



This is a sample report...

The *Semiannual Healthcare Compensation Survey – Winter 2007* report aggregates data submitted by 142 organizations providing information for 471 locations.

The compensation data provided for each of the **125 positions in 14 job families** includes: (only one position has been included in this sample)

- Base Salaries/Hourly Wages
- Salary Ranges
- Short-term Incentives
- Hiring Bonuses
- Charge/Lead Differentials
- Shift Differentials
- Education Differentials
- On-call Rates
- Per Diem Rates
- Starting Rates

Data for each position is scoped by*:

- Geography (Region, Sub-Region, State, Municipality/Metro)*
- Ownership Type (For Profit, Not-for-Profit – Religious, Not-for-Profit – Secular, Government)*
- Organization Size (Number of Employees and Revenue Size)*
- Number of Beds*
- Organization Type (Teaching Hospital, Community Hospital, Healthcare System, and Homecare Agency)*

*Statistics for specific survey scopes are published only when five or more unique organizations provide data. This approach is consistent with the Safe Harbor guidelines published by the U.S. Department of Justice and the U.S. Federal Trade Commission.



Winter 2007 Report - Table of Contents:

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- Data Confidentiality
- Compensation Data
 - All Organization Summary
 - Individual Position Compensation
- Survey Methodology (including Data Definitions)

Contact **Salary.com Surveys:**

- Phone: 800-573-7781
- Email: surveys@salary.com

Electrocardiogram Technician

Job Code: HC07000031

Performs electrocardiographs according to established policies and procedures. Provides data for diagnosis of heart ailments. Edits and forwards final test results to attending physician for analysis and interpretation. Requires a high school diploma and is a graduate of an accredited EKG program. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Typically reports to a supervisor or manager.

Cash Compensation (All dollar amounts are displayed in \$000s)

| Scope | Base Salary | | | | | | | Short-term Incentives | | | | | | | Total Cash Compensation | | | | | | |
|----------------------------|-------------|------|-------------|----------------------|-------------|----------------|-----------------|-----------------------|------|-------------|----------------------|-------------|----------------|-----------------|-------------------------|------|-------------|----------------------|-------------|----------------|-----------------|
| | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| All Organizations | 41 | 297 | 26.3 | 30.5 | 37.7 | 32.9 | 33.3 | 0 | 0 | | | | | | 41 | 297 | 26.3 | 30.5 | 37.7 | 32.9 | 33.3 |
| Ownership Type | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| Not-for-Profit - Religious | 11 | 142 | 26.8 | 30.5 | 34.0 | 35.3 | 31.9 | 0 | 0 | | | | | | 11 | 142 | 26.8 | 30.5 | 34.0 | 35.3 | 31.9 |
| Not-for-Profit - Secular | 28 | 148 | 26.0 | 30.3 | 39.8 | 30.8 | 33.5 | 0 | 0 | | | | | | 28 | 148 | 26.0 | 30.3 | 39.8 | 30.8 | 33.5 |
| Organization Type | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| Healthcare System | 23 | 245 | 26.5 | 30.4 | 34.8 | 33.7 | 32.6 | 0 | 0 | | | | | | 23 | 245 | 26.5 | 30.4 | 34.8 | 33.7 | 32.6 |
| Teaching Hospital | 9 | 28 | 27.7 | 33.7 | 46.6 | 30.5 | 36.6 | 0 | 0 | | | | | | 9 | 28 | 27.7 | 33.7 | 46.6 | 30.5 | 36.6 |
| Community Hospital | 9 | 24 | 23.7 | 26.9 | 40.0 | 27.4 | 31.8 | 0 | 0 | | | | | | 9 | 24 | 23.7 | 26.9 | 40.0 | 27.4 | 31.8 |
| Headcount | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| 751 - 1,500 | 5 | 13 | 23.2 | 30.4 | 40.0 | 28.0 | 31.4 | 0 | 0 | | | | | | 5 | 13 | 23.2 | 30.4 | 40.0 | 28.0 | 31.4 |
| 1,501 - 3,000 | 14 | 122 | 26.8 | 32.2 | 44.8 | 34.0 | 35.1 | 0 | 0 | | | | | | 14 | 122 | 26.8 | 32.2 | 44.8 | 34.0 | 35.1 |
| 3,001 - 6,000 | 12 | 68 | 25.0 | 31.0 | 36.3 | 27.5 | 31.8 | 0 | 0 | | | | | | 12 | 68 | 25.0 | 31.0 | 36.3 | 27.5 | 31.8 |
| >6000 | 9 | 93 | 26.4 | 27.4 | 45.9 | 36.0 | 34.2 | 0 | 0 | | | | | | 9 | 93 | 26.4 | 27.4 | 45.9 | 36.0 | 34.2 |
| Number of Beds | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| 201 - 500 | 17 | 60 | 25.2 | 27.2 | 49.3 | 30.6 | 34.6 | 0 | 0 | | | | | | 17 | 60 | 25.2 | 27.2 | 49.3 | 30.6 | 34.6 |
| 501 - 1000 | 8 | 131 | 25.6 | 30.4 | 31.3 | 31.6 | 29.0 | 0 | 0 | | | | | | 8 | 131 | 25.6 | 30.4 | 31.3 | 31.6 | 29.0 |
| >= 1001 | 11 | 91 | 26.8 | 30.5 | 37.0 | 33.9 | 32.6 | 0 | 0 | | | | | | 11 | 91 | 26.8 | 30.5 | 37.0 | 33.9 | 32.6 |
| Revenue | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| < \$75M | 5 | 33 | 24.9 | 26.5 | 29.2 | 26.4 | 27.0 | 0 | 0 | | | | | | 5 | 33 | 24.9 | 26.5 | 29.2 | 26.4 | 27.0 |
| \$75 - 350M | 11 | 42 | 26.1 | 33.2 | 42.4 | 31.5 | 34.3 | 0 | 0 | | | | | | 11 | 42 | 26.1 | 33.2 | 42.4 | 31.5 | 34.3 |
| \$350 - 750M | 8 | 38 | 22.2 | 27.8 | 33.1 | 25.4 | 28.5 | 0 | 0 | | | | | | 8 | 38 | 22.2 | 27.8 | 33.1 | 25.4 | 28.5 |
| >= \$750M | 9 | 93 | 27.4 | 30.5 | 37.7 | 34.4 | 34.0 | 0 | 0 | | | | | | 9 | 93 | 27.4 | 30.5 | 37.7 | 34.4 | 34.0 |

Electrocardiogram Technician

Job Code: HC07000031

Cash Compensation (All dollar amounts are displayed in \$000s)

| Scope | | Base Salary | | | | | | Short-term Incentive | | | | | | Total Cash Compensation | | | | | | | |
|----------------------------|-------|-------------|-------------|----------------------|-------------|----------------|-----------------|----------------------|------|-------------|----------------------|-------------|----------------|-------------------------|-------|------|-------------|----------------------|-------------|----------------|-----------------|
| Region | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| Northeast | 13 | 97 | 26.7 | 34.0 | 42.5 | 34.6 | 35.7 | 0 | 0 | | | | | | 13 | 97 | 26.7 | 34.0 | 42.5 | 34.6 | 35.7 |
| South | 12 | 111 | 24.4 | 27.2 | 32.8 | 28.6 | 29.9 | 0 | 0 | | | | | | 12 | 111 | 24.4 | 27.2 | 32.8 | 28.6 | 29.9 |
| Midwest | 9 | 56 | 25.1 | 27.4 | 42.2 | 37.7 | 32.8 | 0 | 0 | | | | | | 9 | 56 | 25.1 | 27.4 | 42.2 | 37.7 | 32.8 |
| West Coast | 5 | 31 | 30.5 | 31.1 | 38.4 | 33.3 | 33.8 | 0 | 0 | | | | | | 5 | 31 | 30.5 | 31.1 | 38.4 | 33.3 | 33.8 |
| SubRegion | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| New York - New Jersey | 7 | 83 | 33.2 | 34.8 | 46.6 | 35.1 | 37.7 | 0 | 0 | | | | | | 7 | 83 | 33.2 | 34.8 | 46.6 | 35.1 | 37.7 |
| Mid Atlantic | 5 | 13 | 23.4 | 26.9 | 35.5 | 29.9 | 29.0 | 0 | 0 | | | | | | 5 | 13 | 23.4 | 26.9 | 35.5 | 29.9 | 29.0 |
| Lower Southeast | 6 | 31 | 24.9 | 27.2 | 31.1 | 26.4 | 27.6 | 0 | 0 | | | | | | 6 | 31 | 24.9 | 27.2 | 31.1 | 26.4 | 27.6 |
| Great Lakes | 8 | 46 | 25.5 | 29.0 | 47.6 | 40.4 | 33.7 | 0 | 0 | | | | | | 8 | 46 | 25.5 | 29.0 | 47.6 | 40.4 | 33.7 |
| CSA | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| New York-Newark-Bridgeport | 5 | 80 | 34.1 | 38.4 | 49.3 | 35.3 | 41.1 | 0 | 0 | | | | | | 5 | 80 | 34.1 | 38.4 | 49.3 | 35.3 | 41.1 |
| CBSA | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average | #orgs | #ees | 25th pctile | 50th pctile (median) | 75th pctile | ee-wtd average | org-wtd average |
| New York-Newark-Edison | 5 | 80 | 34.1 | 38.4 | 49.3 | 35.3 | 41.1 | 0 | 0 | | | | | | 5 | 80 | 34.1 | 38.4 | 49.3 | 35.3 | 41.1 |

Electrocardiogram Technician

Job Code: HC07000031

Position Data (All dollar amounts are displayed in \$000s)

| Scope | Salary Range Minimum | | | Salary Range Maximum | | | Starting Rate (\$/hr) | | | Per Diem Rate (\$) (Based On 8 Hr Day) | | | Per Visit Rate (\$) | | | On-Call Rate (\$/hr) (Time-On-Call) | | | On-Call Rate (\$/hr) (Time Worked) | | |
|----------------------------|----------------------|----------------------|-----------------|----------------------|----------------------|-----------------|-----------------------|----------------------|-----------------|--|----------------------|-----------------|---------------------|----------------------|-----------------|-------------------------------------|----------------------|-----------------|------------------------------------|----------------------|-----------------|
| | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| All Organizations | 36 | 24.2 | 26.9 | 36 | 36.9 | 40.5 | 13 | 11.0 | 14.3 | 6 | 126.0 | 123.9 | | | | 8 | 2.0 | 2.6 | 3 | | |
| Ownership Type | | | | | | | | | | | | | | | | | | | | | |
| Not-for-Profit - Religious | 9 | 24.1 | 26.1 | 9 | 35.5 | 39.3 | 3 | | | 3 | | | | | | 2 | | | 1 | | |
| Not-for-Profit - Secular | 25 | 24.4 | 26.9 | 25 | 37.0 | 40.8 | 9 | 11.0 | 14.6 | 3 | | | | | | 5 | 2.0 | 2.6 | 2 | | |
| Organization Type | | | | | | | | | | | | | | | | | | | | | |
| Healthcare System | 18 | 24.8 | 27.3 | 18 | 35.4 | 41.1 | 8 | 14.3 | 15.2 | 3 | | | | | | 5 | 2.0 | 2.6 | 3 | | |
| Teaching Hospital | 9 | 24.4 | 29.0 | 9 | 37.9 | 42.2 | 1 | | | 1 | | | | | | 1 | | | | | |
| Community Hospital | 9 | 22.9 | 24.1 | 9 | 37.0 | 37.7 | 4 | | | 2 | | | | | | 2 | | | | | |
| Headcounts | | | | | | | | | | | | | | | | | | | | | |
| 751 - 1,500 | 4 | | | 4 | | | 1 | | | 1 | | | | | | | | | | | |
| 1,501 - 3,000 | 13 | 26.0 | 27.6 | 13 | 38.3 | 41.4 | 5 | 11.0 | 14.8 | 3 | | | | | | 3 | | | 2 | | |
| 3,001 - 6,000 | 11 | 24.1 | 25.6 | 11 | 36.5 | 37.5 | 3 | | | | | | | | | 2 | | | | | |
| >6000 | 7 | 21.1 | 29.4 | 7 | 35.5 | 45.6 | 4 | | | 2 | | | | | | 3 | | | 1 | | |
| Number of Beds | | | | | | | | | | | | | | | | | | | | | |
| 201 - 500 | 17 | 24.4 | 27.0 | 17 | 37.0 | 40.7 | 7 | 10.2 | 13.1 | 2 | | | | | | 2 | | | 1 | | |
| 501 - 1000 | 7 | 23.5 | 22.9 | 7 | 34.2 | 34.3 | 2 | | | 1 | | | | | | 3 | | | | | |
| >= 1001 | 8 | 22.5 | 26.4 | 8 | 36.0 | 40.4 | 3 | | | 2 | | | | | | 3 | | | 1 | | |
| Revenue | | | | | | | | | | | | | | | | | | | | | |
| < \$75M | 4 | | | 4 | | | 1 | | | | | | | | | 1 | | | | | |
| \$75 - 350M | 10 | 26.4 | 28.2 | 10 | 38.7 | 41.6 | 4 | | | 3 | | | | | | | | | 1 | | |
| \$350 - 750M | 8 | 21.6 | 22.4 | 8 | 33.7 | 34.7 | 3 | | | 1 | | | | | | 3 | | | 1 | | |
| >= \$750M | 7 | 26.3 | 28.1 | 7 | 35.5 | 42.2 | 3 | | | 2 | | | | | | 3 | | | 1 | | |

Electrocardiogram Technician

Job Code: HC07000031

Position Data (All dollar amounts are displayed in \$000s)

| Scope | Salary Range Minimum | | | Salary Range Maximum | | | Starting Rate (\$/hr) | | | Per Diem Rate (\$) (Based On 8 Hr Day) | | | Per Visit Rate (\$) | | | On-Call Rate (\$/hr) (Time-On-Call) | | | On-Call Rate (\$/hr) (Time Worked) | | |
|----------------------------|----------------------|----------------------|-----------------|----------------------|----------------------|-----------------|-----------------------|----------------------|-----------------|--|----------------------|-----------------|---------------------|----------------------|-----------------|-------------------------------------|----------------------|-----------------|------------------------------------|----------------------|-----------------|
| Region | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| Northeast | 10 | 26.7 | 27.4 | 10 | 38.7 | 41.1 | 4 | | | 2 | | | | | | 1 | | | | | |
| South | 12 | 21.4 | 24.1 | 12 | 32.9 | 36.7 | 4 | | | 2 | | | | | | 4 | | | | | |
| Midwest | 8 | 22.6 | 27.9 | 8 | 33.8 | 41.8 | 4 | | | | | | | | | 2 | | | 1 | | |
| West Coast | 4 | | | 4 | | | | | | 1 | | | | | | 1 | | | 2 | | |
| SubRegion | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| New York - New Jersey | 5 | 28.0 | 28.1 | 5 | 39.2 | 43.4 | 2 | | | 2 | | | | | | 1 | | | | | |
| Mid Atlantic | 4 | | | 4 | | | 2 | | | | | | | | | | | | | | |
| Lower Southeast | 6 | 21.4 | 21.2 | 6 | 31.2 | 31.8 | 1 | | | 1 | | | | | | 2 | | | | | |
| Great Lakes | 7 | 24.1 | 29.3 | 7 | 34.2 | 43.3 | 4 | | | | | | | | | 2 | | | 1 | | |
| CSA | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| New York-Newark-Bridgeport | 3 | | | 3 | | | 2 | | | 1 | | | | | | 1 | | | | | |
| CBSA | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| New York-Newark-Edison | 3 | | | 3 | | | 2 | | | 1 | | | | | | 1 | | | | | |

Electrocardiogram Technician

Job Code: HC07000031

Position Data (All dollar amounts are displayed in \$000s)

| Scope | Shift Differential (Weeknight Evenings) (\$) | | | Shift Differential (Weeknight Nights) (\$) | | | Shift Differential (Weekend Days) (\$) | | | Shift Differential (Weekend Evenings) (\$) | | | Shift Differential (Weekend Nights) (\$) | | | Charge/Lead Differential (\$/hr) | | |
|----------------------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|----------------------------------|----------------------|-----------------|
| | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| All Organizations | 25 | 1.3 | 1.4 | 25 | 1.5 | 1.7 | 8 | 1.1 | 1.1 | 10 | 1.5 | 1.5 | 10 | 1.5 | 1.6 | | | |
| Ownership Type | | | | | | | | | | | | | | | | | | |
| Not-for-Profit - Religious | 9 | 1.3 | 1.4 | 9 | 1.5 | 1.7 | 3 | | | 3 | | | 3 | | | | | |
| Not-for-Profit - Secular | 15 | 1.3 | 1.4 | 15 | 1.5 | 1.8 | 5 | 1.2 | 1.4 | 7 | 1.3 | 1.5 | 7 | 1.5 | 1.6 | | | |
| Organization Type | | | | | | | | | | | | | | | | | | |
| Healthcare System | 14 | 1.4 | 1.6 | 14 | 1.8 | 1.9 | 5 | 0.8 | 1.1 | 6 | 1.5 | 1.6 | 6 | 1.7 | 1.6 | | | |
| Teaching Hospital | 5 | 1.0 | 1.0 | 5 | 1.2 | 1.3 | 3 | | | 4 | | | 4 | | | | | |
| Community Hospital | 6 | 1.0 | 1.1 | 6 | 1.2 | 1.4 | | | | | | | | | | | | |
| Headcounts | | | | | | | | | | | | | | | | | | |
| 751 - 1,500 | 2 | | | 2 | | | | | | | | | | | | | | |
| 1,501 - 3000 | 9 | 1.3 | 1.4 | 9 | 2.0 | 1.9 | 3 | | | 4 | | | 4 | | | | | |
| 3,001 - 6,000 | 5 | 1.2 | 1.2 | 5 | 1.2 | 1.4 | 2 | | | 3 | | | 3 | | | | | |
| >6000 | 9 | 1.3 | 1.5 | 9 | 1.5 | 1.7 | 3 | | | 3 | | | 3 | | | | | |
| Number of Beds | | | | | | | | | | | | | | | | | | |
| 201 - 500 | 9 | 1.5 | 1.5 | 9 | 2.0 | 1.8 | 2 | | | 3 | | | 3 | | | | | |
| 501 - 1000 | 4 | | | 4 | | | 1 | | | 2 | | | 2 | | | | | |
| >= 1001 | 9 | 1.0 | 1.2 | 9 | 1.5 | 1.5 | 4 | | | 4 | | | 4 | | | | | |
| Revenue | | | | | | | | | | | | | | | | | | |
| < \$75M | 3 | | | 3 | | | 1 | | | 1 | | | 1 | | | | | |
| \$75 - 350M | 6 | 1.5 | 1.6 | 6 | 2.1 | 2.2 | 1 | | | 2 | | | 2 | | | | | |
| \$350 - 750M | 5 | 1.0 | 1.2 | 5 | 1.5 | 1.5 | 1 | | | 3 | | | 3 | | | | | |
| >= \$750M | 6 | 1.3 | 1.4 | 6 | 1.6 | 1.7 | 3 | | | 3 | | | 3 | | | | | |

Electrocardiogram Technician

Job Code: HC07000031

Position Data (All dollar amounts are displayed in \$000s)

| Scope | Shift Differential (Weeknight Evenings) (\$) | | | Shift Differential (Weeknight Nights) (\$) | | | Shift Differential (Weekend Days) (\$) | | | Shift Differential (Weekend Evenings) (\$) | | | Shift Differential (Weekend Nights) (\$) | | | Charge/Lead Differential (\$/hr) | | |
|----------------------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|--|----------------------|-----------------|----------------------------------|----------------------|-----------------|
| | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average | #orgs | 50th pctile (median) | org-wtd average |
| Region | | | | | | | | | | | | | | | | | | |
| Northeast | 6 | 1.4 | 1.4 | 6 | 1.5 | 1.6 | | | | | | | | | | | | |
| South | 9 | 1.0 | 1.4 | 9 | 1.5 | 1.6 | 5 | 1.2 | 1.0 | 6 | 1.3 | 1.4 | 6 | 1.5 | 1.5 | | | |
| Midwest | 6 | 1.1 | 1.2 | 6 | 1.1 | 1.4 | 2 | | | 3 | | | 3 | | | | | |
| West Coast | 3 | | | 3 | | | 1 | | | 1 | | | 1 | | | | | |
| SubRegion | | | | | | | | | | | | | | | | | | |
| New York - New Jersey | 4 | | | 4 | | | | | | | | | | | | | | |
| Mid Atlantic | 2 | | | 2 | | | | | | | | | | | | | | |
| Lower Southeast | 5 | 1.0 | 1.1 | 5 | 1.5 | 1.4 | 3 | | | 3 | | | 3 | | | | | |
| Great Lakes | 6 | 1.1 | 1.2 | 6 | 1.1 | 1.4 | 2 | | | 3 | | | 3 | | | | | |
| CSA | | | | | | | | | | | | | | | | | | |
| New York-Newark-Bridgeport | 3 | | | 3 | | | | | | | | | | | | | | |
| CBSA | | | | | | | | | | | | | | | | | | |
| New York-Newark-Edison | 3 | | | 3 | | | | | | | | | | | | | | |

Electrocardiogram Technician

Job Code: HC07000031

Job Characteristics

| Job Match | |
|------------------------|-------|
| Greater Responsibility | 2.4% |
| Equal Responsibility | 97.6% |
| Less Responsibility | 0.0% |

| FLSA Status | |
|-------------|-------|
| Exempt | 4.9% |
| Non-Exempt | 95.1% |

| Pay Type | |
|----------|-------|
| Salaried | 2.4% |
| Hourly | 97.6% |

| Average Weekly Hours Worked | | | |
|-----------------------------|----------------------|-------------|-----------------|
| 25th pctile | 50th pctile (median) | 75th pctile | org-wtd average |
| 40.0 | 40.0 | 40.0 | 38.0 |

| Average Target Bonus (As a Percentage of Base Pay) | | | |
|---|----------------------|-------------|-----------------|
| 25th pctile | 50th pctile (median) | 75th pctile | org-wtd average |
| - | - | - | - |

Education Differentials

| Education Differential Prevalence | |
|-----------------------------------|------|
| Bachelors Degree | 0.0% |
| Masters Degree | 0.0% |
| Job-Specific Certification | 0.0% |

| Annual Education Differential (\$) | | | | |
|------------------------------------|-------------|-------------|-------------|-----------------|
| | 25th pctile | 50th pctile | 75th pctile | org-wtd average |
| Bachelors Degree | - | - | - | - |
| Masters Degree | - | - | - | - |
| Job-Specific Certification | - | - | - | - |