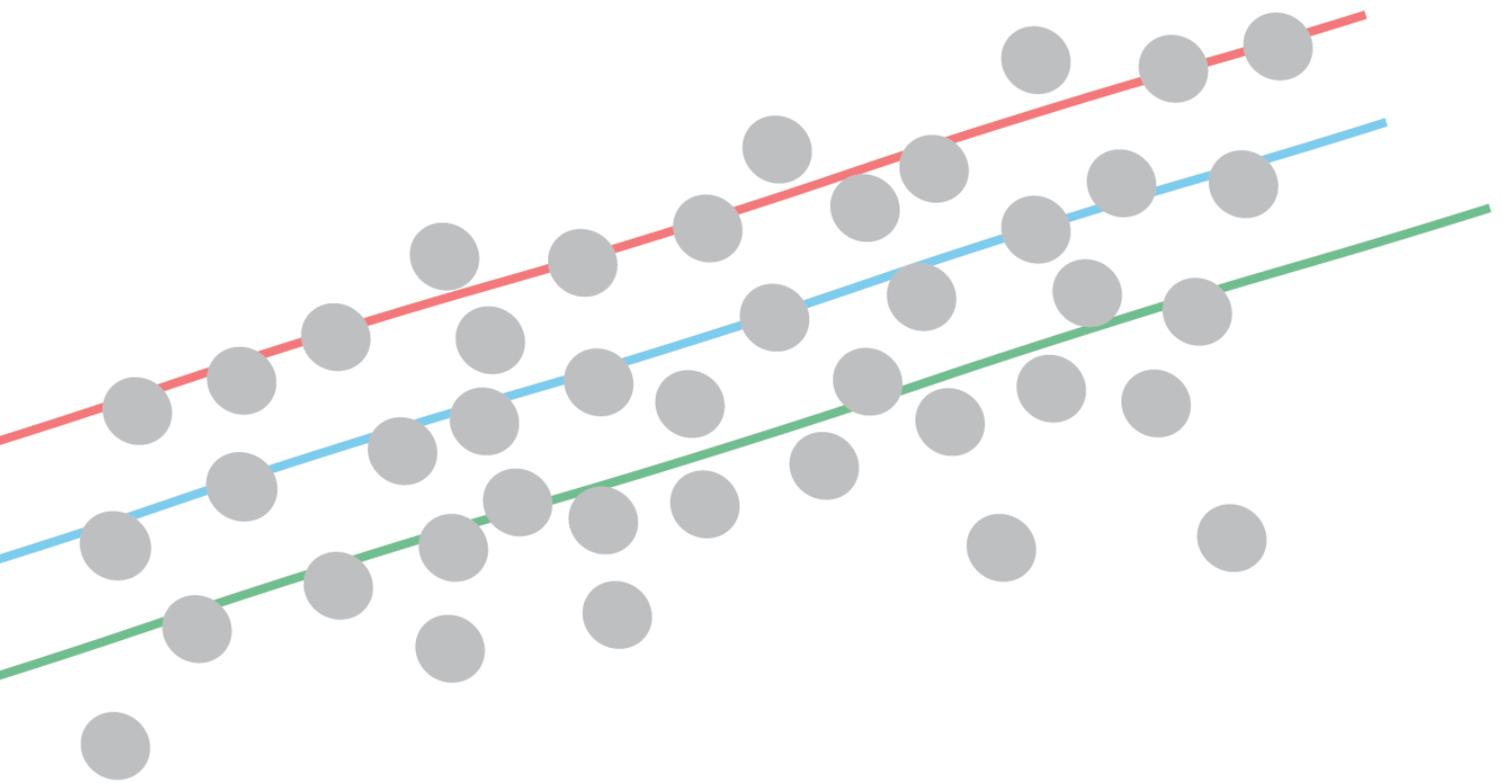


# 2015

## All Health Care Salary Survey Executive Summary



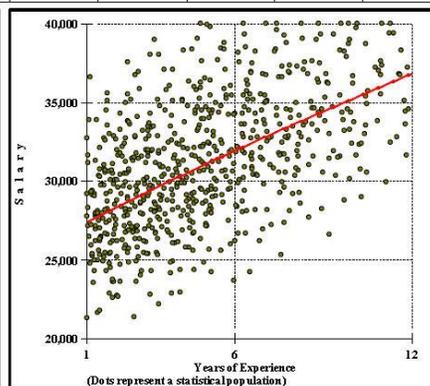
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**ERI's 2015 All Health Care Salary Survey** provides market-based pay data for 136 benchmark jobs in this 272+ page publication. Input was received from organizations located in multiple states and the District of Columbia. The effective date of the data is March 31, 2015.

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
<b>Public Databases</b>								
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
<b>ERI Assessor Databases</b>								
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	
<b>Survey Participant Database</b>								
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	<b>Understanding &amp; Memory</b>	Strength S	Far Acuity N
Occupational Code 235	Memory F	Occasionally Lift/Carry O	Depth Perception N
Specific Vocational Preparation (SVP) 3	Short Instruction Memory F	Frequently Lift/Carry O	Accommodation N
Education Level 6	Detailed Instruction Memory F	Push/Pull N	Color Vision N
<b>Worker Functions</b>	<b>Sustained Concentration &amp; Persistence</b>	Walking O	Field of Vision O
Data 6	Short Instruction F	Sitting C	<b>Environmental Conditions</b>
People 6	Detailed Instruction N	Standing O	Exposure to Weather N
Things 2	Concentration & Attention F	Sit/Stand Option O	Extreme Cold N
	Work Schedule F	Climbing N	Extreme Heat N
<b>Literacy Demands</b>	Work Routine F	Balancing N	Wet and/or Humid N
Mathematics Level 2	Work Distractions F	Stooping N	Noise Intensity Level 2
Language Level 3	Work Decisions F	Kneeling N	Vibration N
Reasoning Level 3	Work Completion F	Crouching N	Atmospheric Conditions N
<b>Aptitudes</b>	<b>Social Interaction</b>	Crawling N	Proximity to Moving Parts N
General Learning Ability 3	Public Interaction F	Reaching F	Exposure to Electrical Shock N
Verbal Aptitude 4	Assignment/Assistance F	Reaching Upward F	Working in High Places N
Numeric Aptitude 3	Work Review O	Reaching Downward O	Exposure to Radiation N
Spatial Aptitude 2	Peer Interaction F	Handling C	Working With Explosives N
Form Perception 2	Work Behavior F	Fingering F	Exposure to Toxic Chemicals N
Clerical Perception 3	<b>Adaptation</b>	Feeling O	Exposure to Biohazards O
Motor Coordination 3	Adaptation to Change F	Keyboard Use F	Other Environmental Conditions N
Finger Dexterity 3	Hazard Awareness O	Talking C	<b>Additional Measures</b>
Manual Dexterity 3	Travel O	Hearing F	Creativity O
Eye-Hand-Foot Coord. 1	Independent Planning F	Tasting/Smelling N	Administrative Activity F
Color Discrimination 1		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
Top Regulatory Affairs Executive	\$165,883
Medical Staff Coordinator	\$86,232
Outpatient Department Manager	\$90,697
Outpatient Admitting Clerk	\$34,582
Central Supply Worker	\$33,168

Information is from ERI Assessor databases as of March 31, 2015.

## Benchmark Job List

Acupressurist	Genetics Counselor
Ambulatory Services Director	Histopathologist
Anesthesia Technician	Histotechnologist
Audiologist	Hospice Director
Audiometrist	Housekeeping Director
Biomedical Engineer	Hyperbaric Technician
Call Center Nurse RN	Immuno hematologist
Cardiac Catheterization Technologist	Infection Control Nurse
Cardiopulmonary Technologist	Insurance Billing Clerk
Case Management Head	Lactation Consultant
Case Manager	Magnetic Imaging Technologist
Central Supply Worker	Medical Assistant
Certified Medication Technician	Medical Director
Certified Nurse Assistant	Medical Equipment Planning Specialist
Clinical Nurse Specialist	Medical Equipment Repairer
Clinical Research Nurse	Medical Laboratory Technician
Clinical Therapist	Medical Practice Administrator
Coder Medical Records	Medical Practice Manager
Consulting Pharmacist	Medical Receptionist
CT Technologist	Medical Records Administrator
CT Technologist (Lead)	Medical Records Clerk
Cytotechnologist	Medical Records Technician
Dental Assistant	Medical Reimbursement Head
Dental Hygienist	Medical Services Manager
Diagnosis Related Group Coordinator	Medical Services Supervisor
Dialysis Technician	Medical Social Worker
Dialysis Unit Head	Medical Staff Coordinator
Dietician	Medical Technologist
Dosimetrist	Medical Technologist Chief
Echocardiograph Technician	Medical Transcriber
Electrocardiograph Technologist	Mental Health Manager
Electroencephalographic Technologist	Nuclear Medical Technician
Electromyographic Technician	Nurse Anesthetist
Emergency Medical Technician	Nurse Call Center Manager
Endoscopy Technician	Nurse Licensed Practical
Exercise Physiologist	Nurse Manager Clinic

Nurse Midwife  
Nurse Practitioner  
Nurse Public Health  
Nursing Aide  
OB/GYN Clinical Nurse  
Occupational Nurse  
Occupational Therapist  
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 Representative  
Patient Transporter  
Pharmacist  
Pharmacy Director  
Pharmacy Technician  
Pheresis Specialist  
Phlebotomist  
Physical Therapist

Physical Therapy Aide  
Physical Therapy Manager  
Physical Therapy Supervisor  
Physical Therapy Technician  
Polysomnographic Technician  
Private Duty Nurse  
Prosthetics Assistant  
Provider Relations Director  
Provider Relations Manager  
Provider Relations Representative  
Psychiatric Aide  
Psychiatric Technician  
Psychologist  
Pulmonary Function Technician  
Radiation Therapy Head  
Radiation Therapy Technologist  
Radiology Technologist  
Recovery Room Nurse  
Registered Nurse  
Respiratory Therapist  
Respiratory Therapy Manager  
Respiratory Therapy Technician  
Speech & Language Pathologist Assistant  
Speech Pathologist  
Subrogation Claims Manager  
Subrogation Specialist  
Substance Abuse Counselor  
Surgery Scheduler  
Top Administrative Officer  
Top Managed Care Executive  
Top Regulatory Affairs Executive  
Ultrasound Technologist