

**Table D: Retirement Benefits**

	Count	Mean	Std. Dev.	25th %tile	Median	75th %tile	90th %tile
Physician CEO/President	18	\$37,155	\$23,083	\$26,140	\$29,450	\$44,000	\$81,740
Medical Director	26	\$17,394	\$8,520	\$9,137	\$18,359	\$25,056	\$29,000
Associate/Assistant Medical Director	8	*	*	*	*	*	*
CEO/Exec Director (26 or more Phys)	68	\$26,068	\$11,169	\$17,133	\$26,600	\$30,601	\$42,654
CEO/Exec Director (25 or fewer Phys)	122	\$16,123	\$10,683	\$6,390	\$15,000	\$25,974	\$29,000
Administrator (26 or more Phys)	61	\$15,923	\$14,156	\$5,862	\$12,181	\$19,177	\$31,354
Administrator (7 to 25 Phys)	284	\$14,164	\$17,633	\$5,347	\$9,696	\$18,850	\$27,978
Administrator (6 or fewer Phys)	248	\$8,678	\$6,691	\$3,893	\$6,793	\$11,980	\$16,219
MSO Administrator/Exec Director	4	*	*	*	*	*	*
Chief Operating Officer (COO)	90	\$12,540	\$9,840	\$6,153	\$9,003	\$15,535	\$27,130
Chief Financial Officer (CFO)	128	\$11,758	\$9,426	\$5,067	\$9,314	\$16,218	\$22,481
Chief Information Officer (CIO)	25	\$9,695	\$6,992	\$6,048	\$7,762	\$11,251	\$21,051
Assistant Administrator	83	\$8,040	\$4,828	\$4,000	\$7,084	\$10,788	\$15,058
Ambulatory/Clinical Services Director	64	\$7,950	\$5,038	\$4,285	\$7,364	\$9,717	\$16,009
Branch/Satellite Clinic Director	83	\$5,654	\$2,907	\$3,548	\$5,514	\$6,809	\$9,091
Building and Grounds Director	36	\$5,025	\$2,568	\$3,373	\$4,963	\$6,278	\$8,828
Business Services Director	90	\$6,805	\$4,346	\$3,867	\$5,854	\$8,403	\$13,998
Clinical Research Director	18	\$5,902	\$2,660	\$3,240	\$6,255	\$7,985	\$9,005
Compliance Director	27	\$6,298	\$4,712	\$3,729	\$4,736	\$7,144	\$13,184
Education and Training Director	1	*	*	*	*	*	*
Finance Director	113	\$6,171	\$4,480	\$2,540	\$4,736	\$8,473	\$12,564
Human Resources Director	141	\$5,777	\$4,846	\$2,904	\$4,485	\$6,855	\$11,968
Information Systems Director	114	\$5,992	\$3,462	\$3,647	\$5,225	\$7,871	\$11,216
Laboratory Services Director	59	\$5,352	\$3,153	\$2,756	\$4,806	\$7,045	\$8,829
Managed Care Director	14	\$7,376	\$7,624	\$3,622	\$5,429	\$7,646	\$21,590
Marketing and Sales Director	34	\$5,035	\$4,084	\$1,559	\$3,900	\$7,844	\$12,233
Medical Records Director	25	\$4,859	\$2,507	\$2,642	\$4,510	\$7,011	\$8,086
Nursing Services Director	76	\$5,970	\$3,704	\$3,724	\$5,802	\$7,582	\$9,558
Physician Recruitment Director	13	\$5,307	\$3,268	\$2,456	\$4,886	\$7,982	\$10,325
Qual Improve/Qual Assurance Director	18	\$6,890	\$3,808	\$3,908	\$6,627	\$9,325	\$11,393
Radiology Services Director	51	\$6,148	\$3,589	\$3,676	\$5,279	\$7,058	\$11,487
Reimbursement Director	17	\$5,935	\$3,964	\$3,309	\$4,946	\$8,521	\$12,514
Benefits Manager	16	\$4,116	\$2,370	\$2,576	\$3,696	\$5,180	\$7,876
Branch/Satellite Clinic Manager	309	\$3,823	\$2,485	\$2,265	\$3,157	\$4,881	\$6,577
Business Office Manager	214	\$4,523	\$3,275	\$2,526	\$3,964	\$5,698	\$8,099
Clinical Department Manager	214	\$5,308	\$3,635	\$3,313	\$4,610	\$6,179	\$8,620
Clinic Research Manager	35	\$5,385	\$4,016	\$2,858	\$5,121	\$6,765	\$7,784
General Accounting Manager	80	\$4,579	\$2,742	\$2,752	\$4,187	\$5,784	\$7,207
Laboratory Services Manager	83	\$4,308	\$2,389	\$2,305	\$3,798	\$5,760	\$8,465
Materials Management Manager	46	\$3,976	\$2,167	\$2,206	\$3,735	\$5,655	\$6,853
Medical Records Manager	72	\$3,773	\$2,191	\$2,234	\$3,449	\$4,759	\$6,267
Nursing Manager	154	\$4,878	\$3,507	\$2,347	\$4,368	\$6,440	\$8,649
Office Manager	321	\$3,939	\$4,216	\$1,923	\$3,000	\$4,929	\$7,960
Operations Manager	101	\$5,145	\$3,456	\$2,699	\$4,375	\$6,537	\$8,975
Patient Accounting Manager	112	\$4,132	\$2,692	\$2,288	\$3,757	\$5,056	\$7,316
Radiology Services Manager	66	\$4,609	\$2,232	\$3,067	\$4,251	\$5,781	\$7,456
Training/Education Manager	16	\$3,929	\$2,557	\$2,297	\$3,066	\$4,651	\$9,039
Benefits/Payroll Specialist	39	\$4,148	\$4,019	\$2,358	\$3,000	\$4,716	\$10,775
Marketing/Comm Specialist	22	\$3,510	\$2,584	\$1,041	\$3,924	\$5,049	\$8,018
Business Office Supervisor	157	\$3,467	\$2,185	\$1,935	\$3,072	\$4,337	\$6,296
Clinic Supervisor	213	\$2,792	\$1,956	\$1,266	\$2,301	\$3,844	\$5,665
Front Office Supervisor	189	\$3,232	\$2,790	\$1,620	\$2,648	\$4,034	\$5,300
Nursing Supervisor	184	\$3,808	\$2,871	\$1,870	\$2,994	\$4,644	\$6,861