

23 Chief Financial Officer

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
\$1 - \$9,999,999								
1	65,906	74,669	85,500	90,796	102,783	112,154	16	16
2	--	--	--	--	--	--	--	--
3	61,265	69,082	102,658	92,865	110,693	118,554	12	12
4	50,100	64,250	75,000	76,914	86,250	97,335	32	32
5	69,992	75,693	87,750	88,462	98,288	111,960	30	30
6	53,200	71,938	84,225	85,169	99,100	110,463	24	24
7	57,912	70,391	75,469	76,718	85,959	91,000	12	12
8	51,000	55,703	59,805	64,015	74,311	81,489	6	6
9	83,028	98,785	101,500	111,832	130,071	147,000	12	12
10	68,654	83,500	94,742	93,364	102,250	120,000	10	10
National	56,922	70,000	84,000	86,485	100,000	115,968	157	157
\$10,000,000 to \$19,999,999								
1	100,882	112,398	120,750	119,221	133,825	137,000	20	10
2	68,475	79,000	102,064	105,243	138,375	150,500	9	9
3	91,894	95,275	104,000	102,962	108,000	116,000	9	9
4	75,966	86,428	100,526	106,854	122,500	142,090	15	15
5	82,999	94,711	109,990	114,503	122,158	157,119	13	13
6	76,472	87,452	108,297	103,870	120,000	124,404	16	13
7	70,256	71,146	82,000	85,167	95,939	106,436	7	7
8	81,015	84,297	89,340	102,352	116,764	137,770	12	7
9	94,000	110,506	130,500	130,659	151,500	168,000	12	12
10	103,166	107,043	112,297	116,579	124,090	130,517	8	8
National	75,579	90,000	108,297	109,911	125,000	149,744	121	103
\$20,000,000+								
1	124,185	138,503	154,280	151,687	160,000	162,573	15	15
2	131,500	140,000	157,000	175,836	180,750	250,519	13	13
3	84,000	116,500	174,500	164,497	199,980	215,000	8	8
4	90,800	112,002	125,141	132,503	157,500	178,110	23	23
5	98,700	117,778	136,421	137,901	152,043	187,000	20	20
6	79,921	98,527	135,000	153,742	182,500	238,000	6	6
7	103,500	114,443	115,000	122,289	130,625	150,601	9	9
8	112,123	123,600	130,041	125,765	134,533	137,269	5	5
9	113,371	129,898	161,653	153,681	178,986	185,816	19	18
10	97,197	100,041	139,036	131,986	151,218	153,581	9	9
National	94,942	119,137	140,000	145,149	165,005	190,000	127	126
Combined								
1	74,100	96,096	120,000	120,006	149,000	160,000	51	41
2	75,250	102,064	138,375	140,182	157,000	210,641	25	25
3	69,633	85,000	105,000	115,759	125,000	190,997	29	29
4	62,000	75,000	92,678	101,595	124,794	150,000	70	70
5	75,065	81,507	100,000	109,531	126,250	154,417	63	63
6	58,425	73,985	95,000	100,391	110,443	130,772	46	43
7	69,112	74,250	86,985	93,478	112,986	122,125	28	28
8	57,248	75,870	87,670	96,077	128,431	135,627	23	18
9	91,456	103,000	135,000	135,632	168,003	179,178	44	43
10	84,400	96,442	107,822	113,116	132,208	150,365	27	27
National	68,523	83,000	104,374	111,999	135,000	164,291	406	387

A "----" indicates insufficient data for analysis

Data reported are salary rates

26 Director of Human Resources

Urban/Rural/Mixed

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Urban								
1	74,177	92,500	105,354	103,062	112,703	129,996	15	15
2	75,000	82,500	91,936	98,312	106,500	126,640	15	15
3	58,175	64,653	72,014	81,026	92,625	100,000	10	10
4	60,000	62,815	81,900	78,854	88,456	96,400	8	8
5	51,135	68,224	76,750	79,057	84,250	108,088	22	22
6	52,784	57,981	59,000	74,082	73,890	105,112	6	6
7	45,665	54,000	65,686	75,632	89,300	117,935	9	9
8	--	--	--	--	--	--	--	--
9	65,800	78,963	94,150	100,354	117,202	131,478	16	16
10	74,746	86,956	110,422	101,181	119,188	120,000	6	6
Nat'l	57,977	66,998	85,000	89,271	107,483	123,786	111	111
Rural								
1	83,675	83,891	90,000	87,326	90,000	90,000	7	7
2	--	--	--	--	--	--	--	--
3	62,075	82,500	85,000	81,630	91,000	99,500	5	5
4	38,580	45,848	55,600	56,908	60,873	72,912	23	23
5	48,860	54,362	60,000	61,842	62,000	69,749	13	13
6	42,527	44,847	58,848	60,243	70,381	83,824	20	20
7	48,827	50,500	56,000	57,248	65,348	67,194	6	6
8	--	--	--	--	--	--	--	--
9	41,600	70,000	74,880	74,949	84,535	96,408	10	10
10	45,380	51,441	73,500	72,581	91,649	105,400	11	11
Nat'l	40,726	48,401	61,327	65,590	81,776	90,700	103	103
Mixed								
1	65,631	70,613	74,000	75,890	85,454	87,956	7	7
2	--	--	--	--	--	--	--	--
3	53,200	61,500	70,000	67,447	76,066	82,200	7	7
4	55,000	60,594	68,328	70,833	79,981	83,970	20	20
5	68,242	76,000	85,833	84,795	89,932	103,500	13	13
6	49,000	54,125	89,000	83,671	92,186	105,257	8	8
7	58,549	65,060	82,500	75,604	84,724	87,100	7	7
8	--	--	--	--	--	--	--	--
9	90,820	94,640	110,000	104,309	112,404	114,952	5	5
10	70,815	76,360	79,129	83,598	91,328	99,546	8	8
Nat'l	55,162	65,779	79,129	79,632	89,949	105,000	80	80
Combined								
1	69,738	83,500	90,000	92,705	105,354	115,100	29	29
2	62,400	76,250	88,967	92,960	97,538	126,320	22	22
3	51,976	64,513	72,014	76,843	85,000	99,700	22	22
4	45,053	53,250	61,750	65,811	76,580	86,048	51	51
5	52,644	60,000	73,953	75,948	85,875	106,878	48	48
6	43,555	48,500	60,805	68,198	82,868	91,249	34	34
7	47,654	54,291	66,408	70,609	84,862	91,460	22	22
8	34,802	67,083	78,263	78,637	93,026	123,000	10	10
9	65,550	72,860	87,800	92,797	111,202	123,176	31	31
10	51,387	65,000	81,051	82,970	104,094	118,375	25	25
Nat'l	47,027	60,000	75,903	78,352	90,141	114,600	294	294

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04 Family Physician No OB/GYN

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
\$1 - \$9,999,999								
1	135,714	150,000	156,000	157,518	170,000	171,950	27	13
2	--	--	--	--	--	--	--	--
3	141,260	145,018	153,000	158,396	168,000	182,800	33	13
4	135,000	144,800	154,500	161,985	172,750	189,748	66	24
5	144,000	152,500	165,000	168,119	179,500	200,000	81	30
6	150,000	155,500	176,800	174,835	190,000	199,840	29	15
7	150,769	160,000	170,000	171,537	180,000	198,185	13	9
8	--	--	--	--	--	--	--	--
9	148,170	151,661	159,741	158,602	174,442	181,619	22	11
10	124,400	130,239	139,742	155,362	177,147	200,012	18	6
National	135,000	149,884	165,000	165,101	179,095	197,714	299	127
\$10,000,000 to \$19,999,999								
1	143,110	156,548	165,000	164,342	173,500	177,900	44	11
2	120,923	134,164	145,870	140,282	157,290	164,667	30	8
3	123,726	135,400	146,800	142,236	152,500	157,400	24	6
4	132,044	140,000	154,296	152,580	160,000	168,379	80	13
5	127,294	135,593	151,963	149,187	169,808	171,718	59	12
6	158,389	165,000	182,000	190,747	202,000	221,229	35	13
7	136,992	149,325	165,500	171,328	181,030	207,824	13	6
8	152,400	155,750	160,000	172,891	183,870	211,418	17	7
9	132,335	144,276	161,754	158,765	166,500	181,300	45	12
10	148,120	157,750	164,168	158,739	166,400	178,824	45	9
National	131,086	144,257	160,000	160,917	171,000	197,133	392	97
\$20,000,000+								
1	147,223	150,363	162,946	164,949	183,165	191,444	158	13
2	126,275	129,292	140,000	144,307	154,343	164,929	116	11
3	143,920	145,323	148,425	155,946	159,370	177,586	55	8
4	135,953	142,934	156,395	156,482	169,500	177,318	181	23
5	142,648	151,172	166,448	172,428	180,000	199,462	159	22
6	148,008	155,232	168,781	171,268	176,303	193,916	75	6
7	162,597	169,728	185,000	188,484	200,096	222,327	30	13
8	148,618	171,219	181,518	171,329	186,192	188,946	45	5
9	149,000	154,875	167,834	166,748	177,046	184,082	239	20
10	154,270	160,174	185,676	176,056	193,555	195,046	59	8
National	137,708	148,729	163,767	166,277	180,000	195,125	1,117	129
Combined								
1	138,535	150,363	161,990	162,158	172,032	184,420	229	37
2	126,825	131,777	145,000	146,419	165,037	170,000	154	23
3	137,600	144,609	148,335	154,079	163,125	181,200	112	27
4	134,487	141,469	156,000	157,838	170,000	189,370	327	60
5	136,168	150,000	165,000	165,958	179,606	195,847	300	65
6	150,000	157,807	176,663	180,290	195,529	216,972	139	34
7	148,403	159,963	175,000	179,361	199,027	217,873	56	28
8	151,800	158,875	173,110	178,249	190,323	215,096	64	14
9	140,902	152,371	165,000	163,063	176,843	184,790	307	44
10	130,287	150,941	164,168	163,881	184,860	194,422	122	23
National	133,748	147,982	162,500	164,441	179,084	196,817	1,810	355

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