

POSITION PROFILE

Years (Mean) With Organization: 9 In Current Position: 6

5540 Respiratory Therapist

Develops and implements a treatment plan for the patient with breathing-related conditions after examining the patient and conducting diagnostic testing. This may include measuring lung capacity and analyzing blood samples using a blood gas analyzer. May consult with physicians. Responsible for all respiratory care treatments, including supervision of respiratory therapy technicians. Typically requires completion of a respiratory therapist 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	218	1,243	29,906	24.62	27.15	31.10	32.66	35.99	41.81
Hourly Base Salary - Org Weighted	218	1,243	29,906	26.28	28.13	30.38	31.43	33.67	37.83
Annualized Salary**	218	1,243	29,906	51.2	56.5	64.7	67.9	74.9	87.0
Annualized Total Cash Compensation**	218	1,243	29,906	51.2	56.6	64.9	68.1	74.9	87.0
Hourly Per Diem/PRN	107	540	4,321	26.00	28.00	30.39	32.17	34.73	38.93

Short-term Incentive Eligibility Analysis									
Hourly Base Salary - Incentive Eligible	27	262	5,699	25.50	28.53	32.57	35.47	38.25	56.00
Hourly Base Salary - Not Incentive Elig	203	1,100	24,207	24.50	27.00	30.82	32.00	35.48	40.92
Annual Short-term Incentive - Rcvng**	20	200	3,776	0.4	0.6	1.1	1.5	2.0	2.7
Annualized Total Cash Comp - Rcvng**	20	199	3,568	54.7	61.2	70.4	79.2	84.6	134.8

Shift Premiums Analysis									
Hourly 2nd Shift Premium - Org Weighted	135	578	17,437	1.75	2.00	2.96	5.62	4.00	15.32
Hourly 3rd Shift Premium - Org Weighted	135	589	17,730	2.25	2.75	3.25	3.31	3.75	4.50
Hourly Weekend 1st Shift - Org Wtd	93	439	12,907	1.25	2.00	3.00	4.21	7.07	8.05
Hourly Weekend 2nd Shift - Org Wtd	84	272	8,990	2.30	3.25	4.50	4.60	5.75	6.97
Hourly Weekend 3rd Shift - Org Wtd	85	429	11,926	3.50	4.75	6.00	6.07	7.50	8.23

Other Premiums Analysis									
Hourly Holiday Premium - Org Wtd	43	259	6,548	7.45	15.31	27.03	22.65	30.33	34.17
Hourly In-charge Premium - Org Wtd	36	156	4,826	1.00	1.43	1.53	1.79	2.00	4.00
Hourly On-call/Stand-by Rate - Org Wtd	87	449	12,048	2.50	3.00	4.00	4.82	7.21	8.12

*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	862	24.82	26.08
Midpoint	862	31.10	32.60
Maximum	862	37.38	39.12
Compa-ratio	852	102.1%	100.3%

Short-term Incentives			
Percent Eligible			18%
Mean Actual as Percent of Salary	199	2.2%	2.0%
Mean Threshold Percent	29	1.4%	1.4%
Mean Target Percent	51	2.4%	2.5%
Mean Maximum Percent	39	3.5%	3.4%

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			11%
Nonunion			89%

SCOPE 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
Net Revenue																		
All Orgs	240.5	206	973	25,092	26.98	31.08	32.76	36.12	2.50	2.55	3.50	3.37	2.50	2.60	4.50	4.62	5.25	5.29
Less than \$75 Million	42.1	53	182	964	26.21	29.50	29.83	33.00	2.29	2.41	3.22	3.20	2.50	2.71	4.53	4.50	5.00	5.08
\$75 Million < \$175 Million	117.8	60	212	1,902	26.75	30.05	30.43	33.83	2.08	2.32	3.00	3.04	2.25	2.27	4.00	4.20	5.00	4.90
\$175 Million < \$300 Million	233.6	65	169	2,621	27.20	30.92	31.24	34.52	2.75	2.64	3.52	3.40	2.25	2.92	4.00	4.66	5.40	5.29
\$300 Million or More	621.0	185	410	19,605	26.98	31.40	33.33	36.88	2.62	2.64	3.50	3.53	2.50	2.58	4.85	4.82	5.50	5.52
Regions																		
North Central	208.3	70	333	7,807	26.48	29.85	30.02	33.05	2.00	4.91	2.75	2.74	2.00	3.47	4.00	3.79	5.15	5.21
Northeast	372.8	54	143	3,385	32.42	36.65	36.77	41.25	3.16	7.40	3.50	3.53	3.75	5.13	4.50	4.51	7.30	6.72
South Central	222.0	45	320	7,124	26.91	30.31	30.77	34.36	2.96	4.71	3.50	3.72	4.25	4.27	6.63	5.48	7.03	6.42
Southeast	198.8	56	318	6,607	25.42	28.56	28.73	31.62	3.00	5.30	3.24	3.27	3.00	3.89	5.13	5.26	6.48	6.24
West Coast	487.9	38	137	4,351	34.52	40.68	42.92	49.72	3.50	8.82	4.00	3.80	7.53	6.70	--	--	7.50	7.17
Teaching Organizations																		
All Orgs	622.0	166	336	16,413	26.99	31.42	33.40	36.88	2.50	2.60	3.32	3.39	2.25	2.51	4.05	4.44	5.00	5.08
Less than \$300 Million	194.1	41	72	1,165	27.06	30.92	31.26	34.00	2.00	2.52	2.50	3.00	2.01	2.16	3.50	3.68	4.25	4.00
\$300 Million or More	867.0	159	264	15,248	26.93	31.46	33.56	37.11	2.51	2.63	3.50	3.50	2.50	2.60	4.50	4.70	5.50	5.44
Non-teaching Organizations																		
All Orgs	145.0	107	637	8,679	26.97	30.64	31.54	34.93	2.50	2.51	3.50	3.36	2.50	2.67	5.00	4.78	5.50	5.46
Less than \$150 Million	71.0	69	332	2,236	26.36	29.79	30.02	33.52	2.32	2.39	3.16	3.20	2.50	2.54	4.65	4.49	5.00	5.17
\$150 Million or More	290.8	88	305	6,443	27.25	31.00	32.07	35.59	2.70	2.62	3.50	3.50	2.50	2.78	5.00	5.08	5.75	5.75

*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	244.2	8	33	578	28.55	32.39	32.57	36.39	3.00	3.43	3.50	3.63	3.00	2.85	5.88	5.68	6.50	6.25	
Austin-Round Rock-Georgetown, TX	--	5	*11	322	--	28.66	29.29	--	--	--	--	--	--	--	--	--	--	--	
Baltimore-Columbia-Towson, MD	525.0	7	*14	388	27.48	33.78	33.10	37.40	3.00	4.13	3.75	3.89	2.50	2.83	5.17	4.80	5.69	5.84	
Birmingham-Hoover, AL	--	5	*7	211	--	26.43	25.92	--	--	--	--	--	--	--	--	--	--	--	
Boston-Cambridge-Newton, MA-NH	--	5	*6	81	--	38.42	39.23	--	--	--	--	--	--	--	--	--	--	--	
Boulder, CO	343.0	5	*9	46	--	34.24	33.95	--	--	--	--	--	--	--	--	--	--	--	
Charleston-North Charleston, SC	--	5	*8	211	--	30.66	31.04	--	--	--	--	--	--	--	--	--	--	--	
Charlotte-Concord-Gastonia, NC-SC	196.8	6	*7	216	--	29.03	28.64	--	--	--	--	--	--	--	--	--	--	--	
Chicago-Naperville-Elgin, IL-IN-WI	349.7	10	33	725	29.90	33.23	33.00	35.78	--	--	--	--	--	--	--	--	--	--	
Cincinnati, OH-KY-IN	1,930.6	6	*6	506	--	31.67	32.24	--	--	--	--	--	--	--	--	--	--	--	
Columbia, SC	--	5	*5	100	--	30.10	29.14	--	--	--	--	--	--	--	--	--	--	--	
Columbus, OH	--	6	*8	245	--	28.52	29.27	--	--	--	--	--	--	--	--	--	--	--	
Dallas-Fort Worth-Arlington, TX	230.1	13	57	1,546	29.44	32.59	32.64	36.32	3.25	3.50	3.75	3.98	4.25	4.91	7.25	7.00	7.50	7.41	
Denver-Aurora-Lakewood, CO	352.8	10	30	561	26.78	30.88	31.21	35.00	--	--	--	--	--	--	--	--	--	--	
Detroit-Warren-Dearborn, MI	--	5	23	716	--	28.11	28.04	--	--	--	--	--	--	--	--	--	--	--	
El Paso, TX	--	5	*6	34	--	25.28	25.65	--	--	--	--	--	--	--	--	--	--	--	
Fresno, CA	--	6	*7	157	--	33.43	39.10	--	--	--	--	--	--	--	--	--	--	--	
Houston-The Woodlands-Sugar Land, TX	307.5	10	54	1,606	27.00	31.00	31.74	35.79	--	--	--	--	--	--	--	--	--	--	

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(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																		
Indianapolis-Carmel-Anderson, IN	--	6	*11	637	--	30.00	30.44	--	--	--	--	--	--	--	--	--	--	--
Kansas City, MO-KS	219.2	6	16	320	--	30.00	29.63	--	--	--	--	--	--	--	--	--	--	--
Las Vegas-Henderson-Paradise, NV	--	5	*8	238	--	40.93	40.09	--	--	--	--	--	--	--	--	--	--	--
Little Rock-North Little Rock-Conway, AR	--	5	*9	245	--	29.99	29.34	--	--	--	--	--	--	--	--	--	--	--
Los Angeles-Long Beach-Anaheim, CA	517.0	12	27	801	34.26	39.10	39.27	43.56	2.50	5.76	3.50	3.52	--	--	--	--	--	--
Louisville/Jefferson County, KY-IN	--	6	*12	180	--	28.25	28.51	--	--	--	--	--	--	--	--	--	--	--
Miami-Fort Lauderdale-Pompano Beach, FL	236.1	7	39	743	26.10	28.00	28.83	32.16	--	--	--	--	--	--	--	--	--	--
Minneapolis-St. Paul-Bloomington, MN-WI	249.4	7	24	530	32.33	35.44	35.64	39.00	0.80	2.48	1.00	1.74	--	--	--	--	--	--
Nashville-Davidson--Murfreesboro--Franklin, TN	--	5	*11	289	--	28.88	28.35	--	--	--	--	--	--	--	--	--	--	--
New York-Newark-Jersey City, NY-NJ-PA	777.5	21	34	1,031	38.15	42.00	41.58	44.79	3.15	7.82	3.56	4.03	4.56	5.53	4.50	3.86	5.00	6.55
Orlando-Kissimmee-Sanford, FL	--	5	*8	333	--	27.97	28.14	--	--	--	--	--	--	--	--	--	--	--
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	445.6	12	*22	705	34.41	37.70	37.36	40.36	3.84	7.34	3.83	3.76	3.34	5.47	--	--	--	--
Phoenix-Mesa-Chandler, AZ	1,831.7	7	*7	342	26.80	31.08	30.45	33.48	--	--	--	--	--	--	--	--	--	--
Portland-Vancouver-Hillsboro, OR-WA	1,025.3	6	*7	298	--	37.81	37.29	--	--	--	--	--	--	--	--	--	--	--
Riverside-San Bernardino-Ontario, CA	--	5	*7	305	--	39.31	41.25	--	--	--	--	--	--	--	--	--	--	--
San Antonio-New Braunfels, TX	--	5	*12	122	--	28.00	27.06	--	--	--	--	--	--	--	--	--	--	--

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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																		
San Diego-Chula Vista-Carlsbad, CA	835.2	7	13	470	35.50	40.96	40.75	45.74	--	--	--	--	--	--	--	--	--	--
San Jose-Sunnyvale-Santa Clara, CA	--	5	*6	182	--	61.08	57.16	--	--	--	--	--	--	--	--	--	--	--
Seattle-Tacoma-Bellevue, WA	1,213.3	7	*10	184	33.79	36.67	37.62	41.36	--	--	--	--	--	--	--	--	--	--
St. Louis, MO-IL	--	5	22	403	--	28.29	28.41	--	--	--	--	--	--	--	--	--	--	--
Tampa-St. Petersburg-Clearwater, FL	289.6	9	21	416	27.47	31.03	30.86	33.82	--	--	--	--	--	--	--	--	--	--
Washington-Arlington-Alexandria, DC-VA-MD-WV	355.7	6	9	126	--	37.91	37.60	--	--	--	--	--	--	--	--	--	--	--

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