

## 18 Business Office Manager

Revenue

Region	Minimum	25th Percentile	50th Percentile	Average	75th Percentile	Maximum	No. of Incumbents	No. of Facilities
<b>Revenue \$0 - \$4,999,999</b>								
1	--	--	--	--	--	--	--	--
2	29,994	34,302	38,002	38,906	41,981	51,800	20	16
3	30,160	36,764	40,061	39,354	42,744	47,840	28	22
4	32,448	35,742	39,520	43,301	44,886	82,000	20	19
5	25,584	28,902	31,450	32,150	34,819	39,520	28	27
6	29,640	34,060	37,752	38,418	43,077	52,373	20	19
7	31,200	35,643	41,226	41,313	47,317	50,000	12	11
8	30,784	38,372	39,800	41,867	46,506	52,000	8	8
9	33,280	38,480	43,181	46,803	57,075	62,000	8	5
National	25,584	33,280	37,980	38,874	42,957	82,000	145	128
<b>Revenue \$5,000,000+</b>								
1	--	--	--	--	--	--	--	--
2	24,506	36,676	39,833	46,375	40,786	111,395	22	14
3	37,440	40,777	46,427	46,151	51,126	54,995	13	12
4	21,778	35,750	39,632	41,385	46,434	62,200	29	18
5	--	--	--	--	--	--	--	--
6	38,376	40,945	43,597	48,741	52,956	67,829	5	5
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	56,309	58,355	59,443	59,834	60,474	65,000	6	6
National	21,778	38,428	41,777	46,553	52,872	111,395	96	63
<b>Combined</b>								
1	43,500	52,718	59,000	60,164	67,600	78,000	7	5
2	24,506	34,256	39,322	42,956	48,854	111,395	52	40
3	26,000	37,440	42,016	43,940	48,620	78,997	61	53
4	21,778	36,114	41,205	44,796	50,555	82,000	59	47
5	25,584	29,635	32,811	32,848	36,525	43,900	34	32
6	29,640	34,840	38,817	40,479	43,264	67,829	30	29
7	31,200	36,096	41,647	42,722	50,000	56,553	27	16
8	30,160	38,157	39,800	42,700	49,517	61,900	11	10
9	33,280	54,698	58,700	59,158	64,406	100,000	27	23
National	21,778	34,733	40,119	43,723	50,482	111,395	308	255

A “---” indicates insufficient data for analysis

Data reported are salary rates

## 13 Director of Clinical Services

## Patient Days

Region	Minimum	25th Percentile	50th Percentile	Average	75th Percentile	Maximum	No. of Incumbents	No. of Facilities
<b>Up to 29,999 Days</b>								
1	73,900	74,800	86,725	86,445	96,800	100,000	11	5
2	59,451	65,789	69,365	70,724	73,175	85,700	14	12
3	60,000	67,030	74,838	74,893	82,875	93,308	17	14
4	57,400	65,798	79,400	75,227	81,165	97,290	14	11
5	55,000	61,590	63,827	65,386	67,400	91,000	17	16
6	62,000	67,298	73,867	75,109	80,835	92,435	14	10
7	--	--	--	--	--	--	--	--
8	56,000	61,601	62,400	67,081	69,532	88,900	7	7
9	60,000	82,500	90,000	89,268	102,678	104,520	7	7
National	55,000	63,654	72,000	73,622	81,869	104,520	104	85
<b>30,000 Days and Over</b>								
1	75,000	89,300	92,000	88,625	92,800	94,027	6	5
2	65,083	67,640	72,950	76,220	86,226	90,500	8	8
3	59,950	75,903	83,862	85,372	94,130	124,604	32	18
4	44,949	70,850	74,903	75,464	81,550	100,000	84	20
5	65,000	69,010	70,000	70,791	70,900	79,046	5	5
6	--	--	--	--	--	--	--	--
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	--	--	--	--	--	--	--	--
National	44,949	71,300	79,046	81,077	89,700	124,604	147	67
<b>Combined</b>								
1	73,900	77,931	90,650	87,743	94,020	100,000	24	14
2	55,000	67,304	70,400	74,396	81,250	116,460	42	39
3	50,336	68,480	74,691	75,792	81,893	124,604	98	72
4	44,949	67,406	73,874	74,196	81,742	100,000	129	60
5	55,000	62,166	65,000	67,014	70,225	91,000	25	24
6	61,915	65,177	70,360	74,090	80,505	102,253	30	24
7	60,000	68,913	73,876	75,165	79,000	97,760	16	16
8	56,000	61,131	64,064	71,762	80,000	115,000	13	13
9	60,000	85,997	94,607	93,777	103,688	110,028	32	27
National	44,949	67,124	74,211	76,445	85,700	124,604	409	289

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## Regional Data

Combined

Region	Minimum	25th Percentile	50th Percentile	Average	75th Percentile	Maximum	No. of Incumbents	No. of Facilities
<b>56 Director of Bereavement Services</b>								
1	20.47	23.28	24.25	25.57	26.71	33.99	15	11
2	16.00	19.78	20.74	21.92	22.15	46.09	30	25
3	16.41	19.24	22.66	23.13	26.25	35.60	53	45
4	15.00	18.54	19.98	21.21	22.96	32.74	82	54
5	13.00	15.31	18.65	19.24	20.10	31.78	13	11
6	14.50	18.71	21.00	20.96	24.22	25.92	24	19
7	16.50	20.03	21.66	21.90	23.45	26.99	8	8
8	16.00	19.75	20.75	20.66	21.61	25.15	6	6
9	22.87	24.89	27.40	28.69	31.43	36.06	25	15
National	13.00	19.14	21.51	22.45	24.79	46.09	256	194

### 57 Chaplain

1	18.41	21.00	24.55	24.00	25.92	30.11	27	13
2	11.38	18.50	20.40	20.94	23.29	30.27	81	37
3	16.00	19.80	20.83	20.76	21.58	26.68	203	69
4	15.00	18.24	20.19	20.46	21.67	30.00	171	67
5	12.24	16.39	19.11	18.47	20.41	23.63	75	26
6	12.60	19.18	20.70	20.91	22.23	27.46	79	35
7	12.50	15.83	20.51	19.61	22.08	25.69	46	24
8	14.00	17.50	20.39	19.79	22.22	25.00	31	17
9	19.09	24.72	26.92	26.28	28.71	31.94	74	25
National	11.38	18.83	20.67	20.98	22.80	31.94	787	313

### 58 Payroll Clerk

1	15.03	17.47	18.46	18.54	20.20	22.00	21	12
2	16.08	16.49	17.66	17.98	19.06	21.35	11	8
3	10.55	13.40	15.32	15.64	18.44	22.12	21	18
4	12.83	14.46	17.28	16.90	18.54	20.89	21	18
5	--	--	--	--	--	--	--	--
6	10.50	13.87	14.65	14.66	15.85	18.00	9	7
7	--	--	--	--	--	--	--	--
8	13.00	13.36	15.00	16.03	18.77	20.00	6	5
9	14.75	16.35	20.30	19.63	22.74	23.52	13	9
National	10.50	14.87	16.91	17.06	19.25	23.52	108	83

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## V. Breaks (cont'd)

2. What is the time allowed for each Break?

241 Agencies, or 98.8%, of the 244 respondents supplied the following data.

Number of Minutes	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
10	6.3	3.1	11.4		2.6		13.3	8.3	22.7	15	6.2
15	93.8	96.9	88.6	98.0	97.4	100.0	86.7	91.7	77.3	225	93.4
20				2.0						1	0.4
Total # of Agencies	16	32	35	49	38	22	15	12	22	241	100

## VI. Jury Duty Pay

1. What salary payments do employees on jury duty receive?

286 Agencies, or 80.3%, of the 356 participants responded to the question.

Jury Duty Pay	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Full Pay	38.1	70.7	63.8	58.7	89.5	75.0	87.5	50.0	63.6	191	66.8
B. Difference between pay & juror's fee	61.9	26.8	36.2	39.7	10.5	20.8	6.3	50.0	18.2	87	30.4
C. No salary paid		2.4		1.6		4.2	6.3		18.2	8	2.8
Total # of Agencies	21	41	47	63	38	24	16	14	22	286	100

## VII. Educational Assistance

MANAGEMENT

1. Does the Agency have an Educational Assistance Program for COLLEGE LEVEL courses for its Management employees?

287 Agencies, or 80.6%, of the 356 participants responded to the question.

Educational Assistance	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
Number YES	95.7	88.1	78.7	87.1	97.4	100.0	81.3	78.6	80.0	252	87.8
Number NO	4.3	11.9	21.3	12.9	2.6		18.8	21.4	20.0	35	12.2
Total # of Agencies	23	42	47	62	39	24	16	14	20	287	100