



# 2009 Compensation & Benefits Survey

# ahra

**the association for  
medical imaging management**

## **2009 Compensation & Benefits Survey**

This survey was made possible through funding from AGFA HealthCare.





# Table of Contents

---

## Findings

|                                   |    |
|-----------------------------------|----|
| About This Research .....         | 1  |
| Respondent Profile .....          | 3  |
| Facility Profile .....            | 5  |
| Staffing Profile .....            | 11 |
| Compensation Profile .....        | 15 |
| Time Off and Other Benefits ..... | 22 |

## Compensation Tables

|   |      |
|---|------|
| Executive Director/CEO/President.....               | T-1  |
| Vice President of Radiology/Imaging .....           | T-3  |
| Director of Radiology/Imaging .....                 | T-5  |
| Manager or Administrator of Radiology/Imaging ..... | T-7  |
| Assistant Director of Radiology/Imaging.....        | T-9  |
| Supervisor of Radiology/Imaging.....                | T-11 |
| Lead Technologist .....                             | T-13 |
| Diagnostic Technologist.....                        | T-15 |
| Nuclear Medicine Technologist.....                  | T-17 |
| Angiography/Specials Technologist.....              | T-19 |
| MRI Technologist.....                               | T-21 |
| CT Technologist .....                               | T-23 |
| Mammography Technologist.....                       | T-25 |
| Cardiac Cath Technologist .....                     | T-27 |
| Ultrasound Technologist/Sonographer .....           | T-29 |

## Compensation Tables (continued)

|  |      |
|--|------|
| Radiation Therapist .....                            | T-31 |
| Transcriptionist .....                               | T-33 |
| Coder.....   | T-35 |
| Secretary/Administrative Assistant .....             | T-37 |
| Receptionist/Scheduler.....                          | T-39 |
| Film/Image Librarian .....                           | T-41 |
| PACS/RIS Administrator or Manager.....               | T-43 |
| PACS/RIS Technician or Analyst.....                  | T-45 |
| Quality Control Technologist.....                    | T-47 |
| Program Director (Education).....                    | T-49 |
| Staff Educator (Program Instructor).....             | T-51 |
| Clinical Instructor .....                            | T-53 |
| Radiology Nurse .....                                | T-55 |
| PET Technologist.....                                | T-57 |
| PET/CT Technologist .....                            | T-59 |
| Registered Vascular Technologist.....                | T-61 |
| Bone Densitometrist.....                             | T-63 |
| Radiologic Assistant/PA/Nurse Practitioner .....     | T-65 |
| Technologist Assistant/Aide/Clinical Assistant ..... | T-67 |
| Orderly Transporter.....                             | T-69 |

## Appendix

|                         |     |
|-------------------------|-----|
| Survey Instrument ..... | A-1 |
|-------------------------|-----|

---

## **FINDINGS**

---

## FINDINGS: About This Research

---

### About This Study

This Internet survey of emailable imaging professionals was conducted on behalf of AHRA: The Association of Medical Imaging Management to better understand the compensation and benefit profile of those in the imaging professions. It was conducted by Readex Research, an independent research firm.

The survey was designed jointly by AHRA and Readex, building on a similar effort undertaken by AHRA in 2006. The invitation to participate was emailed to all 9354 sample members (including both AHRA members and nonmembers). Data was collected via the Internet between March 5 and March 30, 2009.

A total of 551 sample members responded (7% response rate, based on the net effective mail out). Because a significant fraction of those invited to participate chose not to do so, the possible effects of nonresponse bias on these results should be considered. Percentages based on all 551 responses are subject to a margin of error of  $\pm 4.0\%$  at the 95% confidence level. Percentages calculated on smaller tabulation bases are subject to more statistical variability.

### About This Report

This initial Findings section provides a graphical summary of key survey results. The Tables section of the report presents 3 complete sets of survey results, broken out by a number of variables.

The Appendix provides a copy of the survey instrument itself.

For the purposes of this survey, the term **procedure** indicates imaging exams performed by a facility during the most recently completed fiscal year. Survey participants were asked to answer for the number of procedures, not the number of patients. For example, if a total of 300 procedures were performed during the treatment of 100 patients, the answer would be 300.

The term **full time equivalent (FTE)** was considered to work 40 or more hours per week, or 2080 hours per year.

This report was prepared for AHRA by Readex in accordance with accepted research standards and practices. This report contains all survey results that were provided to AHRA.

## FINDINGS: About This Research

---

### Data Interpretation

In addition to percentages, 3 summary statistics may be presented in this report for numeric variables.

A mean is the arithmetic average of a distribution (i.e., a set of values). Because it is arithmetically calculated, it can be multiplied by the population represented to present a total volume estimate. For example, if 100 survey respondents (representing 10,000 people in the population) reported mean expenditures of \$100 each, total expenditures for that population are estimated as  $10,000 \times \$100 = \$1,000,000$ . Means are very much influenced by extremely large or extremely small values in the distribution (eg, one millionaire can substantially raise an estimate of average income).

Means for grouped data are calculated using the midpoint of each range. The lowest-valued group is represented by its largest value; the highest-valued group by its lowest.

The standard error measures the variability associated with the survey's estimate of a population mean. The standard error is analogous to the margin of error associated with percentages: that is, 95% of the time we expect the true (unknown) population mean to be within plus-or-minus 2 standard errors of the mean calculated from the sample. A standard error that is large in proportion to the mean indicates a high level of statistical instability; trending and projections against such estimates should be undertaken cautiously.

A median is the value which lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. It represents the “typical” response, and is not influenced by extreme values. For most distributions, the median will be either roughly equal to, or significantly smaller than the mean.

Medians for grouped data are calculated by locating the group which contains the 50<sup>th</sup> percentile, then interpolating between the lower and upper bounds to estimate the precise value.

### About Readex Research

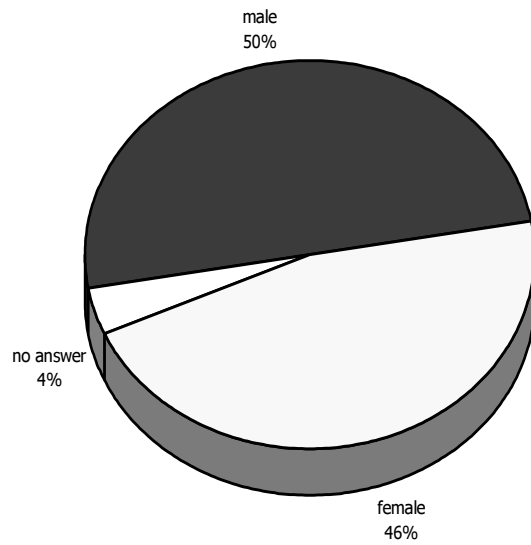
Readex Research is a nationally recognized independent research company located in Stillwater, MN. Its roots are in survey research for the magazine publishing industry, but specialization in conducting high-quality survey research (by mail and/or the Internet) has brought clients from many other markets, including associations, corporate marketers and communicators, and government agencies. Since its founding in 1947, Readex has completed thousands of surveys for a lengthy and diverse list of clients.

As a full-service survey research supplier, Readex provides in-house processing of all phases of each project (traditional mailing, broadcast emailing, and data processing) to ensure complete control over project quality and schedule. Analytical capabilities include a range of multivariate statistics and modeling techniques, in addition to the more traditional stub-and-banner tabulations.

This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices. A complete report containing all survey results was provided to AHRA.

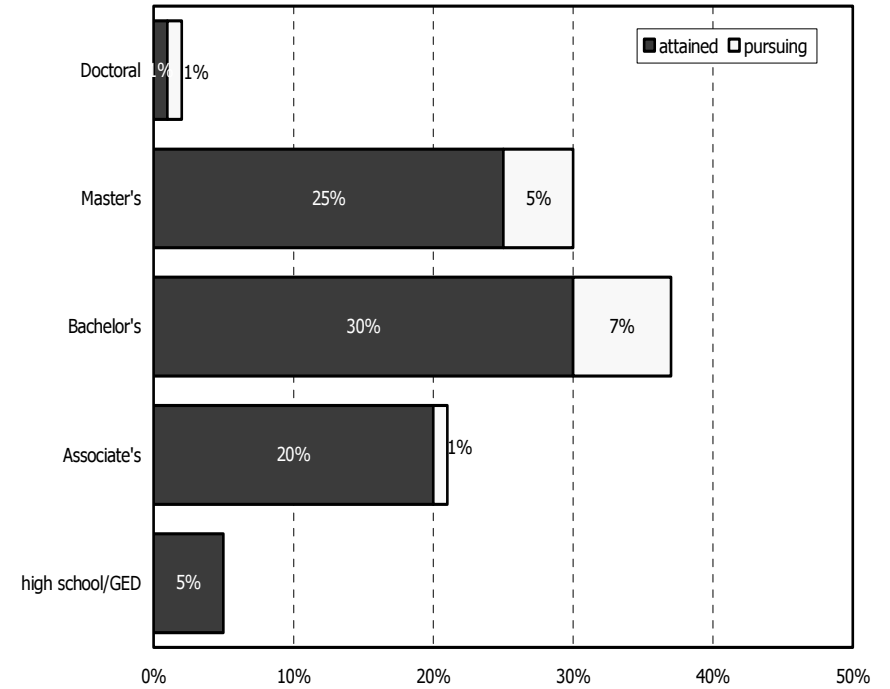
## FINDINGS: Respondent Profile

### Exhibit 01 Gender



base: 551 respondents

### Exhibit 02 Highest Education Level

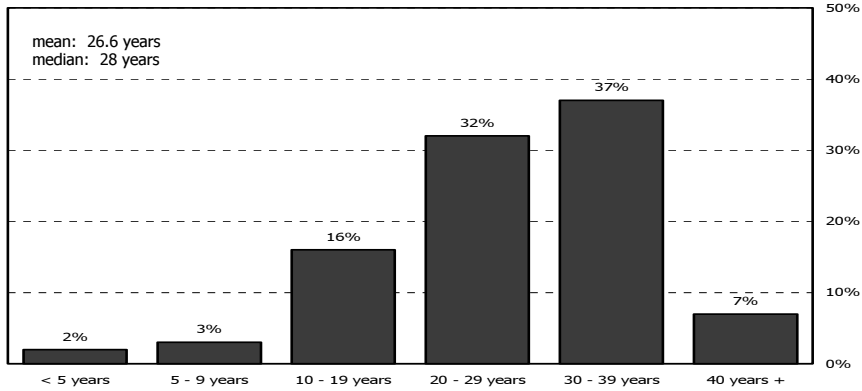


base: 551 respondents



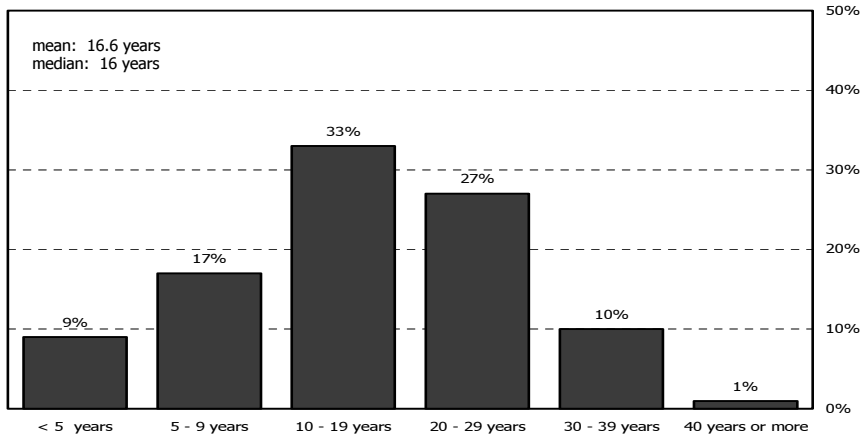
# FINDINGS: Respondent Profile

**Exhibit 03**  
Years in Imaging



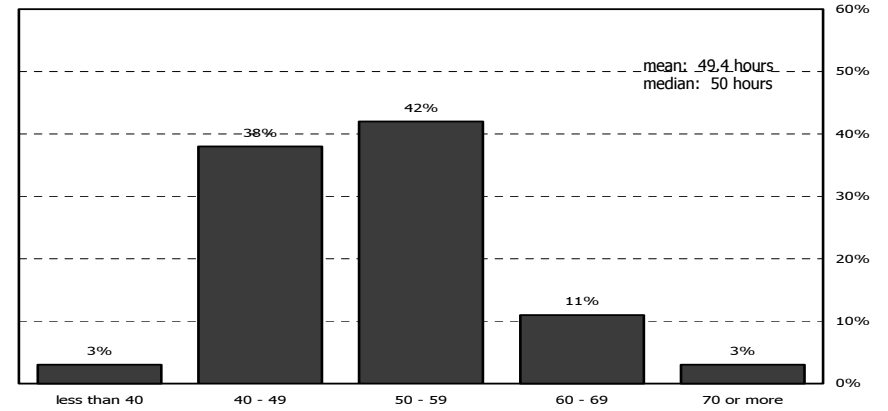
base: 551 respondents

**Exhibit 04**  
Years in Imaging Management



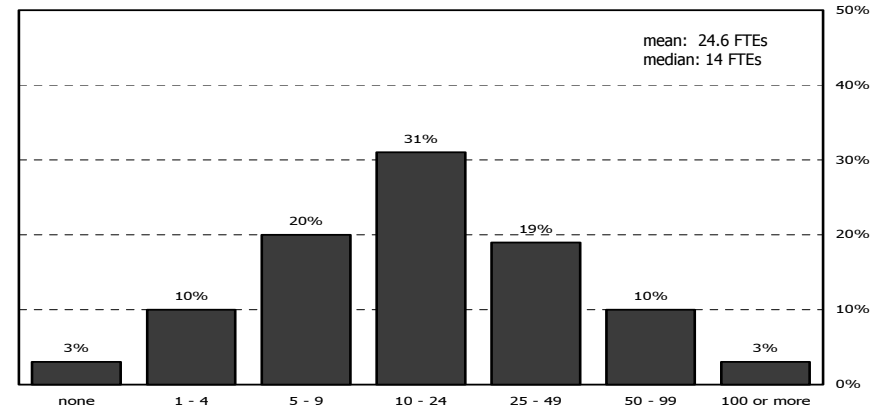
base: 551 respondents

**Exhibit 05**  
Hours Worked Per Week (on Average)



base: 551 respondents

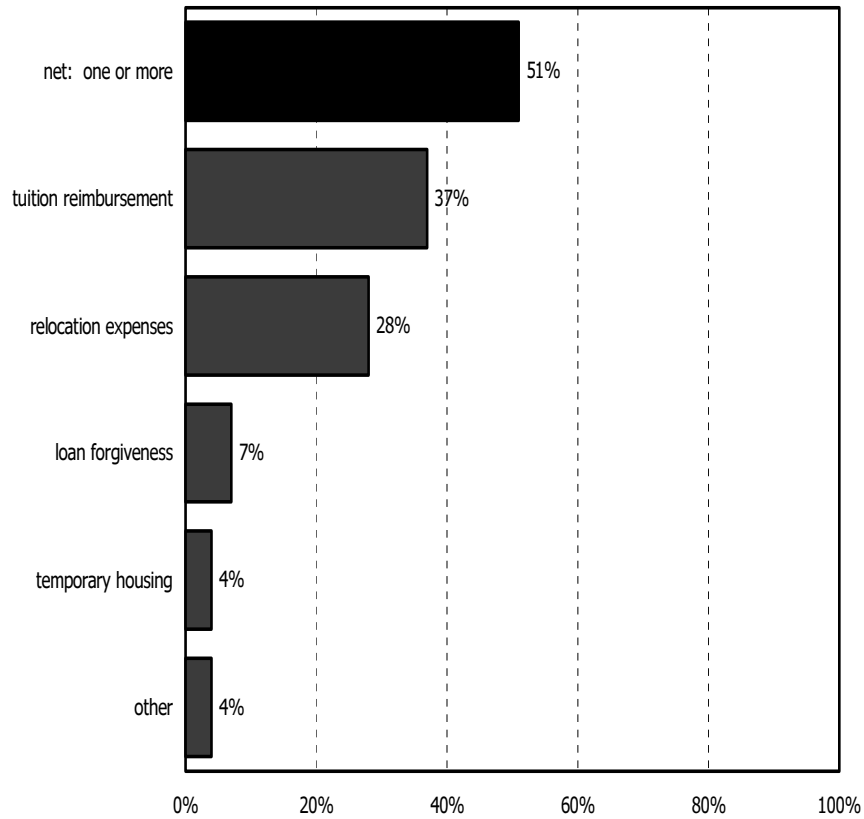
**Exhibit 06**  
Number of FTEs Supervised



base: 551 respondents

## FINDINGS: Staffing Profile - Full-Time Equivalents

### Exhibit 23 Additional Recruitment Tools Offered to Potential FTEs



base: 551 respondents (multiple answers)

## FINDINGS: Staffing Profile - Temporary Staffing

**Exhibit 24**  
**Temporary Staffing Profile by Specialty**

| Specialty                                  | % Utilizing Temporary Staffing | Average # Full-Time | Average # Part-Time | % Offering Travel Comp* | % Offering Housing Comp* | % Offering Meals Comp* | % Offering Vehicle Comp* | Mean Cost Per Hour*  | Median Cost Per Hour* |
|--|--------------------------------|---------------------|---------------------|-------------------------|--------------------------|------------------------|--------------------------|----------------------|-----------------------|
| ultrasound/<br>vascular ultrasound         | 18%                            | 0.4                 | 0.3                 | 26%                     | 36%                      | 22%                    | 22%                      | \$63.31              | \$67.66               |
| X-ray                                      | 13%                            | 0.5                 | 0.4                 | 6%                      | 12%                      | 4%                     | 3%                       | \$43.20 <sup>†</sup> | \$35.99 <sup>†</sup>  |
| CT   | 11%                            | 0.3                 | 0.2                 | 15%                     | 26%                      | 19%                    | 9%                       | \$51.83 <sup>†</sup> | \$37.25               |
| MRI  | 11%                            | 0.2                 | 0.2                 | 26%                     | 18%                      | 14%                    | 12%                      | \$49.80 <sup>†</sup> | \$36.83               |
| specialty/imaging RNs                      | 9%                             | 0.3                 | 0.1                 | 19%                     | 15%                      | 15%                    | 7%                       | \$62.04              | \$66.00               |
| nuclear medicine                           | 7%                             | 0.2                 | 0.1                 | 24%                     | 21%                      | 10%                    | 10%                      | \$56.19 <sup>†</sup> | \$55.99               |
| mammography                                | 7%                             | 0.2                 | 0.1                 | 14%                     | 10%                      | 10%                    | 10%                      | \$50.03 <sup>†</sup> | \$36.00 <sup>†</sup>  |
| echocardiography                           | 7%                             | 0.1                 | 0.1                 | 30%                     | 30%                      | 22%                    | 17%                      | \$58.99 <sup>†</sup> | \$61.00               |
| cardiac cath radiology                     | 7%                             | 0.6                 | 0.1                 | 29%                     | 43%                      | 21%                    | 36%                      | \$63.69              | \$63.49               |
| medical transcriptionist/<br>correctionist | 5%                             | 0.1                 | 0.2                 | 6%                      | 6%                       | 0%                     | 0%                       | \$35.99 <sup>†</sup> | \$35.99 <sup>†</sup>  |
| interventional/angiography                 | 5%                             | 0.1                 | 0.1                 | 20%                     | 33%                      | 27%                    | 27%                      | \$65.33              | \$66.00               |
| PET  | 5%                             | 0.1                 | 0.1                 | 9%                      | 9%                       | 0%                     | 0%                       | \$50.99              | \$42.66               |
| radiation therapy                          | 4%                             | 0.1                 | 0.1                 | 17%                     | 17%                      | 17%                    | 17%                      | \$70.16              | \$86.00               |
| coding                                     | 3%                             | 0.0                 | 0.0                 | 13%                     | 13%                      | 0%                     | 0%                       | \$40.99 <sup>†</sup> | \$35.99 <sup>†</sup>  |
| mobile services<br>(hospital-owned only)   | 2%                             | 0.2                 | 0.2                 | @                       | @                        | @                      | @                        | @                    | @                     |

base: those offering each specialty; \*base: those utilizing temporary staffing in this specialty

† = Due to the significant proportion of respondents answering in the bottom survey category, the sample statistic may overstate the true population statistic

@ = Fewer than 5 valid cases

## TABLES: Compensation — By Position

### Executive Director/CEO/President (By Number of Procedures, Organization Status, Affiliation, Organization Type, Region, and Setting)

|                             | n   | # of FTEs reported | average # of FTEs | SALARY / WAGES |               |               |               | TOTAL COMPENSATION |               |               |               | average % change |
|-----------------------------|-----|--------------------|-------------------|----------------|---------------|---------------|---------------|--------------------|---------------|---------------|---------------|------------------|
|                             |     |                    |                   | average        | 25% earn less | 50% earn less | 75% earn less | average            | 25% earn less | 50% earn less | 75% earn less |                  |
| <b>Total</b>                | 165 | 186                | 1.1               | \$229,000      | \$150,000     | \$178,800     | \$300,000     | \$240,100          | \$131,300     | \$177,800     | \$299,600     | 2.43%            |
| <b>Number of Procedures</b> |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| 150,000+                    | 27  | 27                 | 1.0               | \$275,000      | \$187,500     | \$300,000     | \$350,000     | \$242,700          | \$165,000     | \$213,000     | \$350,000     | 1.75%            |
| 100,000 - 149,999           | 19  | 19                 | 1.0               | \$367,500      | \$223,800     | \$400,000     | \$500,000     | \$391,000          | \$202,500     | \$300,000     | \$625,000     | 4.50%            |
| 50,000 - 99,999             | 41  | 50                 | 1.2               | \$269,400      | \$165,000     | \$230,000     | \$468,800     | \$273,800          | \$48,800      | \$250,000     | \$522,500     | 4.00%            |
| < 50,000                    | 62  | 74                 | 1.2               | \$162,900      | \$112,500     | \$150,000     | \$190,600     | \$162,100          | \$103,100     | \$158,300     | \$196,400     | 1.49%            |
| <b>Organization Status</b>  |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| not-for-profit              | 92  | 110                | 1.2               | \$293,300      | \$150,000     | \$300,000     | \$400,000     | \$300,000          | \$127,500     | \$245,000     | \$425,000     | 1.11%            |
| investor owned              | 46  | 49                 | 1.1               | \$138,900      | \$95,600      | \$150,000     | \$195,000     | \$139,500          | \$88,100      | \$142,800     | \$187,000     | 2.34%            |
| government                  | 13  | 13                 | 1.0               | \$198,000      | \$157,500     | \$175,000     | \$250,000     | \$241,700          | \$165,000     | \$240,000     | \$320,000     | 2.00%            |
| other                       | 13  | 13                 | 1.0               | \$322,900      | \$165,000     | \$210,000     | \$520,000     | \$262,000          | \$163,500     | \$180,000     | \$401,500     | 6.00%            |
| <b>Affiliation</b>          |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| stand-alone                 | 82  | 85                 | 1.0               | \$199,600      | \$144,600     | \$160,000     | \$206,300     | \$228,900          | \$131,300     | \$170,000     | \$292,500     | 2.97%            |
| part of a system            | 83  | 101                | 1.2               | \$285,000      | \$175,000     | \$270,000     | \$400,000     | \$261,800          | \$116,800     | \$212,500     | \$336,800     | 1.45%            |
| <b>Organization Type</b>    |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| NET: Hospital               | 123 | 143                | 1.2               | \$267,400      | \$162,500     | \$210,000     | \$350,000     | \$285,900          | \$162,500     | \$240,000     | \$335,000     | 2.59%            |
| community                   | 104 | 124                | 1.2               | \$258,300      | \$157,500     | \$205,000     | \$300,000     | \$296,000          | \$165,000     | \$268,500     | \$342,500     | 2.86%            |
| teaching                    | 12  | 12                 | 1.0               | \$282,500      | \$165,000     | \$282,500     | \$400,000     | \$165,000          | \$165,000     | \$165,000     | \$165,000     | 2.00%            |
| academic                    | 7   | 7                  | 1.0               | \$400,000      | \$400,000     | \$400,000     | \$400,000     | --                 | --            | --            | --            | 0.00%            |
| pediatric                   | 0   | --                 | --                | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| NET: Non-Hospital           | 41  | 42                 | 1.0               | \$178,900      | \$100,000     | \$158,000     | \$203,800     | \$183,300          | \$100,000     | \$166,300     | \$217,000     | 2.24%            |
| imaging center              | 21  | 22                 | 1.0               | \$165,300      | \$96,900      | \$153,900     | \$205,600     | \$136,200          | \$100,000     | \$158,300     | \$170,800     | 0.16%            |
| multi-specialty             | 12  | 12                 | 1.0               | \$342,500      | \$160,000     | \$342,500     | \$525,000     | \$590,000          | \$590,000     | \$590,000     | \$590,000     | 12.50%           |
| radiologist                 | 6   | 6                  | 1.0               | \$155,000      | \$95,000      | \$160,000     | \$210,000     | \$156,500          | \$100,000     | \$156,500     | \$213,000     | 1.67%            |
| primary care                | 0   | --                 | --                | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| mobile service              | 2   | 2                  | 1.0               | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| <b>Setting</b>              |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| urban                       | 53  | 56                 | 1.1               | \$247,900      | \$158,000     | \$200,000     | \$325,000     | \$213,600          | \$165,000     | \$171,300     | \$297,000     | 2.13%            |
| suburban                    | 56  | 74                 | 1.3               | \$260,200      | \$140,600     | \$183,800     | \$500,000     | \$295,800          | \$100,000     | \$234,800     | \$511,300     | 2.92%            |
| rural                       | 56  | 56                 | 1.0               | \$157,100      | \$125,000     | \$150,000     | \$200,000     | \$173,500          | \$128,800     | \$173,000     | \$210,000     | 2.00%            |
| <b>Region and Setting</b>   |     |                    |                   |                |               |               |               |                    |               |               |               |                  |
| New England                 | 5   | 5                  | 1.0               | \$95,000       | \$95,000      | \$95,000      | \$95,000      | \$100,000          | \$100,000     | \$100,000     | \$100,000     | 2.50%            |
| urban                       | 0   | --                 | --                | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| suburban                    | 2   | 2                  | 1.0               | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| rural                       | 3   | 3                  | 1.0               | --             | --            | --            | --            | --                 | --            | --            | --            | --               |
| Middle Atlantic             | 16  | 19                 | 1.2               | \$205,000      | \$19,400      | \$127,500     | \$476,300     | \$226,400          | \$20,600      | \$132,500     | \$533,100     | 3.67%            |
| urban                       | 5   | 5                  | 1.0               | --             | --            | --            | --            | --                 | --            | --            | --            | 0.00%            |
| suburban                    | 8   | 11                 | 1.3               | \$239,000      | \$5,000       | \$232,500     | \$525,000     | \$265,000          | \$5,000       | \$248,800     | \$590,000     | 6.25%            |
| rural                       | 3   | 3                  | 1.0               | --             | --            | --            | --            | --                 | --            | --            | --            | --               |

## TABLES: Compensation — By Position

### Orderly/Transporter (By Number of Procedures, Organization Status, Affiliation, Organization Type, Region, and Setting)

|                    | n  | # of FTEs reported | average # of FTEs | SALARY / WAGES |               |               | TOTAL COMPENSATION |          |               |               | average % change |               |
|--------------------|----|--------------------|-------------------|----------------|---------------|---------------|--------------------|----------|---------------|---------------|------------------|---------------|
|                    |    |                    |                   | average        | 25% earn less | 50% earn less | 75% earn less      | average  | 25% earn less | 50% earn less |                  | 75% earn less |
| Region and Setting |    |                    |                   |                |               |               |                    |          |               |               |                  |               |
| East North Central | 10 | 55                 | 5.5               | \$25,200       | \$24,000      | \$25,000      | \$27,200           | \$24,200 | \$20,500      | \$24,300      | \$28,400         | 3.00%         |
| urban              | 6  | 31                 | 5.1               | \$25,100       | \$24,800      | \$26,000      | \$27,200           | \$20,500 | \$20,500      | \$20,500      | \$20,500         | 2.88%         |
| suburban           | 3  | 20                 | 6.7               | \$24,600       | \$24,000      | \$25,000      | \$25,000           | \$24,300 | \$24,300      | \$24,300      | \$24,300         | 3.00%         |
| rural              | 1  | 4                  | 4.0               | --             | --            | --            | --                 | --       | --            | --            | --               | --            |
| West North Central | 12 | 62                 | 5.2               | \$23,500       | \$20,000      | \$23,000      | \$27,000           | \$23,200 | \$20,000      | \$20,000      | \$29,800         | 3.19%         |
| urban              | 5  | 32                 | 6.3               | \$26,100       | \$23,000      | \$23,000      | \$30,000           | \$29,400 | \$30,000      | \$30,000      | \$30,000         | 3.25%         |
| suburban           | 2  | 7                  | 3.3               | \$26,200       | \$25,000      | \$25,000      | \$28,000           | \$28,500 | \$28,500      | \$28,500      | \$28,500         | 3.00%         |
| rural              | 5  | 24                 | 4.8               | \$20,700       | \$20,000      | \$20,000      | \$20,000           | \$19,800 | \$19,300      | \$20,000      | \$20,000         | 3.25%         |
| South Atlantic     | 24 | 182                | 7.6               | \$21,900       | \$20,000      | \$20,200      | \$23,000           | \$21,900 | \$20,400      | \$22,300      | \$22,400         | 3.23%         |
| urban              | 7  | 90                 | 12.8              | \$22,200       | \$20,000      | \$21,200      | \$23,000           | \$22,500 | \$22,300      | \$22,300      | \$22,800         | 3.33%         |
| suburban           | 9  | 69                 | 7.7               | \$20,500       | \$19,200      | \$20,000      | \$21,000           | \$21,500 | \$19,200      | \$19,200      | \$25,800         | 3.00%         |
| rural              | 8  | 23                 | 2.9               | \$22,600       | \$20,000      | \$20,000      | \$28,000           | \$21,000 | \$19,800      | \$20,400      | \$20,400         | 3.45%         |
| East South Central | 11 | 54                 | 4.9               | \$20,100       | \$18,700      | \$18,700      | \$20,000           | \$18,000 | \$18,700      | \$18,700      | \$21,100         | 2.90%         |
| urban              | 3  | 35                 | 11.7              | \$19,000       | \$18,700      | \$18,700      | \$19,700           | \$18,700 | \$18,700      | \$18,700      | \$18,700         | 3.00%         |
| suburban           | 2  | 7                  | 3.5               | \$21,400       | \$18,700      | \$18,700      | \$28,000           | \$23,400 | \$23,400      | \$23,400      | \$23,400         | 3.00%         |
| rural              | 6  | 12                 | 2.0               | \$22,400       | \$18,400      | \$19,500      | \$28,000           | \$14,000 | \$8,500       | \$8,500       | \$23,400         | 2.83%         |
| West South Central | 16 | 56                 | 3.5               | \$19,400       | \$11,000      | \$20,000      | \$25,000           | \$25,300 | \$20,500      | \$27,000      | \$32,000         | 3.95%         |
| urban              | 7  | 33                 | 4.7               | \$16,500       | \$11,000      | \$11,000      | \$24,900           | \$27,000 | \$27,000      | \$27,000      | \$27,000         | 2.50%         |
| suburban           | 3  | 7                  | 2.3               | \$22,900       | \$21,000      | \$25,000      | \$25,000           | \$28,300 | \$21,000      | \$32,000      | \$32,000         | 9.00%         |
| rural              | 6  | 16                 | 2.6               | \$22,000       | \$20,000      | \$21,000      | \$25,000           | \$17,800 | \$16,600      | \$16,600      | \$22,900         | 2.88%         |
| Mountain           | 6  | 27                 | 4.5               | \$23,000       | \$20,800      | \$20,800      | \$27,100           | --       | --            | --            | --               | 3.00%         |
| urban              | 2  | 2                  | 1.0               | --             | --            | --            | --                 | --       | --            | --            | --               | --            |
| suburban           | 2  | 23                 | 11.4              | \$20,800       | \$20,800      | \$20,800      | \$20,800           | --       | --            | --            | --               | --            |
| rural              | 2  | 2                  | 1.0               | --             | --            | --            | --                 | --       | --            | --            | --               | --            |
| Pacific            | 14 | 105                | 7.5               | \$26,000       | \$25,000      | \$28,000      | \$31,600           | \$24,100 | \$23,000      | \$25,000      | \$28,500         | 3.83%         |
| urban              | 8  | 74                 | 9.2               | \$24,400       | \$23,000      | \$25,000      | \$31,500           | \$21,200 | \$9,000       | \$25,000      | \$25,000         | 2.92%         |
| suburban           | 3  | 23                 | 7.7               | \$31,300       | \$28,000      | \$28,000      | \$35,000           | \$36,000 | \$36,000      | \$36,000      | \$36,000         | 10.00%        |
| rural              | 3  | 8                  | 2.7               | \$26,400       | \$18,700      | \$26,400      | \$34,000           | \$34,000 | \$34,000      | \$34,000      | \$34,000         | 3.50%         |

NOTE: results not shown if fewer than 5 FTEs reported.

---

# APPENDIX

---

# APPENDIX

## Survey Instrument



**ahra**  
the association for medical  
imaging management

2009 Compensation and Benefits Survey

To assist AHRA: The Association for Medical Imaging Management in providing you with vital industry information, please provide your candid answers to the following questions. All responses will be treated in confidence and used only in tabulation with others. In appreciation for your assistance, all those completing the survey have the option of receiving a FREE copy of the survey report when it is published. (Publication will be sent as a PDF.)

Since the number of individuals responding to this survey represents a sample, each response is very important to the success of the effort. All responses are confidential and will be aggregated for analysis.

Questions are laid out across several pages. Clicking NEXT>> will bring you to the next page; clicking SUBMIT on the final page will upload your answers. If you need to stop and return to the survey later, click the PAUSE button. To return, point your browser to <http://www.readexsurvey.net/ahra/> and re-enter your password.

When you are done, click SUBMIT on the final page to upload your answers.

Please enter your password and click NEXT >> to continue.

Please enter your password:  
**Note that this is a special password created specifically for the purpose of completing this survey, and may be found in your original e-mail invitation.**


If you prefer to fill out the survey on paper and mail it back, please click here for the printable version.

Thank you, we appreciate your thoughtful assistance.

For technical difficulties while taking this survey, please contact:  
Dan Brust  
+1 651 439 6216  
[esurveyhelp@readexresearch.com](mailto:esurveyhelp@readexresearch.com)

For questions related to the survey, please contact:  
Emily Doutré  
AHRA Assistant Editor  
[edoutr@ahraonline.org](mailto:edoutr@ahraonline.org)

©2009 Readex Research (v1)



**ahra**  
the association for medical  
imaging management

2009 Compensation and Benefits Survey

---

**About your facility**

---

*The following questions are about the facility where you work; that is the **one location** you consider to be your primary employment location. Please answer for this single location and NOT for your entire organization (if it includes multiple locations).*

**1. Which one of the following best describes your facility?**

part of a system  
 stand-alone facility

---

**2. Which one of the following best describes who owns your facility?**  
*(please select only one option)*

government  
 not-for-profit  
 investor owned  
 other *(please specify):*

---

**3. Which of the following best describes the primary mission or purpose of your facility?**  
*(please select only one option)*

**HOSPITAL**

academic (featuring research positions and fellowships)  
 teaching (featuring residency programs)  
 community  
 long term care  
 pediatric  
 rehabilitation

**NON-HOSPITAL**

radiologist practice  
 imaging center  
 mobile service  
 multi-specialty physician office (not radiology)  
 primary care clinic

**3a. If you indicated your facility is hospital-based, approximately how many beds does it have?**

100 or less  
 101 - 200  
 201 - 300  
 301 - 400  
 401 - 500  
 more than 500  
 not applicable, not hospital-based

---

# APPENDIX

4. In what state is your facility located?  
(please select only one option)  
<select one>

---

5. Which best describes the setting in which your facility is located?  
(please select only one option)

urban  
 suburban  
 rural

The next set of questions asks about procedures, staffing, and compensation provided at your facility. Please base your answers on data for your facility's most recently completed fiscal year.

6. Approximately how many imaging procedures and exams did your facility perform in each of the following areas in your facility's most recently completed fiscal year?  
Please answer for the number of procedures NOT the number of patients. For example, if a total of 300 procedures were performed during the treatment of 100 patients, the answer would be 300.  
(please fill in a number for each; if none, fill in "0". The sum total of all three categories should equal the number of all imaging procedures and exams performed by your facility during its most recently completed fiscal year.)

#  inpatient procedures and exams  
#  outpatient procedures and exams  
#  emergency room procedures and exams  
#  = TOTAL NUMBER OF IMAGING PROCEDURES AND EXAMS

---

7. Which of the following did your facility utilize in its most recently completed fiscal year? (please select all that apply)

picture archiving and communication system (PACS)  
 radiology information system (RIS)  
 voice recognition (VR)  
 none of these

---

8. Which of the following imaging specialties were offered at your facility during its most recently completed fiscal year? (please select all that apply)

|  |   |
|--|---|
| <input type="checkbox"/> MRI                                   | <input type="checkbox"/> mammography                            |
| <input type="checkbox"/> CT                                    | <input type="checkbox"/> echocardiography                       |
| <input type="checkbox"/> PET                                   | <input type="checkbox"/> interventional/angiography             |
| <input type="checkbox"/> X-ray                                 | <input type="checkbox"/> cardiac cath radiology                 |
| <input type="checkbox"/> ultrasound and/or vascular ultrasound | <input type="checkbox"/> medical transcriptionist/correctionist |
| <input type="checkbox"/> nuclear medicine                      | <input type="checkbox"/> coding                                 |
| <input type="checkbox"/> radiation therapy                     | <input type="checkbox"/> specialty/imaging RNs                  |
| <input type="checkbox"/> mobile services (hospital-owned only) | <input type="checkbox"/> none of these                          |

---

Please answer Questions 9 through 15 for each specialty you indicated at question 8.

---

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to MRI.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to MRI? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

#  FTEs dedicated to this specialty

10. What was the average vacancy rate for FTEs dedicated to MRI?  
(please fill in a number below)

% vacancy rate for this specialty

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for MRI?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in MRI?

yes  
 no ... if no, please click here to skip to question 13

---

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in MRI?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

---

13. How many temporary staff did your facility have dedicated to MRI working full-time? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

#  full-time temporary staff dedicated to this specialty  
#  part-time temporary staff dedicated to this specialty  
#  = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to MRI, beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to MRI? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less  
 \$36 to \$45 per hour  
 \$46 to \$55 per hour  
 \$56 to \$65 per hour  
 \$66 to \$75 per hour  
 \$76 to \$85 per hour  
 more than \$85 per hour  
 not applicable - no temporary employees in this specialty



# APPENDIX

## About staffing at your facility

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to CT.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to CT? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

10. What was the average vacancy rate for FTEs dedicated to CT?  
(please fill in a number below)

% vacancy rate for this specialty

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for CT?

- less than 1 month
- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- more than 1 year
- not applicable, did not have vacancies for this specialty

12. Did your facility offer any sign-on bonuses for new hires in CT?

- yes
- no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in CT?

- \$2,000 or less
- \$2,001 - \$3,000
- \$3,001 - \$4,000
- \$4,001 - \$5,000
- more than \$5,000

13. How many temporary staff did your facility have dedicated to CT working full-time? How many working part-time?  
(please fill in a number for each: if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

14. For what expenses did your facility compensate any of its temporary employees dedicated to CT, beyond their normal hourly wage? (please select all that apply)

- housing
- meals
- travel (e.g., public transportation, tolls, gas, mileage, etc.)
- vehicle
- other
- no compensation beyond hourly wage
- not applicable - no temporary employees in this specialty

15. What was the average cost per hour for any temporary staff dedicated to CT? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

- \$35 per hour or less
- \$36 to \$45 per hour
- \$46 to \$55 per hour
- \$56 to \$65 per hour
- \$66 to \$75 per hour
- \$76 to \$85 per hour
- more than \$85 per hour
- not applicable - no temporary employees in this specialty

## About staffing at your facility

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to PET.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to PET? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

10. What was the average vacancy rate for FTEs dedicated to PET?  
(please fill in a number below)

% vacancy rate for this specialty

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for PET?

- less than 1 month
- 1 to 3 months
- 4 to 6 months
- 7 to 9 months
- 10 to 12 months
- more than 1 year
- not applicable, did not have vacancies for this specialty

12. Did your facility offer any sign-on bonuses for new hires in PET?

- yes
- no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in PET?

- \$2,000 or less
- \$2,001 - \$3,000
- \$3,001 - \$4,000
- \$4,001 - \$5,000
- more than \$5,000

13. How many temporary staff did your facility have dedicated to PET working full-time? How many working part-time?  
(please fill in a number for each: if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

# APPENDIX

**14. For what expenses did your facility compensate any of its temporary employees dedicated to PET, beyond their normal hourly wage?** *(please select all that apply)*

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

**15. What was the average cost per hour for any temporary staff dedicated to PET? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.**

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to X-ray.

**9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to X-ray? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).** *(please fill in a number below)*

# \_\_\_\_\_ FTEs dedicated to this specialty

---

**10. What was the average vacancy rate for FTEs dedicated to X-ray?** *(please fill in a number below)*

% vacancy rate for this specialty \_\_\_\_\_

---

**11. Approximately how long did it take to fill vacancies for FTE positions at your facility for X-ray?**

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

**12. Did your facility offer any sign-on bonuses for new hires in X-ray?**

yes  
 no ... *if no, please click here to skip to question 13*

**12a. If yes, what was the average sign-on bonus your facility offered to any new hires in X-ray?**

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

**13. How many temporary staff did your facility have dedicated to X-ray working full-time? How many working part-time?** *(please fill in a number for each; if none, fill in "0")*

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty  
# \_\_\_\_\_ part-time temporary staff dedicated to this specialty  
#  = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

**14. For what expenses did your facility compensate any of its temporary employees dedicated to X-ray, beyond their normal hourly wage?** *(please select all that apply)*

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

**15. What was the average cost per hour for any temporary staff dedicated to X-ray? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.**

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to ultrasound and/or vascular ultrasound.

**9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).** *(please fill in a number below)*

# \_\_\_\_\_ FTEs dedicated to this specialty

---

**10. What was the average vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound?** *(please fill in a number below)*

% vacancy rate for this specialty \_\_\_\_\_

---

**11. Approximately how long did it take to fill vacancies for FTE positions at your facility for ultrasound and/or vascular ultrasound?**

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

**12. Did your facility offer any sign-on bonuses for new hires in ultrasound and/or vascular ultrasound?**

yes  
 no ... *if no, please click here to skip to question 13*

# APPENDIX

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in ultrasound and/or vascular ultrasound?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

---

13. How many temporary staff did your facility have dedicated to ultrasound and/or vascular ultrasound working full-time? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# \_\_\_\_\_ = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to ultrasound and/or vascular ultrasound, beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to ultrasound and/or vascular ultrasound? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to nuclear medicine.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to nuclear medicine?  
(please fill in a number below)

\_\_\_\_\_ % vacancy rate for this specialty

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for nuclear medicine?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

12. Did your facility offer any sign-on bonuses for new hires in nuclear medicine?

yes  
 no ... if no, please click here to skip to question 13

---

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in nuclear medicine?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

---

13. How many temporary staff did your facility have dedicated to nuclear medicine? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# \_\_\_\_\_ = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to nuclear medicine, beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to nuclear medicine? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to radiation therapy.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to radiation therapy? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to radiation therapy?  
(please fill in a number below)

\_\_\_\_\_ % vacancy rate for this specialty

# APPENDIX

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for radiation therapy?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in radiation therapy?

yes  
 no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in radiation therapy?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

---

13. How many temporary staff did your facility have dedicated to radiation therapy? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to radiation therapy, beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to radiation therapy? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less  
 \$36 to \$45 per hour  
 \$46 to \$55 per hour  
 \$56 to \$65 per hour  
 \$66 to \$75 per hour  
 \$76 to \$85 per hour  
 more than \$85 per hour  
 not applicable - no temporary employees in this specialty

**About staffing at your facility**

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to mobile services (hospital-owned only).

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to mobile services (hospital-owned only)? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to mobile services (hospital-owned only)?  
(please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for mobile services (hospital-owned only)?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in mobile services (hospital-owned only)?

yes  
 no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in mobile services (hospital-owned only)?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

---

13. How many temporary staff did your facility have dedicated to mobile services (hospital-owned only)? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to mobile services (hospital-owned only), beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty



15. What was the average cost per hour for any temporary staff dedicated to mobile services (hospital-owned only)? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

---

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to mammography.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to mammography? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). (please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to mammography? (please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for mammography?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in mammography?

yes  
 no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in mammography?

\$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

13. How many temporary staff did your facility have dedicated to mammography? How many working part-time? (please fill in a number for each: if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# \_\_\_\_\_ = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to mammography, beyond their normal hourly wage? (please select all that apply)

housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other \_\_\_\_\_  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to mammography? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

---

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to echocardiography.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). (please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to echocardiography? (please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for echocardiography?

less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

# APPENDIX

12. Did your facility offer any sign-on bonuses for new hires in echocardiography?

yes

no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in echocardiography?

\$2,000 or less

\$2,001 - \$3,000

\$3,001 - \$4,000

\$4,001 - \$5,000

more than \$5,000

---

13. How many temporary staff did your facility have dedicated to echocardiography? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

#  = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to echocardiography, beyond their normal hourly wage? (please select all that apply)

housing

meals

travel (e.g., public transportation, tolls, gas, mileage, etc.)

vehicle

other

no compensation beyond hourly wage

not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to echocardiography? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour

\$36 to \$45 per hour     \$76 to \$85 per hour

\$46 to \$55 per hour     more than \$85 per hour

\$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

---

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to interventional/angiography.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to interventional/angiography? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to interventional/angiography?  
(please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for interventional/angiography?

less than 1 month

1 to 3 months

4 to 6 months

7 to 9 months

10 to 12 months

more than 1 year

not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in interventional/angiography?

yes

no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in interventional/angiography?

\$2,000 or less

\$2,001 - \$3,000

\$3,001 - \$4,000

\$4,001 - \$5,000

more than \$5,000

---

13. How many temporary staff did your facility have dedicated to interventional/angiography? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

#  = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to interventional/angiography, beyond their normal hourly wage? (please select all that apply)

housing

meals

travel (e.g., public transportation, tolls, gas, mileage, etc.)

vehicle

other

no compensation beyond hourly wage

not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to interventional/angiography? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less     \$66 to \$75 per hour

\$36 to \$45 per hour     \$76 to \$85 per hour

\$46 to \$55 per hour     more than \$85 per hour

\$56 to \$65 per hour     not applicable - no temporary employees in this specialty

---

**About staffing at your facility**

---

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to cardiac cath radiology.

# APPENDIX

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to cardiac cath radiology? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to cardiac cath radiology?  
(please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for cardiac cath radiology?

less than 1 month

1 to 3 months

4 to 6 months

7 to 9 months

10 to 12 months

more than 1 year

not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in cardiac cath radiology?

yes

no ... if no, please click here to skip to question 13

---

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in cardiac cath radiology?

\$2,000 or less

\$2,001 - \$3,000

\$3,001 - \$4,000

\$4,001 - \$5,000

more than \$5,000

---

13. How many temporary staff did your facility have dedicated to cardiac cath radiology? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to cardiac cath radiology, beyond their normal hourly wage? (please select all that apply)

housing

meals

travel (e.g., public transportation, tolls, gas, mileage, etc.)

vehicle

other

no compensation beyond hourly wage

not applicable - no temporary employees in this specialty

---

15. What was the average cost per hour for any temporary staff dedicated to cardiac cath radiology? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

\$35 per hour or less

\$36 to \$45 per hour

\$46 to \$55 per hour

\$56 to \$65 per hour

\$66 to \$75 per hour

\$76 to \$85 per hour

more than \$85 per hour

not applicable - no temporary employees in this specialty

**About staffing at your facility**

---

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to medical transcriptionist/correctionist.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to medical transcriptionist/correctionist? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

---

10. What was the average vacancy rate for FTEs dedicated to medical transcriptionist/correctionist?  
(please fill in a number below)

% vacancy rate for this specialty \_\_\_\_\_

---

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for medical transcriptionist/correctionist?

less than 1 month

1 to 3 months

4 to 6 months

7 to 9 months

10 to 12 months

more than 1 year

not applicable, did not have vacancies for this specialty

---

12. Did your facility offer any sign-on bonuses for new hires in medical transcriptionist/correctionist?

yes

no ... if no, please click here to skip to question 13

---

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in medical transcriptionist/correctionist?

\$2,000 or less

\$2,001 - \$3,000

\$3,001 - \$4,000

\$4,001 - \$5,000

more than \$5,000

---

13. How many temporary staff did your facility have dedicated to medical transcriptionist/correctionist? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty

# \_\_\_\_\_ part-time temporary staff dedicated to this specialty

# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

---

14. For what expenses did your facility compensate any of its temporary employees dedicated to medical transcriptionist/correctionist, beyond their normal hourly wage? (please select all that apply)

housing

meals

travel (e.g., public transportation, tolls, gas, mileage, etc.)

vehicle

other

no compensation beyond hourly wage

not applicable - no temporary employees in this specialty

# APPENDIX

15. What was the average cost per hour for any temporary staff dedicated to medical transcriptionist/correctionist? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

- \$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

### About staffing at your facility

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to coding.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to coding? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

10. What was the average vacancy rate for FTEs dedicated to coding?  
(please fill in a number below)

% vacancy rate for this specialty

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for coding?

- less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

12. Did your facility offer any sign-on bonuses for new hires in coding?

- yes  
 no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in coding?

- \$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000

13. How many temporary staff did your facility have dedicated to coding? How many working part-time?  
(please fill in a number for each: if none, fill in "0")

# \_\_\_\_\_ full-time temporary staff dedicated to this specialty  
 # \_\_\_\_\_ part-time temporary staff dedicated to this specialty  
 #  = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

14. For what expenses did your facility compensate any of its temporary employees dedicated to coding, beyond their normal hourly wage? (please select all that apply)

- housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

15. What was the average cost per hour for any temporary staff dedicated to coding? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

- \$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

### About staffing at your facility

For each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal year.

Please consider your facility's operations dedicated to specialty/imaging RNs.

9. How many budgeted full time equivalents (FTEs) did your facility have dedicated to specialty/imaging RNs? FTEs are considered to work 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).  
(please fill in a number below)

# \_\_\_\_\_ FTEs dedicated to this specialty

10. What was the average vacancy rate for FTEs dedicated to specialty/imaging RNs?  
(please fill in a number below)

% vacancy rate for this specialty

11. Approximately how long did it take to fill vacancies for FTE positions at your facility for specialty/imaging RNs?

- less than 1 month  
 1 to 3 months  
 4 to 6 months  
 7 to 9 months  
 10 to 12 months  
 more than 1 year  
 not applicable, did not have vacancies for this specialty

12. Did your facility offer any sign-on bonuses for new hires in specialty/imaging RNs?

- yes  
 no ... if no, please click here to skip to question 13

12a. If yes, what was the average sign-on bonus your facility offered to any new hires in specialty/imaging RNs?

- \$2,000 or less  
 \$2,001 - \$3,000  
 \$3,001 - \$4,000  
 \$4,001 - \$5,000  
 more than \$5,000



# APPENDIX

13. How many temporary staff did your facility have dedicated to specialty/imaging RNs? How many working part-time?  
(please fill in a number for each; if none, fill in "0")

- # \_\_\_\_\_ full-time temporary staff dedicated to this specialty  
 # \_\_\_\_\_ part-time temporary staff dedicated to this specialty  
 # \_\_\_\_\_ = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

14. For what expenses did your facility compensate any of its temporary employees dedicated to specialty/imaging RNs, beyond their normal hourly wage? (please select all that apply)

- housing  
 meals  
 travel (e.g., public transportation, tolls, gas, mileage, etc.)  
 vehicle  
 other  
 no compensation beyond hourly wage  
 not applicable - no temporary employees in this specialty

15. What was the average cost per hour for any temporary staff dedicated to specialty/imaging RNs? Please include all expenses related to these employees, including wages, housing, vehicle related, travel, meals, and all other expenses.

- \$35 per hour or less     \$66 to \$75 per hour  
 \$36 to \$45 per hour     \$76 to \$85 per hour  
 \$46 to \$55 per hour     more than \$85 per hour  
 \$56 to \$65 per hour     not applicable - no temporary employees in this specialty

16. What additional recruitment tools did your facility offer to any potential FTEs?  
(please select all that apply)

- loan forgiveness  
 relocation expenses  
 temporary housing  
 tuition reimbursement  
 other  
 none

### Compensation

17. Please provide the following information as fully as possible for yourself and all positions that reported to you during your facility's most recently completed fiscal year. If information is available, please also answer for other positions at your facility.

Use your best judgment in attempting to match actual positions with these titles, avoiding counting any individual in more than 1 category. For example, if one individual worked as both an MRI technologist and a CT technologist, record them only once under the position that best matches the preponderance of their work.

For number of FTEs, please include full and part time employees as well as travelers and agency employees.

For "average full-time salary/wages", please report the average annual salary/wage earned by individuals in this position.

For "average TOTAL cash compensation", please report the average annual total compensation received. Include salary/wages PLUS bonuses, profit sharing, incentive pay, etc. Exclude the value of employee benefits, perks, and deferred compensation.

| position                                      | # of FTEs in position at your facility | average full-time salary/wages (annualized) | average full-time TOTAL cash compensation annualized | average % change in TOTAL compensation compared to previous year (include "-" if decrease) |
|---|--|---|--|--|
| Executive Director/CEO/President              | #                                      | \$  | \$   | %  |
| Vice President of Radiology/Imaging           | #                                      | \$  | \$   | %  |
| Director of Radiology/Imaging                 | #                                      | \$  | \$   | %  |
| Manager or Administrator of Radiology/Imaging | #                                      | \$  | \$   | %  |

| position, continued                     | # of FTEs in position at your facility | average full-time salary/wages (annualized) | average full-time TOTAL cash compensation annualized | average % change in TOTAL compensation compared to previous year (include "-" if decrease) |
|---|--|---|--|--|
| Assistant Director of Radiology/Imaging | #                                      | \$  | \$   | %  |
| Supervisor of Radiology/Imaging         | #                                      | \$  | \$   | %  |
| Lead Technologist                       | #                                      | \$  | \$   | %  |
| Diagnostic Technologist                 | #                                      | \$  | \$   | %  |
| Nuclear Medicine Technologist           | #                                      | \$  | \$   | %  |
| Angiography/Specials Technologist       | #                                      | \$  | \$   | %  |
| MRI Technologist                        | #                                      | \$  | \$   | %  |
| CT Technologist                         | #                                      | \$  | \$   | %  |
| Mammography Technologist                | #                                      | \$  | \$   | %  |
| Cardiac Cath Technologist               | #                                      | \$  | \$   | %  |
| Ultrasound Technologist/Sonographer     | #                                      | \$  | \$   | %  |
| Radiation Therapist                     | #                                      | \$  | \$   | %  |
| Transcriptionist                        | #                                      | \$  | \$   | %  |

| position, continued                            | # of FTEs in position at your facility | average full-time salary/wages (annualized) | average full-time TOTAL cash compensation annualized | average % change in TOTAL compensation compared to previous year (include "-" if decrease) |
|--|--|---|--|--|
| Coder  | #                                      | \$  | \$   | %  |
| Secretary/Administrative Assistant             | #                                      | \$  | \$   | %  |
| Receptionist/Scheduler                         | #                                      | \$  | \$   | %  |
| Film/Image Librarian                           | #                                      | \$  | \$   | %  |
| PACS/RIS Administrator or Manager              | #                                      | \$  | \$   | %  |
| PACS/RIS Technician or Analyst                 | #                                      | \$  | \$   | %  |
| Quality Control Technologist                   | #                                      | \$  | \$   | %  |
| Program Director (Education)                   | #                                      | \$  | \$   | %  |
| Staff Educator (Program Instructor)            | #                                      | \$  | \$   | %  |
| Clinical Instructor                            | #                                      | \$  | \$   | %  |
| Radiology Nurse                                | #                                      | \$  | \$   | %  |
| PET Technologist                               | #                                      | \$  | \$   | %  |
| PET/CT Technologist                            | #                                      | \$  | \$   | %  |
| Registered Vascular Technologist               | #                                      | \$  | \$   | %  |
| Bone Densitometrist                            | #                                      | \$  | \$   | %  |
| Radiologic Assistant/PA/Nurse Practitioner     | #                                      | \$  | \$   | %  |
| Technologist Assistant/Aide/Clinical Assistant | #                                      | \$  | \$   | %  |
| Orderly/Transporter                            | #                                      | \$  | \$   | %  |

**Other forms of compensation**

18. In what specialties did your facility offer a retention bonus during its most recently completed fiscal year? (please select all that apply)

- MRI
- CT
- PET
- X-ray
- ultrasound and/or vascular ultrasound
- nuclear medicine
- radiation therapy
- mobile services (hospital-owned only)
- mammography
- echocardiography
- interventional/angiography
- cardiac cath radiology
- medical transcriptionist/correctionist
- coding
- specialty/imaging RNs
- none ... if none, please click here to skip to question 20

19. What was the average retention bonus your facility offered?

- \$2,000 or less
- \$2,001 - \$3,000
- \$3,001 - \$4,000
- \$4,001 - \$5,000
- more than \$5,000

20. For which levels of multiple registered technologists did your facility provide additional compensation during its most recently completed fiscal year? For each provided, what additional percentage of pay, on average, was offered? (please select all that apply; for each indicated also fill in a percentage)

- 1 additional specialty ..... a. what percentage? %
- 2 additional specialties ..... b. what percentage? %
- 3 additional specialties ..... c. what percentage? %
- 4 additional specialties or more .... d. what percentage? %
- flat rate for multiple specialties .... e. what percentage? %
- none of these

21. In what ways did your facility provide additional compensation for employees working standby/on call during its most recently completed fiscal year? (please select all that apply)

- additional per hour rate, above normal hourly wage
- bonus per call in
- bonus per exam
- other

none ... if none, please click the NEXT button to skip to the next page. **NEXT >>**

21a. If you indicated additional per hour rate, what was the additional standby/on call rate at your facility? That is, what was the dollar amount per hour above the normal hourly rate?

- \$1.00 per hour or less
- \$1.01 to \$2.00 per hour
- \$2.01 to \$3.00 per hour
- \$3.01 to \$4.00 per hour
- \$4.01 to \$5.00 per hour
- more than \$5.00 per hour

21b. If you indicated bonus per call in, what was the additional amount offered per time called in?

- \$50 or less
- \$51 - \$100
- \$101 - \$200
- \$201 - \$300
- \$301 - \$400
- more than \$400

21c. If you indicated bonus per exam, what was the additional amount offered per exam?

- \$25 or less
- \$26 - \$50
- \$51 - \$100
- \$101 - \$150
- \$151 - \$200
- more than \$200

**Time off and other employee benefits**

22. How many paid days off for holidays did your facility offer to its full-time employees during its most recently completed fiscal year? Please do NOT include any days for other paid time off (PTO, vacation, sick, etc.). (please enter a number below; if none, enter "0")

# paid holiday days off

23. Which of the following best describes how your facility structured its paid time off (PTO) for employees (vacation, sick, education leave, etc.) during its most recently completed fiscal year? (please select only one)

- all days combined into a general time off category
- separate amount of days allocated for different purposes (vacation, sick, etc.) ... please click here to skip to question 26

24. If you indicated a combined structure for PTO, how many days per year in total were typically offered? If the number of days varies per position or by years of service, please use a typical or average amount. (please enter a number below)

# days offered for PTO

25a. If your facility allowed unused PTO to accrue, what was the maximum number of days allowed?

- facility does not allow unused PTO to accrue
- 10 days or less
- 11 - 20 days
- 21 - 30 days
- 31 - 40 days
- 41 - 50 days
- more than 50 days
- no maximum/unlimited accrual allowed

25b. Which of the following did your facility permit with regard to PTO? (please select all that apply)

- cash out on unused PTO at end of year
- cash out on unused PTO at separation from job
- neither ... please click here to skip to question 28

25c. If your facility allowed cash out on unused PTO, was it for full value of those days or a percentage of the value? If a percentage of the total, what is that percentage? (please select the one best option; if a percentage, please also fill in the number)

- full value
- percentage ... what percentage? %

# APPENDIX

26. If you indicated a separate amount of days was allocated for different purposes, how many days were typically offered for each category below? If the number of days varies per position or by years of service, please use a typical or average amount. (please enter a number for each purpose below; if none, enter "0")

does not apply. PTO offered ... please click here to skip to question 28

# \_\_\_\_\_ days offered for vacation

# \_\_\_\_\_ days offered for sick time

# \_\_\_\_\_ days offered for education-related travel

# \_\_\_\_\_ days offered for other purposes

# 0 = TOTAL NUMBER OF PERSONAL DAYS OFF

---

27a. If your facility allowed unused sick and/or vacation time to accrue, what was the maximum number of days allowed?

facility does not allow unused PTO to accrue

10 days or less       41 - 50 days

11 - 20 days       more than 50 days

21 - 30 days       no maximum/unlimited accrual allowed

31 - 40 days

---

27b. Which of the following did your facility permit with regard to sick and/or vacation time during its most recently completed fiscal year? (please select all that apply)

cash out on unused sick time at end of year

cash out on unused sick time at separation from job

cash out on unused vacation time at end of year

cash out on unused vacation time at separation from job

none of these ... please click here skip to question 28

---

27c. If your facility allowed cash out on unused sick days and/or vacation days, was it for full value of those days or a percentage of the value? If a percentage of the total, what is that percentage? (please select the one best option; if a percentage, please also fill in the number)

full value

percentage ... what percentage? %

---

28. What other ways of providing time off, or varying the amount of time off provided, did your facility utilize during its most recently completed fiscal year? (please select all that apply)

amount based on years of service

provide with each pay period/based on time worked

compensation time

"bank" time

flex time

at management's discretion

coupons

other

none

---

29. On what factors were your facility's compensation increases for employees based during its most recently completed fiscal year? (please select all that apply)

personal performance review results

departmental performance review results

average department staff merit increase

organizational performance

stock options or ownership options

union contract stipulations

cost of living increases

other

no compensation increases offered

29a. If you indicated that no compensation increases were offered during its most recently completed fiscal year, when was the last year compensation increases were offered?

not applicable, compensation increase offered

two years ago

three years ago

four years ago

prior to four years ago

---

30. Which of the following benefits did your facility provide to any of its employees during its most recently completed fiscal year? (please select one option for each benefit)

|   | fully paid by facility | partially paid by facility | offered but not paid by facility | not offered           |
|---|------------------------|----------------------------|----------------------------------|-----------------------|
| basic health care plan                  | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| behavioral health care plan             | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| dental health plan                      | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| pension plan                            | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| 401(k) or 403(b) plan                   | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| education/tuition reimbursement         | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| education conference/trip fees          | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| short term disability                   | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| long term disability                    | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| child daycare                           | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| company vehicle                         | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| health club membership                  | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| stock purchase plan                     | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| parking                                 | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| pre-tax childcare spending              | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| pre-tax healthcare spending             | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| pre-tax commute spending (e.g., subway) | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| life insurance (self/dependent)         | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| long-term care                          | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| parental nursing home care              | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |
| other significant benefits              | <input type="radio"/>  | <input type="radio"/>      | <input type="radio"/>            | <input type="radio"/> |

# APPENDIX

## Trends

31. Which changes (up to 3) did your facility experience during its most recently completed fiscal year that you consider to be the most significant in terms of impact on your job?  
(please select up to 3 options)

- new/renovated office or building
- increased patient volume
- decreased reimbursement
- budget cuts/financial difficulties
- staffing shortages/turnover
- increase in job responsibilities
- managing additional FTEs/departments
- changes in management
- PACS implementation
- introduction of other new technology/equipment
- increased focus on strategic planning/business model
- competition or impact of other facilities
- other (please specify):

32. Which 3 changes do you think will most impact your job in the next 3 years?  
(please select up to 3 options)

- new/renovated office or building
- increased patient volume
- decreased reimbursement
- budget cuts/financial difficulties
- staffing shortages/turnover
- increase in job responsibilities
- managing additional FTEs/departments
- changes in management
- PACS implementation
- introduction of other new technology/equipment
- increased focus on strategic planning/business model
- competition or impact of other facilities
- other (please specify):

33. Which of the following recruitment or retention bonuses did your facility begin offering during its most recently completed fiscal year?  
(please select all that apply)

- sign-on bonus offers or increases
- retention bonus offers or increases
- tuition/education assistance
- increase in salary/wages
- employee reward system/incentives
- flextime
- employee referrals
- benefits
- other
- none

## About you and your work

34. What is your gender?

- male  female

35. Approximately how many hours, on average, do you work per week?  
(please enter a number below)

# \_\_\_\_\_ hours worked per week, on average

36. Which one of the following best describes your highest level of academic achievement?  
(please select the one best option)

- Doctoral degree
- currently enrolled or pursuing Doctoral degree
- Master degree
- currently enrolled or pursuing Master degree
- Bachelor degree
- currently enrolled or pursuing Bachelor degree
- Associate degree
- currently enrolled or pursuing Associate degree
- graduated high school or GED

37. For approximately how many years have you worked in any imaging capacity, for any and all employers?  
(please enter a number below)

# \_\_\_\_\_ years worked in any imaging capacity

38. For approximately how many years in total have you worked in an imaging management position, for any employer?  
(please enter a number below)

# \_\_\_\_\_ years worked in imaging management positions

39. Including yourself, but excluding any physicians, how many total FTEs work in your department?  
(please enter a number below)

# \_\_\_\_\_ FTEs in your department

40. How many total FTEs do you supervise directly?  
(please enter a number below; if none, enter "0")

# \_\_\_\_\_ FTEs you supervise directly

41. How many of each of the following types of radiologist FTEs, supported by your staff, work at your facility?  
(please enter a number for each type below, counting each FTE only once; if none, enter "0")

# \_\_\_\_\_ FTE radiologists  
# \_\_\_\_\_ FTE radiology residents  
# \_\_\_\_\_ FTE radiology fellows

Any comments or suggestions about improving this online survey experience?

\_\_\_\_\_

\_\_\_\_\_

# APPENDIX

---

**Thank you!**

As a result of input from imaging leaders like you, AHRA can provide information that will help all in the profession better succeed. Your time and dedication are appreciated.

If you wish to receive a free copy of the report based on the data aggregated for this study, please fill in your email address below. Your email address and survey answers *will not be used for any other purpose or disclosed to others.*

Your email address:

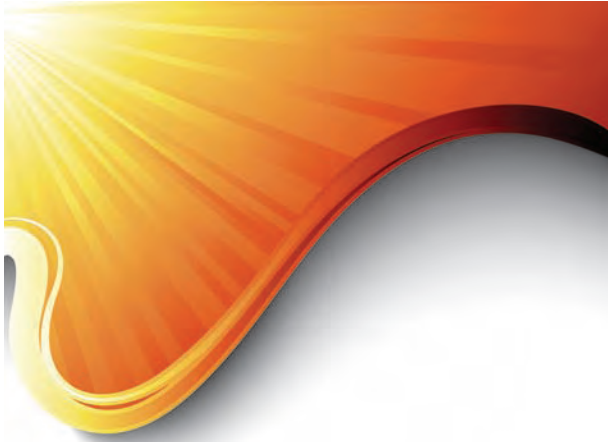
Please click **SUBMIT** to upload your answers.

<< PREVIOUS

Pause

Submit My Survey Response

©2008 Readex Research (v1)



© 2009 AHRA: The Association for Medical Imaging Management  
490-B Boston Post Road, Suite 200, Sudbury, MA 01776  
Phone: 978-443-7591  
Toll Free: 800-334-AHRA  
Fax: 978-443-8046  
[www.ahraonline.org](http://www.ahraonline.org)