

Table D: Retirement Benefits

	Count	Mean	Std. Dev.	25th %tile	Median	75th %tile	90th %tile
Physician CEO/President	13	\$35,100	\$11,465	\$29,460	\$30,500	\$39,236	\$59,119
Medical Director	28	\$24,804	\$13,776	\$13,865	\$24,329	\$30,665	\$46,166
Associate/Assistant Medical Director	7	*	*	*	*	*	*
CEO/Exec Director	166	\$18,975	\$11,297	\$8,735	\$18,000	\$30,000	\$31,813
Administrator	441	\$11,055	\$9,016	\$4,550	\$8,598	\$15,000	\$22,953
Chief Operating Officer (COO)	81	\$12,590	\$8,803	\$5,432	\$9,690	\$18,985	\$25,915
Chief Financial Officer (CFO)	106	\$13,057	\$9,577	\$5,405	\$10,434	\$20,008	\$27,179
Chief Information Officer (CIO)	23	\$13,240	\$8,105	\$7,296	\$11,776	\$18,155	\$26,330
Assistant Administrator	93	\$7,674	\$7,449	\$2,886	\$5,143	\$9,326	\$18,474
Executive: Other	6	*	*	*	*	*	*
Ambulatory/Clinical Services Dir	48	\$8,186	\$5,721	\$4,202	\$6,700	\$11,213	\$14,957
Branch/Satellite Clinic Director	46	\$8,771	\$8,320	\$3,839	\$5,403	\$12,309	\$16,230
Building and Grounds Director	28	\$5,574	\$3,011	\$3,621	\$5,545	\$7,379	\$10,611
Business Services Director	59	\$7,463	\$5,738	\$3,367	\$5,955	\$9,919	\$14,488
Clinical Research Director	16	\$5,914	\$3,719	\$3,846	\$5,664	\$8,086	\$11,146
Compliance Director	22	\$8,259	\$6,822	\$2,628	\$6,646	\$12,070	\$21,300
Education and Training Director	5	*	*	*	*	*	*
Finance Director	90	\$7,081	\$4,692	\$3,501	\$6,184	\$9,739	\$13,435
Human Resources Director	111	\$6,227	\$5,230	\$2,800	\$5,077	\$8,023	\$13,065
Information Systems Director	109	\$6,994	\$5,158	\$3,760	\$5,429	\$8,720	\$13,756
Laboratory Services Director	56	\$6,373	\$3,989	\$3,227	\$5,224	\$8,878	\$11,760
Managed Care Director	11	\$10,482	\$8,388	\$3,834	\$6,002	\$20,500	\$24,387
Marketing and Sales Director	41	\$7,103	\$6,576	\$2,990	\$4,700	\$8,458	\$18,091
Medical Records Director	23	\$9,146	\$15,782	\$3,975	\$5,308	\$8,634	\$11,793
Nursing Services Director	47	\$5,943	\$3,748	\$2,899	\$5,434	\$8,144	\$11,712
Physician Recruitment Director	8	*	*	*	*	*	*
Qual Improve/Qual Assurance Dir	19	\$8,765	\$7,090	\$3,944	\$6,358	\$12,250	\$20,500
Radiology Services Director	39	\$7,404	\$4,462	\$3,774	\$6,350	\$9,847	\$15,224
Reimbursement Director	12	\$8,216	\$9,532	\$2,062	\$4,926	\$10,998	\$29,073
Benefits Manager	27	\$4,657	\$3,032	\$2,301	\$3,413	\$5,952	\$9,424
Billing Manager	74	\$4,215	\$2,971	\$1,777	\$3,400	\$5,937	\$9,626
Branch/Satellite Clinic Manager	258	\$4,080	\$3,104	\$1,931	\$3,169	\$5,187	\$7,433
Business Office Manager	156	\$4,948	\$4,333	\$2,345	\$3,766	\$5,988	\$10,006
Clinical Department Manager	220	\$9,633	\$15,977	\$3,401	\$5,798	\$8,017	\$11,972
Clinic Research Manager	26	\$5,642	\$3,035	\$2,832	\$5,552	\$7,476	\$10,282
General Accounting Manager	65	\$4,164	\$2,315	\$2,293	\$3,392	\$6,047	\$7,629
Information Systems Manager	5	*	*	*	*	*	*
Laboratory Services Manager	51	\$5,245	\$2,789	\$2,957	\$4,617	\$6,688	\$9,538
Materials Management Manager	45	\$4,699	\$2,828	\$2,465	\$4,165	\$6,708	\$7,936
Medical Records Manager	53	\$3,619	\$2,352	\$1,800	\$2,949	\$4,970	\$7,416
Nursing Manager	72	\$4,974	\$3,821	\$2,605	\$4,047	\$6,134	\$9,799
Office Manager	236	\$3,759	\$3,127	\$1,645	\$2,652	\$5,000	\$7,983
Operations Manager	72	\$5,447	\$3,782	\$2,746	\$4,960	\$7,142	\$9,701
Patient Accounting Manager	33	\$5,283	\$2,171	\$3,437	\$5,685	\$7,108	\$7,598
Radiology Services Manager	55	\$5,158	\$3,050	\$2,800	\$4,433	\$6,819	\$9,069
Training/Education Manager	12	\$4,395	\$2,554	\$2,334	\$3,698	\$6,959	\$8,307
Benefits/Payroll Specialist	31	\$3,651	\$2,453	\$1,884	\$2,618	\$5,343	\$7,048
Marketing/Comm Specialist	24	\$4,335	\$2,198	\$2,055	\$4,388	\$6,081	\$7,333
Business Office Supervisor	111	\$3,655	\$2,133	\$2,121	\$3,199	\$5,137	\$6,384
Clinic Supervisor	120	\$4,013	\$2,402	\$2,116	\$3,743	\$5,425	\$6,887
Front Office Supervisor	132	\$2,882	\$1,570	\$1,606	\$2,587	\$3,793	\$5,301
Nursing Supervisor	68	\$3,228	\$1,951	\$1,855	\$2,660	\$4,349	\$6,021