

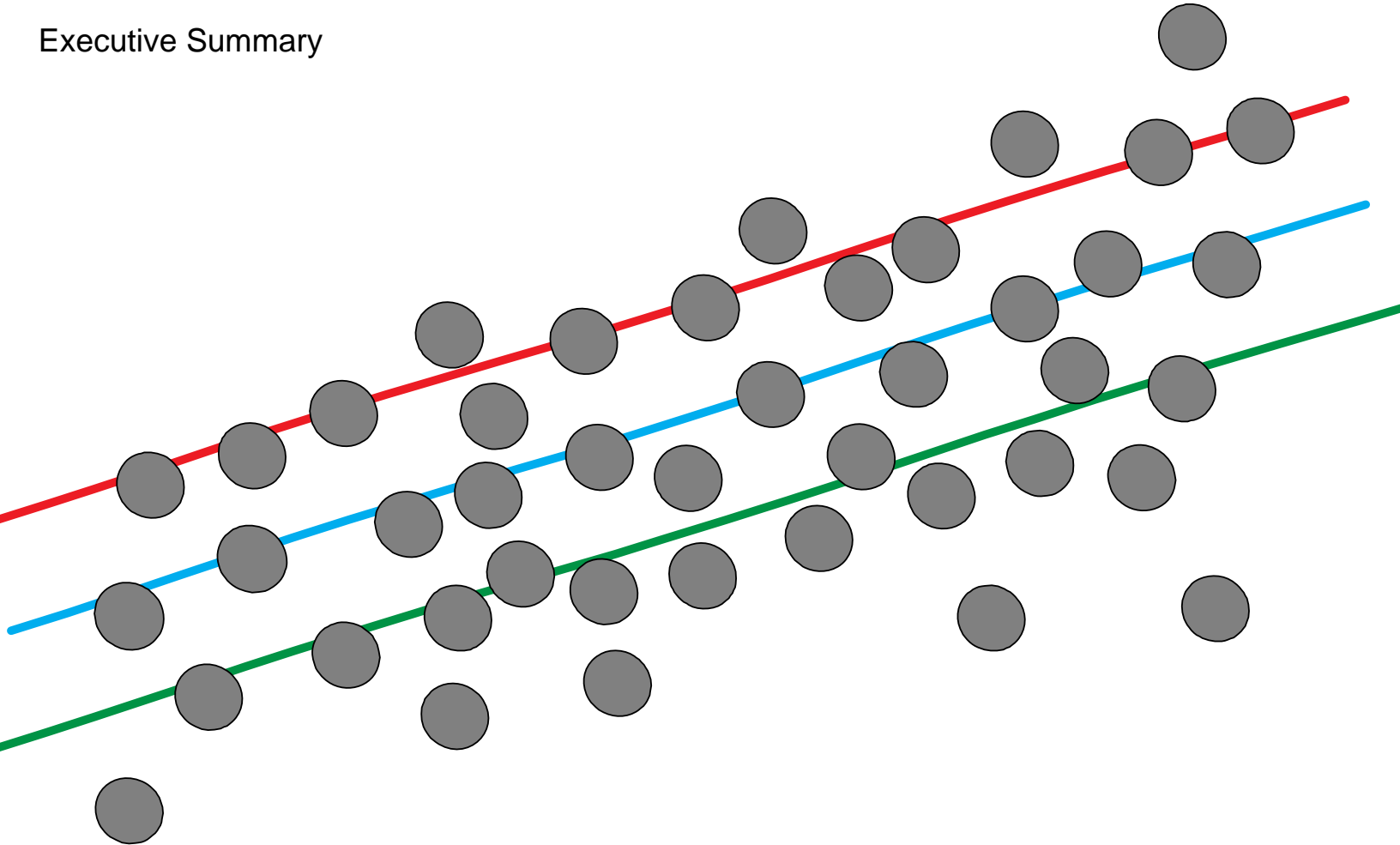


**SALARY
SURVEYS**

2014

All Health Care Salary Survey

Executive Summary

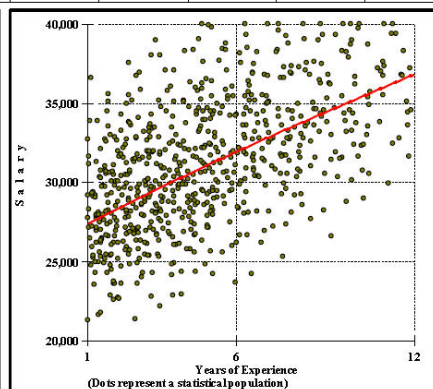


ERI's 2014 All Health Care Salary Survey provides market-based pay data for 192 benchmark jobs in this 300+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2014.

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		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	
Incentive/Variable Pay								
Total Direct Annual Compensation		\$35,965	\$27,101	\$30,225	\$35,433	\$44,396	\$49,774	0.3
ERI Assessor Databases								
Annual Salary		\$31,953	\$27,314	\$29,227	\$31,395	\$34,214	\$36,701	
Incentive/Variable Pay		\$442	\$381	\$407	\$438	\$477	\$512	
Total Direct Annual Compensation		\$32,395	\$27,695	\$29,634	\$31,833	\$34,691	\$37,213	
Survey Participant Database								
Annual Salary		\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	
Incentive/Variable Pay								
Total Direct Annual Compensation	116	\$25,326	\$17,244	\$20,134	\$23,138	\$27,049	\$30,810	1.6

Position Description
 Greets and assists callers in relaying incoming, outgoing, and/or interoffice calls. Operates switchboard equipment. Guides caller to destination and records name, time of call, nature of business, and person called upon. Supplies information to callers/visitors, takes messages, and announces callers/visitors. May issue visitor's pass when required. May perform clerical duties, such as word processing, proofreading, and sorting mail. May receive callers at establishment, determine nature of business, and arrange for appointment with person called upon. May type memos, correspondence, reports, and other documents. May make future appointments and answer inquiries. May perform variety of clerical duties and other duties pertinent to type of establishment. eDOT: 235.662-019



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

eDOT SCOs*	Mental & Stress Demands	Physical Demands	Other
eDOT code 235.662-019	Understanding & Memory	Strength	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry 0	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry 0	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
Worker Functions	Sustained Concentration & Persistence	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	Environmental Conditions
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
Literacy Demands	Work Schedule F	Climbing N	Extreme Heat N
Mathematics Level 2	Work Routine F	Balancing N	Wet and/or Humid N
Language Level 3	Work Distractions F	Stooping N	Noise Intensity Level 2
Reasoning Level 3	Work Decisions F	Kneeling N	Vibration N
Aptitudes	Work Completion F	Crouching N	Atmospheric Conditions N
General Learning Ability 3	Social Interaction	Crawling N	Proximity to Moving Parts N
Verbal Aptitude 4	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Numeric Aptitude 3	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Spatial Aptitude 2	Work Review O	Reaching Downward O	Exposure to Radiation N
Form Perception 2	Peer Interaction F	Handling C	Working With Explosives N
Clerical Perception 3	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Motor Coordination 3	Adaptation	Feeling O	Exposure to Biohazards O
Finger Dexterity 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Manual Dexterity 3	Hazard Awareness O	Talking C	Additional Measures
Eye-Hand-Foot Coord. 1	Travel O	Hearing F	Creativity O
Color Discrimination 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
		Near Acuity F	Discretion/Independent Judgment F

* For an explanation of eDOT SCO values, please see the definitions on page 261.

Sample Information

Benchmark Title	Mean Total Compensation
Chief Human Resources Officer	\$235,442
Medical Staff Coordinator	\$83,492
Compliance Specialist	\$61,573
Home Care Aide Coordinator	\$38,186
Outpatient Admitting Clerk	\$33,750
Central Supply Worker	\$31,294

Information is from ERI Assessor databases as of March 31, 2014.

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	
\$1,000,000-\$10,000,000	11
\$10,000,000-\$100,000,000	44
\$100,000,000-\$1,000,000,000	33
Greater than \$1,000,000,000	11

Benchmark Job List

Acupressurist	Chief Marketing & Sales Officer
Ambulatory Services Director	Chief Medical Officer
Anesthesia Technician	Chief Operating Officer
Audiologist	Claims Manager
Audiometrist	Clinical Nurse Specialist
Bereavement Counselor	Clinical Research Nurse
Biomedical Engineer	Coder Medical Records
Biomedical Engineering Director	Compliance Specialist
Biomedical Equipment Technician	Consulting Pharmacist
Call Center Nurse RN	Controller, Top Corporate
Cardiac Catheterization Technologist	Critical Care Unit Nurse
Cardiac Monitor Technician	CT Technologist
Cardiopulmonary Technologist	CT Technologist (Lead)
Case Management Head	Cytotechnologist
Case Manager	Dental Assistant
Central Supply Worker	Dental Hygienist
Certified Medication Technician	Diagnosis Related Group Coordinator
Certified Nurse Assistant	Dialysis Technician
Charge Nurse	Dialysis Unit Head
Chief Executive Officer	Dietician
Chief Financial Officer	Dietitian Head
Chief Human Resources Officer	Dosimetrist

Echocardiograph Technician
Electrocardiograph Technician
Electroencephalographic Technologist
Electromyographic Technician
Emergency Medical Technician
Emergency Room Nurse
Endoscopy Technician
Epidemiologist
Exercise Physiologist
Genetics Counselor
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 Manager
Hospital Admitting Supervisor
Hospital Cleaner
Hospitalist
Housekeeping Director
Hyperbaric Technician
Immunohematologist
Infection Control Nurse
Insurance Billing Clerk
Intensive Care Unit Nurse
Lactation Consultant
Laundry Manager Hospital
Magnetic Imaging Technologist
Medical Assistant
Medical Director
Medical Equipment Planning Specialist
Medical Laboratory Manager
Medical Laboratory Technician
Medical Librarian
Medical Practice Administrator
Medical Practice Manager
Medical Receptionist

Medical Records Administrator
Medical Records Clerk
Medical Records Technician
Medical Reimbursement Head
Medical Services Manager
Medical Social Worker
Medical Staff Coordinator
Medical Technologist
Medical Transcriber
Medical Unit Manager
Mental Health Manager
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 Manager
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
Provider Relations Director
Provider Relations Manager
Provider Relations Representative
Psychiatric Nurse
Psychiatric Technician
Psychologist
Pulmonary Function Technician
Quality Assurance Head Hospital
Radiation Therapy Head
Radiation Therapy Technologist
Radiology Technologist
Recovery Room Nurse
Registered Nurse
Respiratory Therapist
Respiratory Therapy Manager
Respiratory Therapy Technician
Risk Management Top Executive
Speech & Language Pathologist Assistant
Speech Pathologist
Subrogation Claims Manager
Subrogation Specialist
Substance Abuse Counselor
Surgery Scheduler
Therapeutic Recreation Aide
Top Administrative Officer
Top Ethics Executive
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