



National Association of
Healthcare Revenue Integrity

Planning for Growth: Tips from NAHRI's 2025 Revenue Integrity Salary Survey

October 21, 2025

Learning Outcomes

Upon completion of this program, attendees will be able to:

- Describe current industry standards for revenue integrity salary
- Discuss trends, such as experience, location, and education, that affect professional opportunities
- Implement best practices to improve professional opportunities

Agenda

- Introduction
- Education, Experience, and Professional Backgrounds
- Revenue Integrity Program Design and Scope
- Revenue Integrity Compensation in 2025
- Hours and Benefits
- Planning for Growth

The National Association of Healthcare Revenue Integrity

- The National Association of Healthcare Revenue Integrity (NAHRI) is the only professional association dedicated to revenue integrity.
- The mission of NAHRI is to enhance the revenue integrity profession through standards, advocacy, networking, and the promotion of shared knowledge and resources.

The National Association of Healthcare Revenue Integrity

- Revenue integrity professionals of all kinds are making positive changes for their hospitals and health systems. NAHRI is their platform for connecting with peers, asking questions, discussing strategies and standards, trading ideas, and accessing valuable resources.
- Discover more about NAHRI and our work at <https://nahri.org/>.
 - Explore membership at <https://nahri.org/membership>.
 - Sign up for revenue integrity and NAHRI news at <https://nahri.org/subscribe-revenue-integrity-insider>.

2025 Revenue Integrity Salary Survey

- NAHRI's annual Revenue Integrity Salary Survey collects information on revenue integrity professionals' compensation, benefits, staffing, hours, and other information.

Panelists

- **Alison Davis, CPC, CEMC**, manager, revenue integrity, Carle Health, Urbana, Illinois
- **Sandra Giangreco Brown, MHA, BS, NREMT, CHRI, RHIT, CCS, CCS-P, CHC, CPC, CPCO, COC, COBGC, PCS**, VP of revenue integrity and education, Spire Orthopedic Partners, Stamford, Connecticut
- **Irene Sachakov, CHRI, CRCR, CSPR, CSAF**, director of revenue integrity at Northeast Georgia Health System in Gainesville, Georgia

A green-tinted background graphic featuring a stethoscope, various medical icons (like a pill, a plus sign, and a heart), and data visualization elements (like a line graph and a bar chart).

Education, Experience, and Professional Backgrounds

Experience

Approximately how many years of experience do you have as a revenue integrity professional?

Less than 1 year	3%
1-2 years	8%
3–5 years	14%
6–10 years	22%
11–15 years	16%
16–20 years	15%
More than 20 years	22%
N/A—I do not have any experience as a revenue integrity professional.	0%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Education

What is the highest level of education you've completed?	
Bachelor's degree	30%
Master's degree	28%
Associate's degree	17%
Postsecondary school certificate program	15%
High school	8%
Doctorate	2%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Education

Top five most common postsecondary fields of study	
Healthcare administration	29%
Medical/nursing	23%
Business	17%
STEM (e.g., health information management, computer science, information technology, mathematics)	12%
Finance	6%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Credentials

Top five most common credentials	
CPC	44%
RN	17%
CCS	10%
CRCR	10%
RHIA	9%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.



Revenue Integrity Program Design and Scope

Revenue Integrity Programs

Does your organization have any type of revenue integrity program?	
We have a revenue integrity department	89%
We have a revenue integrity initiative	7%
We have a revenue integrity committee	1%
We do not have any type of revenue integrity program	4%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Revenue Integrity Functions

Which of the following functions are considered part of your revenue integrity department/program's primary focus?

Charge capture workflow design/optimization	80%
Charge edits	66%
Charge audits	65%
Charge entry	63%
Charge reconciliation	62%
Chargemaster maintenance	55%
Chargemaster management	52%
Denials prevention	42%
Claim edits	41%
Chart audits	38%
Price strategies/methodologies	38%
Denials management	35%
Price transparency compliance	34%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Revenue Integrity Scope

Does your revenue integrity department/program have a formal and clearly defined scope of work?	
Yes	74%
No	14%
I don't know	11%
N/A	1%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Revenue Integrity Scope

In your opinion, do other departments understand the revenue integrity department/program's purpose, goals, and functions?

Yes, all or most revenue cycle departments do	46%
No, other departments do not	27%
Yes, all or most clinical departments do	24%
I don't know	18%
Yes, the C-suite and board of directors do	16%
N/A	1%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

The top of the slide features a teal-to-green gradient background. Overlaid on this are various semi-transparent icons and graphics, including a stethoscope, a bar chart, a line graph with an upward arrow, a medical cross, a pill bottle, and a hexagonal molecular structure. In the upper right corner, some faint numerical data is visible, such as 1.78, 2.22, and 7.85.

Revenue Integrity Compensation in 2025

Salaried and Hourly Employees

Are you paid a salary or an hourly wage?	
Salary	74%
Hourly	26%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Role

What best describes your type of role?	
Managerial with direct reports	50%
Individual contributor	43%
Managerial without direct reports	7%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Salary: Overall

Salary range	
Less than \$30,000	0%
\$30,000–\$39,999	0%
\$40,000–\$49,999	5%
\$50,000–\$59,999	9%
\$60,000–\$69,999	10%
\$70,000–\$79,999	8%
\$80,000–\$89,999	10%
\$90,000–\$99,999	6%
\$100,000–\$109,999	12%
\$110,000–\$119,999	4%
\$120,000–\$129,999	3%
\$130,000–\$139,999	5%
\$140,000–\$149,999	4%

Salary range	
\$150,000–\$159,999	5%
\$160,000–\$169,999	3%
\$170,000–\$179,999	6%
\$180,000–\$189,999	2%
\$190,000–\$199,999	
\$200,000–\$209,999	
\$210,000–\$219,999	
\$220,000–\$229,999	
\$230,000–\$239,999	
\$240,000–\$249,999	
\$250,000–\$259,999	
\$260,000–\$269,999	
\$270,000–\$279,999	

Salary range	
\$280,000–\$289,999	
\$290,000–\$299,999	
\$300,000 or more	

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Salary: Revenue Integrity Job Titles vs. All Others

Salary range	RI titles	All other titles
Less than \$30,000	0%	0%
\$30,000–\$39,999	0%	0%
\$40,000–\$49,999	2%	10%
\$50,000–\$59,999	9%	8%
\$60,000–\$69,999	9%	11%
\$70,000–\$79,999	7%	10%
\$80,000–\$89,999	9%	11%
\$90,000–\$99,999	7%	6%
\$100,000–\$109,999	10%	14%
\$110,000–\$119,999	5%	3%
\$120,000–\$129,999	3%	3%

Salary range	RI titles	All other titles
\$130,000–\$139,999	7%	3%
\$140,000–\$149,999	6%	1%
\$150,000–\$159,999	4%	7%
\$160,000–\$169,999	4%	1%
\$170,000–\$179,999	7%	4%
\$180,000–\$189,999	3%	1%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Salary: Revenue Integrity Job Titles vs. All Others (cont.)

Salary range	RI titles	All other titles
\$180,000–\$189,999	3%	1%
\$190,000–\$199,999	0%	1%
\$200,000–\$209,999	1%	1%
\$210,000–\$219,999	0%	0%
\$220,000–\$229,999	3%	0%
\$230,000–\$239,999	1%	0%
\$240,000–\$249,999	1%	1%

Salary range	RI titles	All other titles
\$250,000–\$259,999	0%	1%
\$260,000–\$269,999	0%	0%
\$270,000–\$279,999	0%	0%
\$280,000–\$289,999	0%	1%
\$290,000–\$299,999	0%	0%
\$300,000 or more	0%	0%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.



Hours and Benefits

Hours Worked

On average, how many hours do you work per week?	
Fewer than 20 hours	0%
20-31 hours	<1%
32-38 hours	0%
39-41 hours	46%
42-50 hours	45%
More than 50 hours	9%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Hours Worked: Salaried vs. Hourly

On average, how many hours do you work per week?		
	Salaried	Hourly
Fewer than 20 hours	0%	0%
20-31 hours	<1%	0%
32-38 hours	0%	0%
39-41 hours	29%	93%
42-50 hours	58%	7%
More than 50 hours	12%	0%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Work Location: Remote vs. Onsite

Do you currently work on-site or remotely?	
Remote	70%
Hybrid—some days on-site, other days remotely	21%
Onsite	9%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Benefits

Have you experienced an increase or a reduction in the following benefits over the past year?

Benefit	Increase	Reduction	No change
Salary	72%	3%	25%
Health insurance benefits	22%	11%	66%
Healthcare service discount program	6%	5%	77%
Prescription drug discount program	4%	4%	81%
Vision insurance benefits	15%	4%	79%
Dental insurance benefits	16%	4%	80%
Long-term disability benefits	5%	2%	92%
Short-term disability benefits	7%	2%	89%
Wellness program/mental health programs	15%	4%	80%
Flexible Spending Account match	2%	1%	85%

Source: NAHRI's 2025 Revenue Integrity Salary Survey

Benefits (cont.)

Have you experienced an increase or a reduction in the following benefits over the past year?

Benefit	Increase	Reduction	No change
Health Savings Account match	2%	2%	83%
Dependent care assistance	0%	1%	87%
Life insurance	6%	1%	92%
Retirement plan match	6%	4%	87%
Pension plan	1%	2%	63%
Travel budget	2%	11%	52%
Commuter benefit/Qualified transportation fringe benefit	1%	1%	52%
Paid time off	4%	7%	89%
Paid holidays	4%	4%	80%
Paid overtime	1%	2%	76%

Source: NAHRI's 2025 Revenue Integrity Salary Survey

Benefits (cont.)

Have you experienced an increase or a reduction in the following benefits over the past year?

Benefit	Increase	Reduction	No change
Ability to accrue time off year over year	2%	11%	82%
College/University tuition reimbursement	4%	2%	91%
Credentialing exam/Other professional development certificates and courses	4%	4%	81%
Continuing education budget	4%	9%	76%
Meals and entertainment (e.g., holiday parties, department lunches)	1%	20%	56%
Employee discount programs (e.g., discounts on theme park passes, wholesale club membership)	5%	5%	80%

Source: NAHRI's 2025 Revenue Integrity Salary Survey

A green-tinted background graphic featuring a stethoscope, various medical icons (like a pill, bandage, and heart), and business-related elements (like a bar chart, line graph, and arrows).

Growing Your Career

Job Satisfaction

On a scale of 1 to 10, how happy are you with your current job? (1 = extremely unhappy, 10 = extremely happy)

Average answer

6.5

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Connection

Do you feel connected to your co-workers?	
Yes	85%
No	9%
Unsure/I don't know	6%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Value

Do you feel valued by your organization for your contributions?	
Yes	70%
No	19%
Unsure/I don't know	11%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

Professional Growth

Do you feel that you are growing professionally?	
Yes	79%
No	15%
Unsure/I don't know	6%

Source: NAHRI's 2025 Revenue Integrity Salary Survey.

A complex background graphic featuring a stethoscope, various medical icons (like pills, a bandage, and a clipboard), and data visualization elements (like bar charts, line graphs, and hexagonal patterns) in shades of green and teal.

Questions

Q&A

- To ask a question, type it in the Q&A pod.
- Email NAHRI at nahri@hcpro.com