

POSITION PROFILE

5540 Respiratory Therapist

Evaluates and treats patients with breathing disorders. Assumes primary responsibility for all respiratory care treatments, including supervision of respiratory therapy technicians. Typically requires a four-year program and must be registered and licensed by state.

	Dist Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
All Participants Analysis									
Hourly Base Salary - Inc Weighted	208	986	32,615	23.75	26.06	29.72	30.82	33.96	39.11
Hourly Base Salary - Org Weighted	208	986	32,615	25.70	27.25	29.52	30.55	32.60	36.25
Annualized Salary**	208	986	32,615	49.4	54.2	61.8	64.1	70.6	81.3
Annualized Total Cash Compensation**	208	986	32,615	49.4	54.3	61.9	64.2	70.7	81.4
Hourly Per Diem/PRN	54	155	2,575	26.50	29.00	30.19	31.48	34.36	37.00
Hourly Float Pool	3	*3	182	--	--	--	--	--	--

Short-term Incentive Eligibility Analysis									
Hourly Base Salary - Incentive Eligible	25	199	3,818	23.72	26.19	29.98	30.37	34.12	37.28
Hourly Base Salary - Not Incentive Elig	194	869	28,797	23.76	26.05	29.68	30.88	33.93	39.44
Annual Short-term Incentive - Rcvng**	19	95	2,378	0.3	0.5	0.9	1.0	1.4	2.0
Annualized Total Cash Comp - Rcvng**	18	88	2,358	51.4	56.0	64.4	64.3	71.4	77.5

Shift Premiums Analysis									
Hourly 2nd Shift Premium - Org Weighted	120	393	14,039	1.55	2.00	2.50	2.49	2.94	3.25
Hourly 3rd Shift Premium - Org Weighted	125	410	14,825	2.00	2.50	3.25	3.32	3.90	5.00
Hourly Weekend 1st Shift - Org Wtd	97	309	10,841	1.01	1.60	2.00	2.38	2.75	4.00
Hourly Weekend 2nd Shift - Org Wtd	89	300	11,216	2.00	2.97	4.00	4.27	5.25	6.75
Hourly Weekend 3rd Shift - Org Wtd	92	305	11,530	2.27	3.95	5.25	5.14	6.25	7.50

Other Premiums Analysis									
Hourly Holiday Premium - Org Wtd	44	150	5,290	7.05	13.10	14.72	14.09	16.43	17.37
Hourly In-charge Premium - Org Wtd	34	154	4,312	1.00	1.50	1.66	1.84	2.00	3.50
Hourly On-call/Stand-by Rate - Org Wtd	83	335	11,598	2.00	2.50	3.00	3.28	4.00	5.00

*More than 25% of sample supplied by one organization

**Annualized data reported in 000s

Hourly Salary Range (Mean)	Org Count	Org Weighted	Inc Weighted
Minimum	867	24.05	24.22
Midpoint	867	30.15	30.49
Maximum	867	36.26	36.76
Compa-ratio	848	101.8%	100.6%

Short-term Incentives			
Percent Eligible			12%
Mean Actual as Percent of Salary	88	1.7%	1.6%
Mean Threshold Percent	27	--%	--%
Mean Target Percent	108	9.0%	2.9%
Mean Maximum Percent	47	--%	--%

Long-term Incentives			
Percent Eligible			0%
Of Those LTI Eligible, Percent Eligible for:			
Stock/Share Options			--%
Share Appreciation Rights (SARs)			--%
Restricted Shares/Share Units			--%
Performance Shares/Share Units			--%
Performance Cash Units			--%
Long-term Cash Units			--%

FLSA Status			
Exempt			0%
Nonexempt			100%

Union Affiliation			
Union			9%
Nonunion			91%

5540 Respiratory Therapist

									Shift Premiums Analysis									
					Hourly Base Salary				2nd Shift		3rd Shift		Weekend 1st Shift		Weekend 2nd Shift		Weekend 3rd Shift	
(Compensation Data Displayed in \$ per Hour)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean
Net Revenue																		
All Orgs	269.4	199	852	28,089	26.00	29.68	30.82	33.93	2.50	2.50	3.25	3.31	2.00	2.40	4.00	4.34	5.35	5.18
Less than \$75 Million	41.4	44	133	972	26.10	29.00	29.36	31.81	2.16	2.35	3.02	3.19	2.50	2.45	4.30	4.35	5.50	5.09
\$75 Million < \$175 Million	114.7	53	159	1,742	26.00	29.00	29.70	32.51	2.06	2.34	3.09	3.14	2.00	2.22	4.00	4.10	5.35	4.85
\$175 Million < \$300 Million	230.6	60	169	3,281	26.00	29.24	29.77	32.82	2.53	2.58	3.25	3.10	2.00	2.31	3.73	4.13	4.75	4.82
\$300 Million or More	626.3	184	391	22,094	26.00	29.90	31.13	34.44	2.50	2.57	3.50	3.47	2.21	2.48	4.24	4.51	5.39	5.46
Regions																		
North Central	256.5	68	259	8,385	25.70	28.97	29.14	32.00	2.00	2.17	2.50	2.71	2.00	1.90	2.75	3.11	3.25	3.73
Northeast	366.7	50	121	4,454	29.00	33.83	34.16	38.99	2.67	2.80	3.58	3.52	2.00	2.66	4.35	4.37	5.34	5.25
South Central	231.9	37	280	8,222	25.84	28.77	29.30	32.48	2.75	2.52	3.50	3.61	2.00	2.26	4.30	4.66	6.00	5.70
Southeast	259.4	58	234	7,774	25.05	27.88	28.33	31.30	2.75	2.72	3.26	3.43	2.50	2.89	5.00	5.22	5.87	6.06
West Coast	377.2	31	99	3,698	32.37	38.01	39.25	45.22	2.37	2.40	3.90	3.86	2.60	2.60	4.50	4.31	6.12	5.95
Teaching Organizations																		
All Orgs	637.2	155	298	17,394	26.00	29.87	30.80	34.21	2.40	2.50	3.25	3.32	2.00	2.34	3.70	4.02	4.50	4.80
Less than \$300 Million	191.7	35	65	1,122	26.45	29.30	29.98	32.68	2.00	2.36	2.50	2.82	2.00	1.99	2.75	3.30	3.25	3.59
\$300 Million or More	952.6	151	233	16,272	26.00	29.92	30.85	34.36	2.50	2.54	3.40	3.45	2.13	2.43	4.00	4.26	4.69	5.21
Non-teaching Organizations																		
All Orgs	182.9	103	554	10,695	26.00	29.47	30.85	33.55	2.50	2.51	3.35	3.31	2.25	2.44	4.35	4.60	5.75	5.48
Less than \$150 Million	73.7	57	243	2,171	26.00	29.00	29.48	32.36	2.28	2.36	3.08	3.22	2.50	2.42	4.30	4.42	5.50	5.25
\$150 Million or More	304.4	94	311	8,524	26.00	29.57	31.20	33.86	2.70	2.61	3.50	3.37	2.00	2.45	4.50	4.75	5.85	5.66

*More than 25% of sample supplied by one organization

LOCATION ANALYSIS

5540 Respiratory Therapist

Shift Premiums Analysis																		
					Hourly Base Salary				2nd Shift		3rd Shift		Weekend 1st Shift		Weekend 2nd Shift		Weekend 3rd Shift	
(Compensation Data Displayed in \$ per Hour)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean
Location																		
Atlanta-Sandy Springs-Alpharetta, GA	331.0	9	29	1,053	27.00	30.69	31.02	34.74	3.00	2.92	3.50	3.54	2.56	2.58	5.33	5.48	6.00	5.97
Austin-Round Rock-Georgetown, TX	--	6	*12	444	--	28.47	29.52	--	--	--	--	--	--	--	--	--	--	--
Chicago-Naperville-Elgin, IL-IN-WI	316.3	11	34	679	28.00	32.00	31.68	34.34	2.00	2.06	2.50	2.78	--	--	--	--	--	--
Dallas-Fort Worth-Arlington, TX	241.6	10	40	1,517	27.75	31.19	31.14	34.00	3.25	3.11	3.75	3.63	4.25	4.23	--	--	7.50	7.42
Denver-Aurora-Lakewood, CO	375.0	6	22	611	--	30.79	31.33	--	--	--	--	--	--	--	--	--	--	--
Detroit-Warren-Dearborn, MI	401.1	5	*15	805	--	28.01	27.80	--	--	--	--	--	--	--	--	--	--	--
Houston-The Woodlands-Sugar Land, TX	322.4	7	48	1,899	26.00	28.88	29.68	32.87	--	--	--	--	--	--	--	--	--	--
Indianapolis-Carmel-Anderson, IN	--	5	*6	646	--	29.68	29.40	--	--	--	--	--	--	--	--	--	--	--
Jacksonville, FL	--	5	*6	237	--	27.00	27.27	--	--	--	--	--	--	--	--	--	--	--
Kansas City, MO-KS	344.8	7	17	495	25.45	28.75	29.02	32.50	--	--	--	--	--	--	--	--	--	--
Las Vegas-Henderson-Paradise, NV	--	5	*10	416	--	39.74	39.94	--	--	--	--	--	--	--	--	--	--	--
Los Angeles-Long Beach-Anaheim, CA	561.6	10	22	836	31.50	37.25	37.47	42.09	2.38	2.41	3.14	3.47	--	--	--	--	--	--
Louisville/Jefferson County, KY-IN	--	5	*11	556	--	28.81	29.49	--	--	--	--	--	--	--	--	--	--	--
Miami-Fort Lauderdale-Pompano Beach, FL	230.7	9	*35	767	25.79	27.61	28.23	31.00	--	--	--	--	--	--	--	--	--	--
Minneapolis-St. Paul-Bloomington, MN-WI	225.0	8	25	451	30.00	33.00	33.52	38.00	--	--	--	--	--	--	--	--	--	--
New York-Newark-Jersey City, NY-NJ-PA	533.3	17	27	972	36.00	40.53	40.43	45.13	2.88	3.33	3.75	4.03	1.60	1.74	4.35	3.92	5.00	4.64
Orlando-Kissimmee-Sanford, FL	--	6	*9	496	--	27.40	27.84	--	--	--	--	--	--	--	--	--	--	--

5540 Respiratory Therapist

Shift Premiums Analysis																		
					Hourly Base Salary				2nd Shift		3rd Shift		Weekend 1st Shift		Weekend 2nd Shift		Weekend 3rd Shift	
(Compensation Data Displayed in \$ per Hour)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	25th %ile	Median	Mean	75th %ile	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean	Wtd Med	Wtd Mean
Location																		
Pensacola-Ferry Pass-Brent, FL	366.5	5	*5	113	--	26.22	26.49	--	--	--	--	--	--	--	--	--	--	--
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	453.4	11	23	869	32.96	36.54	36.40	40.12	3.49	3.33	4.91	4.32	--	--	3.54	4.27	5.31	5.36
San Antonio-New Braunfels, TX	--	5	*16	469	--	26.00	25.76	--	--	--	--	--	--	--	--	--	--	--
San Francisco-Oakland-Berkeley, CA	--	5	*8	267	--	53.87	51.68	--	--	--	--	--	--	--	--	--	--	--
Tampa-St. Petersburg-Clearwater, FL	265.2	8	19	381	26.15	28.25	28.34	30.24	--	--	--	--	--	--	--	--	--	--
Washington-Arlington-Alexandria, DC-VA-MD-WV	389.6	6	*13	361	--	34.57	34.10	--	--	--	--	--	--	--	--	--	--	--

*More than 25% of sample supplied by one organization

