

# Staff Salary Survey Summary Report

**Year 2016**



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# Special Offer For Staff Salary Survey Participants

## 2016 *Staff Salary Survey*

The *Staff Salary Survey* sells for \$245.00, but because of your participation, the complete 2016 *Staff Salary Survey* is available to you at **half price - \$122.50 plus shipping**. The complimentary summary report only includes broad geographic regions based on the regions determined by the U.S. Census Bureau.

The complete report of the 2016 *Staff Salary Survey* contains summaries of salaries listed not only by geographic region but also by:

- ◆ State;
- ◆ Metropolitan Statistical Area;
- ◆ Division;
- ◆ Practice Gross Revenue; and
- ◆ Practice Specialty

The data for all job positions are organized by 25<sup>th</sup> percentile, median, 75<sup>th</sup> percentile and 90<sup>th</sup> percentile. The years in current position are displayed as follows: less than 2 years, 2 to 5 years, 6 to 10 years and greater than 11 years.

### Two ways to order:

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### Please Participate in our Physician Starting Salary Survey

Physicians just completing their medical training and have started employment in private practice, hospital or other medical setting, please participate in our Physician Starting Salary Survey. To participate, call 800-473-0032, ext. 3350 to obtain a questionnaire.

The Health Care Group is particularly pleased to present to you your complimentary summary report of the 2016 *Staff Salary Survey*. This data is based on reported salaries from the year 2015.

This complimentary report presents each job position organized by geographic region. We had over 715 practices participate in this survey containing approximately 28,096 different staff salaries. We constantly try to improve the quality of the data contained in the *Staff Salary Survey*. Please tell your colleagues in other practices about the *Staff Salary Survey* and encourage their participation.

Staff personnel costs remain the highest expense item for most medical, dental and other practices, often constituting more than 50% of a medical, dental or other practice's total overhead. However, most medical, dental and other practices pay from 30% to 40% of their gross collected revenue for such staff personnel costs. The 2016 *Staff Salary Survey* collects and provides "hard" data to compare and structure your staff's compensation and benefits.

We continually expand the information included in the *Survey* to make it the most reliable resource for staff salary information for medical, dental and other practices. Please note that we utilize the same regions and divisions as determined by the U.S. Census Bureau.

In the complete report, the detailed reports for each job position organizes the data by geographic region, division, state, practice gross revenue, Metropolitan Statistical Area and practice specialty. This complete report is available to you at half price plus shipping.

Consider these impressions based on the latest data supplied:

1. Our respondents reported that they anticipated raising salaries between 1.7% and 3.7% in 2015, a very slight increase from the 2014 range of 1.3% to 3.4%. According to the data provided to us, the actual overall average raise for 2015 was 5.9%, a slight increase from 2014.

A productive and motivated staff is a practice's best investment. Normally an inflation rate increase makes good sense for staff members that are loyal and consistently do their job well. However, it appears that despite the inflation rate averaging about 0.02% from January through October of 2015, practices actually gave raises well in excess of the inflation rate. Whether that continues remains to be seen if the economy continues to have problems.

2. Practices continue to provide good fringe benefits for full-time and regular part-time employees. More practices, however, are feeling the effect of ever increasing health insurance costs – and are continuing to shift more cost to employees. This trend is evident in virtually all practice specialties and locations.

Please keep in mind that every practice is unique with individual management requirements. The data presented in the 2016 *Staff Salary Survey* has limitations, like all survey data, and may not accurately reflect the unique situation that may be present in your practice. Take care when using this data to determine the right staff pay for your own practice.

We hope The Health Care Group's 2016 *Staff Salary Survey* will help you understand and best structure your staff's compensation package.

Sincerely,

*Mark E. Kropiewnicki, JD, LLM*

Mark E. Kropiewnicki, JD, LLM  
President, The Health Care Group, Inc.

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Bookkeeper .....	1
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Certified Ophthalmic Medical Technologist (COMT) .....	2
Certified Ophthalmic Photographer (COP) .....	2
Certified Ophthalmic Technician (COT) .....	2
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Clerical / Insurance .....	2
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## How to Use the Staff Salary Survey

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Each job position is based on salaries reported as of the third quarter of 2015. This complimentary Staff Salary Survey Summary Report displays the data nationally and the U.S. Census Bureau's four geographic regions. The full Staff Salary Survey Report is broken down by various demographic categories such as the U.S. Census Bureau's nine divisions, as well as by state, practice gross revenue, Metropolitan Statistical Areas (MSA) and by practice specialty.

Note that staff averages are given on a *per-hour* basis; Administrator / Executive Director, Billing Manager, Business Manager, Clinical Manager, Director of Refractive Surgery, Head / Lead Technician Manager / Supervisor, Human Resource Manager, Nurse Manager / Supervisor, Optical Manager, Information Technician Manager and Office Manager averages are given on an *annual* salary basis. Any part-time salaries reported for managers (less than 35 hours per week) were readjusted to a full-time equivalent of a 40 hour workweek. The annual salary does not include any bonuses or benefits.

Below are the definitions of the statistical terms used in this report.

**Average:** Obtained by adding all the data together and dividing the sum by the count. This is also referred to as the mean.

**Count (# or "n"):** The number of responses or number of items in a data set.

**Mean:** Is the average of all data in the data set. The mean is obtained by adding all the data (in this report, dollar amounts) together and dividing the sum by the count.

**Mode:** Most frequent number used in a data set.

**Percent (%):** Out of "100" or parts per hundred.

**25<sup>th</sup> Percentile:** Percentiles are found by first ordering all values (dollar amounts) in a data set from smallest to largest. The 25<sup>th</sup> percentile is the dollar amount at or below which 25 percent of the other dollar amount lies.

**Median (50<sup>th</sup> Percentile):** The Median (50<sup>th</sup> Percentile) is the dollar amount at or below which 50 percent of the other dollar amount lies.

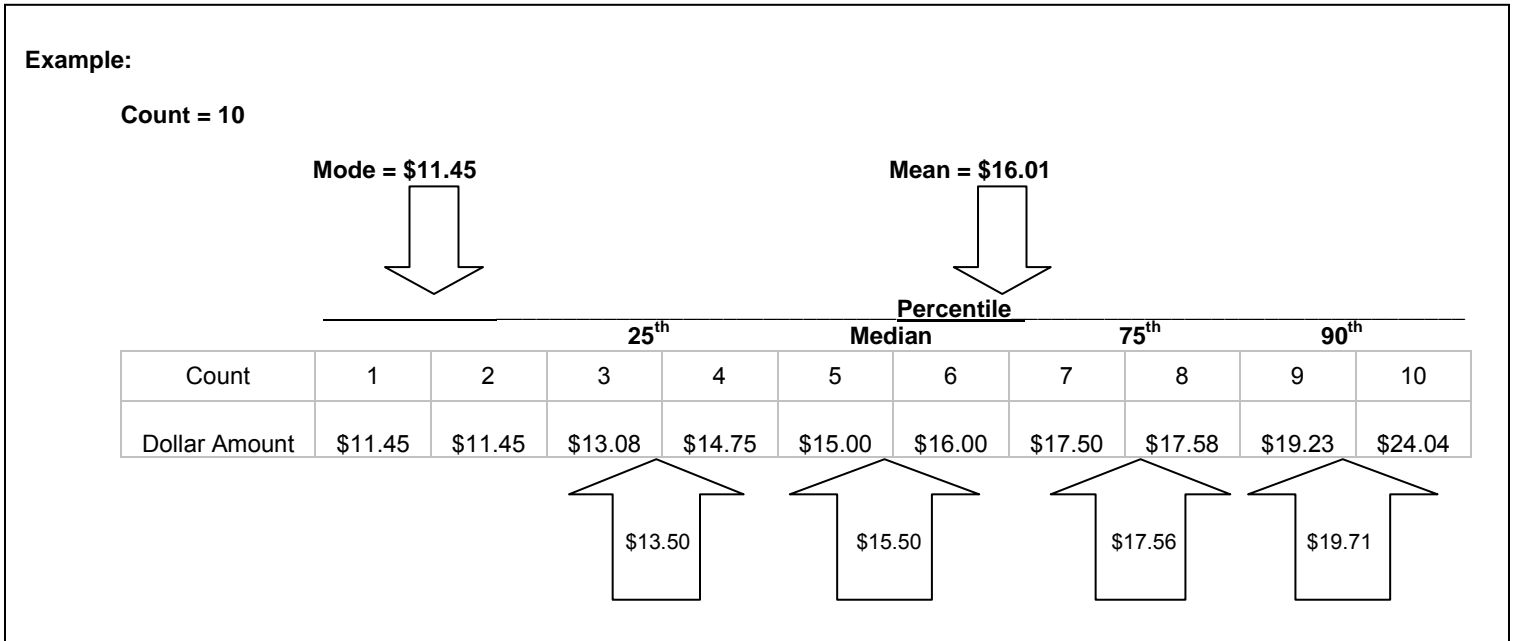
**75<sup>th</sup> Percentile:** The 75<sup>th</sup> percentile is the dollar amount at or below which 75 percent of the other dollar amount lies.



**90<sup>th</sup> Percentile:** The 90<sup>th</sup> percentile is the dollar amount at or below which 90 percent of the other dollar amount lies.

Here is an illustration of the below example for each of the displayed statistics:

- Count = 10
- Mean (Average) = \$16.01
- Mode = \$11.45
- 25<sup>th</sup> Percentile = \$13.50
- Median = \$15.50
- 75<sup>th</sup> Percentile = \$17.56
- 90<sup>th</sup> Percentile = \$19.71



This survey collects and provides "hard" data to compare and structure your staff's compensation and benefits. It can be used for a wide range of purposes, such as benchmarking and trend analysis.

Please keep in mind that every practice is unique with individual management requirements. The data presented in the 2016 *Staff Salary Survey* has limitations, like all survey data, and may not accurately reflect the unique situation that may be present in your practice.

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## Job Positions / Descriptions

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### **Administrator / Executive Director**

Responsible to the Board of Directors and/or Physicians for the administration, management, direction and coordination of all practice activities except those directly involving professional medical judgment. Handles business planning, financial operations, human resource management, and corporate overview.

### **Aesthetician**

Received training in the areas of services provided and holds a current aesthetician license. Responsibilities include practicing the care and beautification of the skin of the human body.

### **ASC Nurse Manager / Supervisor**

Also known as Director of Nursing. Responsible for managing clinical activities and resources of the Operating Room, Post Anesthesia Care Unit, Sterile Processing Department, and Patient Care consistent with the philosophy and objectives of the facility. They have primary responsibilities for staffing, budgeting, and day-to-day operations of the unit.

### **Audiologist / Hearing Instrument Specialist**

Responsible for obtaining patient history, rendering professional hearing testing services, accurately measuring hearing loss, referring patients as medically appropriate, and counsel and assist patients regarding candidacy for and selection of hearing instruments.

### **Billing / AR Clerk**

Processes statements and claims daily/weekly. Generates monthly A/R report for all accounts. Posts payments, credits and/or charges. Responsible for follow-up and collection of all insurance claims.

### **Billing Coordinator**

Oversees all facets of billing and collection.

### **Billing Manager**

Manages the submission, reimbursement and collections of claims billed under and through the practice providers. Also manages CPT and ICD-9 coding. Handles collection responsibilities and activities for designated third party payors and patients. Oversees billing office.

### **Bookkeeper**

Manages accounts payable, payroll, cash management and general ledger. Reports the financial status to the Partners. May work with the Practice Accountant.

### **Business Manager**

Oversees all practice accounting and financial matters. Also includes controllers and finance managers. Supervises accounting and billing staff.

### **Certified Coder**

Reviews, analyzes, and codes diagnostic and procedural information that determines Medicare, Medicaid and private insurance reimbursement. Certified by authorizing agency.

### **Certified Ophthalmic Assistant (COA)**

Aids ophthalmologists by obtaining medical records, medical histories, performing preliminary eye function testing and explaining to patients about medication or procedures, preparing the patient for the exam and beginning the examination with standard tests and measurements. Maintains certification through continuing education.

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## Job Positions / Descriptions

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### **Certified Ophthalmic Medical Technologist (COMT)**

Holds a COMT certification and is expected to perform advanced technical ophthalmic procedures. This individual assists the physician with tests and patient care.

### **Certified Ophthalmic Photographer (COP)**

Performs ophthalmic photography for diagnostic, documentation and educational purposes. This individual holds Certification in Retinal Angiography.

### **Certified Ophthalmic Technician (COT)**

Holds the COT designation and performs a broad breadth of technician duties to include patient histories, patient testing, patient counseling, and physician assistance. Demonstrates a higher level of proficiency and analytical abilities in patient testing and maintains a more comprehensive general medical knowledge base.

### **Certified Registered Nurse Anesthetist (CRNA)**

Administers anesthetics following specified methods and procedures. Performs pre- and post-anesthesia patient visits and documents anesthesia notes on patient records.

### **Clerical/Insurance**

Duties are third party and/or billing related activities. May include handling routine referrals for managed care plans. Also includes legal clerks.

### **Clinical Manager**

Responsible for the day-to-day management of clinical activities. Develops and implements policies and procedures and educate employees about changes. They manage and evaluate the work quality of clinical staff.

### **Contact Lens Technician**

Responsible for independently fitting patients for all types of contact lenses. Oversees the functioning of the contact lens department including maintaining inventory.

### **Data Entry**

Exclusively inputs data to computer.

### **Dental Assistant**

Prepares patients for oral examination and assist other dental professionals in providing treatment to the teeth, mouth and gums. Responsibilities may include chair side patient assistance.

### **Dental Hygienist**

Licensed mid-level provider working under the supervision of a dentist. Responsibilities include examine, clean and polish teeth, note conditions of decay, disease and deviations from normal oral health.

### **Director of Refractive Surgery**

Responsible for the administration, direction, and coordination of all practice activities involving LASIK, Refractive Lens Exchange, and cataract surgery with multi-focal IOLs. Promotes public and professional relations. Supervises refractive staff.

### **Echo Technician**

Performs various non-invasive echo tests on different parts of the body. Echo technicians make sure the image is clear and ready for the doctor to read.

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## Job Positions / Descriptions

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### **File Clerk / Medical Records Clerk**

Responsible for chart preparation, filing and storage. Oversees medical record release and protection of health information.

### **Head / Lead Technician / Supervisor**

Provides comprehensive personnel management and supervision to clinical staff, surgery schedulers, refractive and photography staff. Responsible for daily supervision, employee selection, orientation, staff development, counseling and appraisals. Ensures that practice protocols for patient care are communicated and followed and may be responsible for the practice's OSHA program, clinical supply management, and also may participate in Compliance and Risk Management capacities.

### **Human Resources Manager**

Ensures practice compliance with all aspects of the Human Resources program and designs and implements new programs/policies as necessary to comply with all legal and regulatory requirements. Maintains all personnel files, processes hiring and termination activities, ensures practice staff are aware of practice personnel policies, prepares and submits appropriate regulatory reports, manages the drug free workplace program, and provides guidance, enrollment, and record keeping on various benefit programs.

### **Imaging Technician**

Including MRI Technicians and X-ray Technicians. Responsibilities include following physician instructions/protocols to administer the testing, prepare and operate imaging equipment and maintain patient treatment records including recording amounts and handling prescribed imaging agents, as applicable.

### **Information Technician Manager**

Installs, configures, and maintains a variety of computer equipment. Determines source of computer malfunction. Also upgrades computer software and hardware.

### **Insurance Coordinator**

Oversees third-party managed care plans. Handles pre-certification, authorizations and coordination among patients, third party and practice.

### **Laboratory Technician**

Collects specimens for patients, performs lab test/analysis. May provide instructions to patients. Maintains laboratory controls and operates laboratory equipment. Has previous experience and/or training or certification.

### **Licensed Practical Nurse**

Works under the direction of a physician and/or registered nurse. Provides nursing care that requires technical knowledge and skill but not the in-depth professional education and training of a registered nurse.

### **Medical Assistant**

Multi-skilled person who assists in all aspects of medical practice having clinical and clerical responsibilities. Prepares rooms for patients, takes history, vital signs, etc. Operates diagnostic and other equipment.

### **Medical Secretary / Administrative Assistant**

Performs administrative and clerical duties necessary to run an organization efficiently. Plans and schedules meetings and appointments, organizes and maintains paper and electronic files. They may also handle travel and guest arrangements.

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## Job Positions / Descriptions

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### **Medical Transcriptionist**

Interprets and transcribes dictation by physicians and other healthcare professionals regarding patient assessment, work-up, therapeutic procedures, clinical course, diagnosis, prognosis, etc.

### **Multi-Purpose Worker**

Receptionist duties as well as assisting the doctor, preparing the rooms, handling insurance, or filing. Primary "back-up" person.

### **Nuclear Medicine Technologist**

Prepares, administers, and measures radioactive isotopes in therapeutic, diagnostic, and tracer studies utilizing a variety of radioisotope equipment. Prepares solutions of radioactive materials and calculate doses to be administered by radiologists.

### **Nurse Manager / Supervisor**

Coordinates staff to assure that effective nursing services are provided, and quality standards are met. Supervises and evaluates employees, and works with patients and family of patients to provide assistance for care.

### **Nurse Midwife**

Provides care and advice to women during pregnancy, labor and birth, and post-natal care for women and babies. Scope of services depends on state licensing statute.

### **Nurse Practitioner**

A Registered Nurse with one to two years of additional education in specialized areas. Responsibilities may include performing examinations, prescribing medications, ordering tests in collaboration with a physician.

### **Office Manager**

Responsible for day-to-day operations of the business. Maintains appropriate staffing levels. Monitors patient flow and scheduling. Responsible for scheduling of staff, payroll, vacation approval, cash flow, credentialing physicians, accounts payable and accounts receivable.

### **Ophthalmic Assistant / Technician (Non-certified COA / COT)**

Performs an extensive number of data collection functions as delegated by the physician to allow for proper professional diagnosis of patients' conditions. Assists physician with all aspects of patient care. Accurately records patient histories, medications, allergies, present complaint, family history, and prior medical conditions. Triage patients and maintains patient flow throughout office.

### **Ophthalmic Echographer (Certified CDOS)**

JCAHPO certified. Performs B-Scan sonography. Certified Diagnostic Ophthalmic Sonographer.

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## Job Positions / Descriptions

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### **Ophthalmic Photographer (Non-certified)**

Documents specific disease process through photography and other imaging devices as requested by the ordering provider. Maintains camera(s), related equipment and inventory of supplies. Maintains all patient-related records as they pertain to imaging systems. Performs fundus, anterior segment and external photography, Scanning Computerized Ophthalmic Diagnostic Imaging, and intravitreal fluorescein angiographies and/or indocyanine green angiographies.

### **Ophthalmic Ultrasound Biometrist (Certified ROUB)**

JCAHPO certified. Performs A-scan biometry on the eye. Registered Ophthalmic Ultrasound Biometrist.

### **Optical Manager**

Responsible for the successful operation of the optical shop to include effective personnel management, inventory selection and control, quality control, and budgetary management. Provides direct supervision over dispensing opticians, contact lens technician(s), optical lab and receptionist and works to ensure a positive customer service environment.

### **Optician**

Designs, measures, fits and adapts lenses and frames for clients according to written optical prescription or specification. Assists clients with selecting frames. Prepares work orders for optical laboratories containing instructions for grinding and mounting lenses in frames. Verifies exactness of finished lens spectacles.

### **Optometrist**

A graduate of an accredited school of optometry with a valid license to practice optometry. The OD provides complete eye exams, refractive and contact lens services to patients.

### **Physical Therapist**

Depending on state law, evaluates and treats individuals with temporary or long term physical disabilities to relieve pain, restore function and promote healing by applying the therapeutic properties of exercise, heat, cold and other forms of treatment.

### **Physician Assistant**

As permitted by state law provides follow-up care to physician services including prepare patient medical histories, perform physical examinations, diagnose and treat patients, suture wounds, initiate therapy, prescribe medicine and give vaccinations.

### **Radiology Technician**

Uses x-ray or magnetic scanning equipment to make images of internal organs. Responsibilities include positioning patient to expose the affected area of the body to prescribed doses of radiation, preparing records and may process x-ray film.

### **Receptionist / Front Desk**

Schedules, reschedules, and cancels appointments as necessary. Greets patients and/or handles check-out. Answers telephone calls and direct all calls to appropriate personnel.

### **Refractive Coordinator**

Assists in the development and implementation of practice marketing and business development plans for refractive surgery. Responsibilities include managing/conducting internal and external marketing efforts, staff training, patient education, and development/maintenance of a referral/co-management network. Position may be responsible for patient screenings, counseling and pre-operative work-ups.

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## Job Positions / Descriptions

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### **Registered Nurse**

Licensed by State Board of Nursing. Assists physician in clinic or surgery, may perform work-ups, patient testing and education. Limit of duties defined by state statute.

### **Scribe**

Accurately maintain patient charts. Correctly summarizes and documents what the physician says during an examination, including but not limited to, proper charting of the examination, documenting additions to the chief complaint, assessment and recommendations for treatment.

### **Surgical / Scrub Technician**

Assists the physician during surgical procedures. Sets up sterile operating field with instruments and supplies necessary for that particular procedure; arranges instruments, sutures, drapes and supplies. Passes instruments, supplies and sutures to the surgeon and assistants as needed.

### **Surgical Coordinator / Scheduler**

Responsible for all aspects of scheduling surgeries. This person serves as the liaison between patient and surgeon, facility, pre-op staff, etc.

### **Ultrasound Technician**

Uses high frequency waves to make a picture of the organs or structures of the body. Responsibilities may include tracking patients' records, film images and other documentation.

### **Visual Field Technician**

Ensures the testing equipment is properly functioning, enters the appropriate settings based on the physician order for the test. Responsible for patient instruction prior to testing and patient oversight during the test.



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## Regions

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### Northeast

Connecticut  
Maine  
Massachusetts  
New Hampshire  
New Jersey

New York  
Pennsylvania  
Rhode Island  
Vermont

### Midwest

Illinois  
Indiana  
Iowa  
Kansas

Michigan  
Minnesota  
Missouri  
Nebraska

North Dakota  
Ohio  
South Dakota  
Wisconsin

### South

Alabama  
Arkansas  
Delaware  
District of Columbia  
Florida  
Georgia

Kentucky  
Louisiana  
Maryland  
Mississippi  
North Carolina

Oklahoma  
South Carolina  
Tennessee  
Texas  
Virginia  
West Virginia

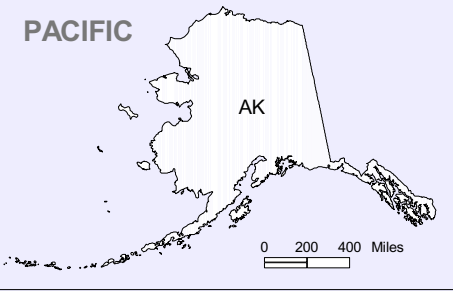
### West

Alaska  
Arizona  
California  
Colorado  
Hawaii

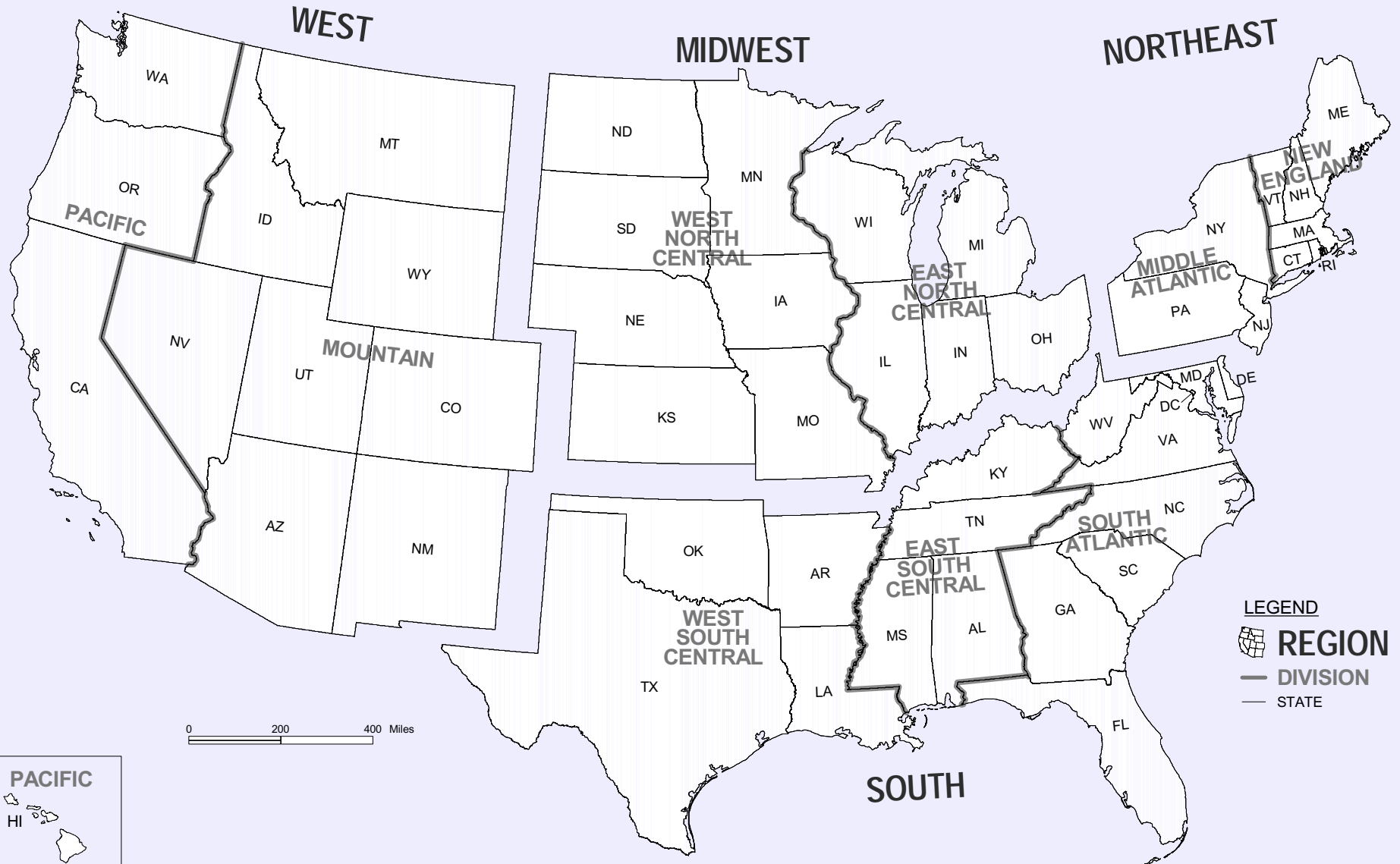
Idaho  
Montana  
Nevada  
New Mexico

Oregon  
Utah  
Washington  
Wyoming

PACIFIC

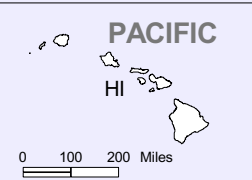


# Census Regions and Divisions of the United States



0 200 400 Miles

PACIFIC



LEGEND

-  REGION
-  DIVISION
-  STATE




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**Salary Increases & Reviews**

Anticipated Range of Salary Increase for all Positions in 2015

Mean Range: 1.7% - 3.7%

Median Range: 2.0% - 3.0%

Modal Range: 2% - 3%

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Actual Average Salary Increase: 5.9%

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**Salary Reviews**

**Frequency of Review**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Annually:	90.7%	92.3%	91.9%	88.9%
Semi-annually:	1.6%	1.3%	1.6%	1.7%
Other:	7.7%	6.4%	6.5%	9.4%

**Timing of Review**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Budget Period:	35.8%	36.3%	33.7%	35.2%
Anniversary:	35.3%	35.6%	35.7%	36.3%
Other:	28.9%	28.1%	30.6%	28.6%

**Formal Review Session**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Yes:	86.4%	88.9%	87.8%	86.6%
No:	13.6%	11.1%	12.2%	13.4%

**Raises Based On**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Merit:	37.4%	47.4%	45.0%	38.1%
Cost of Living:	5.1%	4.2%	3.0%	2.3%
Both:	49.2%	40.9%	47.5%	55.8%
Other:	8.3%	7.5%	4.5%	3.8%




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**Benefits Provided by Practice for Staff**

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<u>Benefits Provided by Practice</u>	<u>Full-Time</u>	<u>Part-Time</u>	<u>Irregular/As Needed</u>
401K Plan	78%	65%	42%
Dental	51%	21%	6%
Dependent/Child Care	5%	5%	1%
Flex Time	10%	9%	6%
Health Insurance (Fully Paid)	26%	5%	1%
Health Insurance (Partially Paid)	67%	30%	5%
Life Insurance	56%	25%	2%
Long Term Disability	38%	12%	3%
Malpractice Insurance (Staff)	30%	21%	25%
Personal Days	68%	53%	14%
Professional Development/Education	63%	45%	23%
Retirement Plan	66%	51%	13%
Short Term Disability	37%	20%	27%
Sick Days (Paid)	80%	64%	18%
Uniform Allowance	58%	49%	37%
Vacation Days (Paid)	91%	75%	18%
Vision	49%	39%	19%

**Health Insurance Partially Paid by Staff**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>Average Percent:</b>	20%	30%	28%	18%
<b>Mode:</b>	0%	20%	20%	0%




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**Benefits Provided by Practice for Management / Supervisors**

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<u>Benefits Provided by Practice</u>	<u>Full-Time</u>	<u>Part-Time</u>
401K Plan	79%	71%
Dental	57%	26%
Dependent/Child Care	5%	5%
Flex Time	11%	10%
Health Insurance (Fully Paid)	30%	6%
Health Insurance (Partially Paid)	64%	49%
Life Insurance	62%	39%
Long Term Disability	42%	13%
Malpractice Insurance (Staff)	33%	23%
Personal Days	68%	63%
Professional Development/Education	70%	43%
Retirement Plan	65%	57%
Short Term Disability	40%	33%
Sick Days (Paid)	80%	71%
Uniform Allowance	48%	39%
Vacation Days (Paid)	90%	81%
Vision	52%	47%

**Health Insurance Partially Paid by Management**

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>Average Percent:</b>	80%	70%	72%	82%
<b>Mode:</b>	100%	80%	80%	100%



**Paid Days Off\***

**Paid Days Off: Vacation Days, Sick Days, Personal Days and Holidays**

	<b>Mean</b>	<b>Mode</b>
Year 1	18 days	18 days
Year 3	21 days	22 days
Year 5	25 days	26 days
Year 10	29 days	28 days
Year 20	30 days	32 days

**Paid Days Off: Vacation Days, Sick Days, Personal Days and Holidays**

<b>Number of Days</b>	<b>1-5</b>	<b>6-10</b>	<b>11-15</b>	<b>16-20</b>	<b>21-25</b>	<b>26-30</b>	<b>&gt;30</b>
<b>Year 1</b>	2%	7%	18%	31%	32%	8%	2%
<b>Year 3</b>	0%	2%	7%	22%	51%	14%	3%
<b>Year 5</b>	0%	1%	4%	11%	32%	40%	14%
<b>Year 10</b>	0%	1%	6%	14%	40%	40%	38%
<b>Year 20</b>	0%	0%	1%	4%	14%	26%	55%

**Year 1 of Employment for Full-time Employees**

<b>Paid Days</b>	<b>Mean</b>	<b>Mode</b>
Holidays	7 days	6 days
Personal Days	1 days	0 days
Sick Days	4 days	5 days
Vacation Days	7 days	10 days

\* Please note this is reflective of all paid days off not just PTO time.

**Paid Days Off**

**Year 3 of Employment for Full-time Employees**

<b>Paid Days</b>	<b>Mean</b>	<b>Mode</b>
Holidays	7 days	6 days
Personal Days	1 day	0 days
Sick Days	4 days	5 days
Vacation Days	10 days	10 days

**Year 5 of Employment for Full-time Employees**

<b>Paid Days</b>	<b>Mean</b>	<b>Mode</b>
Holidays	7 days	6 days
Personal Days	1 day	0 days
Sick Days	4 days	5 days
Vacation Days	13 days	15 days

**Year 10 of Employment for Full-time Employees**

<b>Paid Days</b>	<b>Mean</b>	<b>Mode</b>
Holidays	7 days	6 days
Personal Days	2 days	0 days
Sick Days	5 days	5 days
Vacation Days	17 days	15 days

**Year 20 of Employment for Full-time Employees**

<b>Paid Days</b>	<b>Mean</b>	<b>Mode</b>
Holidays	7 days	6 days
Personal Days	2 days	0 days
Sick Days	5 days	5 days
Vacation Days	18 days	20 days

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**Full-time Employees / Doctors; Practice Ownership**

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**Full-time Employees**

n	30 Hours	32 Hours	35 Hours	36 Hours	37.5 Hours	40 Hours	Other
<b>706</b>	<b>14%</b>	<b>14%</b>	<b>25%</b>	<b>5%</b>	<b>10%</b>	<b>28%</b>	<b>4%</b>

	<b>Full-time Employees</b> Mean: 37 Employees	<b>Part-time Employees</b> Mean: 7 Employees
<b>0-25</b>	63%	96%
<b>26-49</b>	21%	2%
<b>50-99</b>	10%	1%
<b>100-200</b>	5%	0%
<b>201-300</b>	0%	0%
<b>&gt;300</b>	1%	0%

	<b>Full-time Doctors</b> Mean: 6 Doctors	<b>Part-time Doctors</b> Mean: 1 Doctors
<b>0-25</b>	98%	100%
<b>26-49</b>	2%	0%
<b>50-99</b>	0%	0%

**Hospital Owned**

n	No	Yes
<b>675</b>	94%	6%



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**Management**  
**Full-time Doctors vs. Average Salary**

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**Administrator / Executive Director**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$80,961
4 – 6 FTE Doctors	\$101,645
7 – 9 FTE Doctors	\$111,157
10 – 15 FTE Doctors	\$137,123
16+ FTE Doctors	\$144,327

**ASC Nurse Manager / Supervisor**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$73,133
4 – 6 FTE Doctors	\$79,000
7 – 9 FTE Doctors	\$83,602
10 – 15 FTE Doctors	\$90,064
16+ FTE Doctors	\$88,449

*N/A denotes not applicable due to less than three responses*

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**Management**  
**Full-time Doctors vs. Average Salary**

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**Billing Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$46,023
4 – 6 FTE Doctors	\$51,096
7 – 9 FTE Doctors	\$40,040
10 – 15 FTE Doctors	\$53,794
16+ FTE Doctors	\$64,260

**Business Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$57,036
4 – 6 FTE Doctors	\$69,360
7 – 9 FTE Doctors	\$75,221
10 – 15 FTE Doctors	\$85,309
16+ FTE Doctors	\$84,554

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**Management**  
**Full-time Doctors vs. Average Salary**

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**Clinical Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$52,495
4 – 6 FTE Doctors	\$53,941
7 – 9 FTE Doctors	\$62,948
10 – 15 FTE Doctors	\$53,307
16+ FTE Doctors	\$81,489

**Director of Refractive Surgery**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$65,000
4 – 6 FTE Doctors	\$61,727
7 – 9 FTE Doctors	\$61,617
10 – 15 FTE Doctors	\$93,612
16+ FTE Doctors	\$73,499

*N/A denotes not applicable due to less than three responses*



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**Management**  
**Full-time Doctors vs. Average Salary**

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**Head / Lead Technician / Supervisor**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$48,403
4 – 6 FTE Doctors	\$49,071
7 – 9 FTE Doctors	\$48,375
10 – 15 FTE Doctors	\$52,121
16+ FTE Doctors	\$54,084

**Human Resources Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$48,079
4 – 6 FTE Doctors	\$53,624
7 – 9 FTE Doctors	\$49,295
10 – 15 FTE Doctors	\$63,502
16+ FTE Doctors	\$68,433

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**Management**  
**Full-time Doctors vs. Average Salary**

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**Nurse Manager / Supervisor**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$77,437
4 – 6 FTE Doctors	\$67,303
7 – 9 FTE Doctors	\$66,792
10 – 15 FTE Doctors	\$82,031
16+ FTE Doctors	\$76,969

**Office Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$56,505
4 – 6 FTE Doctors	\$57,354
7 – 9 FTE Doctors	\$57,683
10 – 15 FTE Doctors	\$59,985
16+ FTE Doctors	\$50,087

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**Management**  
**Full-time Doctors vs. Average Salary**

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**Optical Manager**

<i>No. of Full-time Equivalent (FTE) Doctors</i>	<i>Average Salary</i>
1 – 3 FTE Doctors	\$46,649
4 – 6 FTE Doctors	\$50,703
7 – 9 FTE Doctors	\$52,390
10 – 15 FTE Doctors	\$48,367
16+ FTE Doctors	\$59,685

**Operational Expenses for Staff  
All Specialties**

<i>Operational Expenses for Staff<sup>1</sup></i>	<i>Average Percent of Total Gross Revenue</i>
<b>Staff Salaries</b>	24%
<b>Staff Fringe Benefits<sup>2</sup></b>	5%
<b>Staff Payroll Taxes<sup>3</sup></b>	4%

<i>Operational Expenses for Staff</i>	<i>25<sup>th</sup> Percentile</i>	<i>Median</i>	<i>75<sup>th</sup> Percentile</i>	<i>90<sup>th</sup> Percentile</i>
<b>Staff Salaries</b>	18%	24%	29%	34%
<b>Staff Fringe Benefits</b>	2%	3%	5%	8%
<b>Staff Payroll Taxes</b>	2%	3%	4%	7%

<sup>1</sup> Staff is defined as any member of the Practice not including any Physicians; for example, Physician Assistants, Nurse Practitioners and Optometrists are Staff members

<sup>2</sup> Fringe benefits paid by the Practice may include health insurance, disability insurance, life insurance, dental insurance, vision insurance, continuing education

<sup>3</sup> Payroll taxes are the portion paid by the Practice including Social Security, Medicare, Federal/State Unemployment, State Disability, etc.

**Operational Expenses for Staff  
By Specialty**

***Average Percent of Total Gross Revenue***

The following charts list the results only for specialties that had less than five responses. Specialties with less than five responses were omitted from reporting results.

	<b>Allergy &amp; Immunology</b>	<b>Dentistry</b>	<b>Dermatology</b>	<b>Family Practice</b>	<b>Gastroenterology</b>	<b>Multi-Specialty</b>	<b>Nephrology</b>	<b>Obstetrics &amp; Gynecology</b>
<b>Staff Salaries</b>	22%	26%	23%	28%	30%	19%	21%	27%
<b>Staff Fringe Benefits</b>	10%	3%	6%	4%	8%	2%	10%	4%
<b>Staff Payroll Taxes</b>	3%	4%	4%	4%	8%	6%	10%	3%

	<b>Ophthalmology</b>	<b>Oral &amp; Maxillofacial Surgery</b>	<b>Orthopedic</b>	<b>Otolaryngology</b>	<b>Pediatrics</b>	<b>Radiology</b>	<b>Rheumatology</b>	<b>Surgery</b>	<b>Urology</b>
<b>Staff Salaries</b>	25%	11%	24%	24%	25%	24%	18%	17%	21%
<b>Staff Fringe Benefits</b>	5%	2%	4%	4%	4%	7%	2%	3%	4%
<b>Staff Payroll Taxes</b>	4%	2%	5%	3%	5%	2%	2%	3%	3%



## Staff Salary Survey Summary By Job Positions Overall National Average

### Job Positions Overall National Average:

Job Position	Count	Mean	Percentile			
			25%	Median	75%	90%
Administrator / Executive Director	(517)	\$114,005	\$80,000	\$100,000	\$134,597	\$168,120
Aesthetician	(49)	\$18.52	\$16.24	\$18.20	\$21.00	\$24.05
ASC Nurse Manager / Supervisor	(72)	\$81,865	\$68,043	\$82,035	\$93,218	\$104,900
Audiologist / Hearing Instrument Specialist	(101)	\$31.25	\$27.88	\$29.80	\$34.05	\$39.02
Billing / AR Clerk	(1266)	\$16.58	\$14.25	\$16.10	\$18.14	\$20.70
Billing Coordinator	(299)	\$18.99	\$16.08	\$18.76	\$21.50	\$23.71
Billing Manager	(302)	\$52,877	\$43,092	\$50,643	\$60,164	\$70,012
Bookkeeper	(255)	\$21.63	\$17.30	\$20.20	\$24.91	\$28.85
Business Manager	(147)	\$70,943	\$54,024	\$66,000	\$81,390	\$103,103
Certified Coder	(278)	\$18.24	\$15.22	\$17.87	\$20.19	\$23.02
Certified Ophthalmic Assistant (COA)	(1845)	\$18.17	\$16.00	\$17.81	\$19.89	\$22.50
Certified Ophthalmic Medical Technologist (COMT)	(75)	\$29.36	\$25.20	\$28.33	\$33.15	\$37.45
Certified Ophthalmic Photographer (COP)	(53)	\$24.88	\$19.81	\$23.50	\$28.70	\$33.94
Certified Ophthalmic Technician (COT)	(513)	\$21.62	\$18.84	\$21.29	\$24.42	\$26.80
Certified Registered Nurse Anesthetist (CRNA)	(55)	\$85.71	\$72.12	\$77.00	\$90.37	\$109.35
Clerical / Insurance	(412)	\$15.33	\$13.17	\$15.00	\$16.96	\$18.75
Clinical Manager	(279)	\$65,218	\$46,592	\$61,200	\$80,359	\$95,742
Contact Lens Technician	(112)	\$17.31	\$14.45	\$16.70	\$19.15	\$22.76
Data Entry	(101)	\$13.88	\$11.30	\$13.00	\$16.00	\$18.29
Dental Assistant	(118)	\$20.16	\$17.00	\$19.17	\$22.46	\$26.18
Dental Hygienist	(60)	\$33.98	\$31.00	\$34.00	\$37.50	\$39.26
Director of Refractive Surgery	(18)	\$67,835	\$51,249	\$67,100	\$74,025	\$95,934
Echo Technician	(64)	\$25.96	\$25.70	\$25.89	\$25.90	\$26.59
File Clerk / Medical Records Clerk	(601)	\$12.98	\$11.00	\$12.50	\$14.76	\$16.50
Head / Lead Technician Manager / Supervisor	(783)	\$51,157	\$39,322	\$46,800	\$59,082	\$72,775
Human Resource Manager	(108)	\$60,404	\$48,881	\$61,100	\$68,008	\$76,212

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## Staff Salary Survey Summary By Job Positions Overall National Average

### Job Positions Overall National Average:

Job Position	Count	Mean	Percentile			
			25%	Median	75%	90%
Imaging Technician	(220)	\$25.05	\$19.07	\$25.41	\$31.03	\$34.18
Information Technician Manager	(199)	\$66,931	\$49,374	\$64,480	\$83,023	\$93,904
Insurance Coordinator	(220)	\$16.86	\$14.48	\$16.42	\$18.75	\$21.13
Laboratory Technician	(265)	\$18.33	\$13.46	\$17.64	\$21.00	\$23.50
Licensed Practical Nurse	(811)	\$19.16	\$16.22	\$18.75	\$21.38	\$23.70
Medical Assistant	(1983)	\$15.32	\$13.09	\$14.86	\$16.83	\$19.23
Medical Secretary / Administrative Assistant	(659)	\$18.02	\$14.70	\$17.33	\$20.00	\$23.92
Medical Transcriptionist	(244)	\$18.89	\$15.49	\$17.89	\$21.27	\$24.94
Multi-Purpose Worker	(187)	\$14.07	\$11.00	\$14.00	\$16.08	\$18.50
Nuclear Medicine Technologist	(102)	\$33.36	\$33.70	\$35.00	\$36.00	\$37.00
Nurse Manager / Supervisor	(145)	\$75,209	\$63,627	\$74,152	\$87,776	\$95,009
Nurse Midwife	(12)	\$46.83	\$39.92	\$47.50	\$51.68	\$55.29
Nurse Practitioner	(328)	\$45.33	\$39.32	\$43.60	\$48.58	\$55.05
Office Manager	(539)	\$56,440	\$44,780	\$54,246	\$65,076	\$78,214
Ophthalmic Assistant / Technician (Non-certified)	(2114)	\$15.19	\$13.00	\$14.85	\$17.00	\$19.26
Ophthalmic Echographer (Non-certified)	(1)	\$60.10	\$60.10	\$60.10	\$60.10	\$60.10
Ophthalmic Photographer (Non-certified)	(85)	\$19.62	\$16.50	\$19.19	\$22.10	\$25.60
Ophthalmic Ultrasound Biometrist (Certified ROUB)	(9)	\$20.16	\$17.38	\$21.15	\$22.00	\$24.48
Ophthalmic Ultrasound Biometrist (Non-certified)	(7)	\$23.87	\$19.78	\$21.25	\$26.36	\$31.40
Optical Manager	(152)	\$50,147	\$41,145	\$47,691	\$56,435	\$65,056
Optician	(791)	\$17.95	\$15.00	\$17.30	\$20.18	\$23.50
Optometrist	(418)	\$58.33	\$46.08	\$53.22	\$66.02	\$82.91
Physical Therapist	(113)	\$37.76	\$32.46	\$36.18	\$41.85	\$50.38
Physician Assistant	(482)	\$46.06	\$40.00	\$43.68	\$48.71	\$57.69
Radiology Technician	(292)	\$23.55	\$18.90	\$22.98	\$27.20	\$31.39
Receptionist / Front Desk	(4373)	\$14.36	\$12.50	\$14.00	\$15.89	\$17.97

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## Staff Salary Survey Summary By Job Positions Overall National Average

### Job Positions Overall National Average:

Job Position	Count	Mean	Percentile			
			25%	Median	75%	90%
Refractive Coordinator	(81)	\$20.81	\$17.00	\$19.75	\$23.64	\$26.00
Registered Nurse	(2259)	\$31.11	\$25.56	\$28.43	\$32.88	\$40.00
Scribe	(379)	\$15.79	\$13.40	\$15.00	\$17.51	\$20.33
Surgical / Scrub Technician	(319)	\$19.09	\$16.00	\$18.43	\$22.00	\$25.29
Surgical Coordinator / Scheduler	(818)	\$17.66	\$15.00	\$17.44	\$20.00	\$22.64
Ultrasound Technician	(243)	\$33.37	\$29.80	\$33.00	\$34.00	\$39.00
Visual Field Technician	(109)	\$13.90	\$12.00	\$13.86	\$16.00	\$17.47

## Staff Salary Survey Summary By Job Position

### Job Position: National

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Administrator / Executive Director</b>	< 2	(49)	\$110,807	\$80,000	\$100,000	\$135,013	\$154,600
	2 - 5	(87)	\$112,060	\$77,512	\$100,000	\$130,000	\$174,023
	6 - 10	(96)	\$121,242	\$88,078	\$108,995	\$142,428	\$164,500
	> 11	(285)	\$112,710	\$80,000	\$100,000	\$131,250	\$165,940
<b>Aesthetician</b>	< 2	(15)	\$17.20	\$14.90	\$17.26	\$20.25	\$21.24
	2 - 5	(15)	\$18.55	\$15.54	\$18.00	\$19.38	\$25.99
	6 - 10	(9)	\$19.02	\$17.68	\$19.23	\$21.00	\$21.20
	> 11	(10)	\$20.03	\$18.25	\$19.50	\$22.25	\$24.31
<b>ASC Nurse Manager / Supervisor</b>	< 2	(13)	\$77,750	\$64,480	\$74,880	\$85,000	\$104,815
	2 - 5	(20)	\$78,476	\$64,272	\$82,171	\$89,805	\$102,228
	6 - 10	(16)	\$78,199	\$71,056	\$73,679	\$81,073	\$95,854
	> 11	(23)	\$89,687	\$83,455	\$91,000	\$98,435	\$106,080
<b>Audiologist / Hearing Instrument Specialist</b>	< 2	(12)	\$26.18	\$22.83	\$27.44	\$30.17	\$32.83
	2 - 5	(23)	\$30.12	\$26.13	\$31.00	\$33.31	\$35.92
	6 - 10	(19)	\$31.71	\$28.17	\$33.00	\$34.44	\$36.30
	> 11	(47)	\$32.91	\$28.24	\$28.84	\$35.50	\$42.51
<b>Billing / AR Clerk</b>	< 2	(317)	\$14.98	\$13.00	\$14.84	\$16.32	\$18.00
	2 - 5	(360)	\$15.71	\$14.00	\$15.48	\$17.36	\$18.95
	6 - 10	(258)	\$17.73	\$15.50	\$17.08	\$19.54	\$22.01
	> 11	(331)	\$18.14	\$16.00	\$17.47	\$19.67	\$22.44
<b>Billing Coordinator</b>	< 2	(53)	\$16.29	\$14.00	\$16.00	\$17.50	\$19.54
	2 - 5	(63)	\$17.79	\$15.00	\$17.06	\$20.15	\$22.60
	6 - 10	(68)	\$19.13	\$16.97	\$19.00	\$21.00	\$22.27
	> 11	(115)	\$20.80	\$18.45	\$20.11	\$23.00	\$25.02
<b>Billing Manager</b>	< 2	(25)	\$52,341	\$37,440	\$50,000	\$55,000	\$75,926
	2 - 5	(51)	\$50,681	\$40,040	\$48,547	\$57,959	\$75,700
	6 - 10	(69)	\$51,625	\$45,240	\$49,586	\$56,160	\$63,383
	> 11	(157)	\$54,227	\$44,720	\$52,395	\$61,963	\$69,464
<b>Bookkeeper</b>	< 2	(51)	\$19.27	\$14.65	\$17.55	\$24.03	\$26.50
	2 - 5	(54)	\$19.56	\$16.18	\$18.88	\$21.75	\$24.94
	6 - 10	(49)	\$21.09	\$17.93	\$20.08	\$23.12	\$27.98
	> 11	(101)	\$24.20	\$18.87	\$22.88	\$28.55	\$34.86
<b>Business Manager</b>	< 2	(12)	\$65,825	\$57,332	\$64,850	\$76,250	\$80,004
	2 - 5	(28)	\$67,331	\$48,435	\$64,173	\$79,889	\$87,125
	6 - 10	(34)	\$73,267	\$52,999	\$64,813	\$86,802	\$110,139
	> 11	(73)	\$72,087	\$56,971	\$70,117	\$80,454	\$102,461

## Staff Salary Survey Summary By Job Position

**Job Position: National**

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Certified Coder</b>	< 2	(53)	\$17.05	\$14.58	\$17.00	\$19.16	\$20.40
	2 - 5	(82)	\$16.68	\$15.00	\$15.25	\$18.92	\$21.93
	6 - 10	(66)	\$18.99	\$16.00	\$18.53	\$20.06	\$24.25
	> 11	(77)	\$20.07	\$18.00	\$19.94	\$22.60	\$25.45
<b>Certified Ophthalmic Assistant (COA)</b>	< 2	(349)	\$17.47	\$15.25	\$17.00	\$19.00	\$21.44
	2 - 5	(618)	\$17.19	\$15.15	\$16.77	\$18.50	\$20.73
	6 - 10	(445)	\$18.59	\$16.25	\$18.11	\$20.00	\$23.02
	> 11	(433)	\$19.71	\$17.67	\$19.45	\$21.31	\$23.21
<b>Certified Ophthalmic Medical Technologist (COMT)</b>	< 2	(11)	\$25.37	\$23.23	\$24.67	\$27.25	\$28.00
	2 - 5	(20)	\$27.26	\$25.78	\$28.17	\$29.37	\$31.57
	6 - 10	(14)	\$28.98	\$24.74	\$27.39	\$32.76	\$36.95
	> 11	(30)	\$32.40	\$28.28	\$33.10	\$37.34	\$37.88
<b>Certified Ophthalmic Photographer (COP)</b>	< 2	(3)	\$26.60	\$25.58	\$27.00	\$27.82	\$28.31
	2 - 5	(9)	\$20.88	\$19.00	\$21.50	\$23.50	\$25.33
	6 - 10	(10)	\$20.46	\$19.83	\$21.00	\$21.17	\$24.41
	> 11	(31)	\$27.30	\$20.86	\$25.85	\$32.13	\$36.72
<b>Certified Ophthalmic Technician (COT)</b>	< 2	(89)	\$19.69	\$17.50	\$19.00	\$22.50	\$24.60
	2 - 5	(115)	\$20.44	\$17.90	\$20.50	\$22.98	\$25.52
	6 - 10	(82)	\$21.93	\$20.00	\$21.67	\$23.97	\$26.42
	> 11	(227)	\$22.86	\$20.00	\$22.19	\$25.17	\$27.97
<b>Certified Registered Nurse Anesthetist (CRNA)</b>	< 2	(13)	\$87.35	\$75.00	\$77.69	\$96.00	\$100.00
	2 - 5	(15)	\$83.57	\$77.00	\$77.00	\$87.70	\$104.32
	6 - 10	(18)	\$84.22	\$72.12	\$73.56	\$87.57	\$114.76
	> 11	(9)	\$89.86	\$65.00	\$75.96	\$86.59	\$152.20
<b>Clerical / Insurance</b>	< 2	(105)	\$13.47	\$11.50	\$13.40	\$15.17	\$16.30
	2 - 5	(81)	\$14.87	\$12.81	\$14.22	\$15.90	\$17.50
	6 - 10	(99)	\$15.55	\$14.00	\$15.32	\$16.77	\$18.73
	> 11	(127)	\$16.99	\$15.02	\$16.90	\$18.50	\$20.80
<b>Clinical Manager</b>	< 2	(32)	\$60,546	\$43,920	\$56,500	\$76,471	\$83,167
	2 - 5	(50)	\$65,546	\$47,626	\$62,725	\$79,770	\$91,373
	6 - 10	(68)	\$61,583	\$44,019	\$55,000	\$70,825	\$94,709
	> 11	(129)	\$68,167	\$51,000	\$66,192	\$85,280	\$98,173
<b>Contact Lens Technician</b>	< 2	(30)	\$16.13	\$12.44	\$15.57	\$19.83	\$21.88
	2 - 5	(27)	\$15.54	\$13.52	\$15.50	\$17.13	\$18.55
	6 - 10	(17)	\$16.70	\$14.68	\$15.75	\$17.38	\$19.20
	> 11	(38)	\$19.78	\$17.30	\$18.90	\$22.00	\$24.28

## Staff Salary Survey Summary By Job Position

**Job Position: National**

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Data Entry	< 2	(30)	\$12.36	\$11.17	\$12.37	\$13.19	\$15.35
	2 - 5	(27)	\$12.94	\$11.00	\$12.00	\$14.43	\$17.40
	6 - 10	(18)	\$15.30	\$11.31	\$16.08	\$18.14	\$19.80
	> 11	(26)	\$15.63	\$13.90	\$15.50	\$17.48	\$20.69
Dental Assistant	< 2	(31)	\$18.20	\$16.23	\$17.00	\$20.00	\$24.00
	2 - 5	(39)	\$18.17	\$16.00	\$17.75	\$20.17	\$22.36
	6 - 10	(26)	\$20.88	\$18.25	\$20.88	\$22.58	\$23.75
	> 11	(22)	\$25.58	\$21.63	\$23.73	\$28.61	\$35.60
Dental Hygienist	< 2	(9)	\$31.17	\$28.00	\$31.00	\$32.00	\$35.50
	2 - 5	(19)	\$32.97	\$31.00	\$32.80	\$34.50	\$37.73
	6 - 10	(9)	\$33.64	\$33.00	\$34.50	\$37.50	\$38.00
	> 11	(23)	\$36.04	\$33.50	\$35.75	\$39.01	\$40.09
Director of Refractive Surgery	< 2	(5)	\$65,623	\$61,818	\$65,000	\$72,100	\$73,360
	2 - 5	(2)	\$41,858	\$38,866	\$41,858	\$44,849	\$46,644
	6 - 10	(6)	\$78,642	\$51,504	\$70,507	\$112,336	\$121,866
	> 11	(5)	\$67,469	\$69,200	\$69,356	\$73,500	\$76,492
Echo Technician	< 2	(16)	\$25.22	\$25.08	\$25.82	\$25.82	\$25.92
	2 - 5	(21)	\$25.75	\$25.89	\$25.89	\$25.89	\$26.59
	6 - 10	(6)	\$26.48	\$23.25	\$24.94	\$28.22	\$34.50
	> 11	(21)	\$26.59	\$25.90	\$25.90	\$25.90	\$26.00
File Clerk / Medical Records Clerk	< 2	(173)	\$11.02	\$10.00	\$10.75	\$12.00	\$13.70
	2 - 5	(154)	\$12.22	\$10.57	\$11.76	\$14.05	\$15.65
	6 - 10	(133)	\$13.76	\$12.15	\$13.46	\$15.20	\$17.14
	> 11	(141)	\$15.50	\$13.33	\$14.62	\$16.73	\$19.78
Head / Lead Technician Manager / Supervisor	< 2	(117)	\$46,509	\$38,002	\$43,077	\$53,000	\$62,400
	2 - 5	(166)	\$47,256	\$36,979	\$42,214	\$52,601	\$62,210
	6 - 10	(168)	\$50,675	\$39,000	\$44,897	\$56,030	\$74,054
	> 11	(332)	\$54,990	\$43,118	\$50,086	\$64,537	\$76,045
Human Resource Manager	< 2	(12)	\$56,850	\$44,815	\$54,000	\$72,750	\$76,015
	2 - 5	(17)	\$54,378	\$42,806	\$52,021	\$59,991	\$72,879
	6 - 10	(25)	\$56,531	\$48,880	\$57,431	\$61,100	\$69,366
	> 11	(54)	\$64,883	\$56,336	\$66,145	\$68,053	\$79,783
Imaging Technician	< 2	(48)	\$21.00	\$13.12	\$21.30	\$28.13	\$30.00
	2 - 5	(47)	\$23.51	\$16.63	\$23.07	\$29.16	\$31.60
	6 - 10	(48)	\$26.31	\$21.98	\$25.07	\$30.04	\$34.00
	> 11	(77)	\$27.73	\$19.77	\$30.18	\$33.59	\$39.07

## Staff Salary Survey Summary By Job Position

**Job Position: National**

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Information Technician Manager	< 2	(30)	\$61,020	\$46,555	\$57,949	\$71,445	\$83,380
	2 - 5	(52)	\$57,880	\$44,138	\$56,160	\$66,955	\$79,847
	6 - 10	(52)	\$70,931	\$49,482	\$67,569	\$85,150	\$114,117
	> 11	(65)	\$73,700	\$57,997	\$79,310	\$87,235	\$97,596
Insurance Coordinator	< 2	(57)	\$15.58	\$13.50	\$15.00	\$17.51	\$19.00
	2 - 5	(49)	\$15.30	\$13.57	\$14.87	\$16.50	\$18.87
	6 - 10	(42)	\$17.00	\$15.03	\$17.32	\$18.40	\$20.00
	> 11	(72)	\$18.84	\$16.79	\$18.64	\$20.52	\$22.37
Laboratory Technician	< 2	(69)	\$14.33	\$11.28	\$12.70	\$14.22	\$21.00
	2 - 5	(73)	\$17.41	\$13.51	\$16.50	\$20.22	\$21.06
	6 - 10	(63)	\$19.45	\$16.19	\$18.73	\$20.90	\$22.04
	> 11	(60)	\$22.87	\$19.67	\$22.95	\$23.50	\$28.21
Licensed Practical Nurse	< 2	(185)	\$17.41	\$15.00	\$17.00	\$19.67	\$21.00
	2 - 5	(204)	\$18.65	\$16.24	\$18.26	\$20.30	\$21.86
	6 - 10	(201)	\$19.20	\$16.06	\$18.80	\$21.33	\$23.00
	> 11	(221)	\$21.06	\$17.39	\$21.19	\$23.70	\$25.00
Medical Assistant	< 2	(711)	\$13.77	\$12.27	\$13.47	\$15.00	\$16.50
	2 - 5	(566)	\$14.87	\$13.24	\$14.31	\$16.07	\$18.21
	6 - 10	(368)	\$16.12	\$14.20	\$15.66	\$17.35	\$19.45
	> 11	(338)	\$18.46	\$15.74	\$18.00	\$20.04	\$24.41
Medical Secretary / Administrative Assistant	< 2	(149)	\$16.99	\$13.64	\$16.00	\$18.03	\$24.06
	2 - 5	(156)	\$16.68	\$14.20	\$16.49	\$18.29	\$21.65
	6 - 10	(164)	\$18.34	\$14.56	\$17.05	\$20.44	\$23.44
	> 11	(190)	\$19.65	\$17.07	\$19.00	\$21.87	\$24.76
Medical Transcriptionist	< 2	(27)	\$16.37	\$13.38	\$14.66	\$17.92	\$22.50
	2 - 5	(40)	\$16.30	\$13.44	\$15.63	\$17.75	\$20.78
	6 - 10	(53)	\$19.18	\$16.25	\$18.03	\$21.78	\$25.98
	> 11	(124)	\$20.16	\$17.06	\$19.53	\$21.64	\$27.85
Multi-Purpose Worker	< 2	(64)	\$12.49	\$10.00	\$12.00	\$14.50	\$16.32
	2 - 5	(43)	\$12.95	\$10.56	\$12.75	\$14.90	\$17.17
	6 - 10	(44)	\$14.64	\$12.68	\$14.04	\$16.00	\$17.45
	> 11	(36)	\$17.54	\$15.60	\$17.52	\$18.89	\$20.74
Nuclear Medicine Technologist	< 2	(5)	\$25.98	\$23.00	\$24.00	\$26.31	\$30.68
	2 - 5	(24)	\$32.97	\$34.10	\$34.10	\$34.30	\$34.40
	6 - 10	(32)	\$33.34	\$33.23	\$35.00	\$35.00	\$35.32
	> 11	(41)	\$34.50	\$35.06	\$36.00	\$37.00	\$37.78

## Staff Salary Survey Summary By Job Position

**Job Position: National**

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Nurse Manager / Supervisor	< 2	(18)	\$69,296	\$53,040	\$68,622	\$82,545	\$89,351
	2 - 5	(19)	\$81,651	\$67,704	\$77,834	\$87,308	\$110,806
	6 - 10	(30)	\$73,049	\$67,714	\$70,460	\$82,477	\$89,410
	> 11	(78)	\$75,835	\$62,795	\$76,417	\$91,213	\$95,903
Nurse Midwife	< 2	(5)	\$42.02	\$38.46	\$39.66	\$45.00	\$48.00
	2 - 5	(2)	\$46.71	\$44.83	\$46.71	\$48.60	\$49.73
	6 - 10	(1)	\$50.15	\$50.15	\$50.15	\$50.15	\$50.15
	> 11	(4)	\$52.07	\$51.47	\$55.29	\$55.89	\$56.97
Nurse Practitioner	< 2	(81)	\$43.70	\$38.53	\$42.75	\$47.00	\$50.78
	2 - 5	(89)	\$45.18	\$39.00	\$43.51	\$48.69	\$54.99
	6 - 10	(56)	\$45.18	\$39.97	\$44.13	\$48.86	\$55.83
	> 11	(102)	\$46.85	\$40.00	\$45.30	\$49.94	\$57.60
Office Manager	< 2	(60)	\$54,877	\$42,641	\$53,040	\$65,065	\$75,509
	2 - 5	(93)	\$53,068	\$42,500	\$50,003	\$61,006	\$72,878
	6 - 10	(118)	\$52,237	\$41,163	\$50,000	\$62,260	\$71,120
	> 11	(268)	\$59,811	\$47,840	\$57,990	\$68,829	\$82,150
Ophthalmic Assistant / Technician (Non-certified)	< 2	(1060)	\$13.85	\$12.00	\$13.27	\$15.00	\$17.50
	2 - 5	(580)	\$15.55	\$13.74	\$15.23	\$17.00	\$19.00
	6 - 10	(246)	\$16.85	\$15.00	\$16.42	\$18.06	\$21.00
	> 11	(228)	\$18.70	\$16.11	\$17.95	\$20.13	\$23.94
Ophthalmic Echographer (Non-certified)	> 11	(1)	\$60.10	\$60.10	\$60.10	\$60.10	\$60.10
Ophthalmic Photographer (Non-certified)	< 2	(27)	\$17.86	\$15.65	\$16.89	\$20.20	\$22.70
	2 - 5	(19)	\$17.36	\$16.36	\$16.85	\$18.68	\$19.87
	6 - 10	(25)	\$21.20	\$19.40	\$21.62	\$23.05	\$25.35
	> 11	(14)	\$23.23	\$19.59	\$25.22	\$26.22	\$27.11
Ophthalmic Ultrasound Biometrist (Certified ROUB)	2 - 5	(2)	\$15.93	\$15.51	\$15.93	\$16.34	\$16.58
	6 - 10	(3)	\$21.72	\$21.58	\$22.00	\$22.00	\$22.00
	> 11	(4)	\$21.11	\$17.77	\$21.15	\$24.50	\$24.67
Ophthalmic Ultrasound Biometrist (Non-certified)	2 - 5	(1)	\$25.72	\$25.72	\$25.72	\$25.72	\$25.72
	6 - 10	(1)	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
	> 11	(5)	\$22.87	\$19.25	\$20.32	\$21.25	\$31.29
Optical Manager	< 2	(25)	\$50,853	\$45,000	\$48,090	\$60,000	\$62,542
	2 - 5	(33)	\$49,229	\$40,498	\$45,022	\$54,267	\$66,571
	6 - 10	(36)	\$45,415	\$38,272	\$41,800	\$54,517	\$57,845
	> 11	(58)	\$53,303	\$44,044	\$51,480	\$56,909	\$70,496



## Staff Salary Survey Summary By Job Position

Job Position: National

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Optician	< 2	(204)	\$15.73	\$13.00	\$15.19	\$18.00	\$20.00
	2 - 5	(203)	\$17.45	\$15.05	\$16.66	\$19.52	\$22.90
	6 - 10	(158)	\$18.09	\$15.40	\$17.58	\$20.00	\$22.53
	> 11	(226)	\$20.30	\$17.50	\$19.77	\$22.34	\$25.08
Optometrist	< 2	(88)	\$49.85	\$43.75	\$48.08	\$53.02	\$60.10
	2 - 5	(94)	\$54.92	\$43.87	\$49.54	\$62.67	\$75.51
	6 - 10	(80)	\$59.55	\$49.46	\$54.72	\$68.65	\$78.33
	> 11	(156)	\$64.55	\$48.08	\$60.05	\$76.92	\$94.95
Physical Therapist	< 2	(19)	\$34.18	\$29.91	\$30.66	\$37.15	\$47.77
	2 - 5	(24)	\$38.51	\$32.21	\$35.37	\$45.28	\$52.16
	6 - 10	(47)	\$37.24	\$32.46	\$34.65	\$40.65	\$46.49
	> 11	(23)	\$40.96	\$37.58	\$39.94	\$42.40	\$48.93
Physician Assistant	< 2	(147)	\$44.15	\$38.73	\$41.06	\$48.08	\$55.07
	2 - 5	(118)	\$44.37	\$39.00	\$43.91	\$48.02	\$52.33
	6 - 10	(130)	\$46.26	\$40.93	\$43.64	\$48.31	\$53.34
	> 11	(87)	\$51.29	\$42.00	\$48.52	\$56.74	\$61.08
Radiology Technician	< 2	(60)	\$21.62	\$18.38	\$22.00	\$24.03	\$27.36
	2 - 5	(74)	\$21.19	\$17.66	\$19.39	\$24.64	\$29.00
	6 - 10	(71)	\$23.60	\$18.99	\$23.13	\$26.44	\$31.42
	> 11	(87)	\$26.83	\$22.94	\$26.54	\$30.50	\$35.10
Receptionist / Front Desk	< 2	(1528)	\$13.05	\$11.67	\$12.88	\$14.21	\$15.82
	2 - 5	(1180)	\$14.01	\$12.52	\$13.90	\$15.20	\$17.00
	6 - 10	(867)	\$15.17	\$13.34	\$15.00	\$16.61	\$18.60
	> 11	(798)	\$16.51	\$14.40	\$16.00	\$18.00	\$20.90
Refractive Coordinator	< 2	(12)	\$17.41	\$15.38	\$16.00	\$18.33	\$22.62
	2 - 5	(25)	\$20.37	\$17.03	\$18.00	\$23.75	\$24.64
	6 - 10	(24)	\$21.41	\$17.00	\$20.51	\$23.27	\$26.01
	> 11	(20)	\$22.68	\$19.94	\$22.77	\$24.61	\$26.85
Registered Nurse	< 2	(515)	\$32.51	\$24.50	\$26.97	\$29.36	\$33.58
	2 - 5	(557)	\$27.99	\$25.37	\$27.74	\$29.73	\$34.00
	6 - 10	(494)	\$30.14	\$26.27	\$29.84	\$33.64	\$38.00
	> 11	(693)	\$33.29	\$26.70	\$31.57	\$40.27	\$45.40
Scribe	< 2	(139)	\$14.16	\$12.26	\$14.00	\$15.00	\$17.44
	2 - 5	(120)	\$15.72	\$13.20	\$15.01	\$17.29	\$20.18
	6 - 10	(68)	\$16.70	\$14.72	\$16.48	\$18.63	\$20.27
	> 11	(52)	\$19.11	\$15.35	\$17.82	\$21.08	\$23.68

## Staff Salary Survey Summary By Job Position

**Job Position: National**

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Surgical / Scrub Technician</b>	< 2	(93)	\$17.04	\$14.25	\$17.00	\$19.00	\$23.39
	2 - 5	(91)	\$18.46	\$15.32	\$18.03	\$21.08	\$23.55
	6 - 10	(75)	\$19.43	\$16.89	\$18.94	\$21.42	\$23.50
	> 11	(60)	\$22.78	\$18.94	\$22.01	\$25.35	\$30.80
<b>Surgical Coordinator / Scheduler</b>	< 2	(143)	\$14.97	\$13.00	\$14.45	\$17.00	\$18.71
	2 - 5	(201)	\$16.43	\$14.00	\$16.08	\$18.07	\$20.25
	6 - 10	(188)	\$17.70	\$15.63	\$17.42	\$19.12	\$21.88
	> 11	(286)	\$19.85	\$17.40	\$19.42	\$22.18	\$23.90
<b>Ultrasound Technician</b>	< 2	(88)	\$31.66	\$32.00	\$32.00	\$33.11	\$33.11
	2 - 5	(82)	\$33.44	\$30.22	\$34.00	\$34.00	\$38.25
	6 - 10	(41)	\$37.30	\$29.00	\$33.07	\$36.87	\$50.00
	> 11	(32)	\$32.85	\$29.57	\$33.00	\$37.29	\$39.51
<b>Visual Field Technician</b>	< 2	(42)	\$12.50	\$11.03	\$12.50	\$14.23	\$15.62
	2 - 5	(32)	\$13.98	\$12.38	\$14.08	\$16.00	\$16.86
	6 - 10	(16)	\$14.48	\$12.32	\$14.13	\$16.30	\$17.93
	> 11	(19)	\$16.35	\$14.90	\$16.38	\$18.34	\$19.60

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Administrator / Executive Director	< 2	(5)	\$123,500	\$80,000	\$80,000	\$125,000	\$204,500
	2 - 5	(14)	\$117,028	\$75,515	\$98,882	\$127,875	\$170,525
	6 - 10	(19)	\$130,382	\$100,882	\$115,003	\$158,000	\$171,998
	> 11	(64)	\$119,342	\$81,578	\$100,750	\$135,512	\$174,000
Aesthetician	< 2	(2)	\$17.00	\$15.25	\$17.00	\$18.75	\$19.80
	2 - 5	(4)	\$22.76	\$18.61	\$22.70	\$26.85	\$27.21
ASC Nurse Manager / Supervisor	< 2	(2)	\$56,867	\$50,794	\$56,867	\$62,941	\$66,585
	2 - 5	(3)	\$77,367	\$65,091	\$82,181	\$92,051	\$97,972
	6 - 10	(7)	\$85,028	\$73,357	\$73,357	\$95,854	\$109,055
	> 11	(7)	\$95,384	\$89,238	\$101,870	\$102,960	\$105,739
Audiologist / Hearing Instrument Specialist	2 - 5	(3)	\$30.55	\$24.45	\$26.27	\$34.51	\$39.45
	6 - 10	(2)	\$25.77	\$25.13	\$25.77	\$26.42	\$26.80
	> 11	(1)	\$22.34	\$22.34	\$22.34	\$22.34	\$22.34
Billing / AR Clerk	< 2	(106)	\$14.27	\$12.90	\$14.00	\$15.45	\$16.58
	2 - 5	(107)	\$14.93	\$13.50	\$14.73	\$16.13	\$17.20
	6 - 10	(72)	\$16.64	\$15.50	\$16.48	\$17.67	\$18.97
	> 11	(113)	\$16.75	\$15.32	\$16.43	\$17.85	\$19.94
Billing Coordinator	< 2	(11)	\$17.63	\$15.28	\$16.50	\$19.75	\$23.00
	2 - 5	(9)	\$19.05	\$18.00	\$19.00	\$20.30	\$22.18
	6 - 10	(7)	\$18.11	\$16.38	\$18.63	\$19.51	\$21.02
	> 11	(9)	\$21.25	\$16.50	\$18.00	\$22.00	\$28.31
Billing Manager	< 2	(5)	\$55,652	\$50,000	\$55,000	\$55,000	\$65,500
	2 - 5	(10)	\$51,834	\$40,898	\$47,914	\$57,819	\$76,370
	6 - 10	(15)	\$50,691	\$45,760	\$49,982	\$53,674	\$60,264
	> 11	(29)	\$50,804	\$39,104	\$49,500	\$58,406	\$65,393
Bookkeeper	< 2	(11)	\$18.57	\$12.68	\$16.50	\$22.46	\$28.00
	2 - 5	(11)	\$18.18	\$15.93	\$16.75	\$21.67	\$22.73
	6 - 10	(3)	\$20.64	\$19.86	\$20.60	\$21.39	\$21.86
	> 11	(22)	\$23.65	\$17.95	\$21.99	\$26.01	\$37.59
Business Manager	< 2	(1)	\$72,000	\$72,000	\$72,000	\$72,000	\$72,000
	2 - 5	(7)	\$56,635	\$37,480	\$45,032	\$57,933	\$88,007
	6 - 10	(8)	\$82,813	\$59,688	\$85,628	\$103,753	\$112,574
	> 11	(9)	\$59,814	\$55,864	\$56,971	\$63,470	\$79,929
Certified Coder	< 2	(8)	\$16.68	\$14.00	\$16.45	\$19.50	\$19.52
	2 - 5	(9)	\$17.71	\$15.00	\$17.74	\$19.64	\$20.13
	6 - 10	(15)	\$21.90	\$18.18	\$19.65	\$19.67	\$33.69
	> 11	(13)	\$20.27	\$18.43	\$19.65	\$21.07	\$25.58

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Certified Ophthalmic Assistant (COA)	< 2	(87)	\$18.04	\$15.72	\$17.50	\$19.71	\$22.73
	2 - 5	(141)	\$17.16	\$15.19	\$16.50	\$18.50	\$21.00
	6 - 10	(108)	\$18.86	\$16.08	\$17.81	\$20.77	\$24.54
	> 11	(124)	\$19.12	\$17.03	\$18.47	\$21.12	\$23.02
Certified Ophthalmic Medical Technologist (COMT)	< 2	(6)	\$26.69	\$24.17	\$25.83	\$27.75	\$31.00
	2 - 5	(13)	\$28.27	\$27.50	\$28.34	\$29.75	\$31.92
	6 - 10	(6)	\$31.99	\$25.77	\$34.60	\$37.02	\$38.08
	> 11	(18)	\$34.11	\$30.31	\$36.05	\$37.51	\$38.01
Certified Ophthalmic Photographer (COP)	2 - 5	(3)	\$16.75	\$15.63	\$16.50	\$17.75	\$18.50
	6 - 10	(8)	\$19.47	\$18.93	\$20.45	\$21.00	\$21.07
	> 11	(14)	\$25.10	\$18.72	\$23.03	\$31.29	\$34.67
Certified Ophthalmic Technician (COT)	< 2	(13)	\$19.72	\$17.85	\$18.34	\$21.75	\$24.10
	2 - 5	(26)	\$19.83	\$16.67	\$18.17	\$21.81	\$26.20
	6 - 10	(16)	\$22.22	\$19.86	\$21.21	\$24.62	\$27.75
	> 11	(43)	\$22.28	\$19.53	\$21.85	\$24.41	\$26.92
Certified Registered Nurse Anesthetist (CRNA)	< 2	(1)	\$88.14	\$88.14	\$88.14	\$88.14	\$88.14
	2 - 5	(1)	\$96.15	\$96.15	\$96.15	\$96.15	\$96.15
	> 11	(1)	\$75.96	\$75.96	\$75.96	\$75.96	\$75.96
Clerical / Insurance	< 2	(12)	\$13.87	\$13.18	\$14.02	\$15.48	\$15.95
	2 - 5	(10)	\$14.38	\$13.10	\$14.59	\$15.23	\$16.95
	6 - 10	(15)	\$15.75	\$15.01	\$15.69	\$16.20	\$17.19
	> 11	(13)	\$18.07	\$17.31	\$18.00	\$19.00	\$20.33
Clinical Manager	< 2	(3)	\$65,040	\$59,060	\$68,120	\$72,560	\$75,224
	2 - 5	(8)	\$54,290	\$40,565	\$46,332	\$71,583	\$77,871
	6 - 10	(15)	\$52,364	\$44,070	\$51,402	\$60,770	\$65,936
	> 11	(30)	\$61,401	\$45,859	\$56,130	\$75,339	\$83,052
Contact Lens Technician	< 2	(18)	\$14.99	\$12.06	\$13.65	\$17.54	\$20.00
	2 - 5	(8)	\$15.53	\$13.88	\$15.63	\$16.72	\$17.42
	6 - 10	(9)	\$15.54	\$13.92	\$15.25	\$16.40	\$17.70
	> 11	(5)	\$19.93	\$16.00	\$18.74	\$22.50	\$25.50
Data Entry	< 2	(8)	\$12.36	\$10.75	\$11.84	\$13.00	\$16.60
	2 - 5	(6)	\$12.31	\$10.61	\$11.76	\$12.34	\$15.27
	6 - 10	(4)	\$13.95	\$12.18	\$13.41	\$15.19	\$16.69
	> 11	(6)	\$16.94	\$14.68	\$15.19	\$19.63	\$21.58
Dental Assistant	< 2	(9)	\$19.92	\$17.50	\$19.35	\$21.00	\$25.28
	2 - 5	(12)	\$20.70	\$19.30	\$20.17	\$22.40	\$23.18
	6 - 10	(10)	\$21.27	\$19.91	\$22.26	\$23.44	\$23.83
	> 11	(7)	\$25.96	\$25.01	\$26.25	\$27.33	\$28.35

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Dental Hygienist	< 2	(2)	\$30.00	\$29.00	\$30.00	\$31.00	\$31.60
	2 - 5	(5)	\$33.86	\$30.25	\$32.80	\$35.00	\$39.80
	6 - 10	(2)	\$28.13	\$24.69	\$28.13	\$31.56	\$33.63
	> 11	(5)	\$39.31	\$38.91	\$39.11	\$39.75	\$40.00
Director of Refractive Surgery	6 - 10	(2)	\$121,866	\$121,657	\$121,866	\$122,074	\$122,200
	> 11	(2)	\$62,644	\$54,722	\$62,644	\$70,565	\$75,318
Echo Technician	< 2	(1)	\$25.50	\$25.50	\$25.50	\$25.50	\$25.50
	2 - 5	(4)	\$25.75	\$24.42	\$26.83	\$28.16	\$28.51
	6 - 10	(3)	\$26.29	\$24.94	\$25.88	\$27.44	\$28.38
	> 11	(2)	\$25.75	\$25.63	\$25.75	\$25.88	\$25.95
File Clerk / Medical Records Clerk	< 2	(22)	\$11.84	\$9.50	\$11.24	\$14.00	\$15.92
	2 - 5	(27)	\$12.31	\$10.20	\$11.48	\$14.53	\$15.67
	6 - 10	(28)	\$13.79	\$11.85	\$13.56	\$16.21	\$17.17
	> 11	(26)	\$14.49	\$12.24	\$14.21	\$15.95	\$18.30
Head / Lead Technician Manager / Supervisor	< 2	(15)	\$49,899	\$40,061	\$44,720	\$61,563	\$64,200
	2 - 5	(44)	\$43,077	\$35,573	\$39,254	\$47,840	\$56,304
	6 - 10	(38)	\$53,637	\$40,232	\$44,913	\$58,275	\$83,573
	> 11	(66)	\$48,567	\$40,102	\$44,642	\$51,886	\$67,974
Human Resource Manager	< 2	(3)	\$58,087	\$52,130	\$60,000	\$65,000	\$68,000
	2 - 5	(2)	\$58,817	\$50,909	\$58,817	\$66,726	\$71,471
	6 - 10	(4)	\$59,742	\$52,976	\$59,865	\$66,631	\$70,051
	> 11	(12)	\$63,491	\$50,000	\$56,173	\$71,417	\$101,722
Imaging Technician	< 2	(1)	\$13.78	\$13.78	\$13.78	\$13.78	\$13.78
	2 - 5	(1)	\$13.92	\$13.92	\$13.92	\$13.92	\$13.92
	> 11	(4)	\$31.33	\$30.56	\$31.33	\$32.11	\$32.11
Information Technician Manager	< 2	(8)	\$55,642	\$50,976	\$53,019	\$56,035	\$68,045
	2 - 5	(10)	\$53,037	\$41,272	\$46,420	\$51,425	\$74,312
	6 - 10	(12)	\$80,685	\$54,385	\$74,965	\$106,470	\$119,700
	> 11	(9)	\$70,331	\$55,952	\$68,660	\$85,197	\$88,061
Insurance Coordinator	< 2	(12)	\$14.23	\$12.50	\$14.75	\$15.21	\$15.43
	2 - 5	(13)	\$15.29	\$13.89	\$14.87	\$15.25	\$17.74
	6 - 10	(12)	\$16.71	\$14.95	\$15.32	\$18.13	\$21.84
	> 11	(8)	\$18.94	\$17.32	\$19.72	\$21.06	\$21.65
Laboratory Technician	2 - 5	(3)	\$20.77	\$20.50	\$21.00	\$21.16	\$21.26
	6 - 10	(4)	\$19.92	\$18.30	\$20.30	\$21.92	\$22.01
	> 11	(8)	\$22.23	\$21.87	\$22.43	\$22.91	\$23.43

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Licensed Practical Nurse	< 2	(11)	\$17.32	\$15.03	\$16.00	\$19.54	\$20.20
	2 - 5	(15)	\$19.87	\$17.23	\$19.32	\$21.42	\$25.39
	6 - 10	(11)	\$21.22	\$19.47	\$21.86	\$22.88	\$23.22
	> 11	(14)	\$21.53	\$18.96	\$21.56	\$23.42	\$25.03
Medical Assistant	< 2	(48)	\$13.62	\$12.75	\$13.50	\$14.44	\$16.00
	2 - 5	(49)	\$14.19	\$13.25	\$14.14	\$15.20	\$16.40
	6 - 10	(36)	\$15.11	\$13.62	\$15.35	\$17.02	\$18.16
	> 11	(45)	\$16.54	\$15.40	\$15.61	\$18.10	\$19.70
Medical Secretary / Administrative Assistant	< 2	(10)	\$15.80	\$13.97	\$16.00	\$17.50	\$19.11
	2 - 5	(21)	\$17.03	\$14.47	\$17.00	\$18.29	\$21.92
	6 - 10	(23)	\$18.52	\$14.97	\$16.20	\$21.36	\$27.87
	> 11	(34)	\$17.51	\$15.73	\$16.92	\$18.93	\$21.64
Medical Transcriptionist	< 2	(5)	\$17.20	\$14.66	\$16.94	\$18.54	\$20.62
	2 - 5	(6)	\$16.91	\$15.19	\$16.24	\$17.83	\$19.48
	6 - 10	(10)	\$17.33	\$15.24	\$16.99	\$17.92	\$21.80
	> 11	(21)	\$18.07	\$16.94	\$18.01	\$20.00	\$20.00
Multi-Purpose Worker	< 2	(5)	\$13.74	\$10.50	\$11.00	\$17.00	\$18.91
	2 - 5	(12)	\$11.46	\$9.75	\$11.13	\$12.88	\$14.00
	6 - 10	(10)	\$14.67	\$13.25	\$14.14	\$16.20	\$16.85
	> 11	(7)	\$16.23	\$16.26	\$17.25	\$17.52	\$18.20
Nuclear Medicine Technologist	> 11	(3)	\$29.67	\$28.98	\$29.23	\$30.14	\$30.68
Nurse Manager / Supervisor	< 2	(4)	\$63,652	\$56,723	\$63,770	\$70,699	\$73,320
	2 - 5	(3)	\$64,549	\$62,764	\$67,288	\$67,704	\$67,954
	6 - 10	(6)	\$69,178	\$68,370	\$71,729	\$74,698	\$78,440
	> 11	(7)	\$72,547	\$65,853	\$68,125	\$79,250	\$88,100
Nurse Practitioner	< 2	(5)	\$42.71	\$40.00	\$41.08	\$45.32	\$46.98
	2 - 5	(8)	\$43.01	\$42.53	\$43.51	\$44.30	\$47.67
	6 - 10	(2)	\$42.11	\$40.47	\$42.11	\$43.74	\$44.73
	> 11	(10)	\$49.19	\$45.82	\$49.76	\$50.03	\$56.91
Office Manager	< 2	(10)	\$51,336	\$42,420	\$49,920	\$60,000	\$63,700
	2 - 5	(17)	\$54,367	\$40,250	\$52,000	\$63,000	\$89,834
	6 - 10	(25)	\$54,885	\$42,744	\$52,999	\$65,000	\$77,400
	> 11	(49)	\$58,243	\$47,840	\$58,240	\$67,662	\$71,269
Ophthalmic Assistant / Technician (Non-certified)	< 2	(309)	\$14.24	\$12.52	\$13.78	\$15.37	\$18.00
	2 - 5	(180)	\$15.54	\$13.78	\$15.22	\$17.00	\$18.82
	6 - 10	(75)	\$16.57	\$14.96	\$16.05	\$17.95	\$20.50
	> 11	(83)	\$19.71	\$16.41	\$18.55	\$22.00	\$24.94

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Ophthalmic Echographer (Non-certified)	> 11	(1)	\$60.10	\$60.10	\$60.10	\$60.10	\$60.10
Ophthalmic Photographer (Non-certified)	< 2	(4)	\$16.02	\$13.98	\$14.90	\$16.94	\$19.02
	2 - 5	(13)	\$16.90	\$16.32	\$16.48	\$17.46	\$19.57
	6 - 10	(10)	\$20.53	\$18.21	\$20.51	\$21.70	\$22.49
	> 11	(7)	\$21.81	\$18.55	\$21.05	\$23.90	\$27.82
Ophthalmic Ultrasound Biometrist (Non-certified)	> 11	(1)	\$15.55	\$15.55	\$15.55	\$15.55	\$15.55
Optical Manager	< 2	(8)	\$47,555	\$45,710	\$47,670	\$48,309	\$52,272
	2 - 5	(4)	\$43,815	\$40,097	\$41,049	\$44,767	\$50,467
	6 - 10	(12)	\$45,066	\$38,428	\$39,265	\$51,454	\$59,176
	> 11	(21)	\$51,689	\$42,633	\$47,528	\$50,960	\$84,115
Optician	< 2	(57)	\$15.03	\$12.50	\$15.00	\$17.32	\$18.35
	2 - 5	(49)	\$16.21	\$14.50	\$16.24	\$17.68	\$19.18
	6 - 10	(45)	\$16.60	\$14.50	\$16.00	\$18.00	\$20.83
	> 11	(61)	\$18.10	\$15.80	\$18.01	\$19.83	\$21.07
Optometrist	< 2	(21)	\$50.48	\$45.63	\$48.08	\$55.29	\$62.50
	2 - 5	(17)	\$48.68	\$43.75	\$48.00	\$48.08	\$60.26
	6 - 10	(16)	\$54.78	\$48.08	\$50.54	\$60.19	\$66.25
	> 11	(38)	\$62.72	\$48.07	\$57.74	\$72.31	\$85.40
Physical Therapist	2 - 5	(1)	\$34.14	\$34.14	\$34.14	\$34.14	\$34.14
	6 - 10	(2)	\$43.04	\$39.57	\$43.04	\$46.52	\$48.61
	> 11	(1)	\$38.31	\$38.31	\$38.31	\$38.31	\$38.31
Physician Assistant	< 2	(10)	\$46.53	\$40.90	\$41.06	\$52.88	\$58.65
	2 - 5	(4)	\$41.28	\$40.63	\$41.65	\$42.29	\$42.29
	6 - 10	(5)	\$44.68	\$43.62	\$44.93	\$48.08	\$48.08
	> 11	(4)	\$51.60	\$50.27	\$50.79	\$52.12	\$54.02
Radiology Technician	< 2	(3)	\$20.20	\$15.25	\$15.50	\$22.80	\$27.18
	2 - 5	(1)	\$22.40	\$22.40	\$22.40	\$22.40	\$22.40
	6 - 10	(6)	\$22.12	\$20.95	\$22.87	\$23.09	\$23.32
	> 11	(7)	\$24.91	\$23.86	\$24.25	\$24.83	\$27.43
Receptionist / Front Desk	< 2	(294)	\$13.16	\$11.76	\$13.00	\$14.25	\$15.50
	2 - 5	(235)	\$14.06	\$12.50	\$14.00	\$15.38	\$16.50
	6 - 10	(192)	\$14.91	\$13.67	\$14.81	\$16.25	\$16.99
	> 11	(201)	\$16.31	\$14.42	\$16.00	\$17.54	\$20.71
Refractive Coordinator	< 2	(1)	\$26.44	\$26.44	\$26.44	\$26.44	\$26.44
	2 - 5	(8)	\$20.34	\$17.02	\$17.25	\$18.00	\$25.26
	6 - 10	(5)	\$21.08	\$16.96	\$18.04	\$26.44	\$27.06
	> 11	(6)	\$20.30	\$16.54	\$18.59	\$19.72	\$27.57

## Staff Salary Survey Summary By Region

### Region: Midwest

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Registered Nurse	< 2	(89)	\$24.94	\$23.00	\$24.52	\$27.00	\$28.56
	2 - 5	(120)	\$26.98	\$24.50	\$26.72	\$28.69	\$31.04
	6 - 10	(94)	\$27.06	\$24.50	\$27.11	\$29.02	\$30.23
	> 11	(114)	\$27.36	\$24.50	\$28.01	\$30.06	\$31.82
Scribe	< 2	(64)	\$13.85	\$12.00	\$13.50	\$15.00	\$16.35
	2 - 5	(42)	\$15.05	\$13.11	\$14.81	\$16.25	\$18.34
	6 - 10	(23)	\$17.14	\$14.66	\$16.45	\$18.86	\$20.33
	> 11	(17)	\$16.10	\$14.50	\$15.50	\$17.28	\$17.78
Surgical / Scrub Technician	< 2	(24)	\$17.76	\$16.24	\$17.75	\$19.69	\$20.50
	2 - 5	(25)	\$19.54	\$17.00	\$19.00	\$21.42	\$25.03
	6 - 10	(19)	\$19.95	\$17.87	\$20.81	\$21.94	\$23.50
	> 11	(7)	\$24.06	\$21.22	\$24.00	\$26.13	\$28.55
Surgical Coordinator / Scheduler	< 2	(29)	\$16.14	\$14.39	\$15.89	\$18.00	\$19.00
	2 - 5	(47)	\$16.22	\$14.63	\$15.97	\$17.15	\$19.31
	6 - 10	(37)	\$17.03	\$15.68	\$17.14	\$18.75	\$19.66
	> 11	(96)	\$19.99	\$17.39	\$19.25	\$22.51	\$24.13
Ultrasound Technician	< 2	(1)	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00
	2 - 5	(1)	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
	6 - 10	(2)	\$36.11	\$32.88	\$36.11	\$39.34	\$41.28
	> 11	(2)	\$30.28	\$29.97	\$30.28	\$30.60	\$30.79
Visual Field Technician	< 2	(14)	\$12.65	\$11.00	\$12.51	\$14.77	\$15.56
	2 - 5	(10)	\$14.43	\$13.06	\$14.50	\$16.00	\$16.80
	6 - 10	(6)	\$14.13	\$12.24	\$14.40	\$15.70	\$16.59
	> 11	(3)	\$17.88	\$17.65	\$18.34	\$18.34	\$18.34



## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Administrator / Executive Director</b>	< 2	(13)	\$114,915	\$85,114	\$120,000	\$140,000	\$144,997
	2 - 5	(18)	\$105,567	\$75,144	\$104,864	\$127,200	\$170,320
	6 - 10	(16)	\$98,165	\$69,715	\$91,353	\$117,500	\$148,834
	> 11	(72)	\$98,280	\$77,256	\$87,334	\$102,326	\$140,000
<b>Aesthetician</b>	< 2	(3)	\$14.77	\$13.15	\$14.80	\$16.40	\$17.36
	2 - 5	(2)	\$14.59	\$14.59	\$14.59	\$14.59	\$14.59
	6 - 10	(3)	\$20.08	\$19.61	\$21.00	\$21.00	\$21.00
	> 11	(8)	\$20.13	\$18.75	\$19.50	\$20.75	\$23.60
<b>ASC Nurse Manager / Supervisor</b>	< 2	(1)	\$76,960	\$76,960	\$76,960	\$76,960	\$76,960
	2 - 5	(4)	\$77,951	\$64,254	\$65,500	\$79,197	\$102,952
	6 - 10	(2)	\$74,294	\$71,259	\$74,294	\$77,329	\$79,150
	> 11	(5)	\$86,015	\$81,910	\$85,904	\$92,000	\$92,679
<b>Audiologist / Hearing Instrument Specialist</b>	2 - 5	(4)	\$30.89	\$29.38	\$31.50	\$33.01	\$34.84
	6 - 10	(7)	\$33.29	\$33.00	\$33.00	\$35.75	\$36.60
	> 11	(32)	\$31.12	\$28.15	\$28.74	\$30.41	\$35.45
<b>Billing / AR Clerk</b>	< 2	(62)	\$16.12	\$14.00	\$15.38	\$17.00	\$21.57
	2 - 5	(99)	\$16.75	\$14.70	\$17.00	\$18.38	\$19.82
	6 - 10	(84)	\$18.75	\$15.49	\$18.52	\$20.69	\$25.44
	> 11	(96)	\$19.43	\$16.91	\$18.75	\$21.29	\$24.75
<b>Billing Coordinator</b>	< 2	(16)	\$16.03	\$15.13	\$16.25	\$17.50	\$17.75
	2 - 5	(31)	\$17.48	\$14.88	\$16.42	\$20.24	\$22.75
	6 - 10	(16)	\$19.45	\$17.02	\$18.77	\$21.81	\$22.53
	> 11	(61)	\$20.85	\$18.79	\$20.00	\$23.16	\$25.22
<b>Billing Manager</b>	< 2	(8)	\$58,069	\$37,700	\$52,793	\$67,496	\$88,076
	2 - 5	(12)	\$54,054	\$44,330	\$52,986	\$58,358	\$58,490
	6 - 10	(21)	\$54,111	\$45,323	\$49,920	\$58,344	\$69,202
	> 11	(59)	\$55,614	\$45,760	\$53,248	\$63,690	\$68,366
<b>Bookkeeper</b>	< 2	(7)	\$18.93	\$15.75	\$18.00	\$22.01	\$24.42
	2 - 5	(9)	\$23.16	\$18.54	\$20.60	\$24.00	\$28.60
	6 - 10	(12)	\$21.65	\$18.46	\$20.70	\$23.20	\$27.69
	> 11	(32)	\$24.53	\$19.43	\$24.50	\$28.67	\$31.23
<b>Business Manager</b>	< 2	(2)	\$75,161	\$65,244	\$75,161	\$85,077	\$91,027
	2 - 5	(4)	\$68,811	\$63,440	\$73,900	\$79,271	\$86,957
	6 - 10	(8)	\$72,089	\$63,547	\$64,813	\$66,714	\$86,450
	> 11	(34)	\$75,601	\$60,476	\$70,200	\$97,050	\$105,293

## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Certified Coder	< 2	(16)	\$16.62	\$14.75	\$16.17	\$17.81	\$20.38
	2 - 5	(34)	\$16.00	\$15.21	\$15.24	\$15.49	\$19.74
	6 - 10	(11)	\$17.22	\$16.06	\$17.10	\$18.45	\$19.00
	> 11	(13)	\$18.01	\$15.97	\$18.00	\$20.03	\$21.83
Certified Ophthalmic Assistant (COA)	< 2	(61)	\$18.28	\$16.00	\$18.50	\$19.57	\$22.81
	2 - 5	(108)	\$19.03	\$16.36	\$18.35	\$20.62	\$24.00
	6 - 10	(73)	\$19.49	\$17.75	\$19.42	\$20.81	\$23.51
	> 11	(98)	\$20.33	\$18.07	\$19.82	\$21.93	\$24.62
Certified Ophthalmic Medical Technologist (COMT)	< 2	(1)	\$27.50	\$27.50	\$27.50	\$27.50	\$27.50
	2 - 5	(1)	\$29.18	\$29.18	\$29.18	\$29.18	\$29.18
	> 11	(4)	\$34.53	\$31.81	\$32.95	\$35.67	\$38.85
Certified Ophthalmic Photographer (COP)	< 2	(2)	\$27.82	\$27.41	\$27.82	\$28.23	\$28.48
	> 11	(9)	\$28.15	\$25.85	\$28.70	\$29.85	\$32.55
Certified Ophthalmic Technician (COT)	< 2	(20)	\$20.94	\$17.88	\$20.50	\$23.50	\$27.50
	2 - 5	(12)	\$22.15	\$17.88	\$21.70	\$25.91	\$28.12
	6 - 10	(16)	\$22.58	\$20.34	\$21.48	\$24.25	\$29.27
	> 11	(32)	\$23.39	\$20.82	\$22.25	\$24.92	\$26.37
Certified Registered Nurse Anesthetist (CRNA)	< 2	(3)	\$75.37	\$74.56	\$77.00	\$77.00	\$77.00
	2 - 5	(12)	\$80.68	\$77.00	\$77.00	\$77.00	\$99.64
	6 - 10	(11)	\$76.30	\$72.12	\$72.12	\$74.56	\$77.00
	> 11	(2)	\$49.72	\$49.12	\$49.72	\$50.31	\$50.66
Clerical / Insurance	< 2	(19)	\$14.69	\$12.81	\$15.00	\$15.30	\$16.63
	2 - 5	(23)	\$16.75	\$13.09	\$15.90	\$17.02	\$19.65
	6 - 10	(24)	\$16.91	\$15.49	\$17.03	\$17.80	\$19.71
	> 11	(38)	\$18.82	\$16.50	\$18.23	\$20.65	\$23.65
Clinical Manager	< 2	(5)	\$62,863	\$42,000	\$76,471	\$76,471	\$79,749
	2 - 5	(7)	\$53,347	\$48,703	\$55,000	\$63,700	\$65,649
	6 - 10	(13)	\$52,999	\$43,163	\$55,000	\$64,480	\$68,798
	> 11	(33)	\$67,577	\$55,765	\$62,109	\$80,000	\$98,417
Contact Lens Technician	< 2	(1)	\$16.30	\$16.30	\$16.30	\$16.30	\$16.30
	2 - 5	(2)	\$19.63	\$18.56	\$19.63	\$20.69	\$21.33
	> 11	(10)	\$19.09	\$16.86	\$19.45	\$20.58	\$21.86
Data Entry	< 2	(7)	\$12.11	\$12.00	\$12.00	\$12.37	\$12.70
	2 - 5	(8)	\$13.44	\$11.60	\$12.50	\$15.13	\$16.25
	6 - 10	(6)	\$16.75	\$12.48	\$16.43	\$17.20	\$22.86
	> 11	(12)	\$14.84	\$13.66	\$14.68	\$17.00	\$17.12

## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Dental Assistant	< 2	(20)	\$17.30	\$15.88	\$17.00	\$18.50	\$22.20
	2 - 5	(25)	\$16.90	\$15.00	\$16.00	\$17.75	\$20.80
	6 - 10	(14)	\$20.46	\$17.25	\$19.50	\$21.75	\$22.70
	> 11	(14)	\$25.55	\$19.96	\$22.50	\$31.75	\$36.00
Dental Hygienist	< 2	(7)	\$31.50	\$28.50	\$31.00	\$33.50	\$36.00
	2 - 5	(14)	\$32.65	\$31.00	\$32.75	\$34.00	\$37.50
	6 - 10	(7)	\$35.21	\$33.00	\$34.50	\$37.50	\$38.50
	> 11	(18)	\$35.14	\$32.69	\$34.25	\$37.25	\$39.76
Director of Refractive Surgery	< 2	(3)	\$69,373	\$66,959	\$72,100	\$73,150	\$73,780
	6 - 10	(2)	\$70,507	\$63,261	\$70,507	\$77,754	\$82,101
Echo Technician	< 2	(15)	\$25.20	\$24.76	\$25.82	\$25.82	\$25.92
	2 - 5	(17)	\$25.76	\$25.89	\$25.89	\$25.89	\$25.90
	6 - 10	(2)	\$20.00	\$18.50	\$20.00	\$21.50	\$22.40
	> 11	(18)	\$26.81	\$25.90	\$25.90	\$25.90	\$26.11
File Clerk / Medical Records Clerk	< 2	(51)	\$10.70	\$10.00	\$10.50	\$11.50	\$12.50
	2 - 5	(43)	\$12.31	\$10.57	\$11.96	\$14.50	\$15.82
	6 - 10	(40)	\$13.72	\$12.33	\$13.15	\$14.62	\$17.02
	> 11	(52)	\$16.67	\$12.95	\$15.78	\$17.86	\$22.66
Head / Lead Technician Manager / Supervisor	< 2	(25)	\$50,707	\$42,432	\$49,470	\$56,264	\$68,928
	2 - 5	(30)	\$42,861	\$36,431	\$39,676	\$48,755	\$54,726
	6 - 10	(37)	\$46,177	\$38,587	\$43,493	\$54,080	\$60,262
	> 11	(72)	\$55,137	\$44,720	\$52,478	\$63,664	\$71,831
Human Resource Manager	< 2	(4)	\$52,330	\$30,898	\$51,600	\$73,032	\$74,890
	2 - 5	(7)	\$47,267	\$42,645	\$42,800	\$50,946	\$61,639
	6 - 10	(6)	\$59,373	\$49,989	\$59,500	\$71,946	\$76,427
	> 11	(22)	\$66,390	\$66,141	\$66,158	\$66,186	\$72,953
Imaging Technician	< 2	(11)	\$27.66	\$25.88	\$29.68	\$30.00	\$32.56
	2 - 5	(7)	\$21.72	\$19.50	\$20.87	\$22.91	\$25.59
	6 - 10	(13)	\$25.66	\$21.37	\$23.19	\$24.87	\$32.38
	> 11	(11)	\$26.92	\$21.00	\$26.27	\$31.82	\$33.67
Information Technician Manager	< 2	(1)	\$39,998	\$39,998	\$39,998	\$39,998	\$39,998
	2 - 5	(15)	\$57,139	\$46,789	\$56,680	\$61,027	\$75,798
	6 - 10	(8)	\$67,033	\$47,840	\$63,181	\$74,183	\$93,340
	> 11	(11)	\$76,892	\$75,577	\$81,265	\$84,500	\$86,215
Insurance Coordinator	< 2	(15)	\$16.43	\$14.50	\$17.51	\$18.50	\$19.31
	2 - 5	(11)	\$17.70	\$15.22	\$16.97	\$19.63	\$21.63
	6 - 10	(11)	\$17.94	\$15.63	\$18.00	\$19.59	\$20.00
	> 11	(23)	\$20.05	\$17.75	\$20.19	\$22.17	\$24.55

## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Laboratory Technician	< 2	(13)	\$19.24	\$13.25	\$15.00	\$23.50	\$30.37
	2 - 5	(26)	\$19.97	\$19.77	\$20.22	\$20.80	\$21.52
	6 - 10	(25)	\$20.27	\$20.60	\$20.90	\$20.90	\$21.47
	> 11	(26)	\$23.15	\$21.08	\$23.00	\$23.25	\$26.55
Licensed Practical Nurse	< 2	(76)	\$16.45	\$14.00	\$15.45	\$18.27	\$21.00
	2 - 5	(100)	\$18.17	\$16.13	\$17.25	\$19.35	\$21.50
	6 - 10	(112)	\$18.25	\$15.90	\$16.22	\$19.89	\$23.34
	> 11	(103)	\$19.93	\$16.06	\$18.30	\$22.61	\$27.56
Medical Assistant	< 2	(282)	\$13.91	\$12.24	\$13.28	\$15.41	\$17.00
	2 - 5	(253)	\$14.92	\$13.30	\$14.25	\$16.50	\$18.68
	6 - 10	(191)	\$16.22	\$14.18	\$15.75	\$17.73	\$19.70
	> 11	(130)	\$18.86	\$15.52	\$18.45	\$20.54	\$24.82
Medical Secretary / Administrative Assistant	< 2	(92)	\$17.27	\$13.26	\$16.00	\$18.81	\$24.48
	2 - 5	(92)	\$16.93	\$14.00	\$17.00	\$18.57	\$21.65
	6 - 10	(108)	\$18.42	\$14.43	\$17.18	\$20.40	\$24.00
	> 11	(99)	\$19.96	\$17.61	\$19.34	\$22.02	\$25.46
Medical Transcriptionist	< 2	(14)	\$15.86	\$13.06	\$13.76	\$16.31	\$21.36
	2 - 5	(18)	\$15.14	\$12.86	\$14.85	\$16.57	\$18.40
	6 - 10	(17)	\$18.75	\$16.00	\$16.50	\$19.87	\$23.67
	> 11	(33)	\$19.04	\$17.25	\$19.50	\$21.22	\$23.00
Multi-Purpose Worker	< 2	(17)	\$12.41	\$11.00	\$12.75	\$13.75	\$14.20
	2 - 5	(10)	\$13.50	\$12.59	\$13.03	\$14.73	\$16.33
	6 - 10	(15)	\$13.73	\$12.60	\$13.50	\$16.00	\$16.00
	> 11	(13)	\$17.73	\$16.00	\$18.00	\$18.50	\$20.81
Nuclear Medicine Technologist	< 2	(2)	\$25.16	\$24.58	\$25.16	\$25.73	\$26.08
	2 - 5	(22)	\$33.58	\$34.10	\$34.10	\$34.30	\$34.40
	6 - 10	(28)	\$33.50	\$35.00	\$35.00	\$35.00	\$35.27
	> 11	(30)	\$34.57	\$35.97	\$36.00	\$37.00	\$38.00
Nurse Manager / Supervisor	< 2	(7)	\$64,204	\$48,038	\$51,500	\$70,408	\$96,795
	2 - 5	(4)	\$112,159	\$101,072	\$117,458	\$128,544	\$128,544
	6 - 10	(7)	\$67,950	\$57,938	\$68,224	\$72,332	\$85,248
	> 11	(25)	\$69,054	\$52,062	\$64,085	\$71,032	\$103,429
Nurse Midwife	< 2	(1)	\$37.00	\$37.00	\$37.00	\$37.00	\$37.00
	2 - 5	(1)	\$50.48	\$50.48	\$50.48	\$50.48	\$50.48
	> 11	(2)	\$48.85	\$44.42	\$48.85	\$53.27	\$55.92

## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Nurse Practitioner	< 2	(41)	\$41.82	\$38.53	\$40.87	\$44.23	\$47.90
	2 - 5	(42)	\$44.40	\$39.00	\$42.01	\$44.93	\$59.49
	6 - 10	(28)	\$43.52	\$40.04	\$43.32	\$45.80	\$48.94
	> 11	(63)	\$46.30	\$40.00	\$43.27	\$48.47	\$64.60
Office Manager	< 2	(18)	\$61,811	\$51,002	\$62,010	\$69,675	\$81,565
	2 - 5	(37)	\$51,379	\$42,209	\$50,000	\$61,006	\$68,800
	6 - 10	(44)	\$53,862	\$42,838	\$55,060	\$64,314	\$71,350
	> 11	(130)	\$63,814	\$49,197	\$62,750	\$72,720	\$91,538
Ophthalmic Assistant / Technician (Non-certified)	< 2	(144)	\$15.08	\$13.00	\$15.00	\$16.66	\$18.00
	2 - 5	(121)	\$16.13	\$14.50	\$15.50	\$17.30	\$19.35
	6 - 10	(38)	\$17.24	\$15.43	\$16.50	\$18.87	\$23.01
	> 11	(59)	\$18.63	\$16.08	\$17.66	\$20.00	\$23.57
Ophthalmic Ultrasound Biometrist (Certified ROUB)	6 - 10	(3)	\$21.72	\$21.58	\$22.00	\$22.00	\$22.00
Ophthalmic Ultrasound Biometrist (Non-certified)	> 11	(1)	\$20.32	\$20.32	\$20.32	\$20.32	\$20.32
Optical Manager	< 2	(4)	\$59,375	\$58,500	\$60,000	\$60,875	\$62,450
	2 - 5	(8)	\$54,346	\$45,575	\$53,470	\$62,113	\$63,999
	6 - 10	(6)	\$52,245	\$47,809	\$52,551	\$55,827	\$62,064
	> 11	(5)	\$63,872	\$56,000	\$60,008	\$66,240	\$75,163
Optician	< 2	(27)	\$18.03	\$15.15	\$16.50	\$18.05	\$24.00
	2 - 5	(31)	\$21.31	\$17.20	\$20.00	\$26.51	\$28.85
	6 - 10	(25)	\$21.26	\$17.80	\$21.00	\$23.45	\$27.50
	> 11	(51)	\$23.30	\$19.10	\$21.80	\$24.98	\$32.00
Optometrist	< 2	(13)	\$46.66	\$43.27	\$45.67	\$51.92	\$52.00
	2 - 5	(21)	\$51.66	\$43.27	\$48.08	\$55.16	\$75.12
	6 - 10	(21)	\$53.05	\$43.27	\$52.88	\$57.28	\$72.12
	> 11	(35)	\$60.23	\$48.08	\$58.03	\$68.63	\$83.40
Physical Therapist	< 2	(5)	\$44.02	\$38.50	\$43.26	\$44.71	\$53.88
	2 - 5	(6)	\$44.40	\$36.69	\$47.60	\$52.28	\$54.08
	6 - 10	(21)	\$33.07	\$31.77	\$32.46	\$33.46	\$36.18
	> 11	(6)	\$43.53	\$37.57	\$39.15	\$50.67	\$54.00
Physician Assistant	< 2	(82)	\$40.89	\$38.00	\$39.27	\$43.56	\$48.08
	2 - 5	(77)	\$43.65	\$39.00	\$43.27	\$47.90	\$50.19
	6 - 10	(96)	\$45.51	\$40.00	\$41.00	\$47.68	\$53.32
	> 11	(49)	\$47.79	\$42.00	\$43.00	\$48.52	\$60.22

## Staff Salary Survey Summary By Region

### Region: Northeast

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Radiology Technician	< 2	(10)	\$25.09	\$22.19	\$24.63	\$28.55	\$29.50
	2 - 5	(37)	\$22.85	\$18.85	\$19.50	\$28.00	\$30.00
	6 - 10	(35)	\$24.19	\$18.50	\$24.00	\$28.35	\$34.58
	> 11	(33)	\$29.91	\$27.15	\$30.30	\$35.30	\$36.78
Receptionist / Front Desk	< 2	(339)	\$13.53	\$12.00	\$13.00	\$15.00	\$16.77
	2 - 5	(334)	\$14.34	\$12.71	\$14.00	\$15.44	\$17.47
	6 - 10	(285)	\$15.60	\$13.65	\$15.41	\$17.19	\$19.75
	> 11	(296)	\$16.50	\$13.50	\$15.75	\$18.50	\$21.80
Refractive Coordinator	2 - 5	(1)	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
	6 - 10	(3)	\$19.91	\$18.28	\$19.57	\$21.36	\$22.43
	> 11	(4)	\$22.44	\$20.00	\$21.68	\$24.12	\$25.48
Registered Nurse	< 2	(85)	\$26.27	\$22.66	\$25.75	\$29.53	\$32.80
	2 - 5	(86)	\$26.98	\$23.40	\$26.88	\$29.63	\$33.75
	6 - 10	(87)	\$28.93	\$25.17	\$26.80	\$32.45	\$38.53
	> 11	(195)	\$27.79	\$24.50	\$26.50	\$29.74	\$33.97
Scribe	< 2	(13)	\$15.07	\$13.25	\$15.00	\$17.00	\$17.88
	2 - 5	(19)	\$16.93	\$15.75	\$16.80	\$19.30	\$20.80
	6 - 10	(10)	\$17.77	\$16.63	\$17.73	\$18.55	\$19.08
	> 11	(7)	\$20.05	\$18.92	\$20.17	\$21.75	\$23.00
Surgical / Scrub Technician	< 2	(4)	\$21.85	\$19.50	\$20.19	\$22.54	\$26.42
	2 - 5	(6)	\$22.13	\$18.79	\$22.70	\$25.38	\$27.25
	6 - 10	(8)	\$20.02	\$18.31	\$19.39	\$21.63	\$23.50
	> 11	(8)	\$21.74	\$18.44	\$20.53	\$22.94	\$27.59
Surgical Coordinator / Scheduler	< 2	(35)	\$15.37	\$13.00	\$14.00	\$17.58	\$19.40
	2 - 5	(60)	\$16.30	\$13.97	\$15.43	\$18.44	\$20.03
	6 - 10	(65)	\$18.02	\$16.18	\$17.50	\$19.34	\$22.66
	> 11	(77)	\$19.89	\$17.25	\$19.52	\$22.13	\$23.46
Ultrasound Technician	< 2	(75)	\$31.96	\$32.00	\$32.00	\$33.11	\$33.11
	2 - 5	(67)	\$33.64	\$31.33	\$34.00	\$34.00	\$38.03
	6 - 10	(27)	\$40.77	\$31.74	\$36.03	\$48.81	\$61.86
	> 11	(22)	\$33.47	\$29.94	\$34.41	\$38.45	\$39.65
Visual Field Technician	< 2	(7)	\$14.16	\$12.00	\$15.50	\$15.75	\$16.04
	2 - 5	(9)	\$14.47	\$13.50	\$14.25	\$16.30	\$16.42
	6 - 10	(3)	\$15.22	\$14.13	\$15.50	\$16.45	\$17.02
	> 11	(10)	\$16.83	\$15.80	\$16.85	\$19.43	\$20.20

## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Administrator / Executive Director</b>	< 2	(12)	\$91,438	\$59,625	\$85,000	\$106,250	\$137,000
	2 - 5	(32)	\$109,143	\$78,842	\$88,954	\$128,500	\$164,985
	6 - 10	(25)	\$104,455	\$80,000	\$96,600	\$110,000	\$130,200
	> 11	(83)	\$110,510	\$81,112	\$102,898	\$129,258	\$156,000
<b>Aesthetician</b>	< 2	(8)	\$18.06	\$15.93	\$17.41	\$21.10	\$22.18
	2 - 5	(8)	\$16.63	\$15.62	\$17.17	\$18.06	\$18.76
	6 - 10	(5)	\$18.34	\$17.50	\$17.68	\$21.00	\$21.60
	> 11	(1)	\$24.23	\$24.23	\$24.23	\$24.23	\$24.23
<b>ASC Nurse Manager / Supervisor</b>	< 2	(3)	\$71,513	\$64,770	\$78,540	\$81,770	\$83,708
	2 - 5	(9)	\$74,030	\$62,400	\$67,500	\$89,003	\$91,488
	6 - 10	(2)	\$68,030	\$65,045	\$68,030	\$71,015	\$72,806
	> 11	(7)	\$96,251	\$88,498	\$93,600	\$100,800	\$110,186
<b>Audiologist / Hearing Instrument Specialist</b>	< 2	(11)	\$26.11	\$21.63	\$27.88	\$30.53	\$33.00
	2 - 5	(13)	\$29.21	\$25.98	\$29.57	\$32.00	\$35.29
	6 - 10	(8)	\$31.38	\$30.43	\$31.28	\$33.31	\$34.28
	> 11	(11)	\$39.21	\$33.91	\$39.02	\$42.28	\$43.59
<b>Billing / AR Clerk</b>	< 2	(98)	\$15.17	\$13.50	\$15.00	\$16.99	\$18.00
	2 - 5	(111)	\$15.09	\$13.39	\$14.85	\$17.04	\$18.00
	6 - 10	(68)	\$16.70	\$15.25	\$16.05	\$18.16	\$20.00
	> 11	(93)	\$18.32	\$16.45	\$17.94	\$20.04	\$22.18
<b>Billing Coordinator</b>	< 2	(8)	\$15.63	\$14.25	\$15.50	\$16.25	\$18.65
	2 - 5	(11)	\$16.69	\$13.75	\$15.00	\$17.63	\$21.59
	6 - 10	(14)	\$18.15	\$15.13	\$16.70	\$20.25	\$24.07
	> 11	(21)	\$19.23	\$17.83	\$18.90	\$21.50	\$23.00
<b>Billing Manager</b>	< 2	(6)	\$46,204	\$37,110	\$37,731	\$47,006	\$66,250
	2 - 5	(19)	\$47,760	\$38,584	\$42,230	\$51,054	\$75,700
	6 - 10	(21)	\$49,226	\$43,680	\$48,800	\$51,004	\$54,579
	> 11	(41)	\$54,158	\$44,720	\$52,000	\$60,738	\$66,726
<b>Bookkeeper</b>	< 2	(11)	\$20.96	\$17.15	\$20.19	\$25.24	\$26.44
	2 - 5	(17)	\$18.69	\$14.25	\$18.43	\$20.50	\$22.98
	6 - 10	(13)	\$19.14	\$14.50	\$16.00	\$19.51	\$25.75
	> 11	(25)	\$23.28	\$18.02	\$21.64	\$26.47	\$34.86
<b>Business Manager</b>	< 2	(8)	\$66,918	\$59,980	\$64,850	\$76,250	\$80,001
	2 - 5	(11)	\$68,984	\$59,306	\$74,000	\$83,500	\$85,000
	6 - 10	(14)	\$65,384	\$48,131	\$53,360	\$83,250	\$102,421
	> 11	(19)	\$71,322	\$54,046	\$72,862	\$78,450	\$89,564

## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Certified Coder	< 2	(11)	\$18.28	\$17.00	\$18.80	\$19.58	\$20.00
	2 - 5	(18)	\$16.56	\$12.63	\$15.85	\$19.71	\$21.61
	6 - 10	(17)	\$18.10	\$16.00	\$16.98	\$20.00	\$24.04
	> 11	(21)	\$19.58	\$18.21	\$19.41	\$22.00	\$25.45
Certified Ophthalmic Assistant (COA)	< 2	(142)	\$16.67	\$14.98	\$16.00	\$18.41	\$20.00
	2 - 5	(256)	\$16.30	\$14.59	\$15.66	\$17.77	\$19.59
	6 - 10	(191)	\$17.61	\$15.48	\$17.46	\$19.00	\$22.00
	> 11	(166)	\$19.32	\$17.75	\$19.13	\$20.75	\$22.08
Certified Ophthalmic Medical Technologist (COMT)	< 2	(2)	\$23.11	\$22.31	\$23.11	\$23.92	\$24.40
	2 - 5	(5)	\$25.30	\$24.85	\$25.90	\$28.00	\$28.33
	6 - 10	(5)	\$26.64	\$25.46	\$25.50	\$26.77	\$29.60
	> 11	(5)	\$27.03	\$22.50	\$23.18	\$33.10	\$34.24
Certified Ophthalmic Photographer (COP)	< 2	(1)	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16
	2 - 5	(5)	\$23.74	\$22.07	\$23.50	\$25.00	\$25.98
	6 - 10	(2)	\$24.45	\$24.42	\$24.45	\$24.48	\$24.49
	> 11	(8)	\$30.18	\$20.64	\$26.60	\$40.50	\$42.98
Certified Ophthalmic Technician (COT)	< 2	(44)	\$18.78	\$16.88	\$19.00	\$21.63	\$23.00
	2 - 5	(45)	\$19.20	\$16.00	\$20.25	\$22.00	\$23.15
	6 - 10	(29)	\$21.52	\$20.00	\$22.00	\$23.65	\$25.00
	> 11	(99)	\$21.56	\$19.06	\$21.32	\$23.35	\$25.64
Certified Registered Nurse Anesthetist (CRNA)	< 2	(7)	\$93.66	\$71.15	\$96.00	\$100.00	\$120.00
	2 - 5	(1)	\$110.00	\$110.00	\$110.00	\$110.00	\$110.00
	6 - 10	(5)	\$100.46	\$75.00	\$92.60	\$129.68	\$135.87
	> 11	(4)	\$100.70	\$72.34	\$76.39	\$104.75	\$152.90
Clerical / Insurance	< 2	(38)	\$12.53	\$10.50	\$12.00	\$14.00	\$16.15
	2 - 5	(29)	\$13.74	\$12.50	\$14.00	\$14.87	\$16.37
	6 - 10	(47)	\$14.91	\$13.73	\$14.60	\$15.57	\$17.27
	> 11	(56)	\$15.41	\$13.00	\$15.95	\$17.10	\$18.02
Clinical Manager	< 2	(15)	\$53,548	\$44,500	\$47,000	\$60,000	\$69,480
	2 - 5	(20)	\$58,962	\$47,416	\$53,821	\$65,306	\$81,352
	6 - 10	(22)	\$50,703	\$39,520	\$48,360	\$59,565	\$66,810
	> 11	(29)	\$56,824	\$44,928	\$56,160	\$62,383	\$70,262
Contact Lens Technician	< 2	(10)	\$18.67	\$16.41	\$18.33	\$21.56	\$23.20
	2 - 5	(13)	\$15.22	\$13.26	\$14.80	\$18.00	\$18.21
	6 - 10	(6)	\$19.00	\$16.15	\$18.16	\$19.36	\$24.75
	> 11	(21)	\$19.98	\$17.45	\$18.81	\$22.08	\$24.94



## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Data Entry	< 2	(10)	\$12.17	\$10.13	\$12.94	\$13.90	\$14.20
	2 - 5	(8)	\$12.67	\$10.69	\$11.86	\$13.14	\$16.04
	6 - 10	(5)	\$14.57	\$8.99	\$16.25	\$18.90	\$19.50
	> 11	(6)	\$14.21	\$11.01	\$15.75	\$17.19	\$17.83
Dental Assistant	< 2	(2)	\$19.50	\$18.75	\$19.50	\$20.25	\$20.70
	2 - 5	(2)	\$18.94	\$18.91	\$18.94	\$18.97	\$18.99
	6 - 10	(2)	\$21.88	\$21.31	\$21.88	\$22.44	\$22.77
	> 11	(1)	\$23.35	\$23.35	\$23.35	\$23.35	\$23.35
Director of Refractive Surgery	< 2	(2)	\$59,998	\$57,497	\$59,998	\$62,499	\$64,000
	2 - 5	(1)	\$35,875	\$35,875	\$35,875	\$35,875	\$35,875
	6 - 10	(1)	\$37,107	\$37,107	\$37,107	\$37,107	\$37,107
	> 11	(3)	\$70,685	\$69,278	\$69,356	\$71,428	\$72,671
Echo Technician	6 - 10	(1)	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
	> 11	(1)	\$24.32	\$24.32	\$24.32	\$24.32	\$24.32
File Clerk / Medical Records Clerk	< 2	(59)	\$10.79	\$9.25	\$10.50	\$12.00	\$13.15
	2 - 5	(59)	\$12.11	\$10.90	\$11.68	\$13.26	\$15.08
	6 - 10	(38)	\$13.65	\$11.92	\$13.57	\$15.65	\$16.60
	> 11	(44)	\$14.72	\$13.07	\$14.27	\$15.19	\$18.63
Head / Lead Technician Manager / Supervisor	< 2	(52)	\$43,409	\$37,992	\$40,790	\$48,627	\$53,402
	2 - 5	(56)	\$48,713	\$39,468	\$46,315	\$54,855	\$61,200
	6 - 10	(36)	\$46,194	\$36,624	\$40,456	\$48,277	\$66,588
	> 11	(107)	\$54,066	\$43,590	\$50,000	\$63,109	\$73,412
Human Resource Manager	< 2	(2)	\$46,500	\$45,750	\$46,500	\$47,250	\$47,700
	2 - 5	(6)	\$63,023	\$53,499	\$57,493	\$68,779	\$83,672
	6 - 10	(11)	\$53,789	\$48,881	\$57,431	\$60,550	\$61,100
	> 11	(15)	\$62,590	\$56,667	\$63,544	\$70,229	\$76,066
Imaging Technician	< 2	(12)	\$14.83	\$10.38	\$12.50	\$18.25	\$19.00
	2 - 5	(10)	\$21.04	\$14.56	\$21.01	\$27.89	\$30.10
	6 - 10	(11)	\$25.61	\$21.27	\$22.46	\$31.82	\$33.90
	> 11	(11)	\$18.64	\$19.07	\$19.38	\$19.78	\$20.01
Information Technician Manager	< 2	(8)	\$71,000	\$61,500	\$69,600	\$74,250	\$94,140
	2 - 5	(9)	\$54,919	\$49,962	\$55,556	\$60,000	\$66,521
	6 - 10	(7)	\$60,220	\$45,440	\$56,160	\$60,591	\$84,831
	> 11	(8)	\$82,214	\$68,162	\$75,532	\$99,167	\$104,688
Insurance Coordinator	< 2	(16)	\$16.52	\$13.88	\$14.42	\$16.40	\$25.00
	2 - 5	(20)	\$13.75	\$12.60	\$14.15	\$15.12	\$16.09
	6 - 10	(11)	\$16.76	\$15.23	\$17.30	\$17.90	\$18.75
	> 11	(27)	\$17.57	\$16.32	\$17.63	\$19.00	\$20.21

## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Laboratory Technician	< 2	(4)	\$19.00	\$14.50	\$17.00	\$21.50	\$27.80
	2 - 5	(18)	\$16.67	\$12.51	\$14.46	\$16.74	\$22.90
	6 - 10	(15)	\$21.04	\$15.74	\$18.45	\$22.43	\$30.36
	> 11	(7)	\$20.71	\$18.98	\$20.34	\$22.77	\$23.14
Licensed Practical Nurse	< 2	(54)	\$17.28	\$15.75	\$17.01	\$18.94	\$20.40
	2 - 5	(48)	\$18.22	\$16.33	\$17.68	\$20.33	\$21.03
	6 - 10	(36)	\$18.65	\$16.88	\$18.70	\$20.38	\$22.00
	> 11	(45)	\$20.89	\$19.35	\$21.00	\$22.20	\$24.54
Medical Assistant	< 2	(217)	\$13.33	\$12.00	\$13.09	\$15.00	\$16.00
	2 - 5	(134)	\$14.62	\$13.00	\$14.27	\$16.00	\$18.17
	6 - 10	(69)	\$15.76	\$13.86	\$15.50	\$17.00	\$18.74
	> 11	(80)	\$17.82	\$15.49	\$17.08	\$20.01	\$22.53
Medical Secretary / Administrative Assistant	< 2	(20)	\$16.33	\$13.88	\$16.00	\$17.47	\$22.51
	2 - 5	(22)	\$15.98	\$14.14	\$15.74	\$17.00	\$19.94
	6 - 10	(10)	\$16.32	\$14.15	\$15.03	\$18.06	\$20.18
	> 11	(34)	\$19.80	\$17.51	\$19.39	\$21.96	\$23.14
Medical Transcriptionist	< 2	(4)	\$15.19	\$11.69	\$15.50	\$19.00	\$19.00
	2 - 5	(9)	\$15.38	\$13.50	\$15.25	\$16.68	\$17.73
	6 - 10	(6)	\$20.39	\$16.67	\$18.57	\$25.88	\$27.84
	> 11	(26)	\$18.04	\$15.86	\$17.88	\$20.51	\$21.65
Multi-Purpose Worker	< 2	(30)	\$12.37	\$10.00	\$12.00	\$14.89	\$15.04
	2 - 5	(14)	\$13.26	\$10.71	\$12.50	\$14.95	\$17.41
	6 - 10	(10)	\$15.44	\$11.70	\$14.32	\$16.69	\$18.88
	> 11	(12)	\$16.93	\$14.00	\$15.75	\$18.37	\$19.89
Nuclear Medicine Technologist	< 2	(2)	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	2 - 5	(2)	\$26.27	\$25.64	\$26.27	\$26.91	\$27.29
	6 - 10	(3)	\$30.63	\$28.94	\$29.33	\$31.67	\$33.07
	> 11	(3)	\$34.59	\$34.03	\$35.06	\$35.38	\$35.57
Nurse Manager / Supervisor	< 2	(1)	\$68,000	\$68,000	\$68,000	\$68,000	\$68,000
	2 - 5	(4)	\$62,589	\$55,636	\$59,956	\$66,908	\$71,729
	6 - 10	(3)	\$73,602	\$64,054	\$64,480	\$78,590	\$87,056
	> 11	(11)	\$55,401	\$45,222	\$52,612	\$64,141	\$65,882
Nurse Midwife	< 2	(4)	\$43.28	\$39.36	\$42.33	\$46.25	\$48.50
	> 11	(2)	\$55.29	\$55.29	\$55.29	\$55.29	\$55.29
Nurse Practitioner	< 2	(17)	\$43.77	\$38.46	\$43.12	\$46.88	\$55.00
	2 - 5	(13)	\$42.56	\$32.69	\$39.30	\$43.26	\$47.87
	6 - 10	(11)	\$44.75	\$36.85	\$38.84	\$55.88	\$56.89
	> 11	(16)	\$45.60	\$42.27	\$47.35	\$49.78	\$55.90

## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Office Manager	< 2	(27)	\$54,112	\$42,228	\$52,000	\$61,360	\$77,006
	2 - 5	(28)	\$53,501	\$46,203	\$49,960	\$61,864	\$70,246
	6 - 10	(33)	\$49,077	\$40,310	\$45,760	\$56,550	\$62,977
	> 11	(63)	\$54,636	\$46,515	\$54,122	\$61,129	\$71,349
Ophthalmic Assistant / Technician (Non-certified)	< 2	(385)	\$13.12	\$11.24	\$13.00	\$14.50	\$16.50
	2 - 5	(193)	\$15.06	\$13.00	\$15.00	\$17.00	\$18.62
	6 - 10	(92)	\$16.39	\$14.98	\$16.00	\$17.63	\$19.49
	> 11	(67)	\$17.45	\$15.79	\$16.61	\$18.63	\$20.70
Ophthalmic Photographer (Non-certified)	< 2	(23)	\$18.18	\$16.27	\$17.35	\$20.53	\$22.90
	2 - 5	(5)	\$18.19	\$17.17	\$17.78	\$18.75	\$20.17
	6 - 10	(7)	\$19.44	\$17.54	\$19.68	\$22.01	\$23.05
	> 11	(4)	\$23.69	\$23.52	\$25.75	\$25.92	\$26.23
Ophthalmic Ultrasound Biometrist (Certified ROUB)	2 - 5	(1)	\$16.75	\$16.75	\$16.75	\$16.75	\$16.75
	> 11	(4)	\$21.11	\$17.77	\$21.15	\$24.50	\$24.67
Ophthalmic Ultrasound Biometrist (Non-certified)	2 - 5	(1)	\$25.72	\$25.72	\$25.72	\$25.72	\$25.72
	> 11	(2)	\$28.62	\$23.93	\$28.62	\$33.31	\$36.12
Optical Manager	< 2	(11)	\$50,236	\$44,860	\$47,543	\$59,504	\$63,037
	2 - 5	(12)	\$51,125	\$38,699	\$42,546	\$59,620	\$71,350
	6 - 10	(11)	\$40,930	\$36,473	\$38,880	\$41,000	\$54,080
	> 11	(23)	\$49,573	\$43,009	\$52,446	\$56,160	\$56,927
Optician	< 2	(70)	\$15.44	\$12.56	\$15.00	\$19.00	\$20.20
	2 - 5	(72)	\$17.24	\$15.19	\$16.91	\$20.00	\$22.98
	6 - 10	(44)	\$18.16	\$15.69	\$17.80	\$20.11	\$22.18
	> 11	(83)	\$20.05	\$16.65	\$20.00	\$22.95	\$24.90
Optometrist	< 2	(34)	\$46.51	\$42.15	\$45.91	\$50.00	\$55.79
	2 - 5	(39)	\$52.45	\$44.23	\$47.02	\$57.69	\$68.75
	6 - 10	(25)	\$60.11	\$51.44	\$57.23	\$69.23	\$76.35
	> 11	(61)	\$66.20	\$48.08	\$60.10	\$76.92	\$96.15
Physical Therapist	< 2	(7)	\$29.52	\$23.04	\$25.00	\$30.29	\$42.17
	2 - 5	(5)	\$44.27	\$36.47	\$47.00	\$49.53	\$51.61
	6 - 10	(14)	\$42.73	\$36.33	\$43.21	\$48.54	\$57.38
	> 11	(7)	\$39.94	\$36.00	\$39.64	\$41.81	\$45.60
Physician Assistant	< 2	(25)	\$48.33	\$39.62	\$45.67	\$55.00	\$59.20
	2 - 5	(16)	\$42.35	\$39.22	\$43.27	\$45.17	\$52.83
	6 - 10	(10)	\$45.90	\$44.72	\$45.33	\$48.08	\$50.48
	> 11	(16)	\$59.84	\$53.83	\$59.25	\$60.47	\$76.50

## Staff Salary Survey Summary By Region

### Region: South

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Radiology Technician	< 2	(39)	\$20.85	\$17.00	\$20.69	\$23.13	\$25.15
	2 - 5	(24)	\$19.50	\$16.29	\$18.13	\$21.21	\$26.46
	6 - 10	(19)	\$22.82	\$19.58	\$22.40	\$24.95	\$30.77
	> 11	(35)	\$24.35	\$21.84	\$24.36	\$26.14	\$31.71
Receptionist / Front Desk	< 2	(580)	\$12.59	\$11.00	\$12.50	\$14.00	\$15.00
	2 - 5	(402)	\$13.44	\$12.18	\$13.23	\$14.68	\$16.09
	6 - 10	(236)	\$14.11	\$12.75	\$13.84	\$15.30	\$16.86
	> 11	(195)	\$16.01	\$14.32	\$15.90	\$17.14	\$19.26
Refractive Coordinator	< 2	(11)	\$16.59	\$15.25	\$16.00	\$17.26	\$19.24
	2 - 5	(9)	\$22.04	\$19.75	\$22.95	\$24.00	\$25.20
	6 - 10	(12)	\$19.93	\$17.75	\$20.51	\$21.90	\$23.58
	> 11	(9)	\$23.44	\$22.45	\$23.50	\$24.61	\$24.88
Registered Nurse	< 2	(77)	\$25.41	\$22.00	\$25.50	\$28.00	\$30.24
	2 - 5	(80)	\$25.69	\$22.82	\$25.50	\$29.03	\$30.00
	6 - 10	(95)	\$27.79	\$23.45	\$28.50	\$30.00	\$31.96
	> 11	(57)	\$28.30	\$25.40	\$27.23	\$29.90	\$34.96
Scribe	< 2	(44)	\$13.89	\$12.50	\$13.50	\$14.51	\$16.92
	2 - 5	(37)	\$15.23	\$13.00	\$15.00	\$16.61	\$19.00
	6 - 10	(29)	\$15.94	\$14.18	\$15.50	\$18.00	\$19.83
	> 11	(24)	\$21.41	\$16.20	\$20.06	\$22.70	\$28.33
Surgical / Scrub Technician	< 2	(28)	\$17.39	\$14.37	\$15.88	\$18.53	\$25.00
	2 - 5	(29)	\$17.92	\$15.32	\$17.17	\$20.12	\$22.00
	6 - 10	(24)	\$17.99	\$16.19	\$17.00	\$18.84	\$23.00
	> 11	(30)	\$23.18	\$18.92	\$22.01	\$26.00	\$30.92
Surgical Coordinator / Scheduler	< 2	(62)	\$13.83	\$11.69	\$13.56	\$15.50	\$17.15
	2 - 5	(62)	\$16.25	\$13.93	\$15.95	\$18.07	\$20.48
	6 - 10	(50)	\$17.05	\$15.00	\$16.42	\$18.49	\$20.51
	> 11	(86)	\$19.57	\$16.95	\$19.36	\$21.99	\$23.50
Ultrasound Technician	< 2	(12)	\$30.43	\$28.76	\$29.58	\$30.15	\$31.50
	2 - 5	(14)	\$32.22	\$27.58	\$29.30	\$32.80	\$45.00
	6 - 10	(12)	\$29.67	\$27.85	\$28.61	\$29.84	\$34.56
	> 11	(8)	\$31.79	\$28.94	\$30.09	\$32.64	\$38.80
Visual Field Technician	< 2	(17)	\$11.34	\$10.00	\$11.50	\$12.75	\$13.40
	2 - 5	(11)	\$13.02	\$11.32	\$12.50	\$14.00	\$17.75
	6 - 10	(4)	\$13.11	\$10.75	\$12.00	\$14.36	\$16.82
	> 11	(4)	\$14.32	\$13.65	\$13.96	\$14.64	\$15.68

## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
<b>Administrator / Executive Director</b>	< 2	(19)	\$116,889	\$80,200	\$100,000	\$135,013	\$186,222
	2 - 5	(23)	\$118,176	\$80,500	\$102,877	\$143,208	\$172,611
	6 - 10	(36)	\$138,333	\$94,219	\$129,282	\$145,782	\$177,528
	> 11	(66)	\$124,788	\$85,968	\$114,400	\$139,812	\$183,248
<b>Aesthetician</b>	< 2	(2)	\$17.58	\$16.38	\$17.58	\$18.79	\$19.52
	2 - 5	(1)	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
	6 - 10	(1)	\$19.23	\$19.23	\$19.23	\$19.23	\$19.23
	> 11	(1)	\$15.12	\$15.12	\$15.12	\$15.12	\$15.12
<b>ASC Nurse Manager / Supervisor</b>	< 2	(7)	\$86,503	\$65,520	\$74,880	\$104,510	\$117,612
	2 - 5	(4)	\$89,836	\$82,597	\$86,091	\$93,330	\$100,332
	6 - 10	(5)	\$74,270	\$72,000	\$74,448	\$76,700	\$80,600
	> 11	(4)	\$72,820	\$68,277	\$72,798	\$77,340	\$83,352
<b>Audiologist / Hearing Instrument Specialist</b>	< 2	(1)	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
	2 - 5	(3)	\$32.63	\$31.94	\$32.64	\$33.31	\$33.72
	6 - 10	(2)	\$33.44	\$30.08	\$33.44	\$36.81	\$38.83
	> 11	(3)	\$32.53	\$27.90	\$29.80	\$35.79	\$39.39
<b>Billing / AR Clerk</b>	< 2	(51)	\$14.71	\$13.00	\$14.25	\$16.02	\$18.50
	2 - 5	(43)	\$16.88	\$15.00	\$16.03	\$18.53	\$19.96
	6 - 10	(34)	\$19.62	\$17.25	\$19.51	\$21.03	\$22.86
	> 11	(29)	\$18.74	\$17.00	\$19.00	\$20.00	\$21.82
<b>Billing Coordinator</b>	< 2	(18)	\$16.00	\$13.40	\$15.21	\$18.38	\$19.51
	2 - 5	(12)	\$18.68	\$16.88	\$18.28	\$20.41	\$21.96
	6 - 10	(31)	\$19.63	\$18.16	\$19.87	\$20.94	\$22.17
	> 11	(24)	\$21.87	\$19.84	\$21.77	\$23.61	\$24.90
<b>Billing Manager</b>	< 2	(6)	\$48,082	\$38,480	\$44,460	\$50,783	\$63,469
	2 - 5	(10)	\$51,032	\$39,800	\$51,064	\$56,685	\$68,041
	6 - 10	(12)	\$52,641	\$44,070	\$50,533	\$60,866	\$64,513
	> 11	(28)	\$54,950	\$45,926	\$51,932	\$61,428	\$71,205
<b>Bookkeeper</b>	< 2	(22)	\$18.88	\$14.57	\$16.81	\$20.49	\$27.84
	2 - 5	(17)	\$19.43	\$16.17	\$19.00	\$22.00	\$24.10
	6 - 10	(21)	\$22.04	\$19.15	\$21.19	\$24.32	\$27.94
	> 11	(22)	\$25.31	\$19.01	\$24.09	\$28.65	\$30.66
<b>Business Manager</b>	< 2	(1)	\$32,240	\$32,240	\$32,240	\$32,240	\$32,240
	2 - 5	(6)	\$75,795	\$53,966	\$56,104	\$73,949	\$119,964
	6 - 10	(4)	\$84,126	\$55,900	\$71,812	\$100,038	\$126,415
	> 11	(11)	\$72,585	\$65,420	\$75,504	\$79,356	\$84,496

## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Certified Coder	< 2	(18)	\$16.85	\$14.58	\$16.00	\$19.16	\$20.57
	2 - 5	(21)	\$17.42	\$15.00	\$15.79	\$19.98	\$22.30
	6 - 10	(23)	\$18.58	\$14.89	\$19.20	\$22.10	\$24.01
	> 11	(30)	\$21.22	\$18.27	\$22.03	\$23.46	\$25.94
Certified Ophthalmic Assistant (COA)	< 2	(59)	\$17.72	\$16.02	\$16.50	\$19.50	\$22.10
	2 - 5	(113)	\$17.49	\$16.50	\$17.42	\$18.20	\$19.54
	6 - 10	(73)	\$19.86	\$18.05	\$19.40	\$21.75	\$23.09
	> 11	(45)	\$21.41	\$19.50	\$21.40	\$23.05	\$24.95
Certified Ophthalmic Medical Technologist (COMT)	< 2	(2)	\$22.60	\$21.91	\$22.60	\$23.30	\$23.72
	2 - 5	(1)	\$21.85	\$21.85	\$21.85	\$21.85	\$21.85
	6 - 10	(3)	\$26.83	\$26.25	\$28.00	\$28.00	\$28.00
	> 11	(3)	\$28.27	\$27.59	\$27.88	\$28.75	\$29.27
Certified Ophthalmic Photographer (COP)	2 - 5	(1)	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
Certified Ophthalmic Technician (COT)	< 2	(12)	\$20.92	\$18.25	\$20.75	\$24.50	\$26.00
	2 - 5	(32)	\$22.03	\$20.83	\$21.59	\$24.00	\$25.84
	6 - 10	(21)	\$21.77	\$20.00	\$21.70	\$23.50	\$25.75
	> 11	(53)	\$25.43	\$24.00	\$25.65	\$27.25	\$28.41
Certified Registered Nurse Anesthetist (CRNA)	< 2	(2)	\$82.85	\$80.27	\$82.85	\$85.42	\$86.97
	2 - 5	(1)	\$79.25	\$79.25	\$79.25	\$79.25	\$79.25
	6 - 10	(2)	\$87.14	\$86.71	\$87.14	\$87.57	\$87.83
	> 11	(2)	\$115.29	\$100.94	\$115.29	\$129.65	\$138.26
Clerical / Insurance	< 2	(36)	\$13.68	\$13.00	\$13.57	\$14.52	\$15.77
	2 - 5	(19)	\$14.58	\$12.90	\$13.75	\$15.99	\$16.76
	6 - 10	(13)	\$15.15	\$13.94	\$14.71	\$15.88	\$17.15
	> 11	(20)	\$17.25	\$16.50	\$17.07	\$18.49	\$19.02
Clinical Manager	< 2	(9)	\$69,423	\$43,680	\$60,000	\$83,304	\$102,032
	2 - 5	(15)	\$86,022	\$75,170	\$82,752	\$90,979	\$113,942
	6 - 10	(18)	\$88,762	\$81,994	\$93,025	\$100,136	\$114,577
	> 11	(37)	\$83,068	\$70,000	\$86,445	\$95,909	\$104,936
Contact Lens Technician	< 2	(1)	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
	2 - 5	(4)	\$14.57	\$14.48	\$15.40	\$15.50	\$15.50
	6 - 10	(2)	\$15.02	\$14.85	\$15.02	\$15.18	\$15.28
	> 11	(2)	\$20.88	\$19.31	\$20.88	\$22.44	\$23.38
Data Entry	< 2	(5)	\$13.06	\$12.50	\$12.50	\$12.50	\$14.17
	2 - 5	(5)	\$13.34	\$11.25	\$13.78	\$16.40	\$16.76
	6 - 10	(3)	\$15.43	\$13.27	\$18.29	\$19.02	\$19.47
	> 11	(2)	\$20.69	\$20.63	\$20.69	\$20.75	\$20.79

## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Director of Refractive Surgery	2 - 5	(1)	\$47,840	\$47,840	\$47,840	\$47,840	\$47,840
	6 - 10	(1)	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
File Clerk / Medical Records Clerk	< 2	(41)	\$11.30	\$10.00	\$11.00	\$12.23	\$15.00
	2 - 5	(25)	\$12.20	\$11.00	\$12.40	\$13.22	\$14.89
	6 - 10	(27)	\$13.94	\$12.40	\$13.40	\$15.20	\$16.86
	> 11	(19)	\$15.47	\$14.21	\$14.76	\$16.88	\$18.33
Head / Lead Technician Manager / Supervisor	< 2	(25)	\$46,725	\$35,000	\$42,000	\$54,600	\$65,728
	2 - 5	(36)	\$53,760	\$37,809	\$49,067	\$57,625	\$78,374
	6 - 10	(57)	\$54,451	\$41,600	\$47,528	\$66,560	\$74,880
	> 11	(87)	\$60,878	\$43,898	\$59,862	\$73,050	\$82,696
Human Resource Manager	< 2	(3)	\$68,541	\$61,160	\$75,000	\$79,152	\$81,643
	2 - 5	(2)	\$48,890	\$47,325	\$48,890	\$50,456	\$51,395
	6 - 10	(4)	\$56,597	\$53,690	\$57,595	\$60,502	\$63,151
	> 11	(5)	\$68,474	\$52,250	\$58,198	\$69,139	\$95,048
Imaging Technician	< 2	(24)	\$21.34	\$14.05	\$23.27	\$27.25	\$28.87
	2 - 5	(29)	\$25.12	\$22.50	\$26.84	\$30.12	\$35.01
	6 - 10	(24)	\$26.98	\$24.68	\$27.03	\$30.04	\$34.95
	> 11	(51)	\$29.58	\$22.86	\$32.19	\$34.90	\$39.49
Information Technician Manager	< 2	(13)	\$59,805	\$40,269	\$67,246	\$76,794	\$81,923
	2 - 5	(18)	\$62,669	\$41,626	\$60,275	\$70,980	\$82,836
	6 - 10	(25)	\$70,496	\$58,365	\$71,074	\$83,491	\$90,809
	> 11	(37)	\$71,730	\$53,664	\$73,466	\$89,731	\$97,931
Insurance Coordinator	< 2	(14)	\$14.77	\$13.00	\$14.11	\$15.79	\$18.59
	2 - 5	(5)	\$16.22	\$15.00	\$16.12	\$16.80	\$17.98
	6 - 10	(8)	\$16.46	\$14.70	\$17.75	\$17.99	\$18.41
	> 11	(14)	\$19.22	\$18.52	\$19.04	\$20.38	\$21.50
Laboratory Technician	< 2	(52)	\$12.74	\$11.28	\$12.70	\$13.13	\$14.43
	2 - 5	(26)	\$14.97	\$13.27	\$13.74	\$15.17	\$18.17
	6 - 10	(19)	\$17.03	\$15.31	\$17.07	\$18.00	\$20.06
	> 11	(19)	\$23.56	\$17.28	\$22.10	\$28.01	\$34.08
Licensed Practical Nurse	< 2	(44)	\$19.23	\$16.94	\$19.10	\$20.37	\$22.91
	2 - 5	(41)	\$19.87	\$17.51	\$20.06	\$21.36	\$22.01
	6 - 10	(42)	\$21.68	\$20.01	\$21.61	\$22.69	\$23.14
	> 11	(59)	\$23.06	\$22.47	\$23.70	\$23.70	\$23.70
Medical Assistant	< 2	(164)	\$14.15	\$12.80	\$13.56	\$15.00	\$16.80
	2 - 5	(130)	\$15.29	\$13.44	\$14.84	\$16.17	\$18.24
	6 - 10	(72)	\$16.69	\$14.73	\$16.03	\$17.35	\$19.54
	> 11	(83)	\$19.49	\$16.57	\$18.28	\$20.64	\$26.65

## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Medical Secretary / Administrative Assistant	< 2	(27)	\$16.99	\$14.25	\$15.81	\$17.52	\$24.14
	2 - 5	(21)	\$15.95	\$14.55	\$15.15	\$17.08	\$18.72
	6 - 10	(23)	\$18.68	\$16.49	\$17.62	\$20.46	\$21.96
	> 11	(23)	\$21.24	\$17.92	\$19.68	\$23.55	\$27.74
Medical Transcriptionist	< 2	(4)	\$18.30	\$16.54	\$17.27	\$19.03	\$22.16
	2 - 5	(7)	\$19.93	\$17.28	\$21.01	\$22.66	\$24.81
	6 - 10	(20)	\$20.12	\$17.16	\$19.94	\$23.40	\$26.23
	> 11	(44)	\$23.25	\$18.88	\$21.32	\$28.54	\$32.41
Multi-Purpose Worker	< 2	(12)	\$12.36	\$10.00	\$10.37	\$13.72	\$18.95
	2 - 5	(7)	\$14.09	\$12.31	\$14.00	\$16.75	\$17.80
	6 - 10	(9)	\$15.22	\$12.75	\$14.50	\$16.00	\$19.29
	> 11	(4)	\$21.08	\$18.86	\$19.74	\$21.95	\$24.62
Nuclear Medicine Technologist	< 2	(1)	\$33.60	\$33.60	\$33.60	\$33.60	\$33.60
	6 - 10	(1)	\$36.86	\$36.86	\$36.86	\$36.86	\$36.86
	> 11	(5)	\$36.90	\$36.71	\$37.54	\$37.62	\$37.67
Nurse Manager / Supervisor	< 2	(6)	\$79,217	\$71,016	\$80,756	\$86,518	\$90,969
	2 - 5	(8)	\$82,342	\$77,048	\$82,337	\$85,634	\$92,335
	6 - 10	(14)	\$77,140	\$69,347	\$77,314	\$85,374	\$88,664
	> 11	(35)	\$87,759	\$83,169	\$89,440	\$94,058	\$98,247
Nurse Midwife	2 - 5	(1)	\$42.94	\$42.94	\$42.94	\$42.94	\$42.94
	6 - 10	(1)	\$50.15	\$50.15	\$50.15	\$50.15	\$50.15
Nurse Practitioner	< 2	(18)	\$48.17	\$43.27	\$47.50	\$50.40	\$56.50
	2 - 5	(26)	\$48.42	\$43.30	\$48.58	\$52.08	\$54.78
	6 - 10	(15)	\$49.02	\$45.29	\$48.04	\$53.15	\$55.50
	> 11	(13)	\$49.25	\$42.00	\$48.52	\$51.41	\$55.61
Office Manager	< 2	(5)	\$41,126	\$35,360	\$37,440	\$41,600	\$50,960
	2 - 5	(11)	\$55,638	\$48,447	\$52,000	\$57,807	\$85,000
	6 - 10	(16)	\$50,147	\$43,722	\$46,800	\$57,310	\$63,113
	> 11	(26)	\$55,289	\$47,247	\$52,677	\$56,841	\$72,360
Ophthalmic Assistant / Technician (Non-certified)	< 2	(222)	\$13.76	\$12.47	\$13.00	\$14.70	\$17.58
	2 - 5	(86)	\$15.87	\$14.00	\$15.25	\$17.00	\$18.62
	6 - 10	(41)	\$18.05	\$16.00	\$17.58	\$20.23	\$22.88
	> 11	(19)	\$18.91	\$16.59	\$18.28	\$21.48	\$23.16
Ophthalmic Photographer (Non-certified)	2 - 5	(1)	\$19.24	\$19.24	\$19.24	\$19.24	\$19.24
	6 - 10	(8)	\$23.57	\$22.02	\$23.30	\$24.27	\$27.28
	> 11	(3)	\$25.94	\$25.22	\$25.37	\$26.39	\$26.99
Ophthalmic Ultrasound Biometrist (Certified ROUB)	2 - 5	(1)	\$15.10	\$15.10	\$15.10	\$15.10	\$15.10



## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Ophthalmic Ultrasound Biometrist (Non-certified)	6 - 10	(1)	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
	> 11	(1)	\$21.25	\$21.25	\$21.25	\$21.25	\$21.25
Optical Manager	< 2	(2)	\$50,400	\$44,700	\$50,400	\$56,100	\$59,520
	2 - 5	(9)	\$44,560	\$42,192	\$44,300	\$49,920	\$51,430
	6 - 10	(7)	\$47,208	\$42,848	\$47,133	\$51,890	\$57,142
	> 11	(9)	\$60,730	\$48,880	\$63,856	\$65,582	\$72,168
Optician	< 2	(50)	\$15.68	\$13.13	\$15.02	\$17.38	\$19.10
	2 - 5	(51)	\$16.60	\$14.74	\$16.00	\$17.83	\$21.50
	6 - 10	(44)	\$17.75	\$15.61	\$17.22	\$19.86	\$20.90
	> 11	(31)	\$20.40	\$18.50	\$20.50	\$21.50	\$25.00
Optometrist	< 2	(20)	\$56.94	\$49.88	\$52.88	\$60.10	\$67.79
	2 - 5	(17)	\$70.85	\$64.10	\$66.30	\$75.53	\$96.15
	6 - 10	(18)	\$70.61	\$54.85	\$67.56	\$79.66	\$91.79
	> 11	(22)	\$69.99	\$51.53	\$69.28	\$79.18	\$104.14
Physical Therapist	< 2	(7)	\$31.81	\$29.91	\$30.66	\$33.26	\$35.32
	2 - 5	(12)	\$33.54	\$31.25	\$32.56	\$35.47	\$36.57
	6 - 10	(10)	\$37.16	\$35.81	\$37.18	\$38.49	\$40.21
	> 11	(9)	\$40.34	\$39.61	\$39.94	\$42.45	\$42.74
Physician Assistant	< 2	(30)	\$48.77	\$40.60	\$48.08	\$53.13	\$57.69
	2 - 5	(21)	\$49.14	\$47.81	\$48.04	\$50.16	\$52.95
	6 - 10	(19)	\$50.66	\$47.92	\$51.66	\$52.81	\$55.39
	> 11	(18)	\$53.18	\$48.71	\$53.82	\$56.03	\$59.22
Radiology Technician	< 2	(8)	\$21.56	\$19.78	\$20.79	\$23.09	\$24.29
	2 - 5	(12)	\$19.34	\$16.00	\$20.20	\$22.45	\$23.32
	6 - 10	(11)	\$23.91	\$22.95	\$23.42	\$24.59	\$26.38
	> 11	(12)	\$26.74	\$26.63	\$27.35	\$28.50	\$29.92
Receptionist / Front Desk	< 2	(315)	\$13.28	\$12.01	\$12.97	\$14.09	\$16.00
	2 - 5	(209)	\$14.53	\$13.33	\$14.28	\$15.50	\$17.00
	6 - 10	(154)	\$16.31	\$14.71	\$16.17	\$18.08	\$19.12
	> 11	(106)	\$17.85	\$16.22	\$17.64	\$18.99	\$21.38
Refractive Coordinator	2 - 5	(7)	\$18.60	\$16.00	\$17.07	\$21.00	\$24.04
	6 - 10	(4)	\$27.38	\$21.14	\$23.86	\$30.10	\$39.28
	> 11	(1)	\$31.00	\$31.00	\$31.00	\$31.00	\$31.00
Registered Nurse	< 2	(264)	\$39.13	\$26.70	\$27.47	\$30.50	\$35.70
	2 - 5	(271)	\$29.43	\$27.21	\$28.00	\$30.98	\$35.70
	6 - 10	(218)	\$32.99	\$30.00	\$32.69	\$35.70	\$39.71
	> 11	(327)	\$39.50	\$35.21	\$40.67	\$45.20	\$45.40

## Staff Salary Survey Summary By Region

### Region: West

Job Position	Years in Current Position	Count	Mean	Percentile			
				25%	Median	75%	90%
Scribe	< 2	(18)	\$15.27	\$14.00	\$14.29	\$16.00	\$19.50
	2 - 5	(22)	\$16.81	\$14.73	\$16.73	\$18.77	\$21.35
	6 - 10	(6)	\$16.93	\$14.41	\$16.64	\$18.37	\$20.09
	> 11	(4)	\$16.40	\$14.17	\$16.80	\$19.03	\$20.21
Surgical / Scrub Technician	< 2	(37)	\$15.80	\$11.25	\$16.00	\$18.00	\$22.60
	2 - 5	(31)	\$17.38	\$13.68	\$17.51	\$20.10	\$22.07
	6 - 10	(24)	\$20.28	\$17.00	\$19.74	\$21.46	\$25.29
	> 11	(15)	\$21.95	\$17.10	\$22.20	\$24.83	\$25.74
Surgical Coordinator / Scheduler	< 2	(17)	\$16.34	\$14.42	\$16.00	\$17.50	\$19.21
	2 - 5	(32)	\$17.36	\$15.61	\$17.50	\$19.00	\$20.95
	6 - 10	(36)	\$18.71	\$16.60	\$18.70	\$21.45	\$22.50
	> 11	(27)	\$20.11	\$18.60	\$19.36	\$22.21	\$23.17
Visual Field Technician	< 2	(4)	\$14.00	\$12.88	\$13.75	\$14.88	\$15.55
	2 - 5	(2)	\$14.76	\$14.58	\$14.76	\$14.93	\$15.04
	6 - 10	(3)	\$16.27	\$13.40	\$14.25	\$18.13	\$20.45
	> 11	(2)	\$15.73	\$15.73	\$15.73	\$15.73	\$15.73