	Insurer	8	-	35,058	47,684	45,715	54,286	-
	Management Co	2	-	-	56,214	56,214	-	-
	Hospital System	12	21,548	30,326	40,874	37,703	47,163	51,076
	Other	9	-	35,211	38,864	38,759	41,365	-
Corp Status	Not for Profit	31	29,326	34,614	44,928	44,287	52,411	62,679
	For Profit	19	31,882	34,024	39,823	36,801	42,387	48,943

PARTICIPATION POLICY

While we welcome new subscribers to our survey, it is our policy that once an organization begins using our survey for their salary administration and staff retention, we expect them to participate on a regular basis in order to maintain their eligibility to purchase the survey results as well as the integrity of the survey. In this manner, we are able to provide consistent, quality information at a reasonable price to all concerned. Subscription prices reflect participation status. If an organization does not participate as promised, the second issue of the yearly subscription will be forfeited and further if an organization requests participation status in the future, they will be required to participate through a complete subscription cycle before being reinstated as a participant and during this first subscription cycle results will only be available to them at the non-participant rate and in the hard copy format.

I, _____, of _____ understand that *The Warren Compensation Survey* is conducted semi-annually and if I select the participation rate, I will be expected to participate in the survey on a regular basis by updating information at least once per year *beginning with the upcoming survey cycle.*

I hereby promise that our organization will do its part to maintain the integrity of the survey results by participating on a regular basis. I understand that failure to do so will jeopardize receipt of the results and/or limit access to our other services and will be charged the higher non-participant rate upon the next renewal. I further understand that, while signing this participation agreement is not legally binding, it is in our best interest and that of our industry colleagues to participate in the survey on a regular basis. *If I am a new client and place an order to subscribe at the participant rate but not follow through with participation, I realize I may be balance billed for the difference.*

Signature and Title

Date

ABOUT CONFIDENTIALITY

*All data submitted is held in strictest confidence. You have our assurance that your plan's individual pay practices **WILL NOT** be disclosed in any manner whatsoever.*

Our survey is conducted within the guidelines of the National Anti-Trust Regulations.

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