

# POSITION PROFILE

Has MD Years (Mean) N/A  
 With Organization: 9 In Current Position: 4

## 6032 Clinic Supervisor

Supervises the professional and/or support personnel who provide outpatient care to patients. Typically reports to the Clinic Manager or Director.

(Compensation Data Displayed in \$000s)	Dist Orgs	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile
<b>All Participants Analysis</b>									
Base Salary - Incumbent Weighted	74	148	2,282	37.7	46.3	57.2	57.8	66.6	77.8
Base Salary - Organization Weighted	74	148	2,282	43.5	51.8	60.8	62.7	72.8	84.3
Total Cash Compensation	74	148	2,282	37.9	46.7	57.5	58.1	67.1	78.4
Hourly Per Diem/PRN	0	0	0	--	--	--	--	--	--
Hourly Float Pool	0	0	0	--	--	--	--	--	--

<b>Short-term Incentive Eligibility Analysis</b>									
Base Salary - Incentive Eligible	18	*33	915	--	--	59.8	60.2	--	--
Base Salary - Not Incentive Eligible	63	120	1,367	36.0	42.9	54.1	56.2	66.3	79.1
Short-term Incentive - Receiving	14	*25	456	0.5	0.6	1.2	1.3	1.7	2.4
Total Cash Compensation - Receiving	14	*25	456	42.0	47.2	57.0	58.2	67.2	77.8

<b>Shift Premiums Analysis</b>									
Hourly 2nd Shift Premium - Org Wtd	10	15	264	0.83	1.10	2.00	1.80	2.25	2.50
Hourly 3rd Shift Premium - Org Wtd	8	*11	189	1.40	2.00	2.50	2.77	2.69	5.24
Hourly Weekend 1st Shift - Org Wtd	10	15	279	0.72	0.90	1.15	1.46	2.15	2.50
Hourly Weekend 2nd Shift - Org Wtd	8	*10	202	1.62	2.00	2.25	2.76	3.60	4.88
Hourly Weekend 3rd Shift - Org Wtd	8	*10	188	1.00	1.75	2.55	3.47	5.06	8.04

<b>Other Premiums Analysis</b>									
Hourly Holiday Premium - Org Wtd	5	*8	171	--	--	11.69	11.91	--	--
Hourly In-charge Premium - Org Wtd	2	*3	3	--	--	--	--	--	--
Hourly On-call/Stand-by Rate - Org Wtd	8	*12	163	2.40	2.63	3.00	3.03	3.00	4.00

\*More than 25% of sample supplied by one organization

Salary Range (Mean)	Num Orgs	Org Weighted	Inc Weighted
Minimum	138	50.3	47.4
Midpoint	138	63.4	60.9
Maximum	138	76.4	74.4
Compa-ratio	138	99.3%	96.5%

<b>Short-term Incentives</b>			
Percent Eligible			40%
Mean Actual as Percent of Salary	25	2.8%	2.4%
Mean Threshold Percent	5	--%	--%
Mean Target Percent	19	5.1%	3.2%
Mean Maximum Percent	12	9.5%	6.7%

<b>Long-term Incentives</b>			
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			--%

<b>FLSA Status</b>			
Exempt			60%
Nonexempt			40%

# SCOPE ANALYSIS

## 6032 Clinic Supervisor

(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary			Short-term Incentive			Total Cash Compensation					
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
<b>Net Revenue</b>																
All Orgs	321.7	66	126	1,527	42.3	52.1	55.3	66.1	1.2	2.3	265	42.6	52.4	55.5	66.2	
Less than \$75 Million	40.5	9	*13	97	42.2	52.8	54.2	66.3	--	--	15	42.9	52.8	54.4	66.3	
\$75 Million < \$175 Million	118.0	17	26	246	50.3	60.8	60.1	69.4	--	--	6	50.3	60.9	60.2	69.4	
\$175 Million < \$300 Million	217.1	17	*19	168	45.8	53.8	55.8	64.0	--	--	47	46.5	54.0	56.3	64.5	
\$300 Million or More	811.5	47	68	1,016	40.6	50.4	54.1	63.9	1.1	2.1	197	40.9	50.7	54.3	63.9	
<b>For Profit Organizations</b>																
All Orgs	516.1	10	*13	403	--	39.3	45.3	--	--	--	14	--	39.3	45.3	--	
Less than \$75 Million	--	2	*2	29	--	--	--	--	--	--	0	--	--	--	--	
\$75 Million < \$150 Million	--	3	*3	46	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million or More	1,227.8	7	*8	328	--	37.4	43.2	--	--	--	14	--	37.4	43.3	--	
<b>Not-for-Profit Organizations</b>																
All Orgs	312.2	56	112	1,123	46.3	55.1	58.8	68.7	1.1	2.2	251	46.7	55.5	59.1	69.2	
Less than \$100 Million	69.1	13	20	165	45.4	63.5	60.8	72.0	--	--	20	45.6	63.5	61.0	72.0	
\$100 Million < \$350 Million	204.0	26	41	341	47.8	56.7	58.1	66.0	--	--	72	48.2	56.8	58.3	66.1	
\$350 Million or More	946.3	37	51	617	45.6	52.4	58.7	69.2	1.0	2.0	159	45.9	52.6	59.0	70.4	

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# REGIONAL ANALYSIS

## 6032 Clinic Supervisor

(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary				Short-term Incentive			Total Cash Compensation				
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
<b>Northeast Region</b>																
All Orgs	275.0	8	11	103	46.4	55.1	54.4	61.1	--	--	1	46.4	55.1	54.4	61.1	
Less than \$150 Million	--	4	*5	50	--	--	--	--	--	--	0	--	--	--	--	
\$150 Million < \$400 Million	--	3	*3	12	--	--	--	--	--	--	0	--	--	--	--	
\$400 Million or More	--	3	*3	41	--	--	--	--	--	--	1	--	--	--	--	
<b>Southeast Region</b>																
All Orgs	565.4	13	20	352	40.0	44.3	48.0	50.8	0.8	1.7	130	40.3	44.5	48.3	50.9	
Less than \$150 Million	--	3	*3	10	--	--	--	--	--	--	4	--	--	--	--	
\$150 Million < \$400 Million	220.3	6	*6	31	--	47.9	50.9	--	--	--	21	--	48.5	51.2	--	
\$400 Million or More	1,949.6	9	*11	311	39.9	43.6	47.9	50.4	--	--	105	40.0	44.0	48.2	50.8	
<b>North Central Region</b>																
All Orgs	413.8	24	50	506	50.4	62.8	62.7	75.4	--	--	16	50.4	62.8	62.7	75.4	
Less than \$150 Million	83.6	6	16	139	--	68.6	67.0	--	--	--	15	--	68.6	67.1	--	
\$150 Million < \$400 Million	220.8	7	*9	60	--	75.4	73.9	--	--	--	0	--	75.4	73.9	--	
\$400 Million or More	946.3	20	25	307	46.3	57.5	58.6	67.2	--	--	1	46.3	57.5	58.6	67.2	
<b>South Central Region</b>																
All Orgs	309.1	14	29	384	39.8	46.4	48.1	55.1	--	--	101	39.8	46.9	48.5	56.0	
Less than \$150 Million	122.8	6	*7	77	--	40.6	43.6	--	--	--	0	--	40.6	43.6	--	
\$150 Million < \$400 Million	--	4	*10	125	--	--	--	--	--	--	45	--	--	--	--	
\$400 Million or More	1,738.5	10	*12	182	37.5	45.6	47.5	54.9	--	--	56	37.5	46.2	48.0	56.3	
<b>West Coast Region</b>																
All Orgs	385.3	15	20	167	57.0	68.7	65.2	74.5	--	--	17	57.0	69.1	65.4	74.9	
Less than \$150 Million	--	4	*4	48	--	--	--	--	--	--	1	--	--	--	--	
\$150 Million < \$400 Million	234.9	5	*6	20	--	66.2	67.2	--	--	--	6	--	66.4	67.6	--	
\$400 Million or More	906.0	8	*10	99	66.6	73.0	68.0	77.0	--	--	10	66.6	73.0	68.3	77.7	

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# LOCATION ANALYSIS

## 6032 Clinic Supervisor

(Compensation Data Displayed in \$000s)	Median Net Revenue (Mil)	Dist Orgs	Num Orgs	Num Obs	Base Salary			Short-term Incentive			Total Cash Compensation					
					25th %ile	Median	Mean	75th %ile	Mean	Mean % of Base	Receiving Count	25th %ile	Median	Mean	75th %ile	
<b>Location</b>																
Atlanta-Sandy Springs-Alpharetta, GA	--	5	*9	148	--	45.8	53.7	--	--	--	93	--	46.1	54.0	--	
Austin-Round Rock-Georgetown, TX	--	6	*6	37	--	58.4	59.8	--	--	--	14	--	60.9	60.7	--	
Chicago-Naperville-Elgin, IL-IN-WI	99.9	6	*9	78	--	60.6	64.3	--	--	--	0	--	60.6	64.3	--	
Denver-Aurora-Lakewood, CO	--	7	*14	85	--	55.0	55.3	--	--	--	54	--	56.2	56.2	--	
Minneapolis-St. Paul-Bloomington, MN-WI	--	5	*5	44	--	74.4	75.2	--	--	--	3	--	75.8	75.3	--	
Orlando-Kissimmee-Sanford, FL	--	5	*5	75	--	46.0	48.1	--	--	--	15	--	46.0	48.8	--	
San Diego-Chula Vista-Carlsbad, CA	--	5	*6	72	--	73.2	70.6	--	--	--	1	--	73.2	70.6	--	

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