The table below reports the scope of organizations included in this survey.

| Organization Scope | 10th %ile | 25th %ile | Median | Average | 75th %ile | 90th %ile | Count |
|---|---|---|---|---|---|---|---|
| Net Revenue (Millions) | $ | $ | $ | $ | $ | $ | |
| Operating Expenses (Millions) | $ | $ | $ | $ | $ | $ | |
| Annual Payroll (Millions) | $ | $ | $ | $ | $ | $ | |
| Full-time Equivalent Employees | | | | | | | |
| Staffed Beds | | | | | | | |
| Licensed Beds | | | | | | | |
| Average Daily Census | | | | | | | |
| Number of Employed Physicians | | | | | | | |

These data are also reported in the respective regional sections of the survey.

Weekend alternative programs (e.g., where an employee works 48 weekend hours per period, but is paid for 72 hours) have slowly been gaining popularity over the last several years. Thirty-six percent (36%) of organizations indicate implementing some type of plan for its employees, with nursing positions being the most prevalent type of position the plan is offered. Over 80% of organizations indicated tracking these weekend hours either weekly or bi-weekly.

| Weekend Alternative Plans - Hours Tracked | Prevalence |
|---|---|
| Weekly | % |
| Bi-Weekly | % |
| Monthly | % |
| Quarterly | % |
| Annually | % |
| Other | % |

| Weekend Alternative Plans | Prevalence |
|---|---|
| Nursing | % |
| Rehabilitation | % |
| Radiology | % |
| Pharmacy | % |
| Other | % |

There are several different methodologies for implementing weekend alternative programs. The table below shows the prevalence of several different types of plan descriptions. The most typical "other" responses include higher ranges, hourly premiums, and working 30+ hours and getting paid for 40+ hours.

| Weekend Alternative Plans - Plan Description | Prevalence |
|---|---|
| Work 24 hours over a weekend and get paid 36 for the week | % |
| Work 24 hours over a weekend and get paid 40 for the week | % |
| A flat dollar bonus is paid if criteria of the program are met | % |
| A specific weekend differential is paid to those in the plan | % |
| Other | % |

The following table describes the number of FTEs enrolled in weekend alternative plans and the annual cost of the plan per FTE. In addition, it shows requirements for weekend alternative hours.

| Weekend Alternative Plans | 25th %ile | Median | Average | 75th %ile | Count |
|---|---|---|---|---|---|
| Number of FTEs in Plan | | | | | |
| Annual Cost of Plan per FTE | | | | | |
| **Weekend Alternative Hours** | | | | | |
| Number of Required Hours | | | | | |
| Max Weekends Allowed Not to Work | | | | | |

**Paramedic**

| | 10th %ile | 25th %ile | Median | Average | 75th %ile | 90th %ile | Count |
|---|---|---|---|---|---|---|---|
| Average Pay | $ | $ | $ | $ | $ | $ | |
| **Pay Grade** | | | | | | | |
| Pay Grade Minimum | $ | $ | $ | $ | $ | $ | |
| Pay Grade Maximum | $ | $ | $ | $ | $ | $ | |
| % Range Width Min to Max | % | % | % | % | % | % | |
| **Wage Increases** | | | | | | | |
| % Merit/Step Increase | % | % | % | % | % | % | |
| % Market Adjustment | % | % | % | % | % | % | |
| % Total Wage Increase | % | % | % | % | % | % | |
| **Shift Differentials** | | | | | | | |
| Evening Shift Differential | $ | $ | $ | $ | $ | $ | |
| Night Shift Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Evening Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Night Differential | $ | $ | $ | $ | $ | $ | |
| On Call Pay | $ | $ | $ | $ | $ | $ | |
| Minimum Hours if Called In | | | | | | | |
| FTEs | | | | | | | |

*** indicates insufficient data for confidential reporting

**Patient Accounts Cashier**

| | 10th %ile | 25th %ile | Median | Average | 75th %ile | 90th %ile | Count |
|---|---|---|---|---|---|---|---|
| Average Pay | $ | $ | $ | $ | $ | $ | |
| **Pay Grade** | | | | | | | |
| Pay Grade Minimum | $ | $ | $ | $ | $ | $ | |
| Pay Grade Maximum | $ | $ | $ | $ | $ | $ | |
| % Range Width Min to Max | % | % | % | % | % | % | |
| **Wage Increases** | | | | | | | |
| % Merit/Step Increase | % | % | % | % | % | % | |
| % Market Adjustment | % | % | % | % | % | % | |
| % Total Wage Increase | % | % | % | % | % | % | |
| **Shift Differentials** | | | | | | | |
| Evening Shift Differential | $ | $ | $ | $ | $ | $ | |
| Night Shift Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Evening Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Night Differential | $ | $ | $ | $ | $ | $ | |
| On Call Pay | $ | $ | $ | $ | $ | $ | |
| Minimum Hours if Called In | | | | | | | |
| FTEs | | | | | | | |

*** indicates insufficient data for confidential reporting

**Patient Accounts Representative**

| | 10th %ile | 25th %ile | Median | Average | 75th %ile | 90th %ile | Count |
|---|---|---|---|---|---|---|---|
| Average Pay | $ | $ | $ | $ | $ | $ | 3 |
| **Pay Grade** | | | | | | | |
| Pay Grade Minimum | $ | $ | $ | $ | $ | $ | |
| Pay Grade Maximum | $ | $ | $ | $ | $ | $ | |
| % Range Width Min to Max | % | % | % | % | % | % | |
| **Wage Increases** | | | | | | | |
| % Merit/Step Increase | % | % | % | % | % | % | |
| % Market Adjustment | % | % | % | % | % | % | |
| % Total Wage Increase | % | % | % | % | % | % | |
| **Shift Differentials** | | | | | | | |
| Evening Shift Differential | $ | $ | $ | $ | $ | $ | |
| Night Shift Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Evening Differential | $ | $ | $ | $ | $ | $ | |
| Weekend Night Differential | $ | $ | $ | $ | $ | $ | |
| On Call Pay | $ | $ | $ | $ | $ | $ | |
| Minimum Hours if Called In | | | | | | | |
| FTEs | | | | | | | |

*** indicates insufficient data for confidential reporting