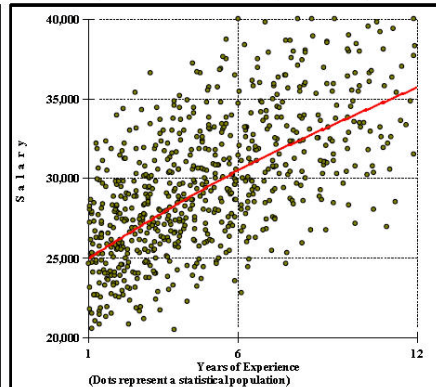


ERI's 2013 All Health Care Salary Survey provides market-based pay data for 171 benchmark jobs in this 300+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2013.

Two pages of information are reported for each benchmark position, including job descriptions, Selected Characteristics of the Occupation (SCOs), total annual direct compensation, incentive/variable pay, survey means, medians and percentiles, and graphs with data points. The survey contains three different sections of data: 1) public data, 2) ERI Assessor databases, and 3) data provided by participants. Please see the example format below:

Categories	No. of Incumbents	Mean	First Decile	First Quartile	Median	Third Quartile	Ninth Decile	Rate of Error
Public Databases								
Annual Salary		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$26,404	\$19,014	\$21,622	\$25,970	\$33,302	\$37,702	0.2
ERI Assessor Databases								
Annual Salary		\$30,513	\$26,074	\$27,900	\$29,970	\$32,661	\$35,035	
Incentive/Variable Pay		\$356	\$306	\$328	\$352	\$384	\$411	
Total Direct Annual Compensation		\$30,869	\$26,380	\$28,228	\$30,322	\$33,045	\$35,446	
Survey Participants' Databases								
Annual Salary		\$37,079	\$18,032	\$28,167	\$38,704	\$41,404	\$44,000	
Incentive/Variable Pay		\$1,955	\$500	\$969	\$1,456	\$3,262	\$5,000	
Total Direct Annual Compensation	227	\$39,034	\$18,532	\$29,136	\$40,160	\$44,666	\$49,000	1.1

Position Description
 Greets and receives callers or visitors at establishment, and determines nature of business. Asks for caller's or visitor's name, arranges for appointment with or notifies person called upon on caller's arrival, guides caller to destination, and records name, time of call, nature of business, and person called upon. May issue visitor's pass when required. May type memos, correspondence, reports, and other documents. May operate PBX telephone console to receive incoming messages. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. May collect and distribute mail and messages. May work in office of medical practitioner or in other health care facility and be designated accordingly. eDOT: 237.367-038



Selected Characteristics of Occupation (SCOs) from ERI's Occupational Assessor

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Far Acuity
eDOT code 237.367-038	Understanding & Memory	Strength S	Depth Perception N
Occupational Code 237	Memory F	Occasionally Lift/Carry 0	Accommodation O
Specific Vocational Preparation (SVP) 4	Short Instruction Memory F	Frequently Lift/Carry 0	Color Vision N
Education Level 5	Detailed Instruction Memory F	Push/Pull N	Field of Vision O
Worker Functions	Sustained Concentration & Persistence	Walking O	Environmental Conditions
Data 3	Short Instruction F	Sitting F	Exposure to Weather N
People 6	Detailed Instruction O	Standing O	Extreme Cold N
Things 7	Concentration & Attention F	Sit/Stand Option N	Extreme Heat N
Literacy Demands	Work Schedule O	Climbing N	Wet and/or Humid N
Mathematics Level 2	Work Routine F	Balancing N	Noise Intensity Level 2
Language Level 3	Work Distractions F	Stooping N	Vibration N
Reasoning Level 3	Work Decisions O	Kneeling N	Atmospheric Conditions N
Aptitudes	Work Completion F	Crouching N	Proximity to Moving Parts N
General Learning Ability 3	Social Interaction	Crawling N	Exposure to Electrical Shock N
Verbal Aptitude 3	Public Interaction F	Reaching O	Working in High Places N
Numeric Aptitude 2	Assignment/Assistance F	Reaching Upward O	Exposure to Radiation N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Working With Explosives N
Form Perception 2	Peer Interaction F	Handling O	Exposure to Toxic Chemicals N
Clerical Perception 3	Work Behavior F	Fingering O	Exposure to Biohazards N
Motor Coordination 2	Adaptation	Feeling N	Other Environmental Conditions N
Finger Dexterity 3	Adaptation to Change O	Keyboard Use F	Additional Measures
Manual Dexterity 2	Hazard Awareness O	Talking F	Creativity O
Eye-Hand-Foot Coord. 2	Travel O	Hearing O	Administrative Activity O
Color Discrimination 1	Independent Planning O	Tasting/Smelling N	Discretion/Independent Judgment F
		Near Acuity O	

* For an explanation of eDOT SCO values, please see the definitions on page 265.

Trended EEO-1 Demographic Estimates
 Specific Census data can be obtained by subscribing to ERI's Geographic Assessor

Trend to Month/Year:	eDOT Title:		OES Area:		SOC Job Family:		Codes:	
	Receptionist		US - National		Receptionists and Information Clerks		eDOT Code: 237.367-038	
							OES Code: 193000700000	
							SOC Code: 434171	
	Total	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	Hispanic or Latino	Alaska Native	Two or More Races
Male	7.3%	4.8%	0.9%	0.0%	0.4%	0.9%	0.1%	0.2%
Female	92.7%	68.2%	9.6%	0.1%	2.0%	10.5%	0.6%	1.6%
Totals	100.0%	72.9%	10.5%	0.1%	2.5%	11.4%	0.6%	1.8%

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$236,928
Medical Staff Coordinator	\$84,734
Compliance Specialist	\$62,023
Home Care Aide Coordinator	\$37,974
Outpatient Admitting Clerk	\$33,598
Central Supply Worker	\$31,670

Information is from ERI Assessor databases as of March 31, 2013.

Characteristics of Participating Organizations (information taken from the ERI Survey Participant Database)

Revenue	Percent of Organizations
Less than \$100,000	
\$100,000-\$1,000,000	4
\$1,000,000-\$10,000,000	18
\$10,000,000-\$100,000,000	29
\$100,000,000-\$1,000,000,000	32
Greater than \$1,000,000,000	18

Benchmark Job List

<p>Acupressurist Ambulatory Services Director Anesthesia Technician Audiologist Audiometrist Biomedical Engineer Biomedical Engineering Director Biomedical Equipment Technician Call Center Nurse RN Cardiac Catheterization Technologist Cardiac Monitor Technician Cardiopulmonary Technologist Case Management Head Case Manager Central Supply Worker Certified Medication Technician Certified Nurse Assistant Charge Nurse Chief Executive Officer Chief Financial Officer Chief Human Resources Officer Chief Marketing & Sales Officer</p>	<p>Chief Operating Officer Chief Radiologic Technologist Claims Manager Clinical Nurse Specialist Clinical Research Nurse Coder Health Care Coder Medical Records Compliance Specialist Controller, Top Corporate Critical Care Unit Nurse CT Technologist CT Technologist (Lead) Cytotechnologist Dental Assistant Dental Hygienist Diagnosis Related Group Coordinator Dialysis Technician Dialysis Unit Head Dietician Dietitian Head Dosimetrist Echocardiograph Technician</p>
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Electrocardiograph Technician
Electroencephalographic Technologist
Electromyographic Technician
Emergency Medical Technician
Emergency Room Nurse
Endoscopy Technician
Epidemiologist
Exercise Physiologist
Gerontology Nurse
Grant Coordinator
Grant Writer
Head Nurse
Histopathologist
Histotechnologist
Home Care Aide Coordinator
Home Care Aide Supervisor
Home Care Director
Home Care LPN
Home Care Nurse
Home Health Aide
Hospice Director
Hospital Administrator
Hospital Admitting Clerk
Hospital Admitting Director
Hospital Admitting Supervisor
Hospital Cleaner
Housekeeping Director
Immunohematologist
Infection Control Nurse
Insurance Billing Clerk
Intensive Care Unit Nurse
Lactation Consultant
Laundry Manager Hospital
Magnetic Imaging Technologist
Medical Assistant
Medical Laboratory Manager
Medical Laboratory Technician
Medical Librarian
Medical Practice Manager
Medical Receptionist
Medical Records Administrator
Medical Records Clerk
Medical Reimbursement Head
Medical Services Manager
Medical Social Worker
Medical Staff Coordinator
Medical Technologist
Medical Transcriber

Medical Unit Manager
Mental Health Manager
MRI Administrator
Nuclear Medical Technician
Nurse Anesthetist
Nurse Call Center Manager
Nurse Licensed Practical
Nurse Manager Acute Care Unit
Nurse Manager Clinic
Nurse Midwife
Nurse Practitioner
Nurse Public Health
Nurse Recruiter
Nursing Director
Nursing Home Director
Nursing Instructor
OB/GYN Clinical Nurse
Occupational Nurse
Occupational Therapist
Occupational Therapy Director
Occupational Therapy Supervisor
Office Nurse
Oncology Nurse
Operating Room Nurse
Operating Room Technician
Ophthalmic Technician
Optometric Assistant
Orderly
Orthodontic Technician
Orthoptist
Orthotics Assistant
Orthotist/Prosthetist
Outpatient Admitting Clerk
Outpatient Department Manager
Paramedic
Pathology Assistant
Patient Relations Representative
Patient Transporter
Perfusionist
Pharmacist
Pharmacy Director
Pharmacy Technician
Pheresis Specialist
Phlebotomist
Physical Therapist
Physical Therapy Manager
Physical Therapy Supervisor
Physical Therapy Technician

Physician Assistant
Polysomnographic Technician
Private Duty Nurse
Prosthetics Assistant
Psychiatric Nurse
Psychiatric Technician
Pulmonary Function Technician
Quality Assurance Head Hospital
Radiation Therapy Technologist
Radiology Technologist
Recovery Room Nurse
Registered Nurse
Respiratory Therapist
Respiratory Therapy Manager
Respiratory Therapy Technician
Speech Pathologist

Substance Abuse Counselor
Top Administrative Officer
Top IT Officer
Top Legal Officer
Top Managed Care Executive
Top Nursing Executive
Top Professional Services Executive Medical
Top Regulatory Affairs Executive
Top Support/Ancillary Executive Medical
Transplant Coordinator
Ultrasound Technologist
Unit Clerk
Utilization Review/Quality Assurance Coordinator
Volunteer Services Director
Wellness Program Administrator