







the association for medical imaging management

2009 Compensation & Benefits Survey

This survey was made possible through funding from AGFA HealthCare.



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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 <u>mean</u> 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 <u>standard error</u> 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 <u>median</u> 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 50th 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.

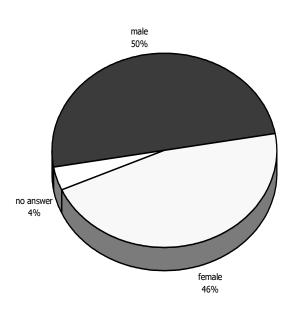
This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices. A complete report containing all survey results was provided to AHRA.

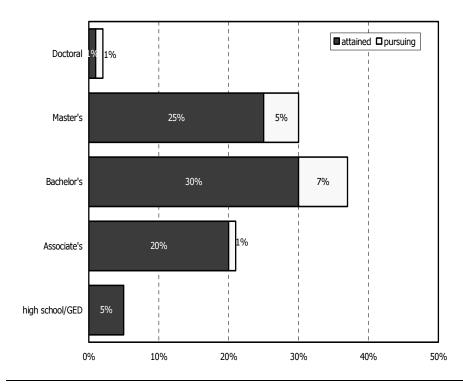


FINDINGS: Respondent Profile

Exhibit 01 Gender





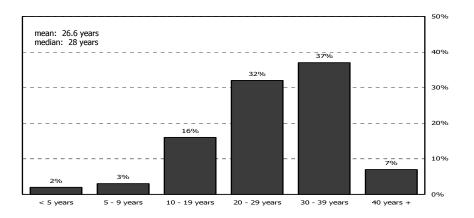


base: 551 respondents

base: 551 respondents

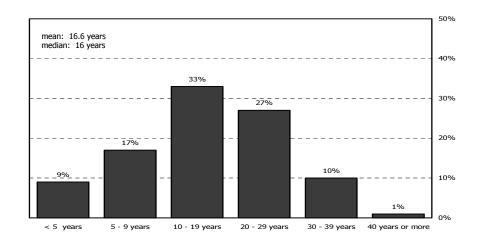
FINDINGS: Respondent Profile

Exhibit 03 Years in Imaging



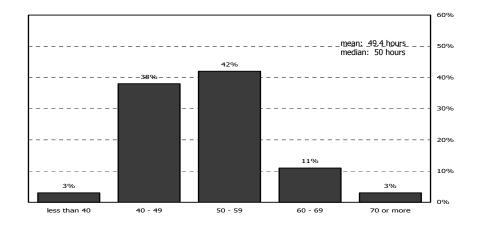
base: 551 respondents

Exhibit 04 Years in Imaging Management



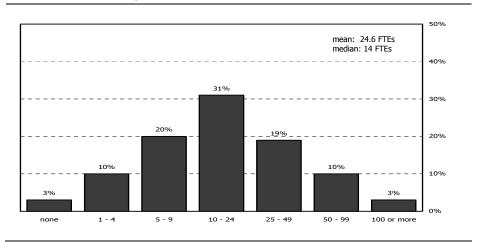
base: 551 respondents

Exhibit 05
Hours Worked Per Week (on Average)



base: 551 respondents

Exhibit 06 Number of FTEs Supervised

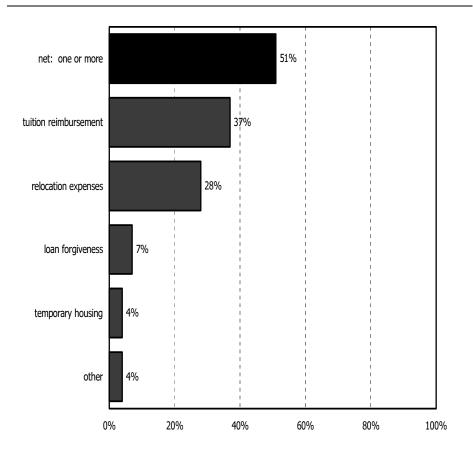


base: 551 respondents



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/ 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 ^ŧ	\$35.99 ^ŧ
СТ	11%	0.3	0.2	15%	26%	19%	9%	\$51.83 ^ŧ	\$37.25
MRI	11%	0.2	0.2	26%	18%	14%	12%	\$49.80 ^ŧ	\$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 ^ŧ	\$55.99
mammography	7%	0.2	0.1	14%	10%	10%	10%	\$50.03 ^ŧ	\$36.00 ^t
echocardiography	7%	0.1	0.1	30%	30%	22%	17%	\$58.99 ^ŧ	\$61.00
cardiac cath radiology	7%	0.6	0.1	29%	43%	21%	36%	\$63.69	\$63.49
medical transcriptionist/ correctionist	5%	0.1	0.2	6%	6%	0%	0%	\$35.99 ^t	\$35.99 ^t
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 ^ŧ	\$35.99 ^ŧ
mobile services (hospital-owned only)	2%	0.2	0.2	@	@	@	@	@	@

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



t = 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)

					S A L A R Y	/ / W A G E S			-TOTAL CO	MPENSATIO) N	
	n	# of FTEs reported	average # of FTEs	average	25% earn less	50% earn less	75% earn less	average	25% earn less	50% earn less	75% earn less	average % change
			# OITTE3									
Total	165	186	1.1	\$229,000	\$150,000	\$178,800	\$300,000	\$240,100	\$131,300	\$177,800	\$299,600	2.43%
Number of Procedures												
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 < 50,000	41 62	50 74	1.2 1.2	\$269,400	\$165,000 \$112,500	\$230,000 \$150,000	\$468,800 \$190,600	\$273,800 \$162,100	\$48,800	\$250,000 \$158,300	\$522,500 \$196,400	4.00% 1.49%
< 50,000			1.2	\$162,900	\$112,500	\$150,000	\$190,000	\$162,100	\$103,100	\$156,500	\$190,400	1.49%
Organization Status												
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%
Affiliation												
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%
Organization Type												
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 2	2	1.0									
mobile service			1.0									
Setting												
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%
Region and Setting												
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)

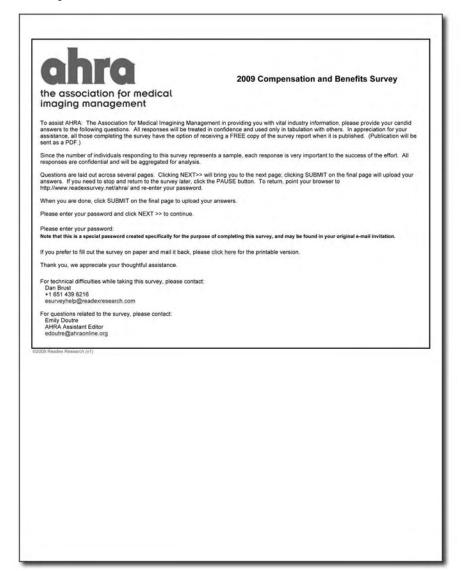
					S A L A R Y	/ W A G E S			TOTAL COM	1 P E N S A T I O	N	
	n	# of FTEs reported	average # of FTEs	average	25% earn less	50% earn less	75% earn less	average	25% earn less	50% earn less	75% earn less	average % change
Region and Setting												
East North Central	10	55	5.5	\$25,200	\$24,000	\$25,000	\$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%

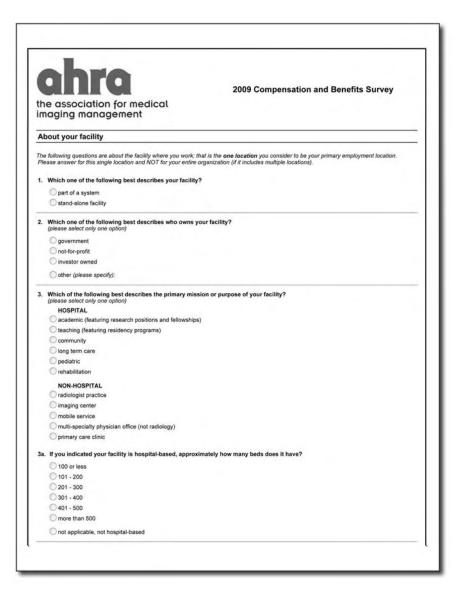
NOTE: results not shown if fewer than 5 FTEs reported.





Survey Instrument







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# G	= TOTAL NUMBER OF IMAGING	PROCECURES AND EXAMS
7. Whice	ch of the following did your facility util	
p		lize in its most recently completed fiscal year? (please select all that apply)
□ r	sicture archiving and communication syst	
Uv		tem (PACS)
-	adiology information system (RIS)	
	roice recognition (VR)	
	none of these	
	th of the following imaging specialties at apply)	were offered at your facility during its most recently completed fiscal year? (please select
N.	MRI	mammography
	CT .	echocardiography
□ P	PET	interventional/angiography
	C-ray	cardiac cath radiology
	ultrasound and/or vascular ultrasound	medical transcriptionist/correctionist
	nuclear medicine	coding
	adiation therapy	specialty/imaging RNs
and a	nobile services (hospital-owned only)	none of these
Pleas	se answer Questions 9 through 15 for	each specialty you indicated at question 8.
About	staffing at your facility	
or each ear.	of the following imaging specialties p	please answer each question based on your facility for its most recently completed fiscal
lease co	onsider your facility's operations dedi	icated to MRI.
hour	many budgeted full time equivalents (s per week, or 2,080 hours per year. F (se fill in a number below)	(FTEs) did your facility have dedicated to MRI? FTEs are considered to work 40 or more Please do NOT include any temporary staff (whether they be full or part time).

% vacancy rate	for this specialty
11. Approximately how los	ng 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 no	ot have vacancies for this specialty
12. Did your facility offer a	nny sign-on bonuses for new hires in MRI?
yes	
O no if no, please of	lick here to skip to question 13
12a. If yes, what was the a	verage sign-on bonus your facility offered to any new hires in MRI?
\$2,000 or less	
S2,001 - \$3,000	
\$3,001 - \$4,000	
S4,001 - \$5,000	
omore than \$5,000	
13. How many temporary	staff did your facility have dedicated to MRI working full-time? How many working part-time? or each: if none, fill in '0"]
	porary staff dedicated to this specialty
	porary staff dedicated to this specialty
	MBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
wage? (please select a	I your facility compensate any of its temporary employees dedicated to MRI, beyond their normal hourly Il that apply)
housing	
meals	
travel (e.g., public tra	insportation, tolls, gas, mileage, etc.)
vehicle	
other	
no compensation be	yond hourly wage
not applicable - no te	imporary 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 wages, housing, vehicle related, travel, meals, and all other expenses.
\$35 per hour or less	S66 to \$75 per hour
\$36 to \$45 per hour	\$76 to \$85 per hour
S46 to \$55 per hour	more than \$85 per hour
\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty



Ab	out staffing at your facility
or	each of the following imaging specialties please answer each question based on your facility for its most recently completed fiscal r.
lea	se consider your facility's operations dedicated to CT.
	· · · · · · · · · · · · · · · · · · ·
	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
0.	What was the average vacancy rate for FTEs dedicated to CT? (please fill in a number below)
	% vacancy rate for this specialty
1.	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
	O more than 1 year
	Onot applicable, did not have vacancies for this specialty
2.	Did your facility offer any sign-on bonuses for new hires in CT?
	Oyes
	no if no, please click here to skip to question 13
2	. If yes, what was the average sign-on bonus your facility offered to any new hires in CT?
28	
	© \$2,000 or less
	S2,001 - \$3,000
	O \$3,001 - \$4,000
	O\$4,001 - \$5,000
	O more than \$5,000
3.	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 speciality
	# part-time temporary staff dedicated to this specialty
	# 0 = TOTAL NUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
4.	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

	\$35 per hour or less	S66 to \$75 per hour
	S36 to \$45 per hour	S76 to \$85 per hour
	\$46 to \$55 per hour	more than \$85 per hour
	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
Ab	out staffing at your	facility
or		ging specialties please answer each question based on your facility for its most recently completed fiscal
Plea	se consider your facility's	s operations dedicated to PET.
	How many budgeted full thours per week, or 2,080 (please fill in a number below	time equivalents (FTEs) did your facility have dedicated to PET? FTEs are considered to work 40 or more hours per year. Please do NOT include any temporary staff (whether they be full or part time).
	# FTEs dedicated	to this specialty
10.	What was the average va (please fill in a number bel	cancy rate for FTEs dedicated to PET? (ow)
	% vacancy rate for	or 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	
	O not applicable, did not l	have vacancies for this specialty
12.	Did your facility offer any	y sign-on bonuses for new hires in PET?
	Oyes	
	O no if no, please clic	k here to skip to question 13
12a	. If yes, what was the ave	erage sign-on bonus your facility offered to any new hires in PET?
	© \$2,000 or less	
	O \$2,001 - \$3,000	
	O\$3,001 - \$4,000	
	O\$4,001 - \$5,000	
	more than \$5,000	
13.	How many temporary sta (please fill in a number for	iff did your facility have dedicated to PET working full-time? How many working part-time? each: if none, fill in '0')
	# full-time tempor	ary staff dedicated to this specialty
	# part-time tempo	erary staff dedicated to this specialty
	# 0 = TOTAL NUM	BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY



	wage? (please select all t	2000						
	housing							
	meals	100 OF 200 PM						
		sportation, tolls, gas, mileage, etc.)						
	vehicle							
	other							
	no compensation beyon							
	not applicable - no tem	porary employees in this specialty						
15.		ost per hour for any temporary staff dedicated to PET? Please include all expenses related to these ges, housing, vehicle related, travel, meals, and all other expenses.						
	\$35 per hour or less	S66 to \$75 per hour						
	\$36 to \$45 per hour	S76 to \$85 per hour						
	\$46 to \$55 per hour	more than \$85 per hour						
	\$56 to \$65 per hour	O not applicable - no temporary employees in this specialty						
Δŀ	out staffing at your	facility						
_		racinity ging specialties please answer each question based on your facility for its most recently completed fiscal						
ea								
lea	ase consider your facility's	s operations dedicated to X-ray.						
).	How many budgeted full t	time equivalents (FTEs) did your facility have dedicated to X-ray? FTEs are considered to work 40 or more						
9.	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 belo	(we						
	(please fill in a number below # FTEs dedicated	ow)						
		ow) It to this specialty						
10.	# FTEs dedicated	to this specialty cancy rate for FTEs dedicated to X-ray?						
10.	# FTEs dedicated What was the average va	ow) to this specialty accancy rate for FTEs dedicated to X-ray? low)						
	# FTEs dedicated What was the average va (please fill in a number bel % vacancy rate for	ow) to this specialty accancy rate for FTEs dedicated to X-ray? low)						
	# FTEs dedicated What was the average va (please fill in a number bel % vacancy rate for	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long less than 1 month	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long less than 1 month 1 to 3 months	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va (please fill in a number be) % vacancy rate fc Approximately how long less than 1 month 1 to 3 months 4 to 6 months	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va (please fill in a number be) % vacancy rate fo Approximately how long less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
	# FTEs dedicated What was the average va glease fill in a number bel % vacancy rate fo Approximately how long less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months 10 to 12 months more than 1 year	(to this specialty councy rate for FTEs dedicated to X-ray? owt) or this specialty						
11.	## FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long 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 to	(I to this specialty concurrence received to X-ray? concurrence received to X-ray? did it take to fill vacancies for FTE positions at your facility for X-ray?						
11.	## FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long 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 to	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray?						
11.	What was the average va glease fill in a number bel % vacancy rate for Approximately how long 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 1 bid your facility offer any yes	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray?						
11.	## FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long 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 to Did your facility offer any yes no if no, please offer	to this specialty cancy rate for FTEs dedicated to X-ray? ow) or this specialty did it take to fill vacancies for FTE positions at your facility for X-ray? have vacancies for this specialty y sign-on bonuses for new hires in X-ray?						
11.	## FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo Approximately how long 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 to Did your facility offer any yes no if no, please offer	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray? have vacancles for this specialty y sign-on bonuses for new hires in X-ray? k here to skip to question 13						
11.	## FTEs dedicated What was the average va (please fill in a number be) % vacancy rate fo Approximately how long 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 to Did your facility offer any yes no if no, please clic I. If yes, what was the aver	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray? have vacancles for this specialty y sign-on bonuses for new hires in X-ray? k here to skip to question 13						
11.	What was the average va celease fill in a number below vacancy rate for the second of	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray? have vacancles for this specialty y sign-on bonuses for new hires in X-ray? k here to skip to question 13						
11.	## FTEs dedicated What was the average va (please fill in a number bel % vacancy rate fo hyproximately how long 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 1 Did your facility offer any yes no if no, please offo b. If yes, what was the ave \$2,000 or less \$2,001 - \$3,000	to this specialty coancy rate for FTEs dedicated to X-ray? ovi) or this specialty did it take to fill vacancles for FTE positions at your facility for X-ray? have vacancles for this specialty y sign-on bonuses for new hires in X-ray? k here to skip to question 13						

	# full-time tempo	prary staff dedicated to this specialty
	a landing temp	porary staff dedicated to this specialty
		MBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14.	For what expenses did wage? (please select all	your facility compensate any of its temporary employees dedicated to X-ray, beyond their normal hourly that apply)
	housing	
	meals	
	travel (e.g., public tran	resportation, tolls, gas, mileage, etc.)
	vehicle	
	other	
	no compensation bey	and house wage
		mporary employees in this specialty
_	Trot applicable - no ter	inportary employees in this specialty
5.	employees, including w	cost per hour for any temporary staff dedicated to X-ray? Please include all expenses related to these rages, housing, vehicle related, travel, meals, and all other expenses.
	\$35 per hour or less	© \$66 to \$75 per hour
	\$36 to \$45 per hour	S76 to \$85 per hour
	S46 to \$55 per hour	more than \$85 per hour
	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
or ear	r	r facility aging specialties please answer each question based on your facility for its most recently completed fisc. 's operations dedicated to ultrasound and/or vascular ultrasound.
or ear	each of the following im r. use consider your facility How many budgeted ful are considered to work	aging specialties please answer each question based on your facility for its most recently completed fisc. 's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether
or ear	each of the following im r. use consider your facility How many budgeted ful are considered to work they be full or part time)	aging specialties please answer each question based on your facility for its most recently completed fisc soperations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2.080 hours per year. Please do NOT include any temporary staff (whether
or ear	each of the following im r. use consider your facility How many budgeted ful are considered to work they be full or part time) (please fill in a number be	aging specialties please answer each question based on your facility for its most recently completed fisc soperations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2.080 hours per year. Please do NOT include any temporary staff (whether
or ear lea	each of the following im r. use consider your facility How many budgeted ful are considered to work they be full or part full please fill in a number be # FTEs dedicate What was the average	aging specialties please answer each question based on your facility for its most recently completed fisc. 's operations dedicated to ultrasound and/or vascular ultrasound. It time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether low) dow) dt to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound?
or ear lea	each of the following im to use consider your facility How many budgeted ful are considered to work they be full or part time) (please fill in a number be # FTEs dedicate	aging specialties please answer each question based on your facility for its most recently completed fisc. 's operations dedicated to ultrasound and/or vascular ultrasound. It time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether fow) do to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound?
or ear lea	each of the following im se consider your facility How many budgeted ful are considered to work they be full or part timel (please fill in a number be # FTES dedicate What was the average of (please fill in a number be % vacancy rate	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? for this specialty
or ear lea	each of the following im see consider your facility How many budgeted ful are considered to work, they be full or part timely (please fill in a number be # FTEs dedicate What was the average v (please fill in a number b % vacancy rate Approximately how lon	aging specialties please answer each question based on your facility for its most recently completed fisc. 's operations dedicated to ultrasound and/or vascular ultrasound. It time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE: 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether fow) do to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound?
or ear lea	each of the following im r. use consider your facility How many budgeted ful are considered to work they be full or part time (please fill in a number be FTEs dedicate What was the average v (please fill in a number b % vacancy rate Approximately how lon less than 1 month	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? for this specialty
or ear lea	each of the following im r. use consider your facility How many budgeted ful are considered to work they be full or part timely (please fill in a number be # FTEs dedicate What was the average (please fill in a number b % vacancy rate Approximately how lon less than 1 month 1 to 3 months	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? for this specialty
or ear lea	each of the following im t. se consider your facility How many budgeted ful are considered to work. Hey be full or part timely (please fill in a number to (please fill in a number to % vacancy rate Approximately how lon less than 1 month 1 to 3 months 4 to 6 months	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? for this specialty
or ear lea	each of the following im r. se consider your facility How many budgeted ful are considered to work. Hey be full or part timel, (please fill in a number be # FTEs dedicate What was the average v (please fill in a number be % vacancy rate Approximately how Ion less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? for this specialty
or ear lea	each of the following im r. see consider your facility How many budgeted ful are considered to work, they be full or part timel, (please fill in a number be # FTEs dedicate What was the average \(\text{v}(please fill in a number be\) % vacancy rate Approximately how ion less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? FIGURE 1.
or ear lea	each of the following im r. see consider your facility How many budgeted ful are considered to work, they be full or part timel, (please fill in a number be # FTEs dedicate What was the average \(\text{v}(please fill in a number be\) % vacancy rate Approximately how ion less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months 10 to 12 months more than 1 year	aging specialties please answer each question based on your facility for its most recently completed fisc. so operations dedicated to ultrasound and/or vascular ultrasound. It time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE- 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether sow) dt to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? slow) for this specialty g did it take to fill vacancies for FTE positions at your facility for ultrasound and/or vascular ultrasound?
or ear lea	each of the following im r. see consider your facility How many budgeted ful are considered to work, they be full or part timel, (please fill in a number be # FTEs dedicate What was the average \(\text{v}(please fill in a number be\) % vacancy rate Approximately how ion less than 1 month 1 to 3 months 4 to 6 months 7 to 9 months 10 to 12 months more than 1 year	aging specialties please answer each question based on your facility for its most recently completed fisci r's operations dedicated to ultrasound and/or vascular ultrasound. I time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTEs 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether flow) and to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? FIGURE 1.
or earlies	each of the following im r. se consider your facility How many budgeted ful are considered to work. Hey be full or part time) (please fill in a number be # FTEs dedicate What was the average of the second of the	aging specialties please answer each question based on your facility for its most recently completed fisc. so operations dedicated to ultrasound and/or vascular ultrasound. It time equivalents (FTEs) did your facility have dedicated to ultrasound and/or vascular ultrasound? FTE- 40 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether sow) dt to this specialty vacancy rate for FTEs dedicated to ultrasound and/or vascular ultrasound? slow) for this specialty g did it take to fill vacancies for FTE positions at your facility for ultrasound and/or vascular ultrasound?



	\$2,000 or less	
	S2,001 - \$3,000	
	\$3,001 - \$4,000	
	S4,001 - \$5,000	
	more than \$5,000	
13.	How many temporary sta working part-time? (please fill in a number for	aff did your facility have dedicated to ultrasound and/or vascular ultrasound working full-time? How many each: if none, fill in '0")
	# full-time tempor	rary staff dedicated to this specialty
	# part-time tempo	orary staff dedicated to this specialty
1		BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14.	For what expenses did youltrasound, beyond their	our facility compensate any of its temporary employees dedicated to ultrasound and/or vascular normal hourly wage? (please select all that apply)
	meals	
		sportation, tolls, gas, mileage, etc.)
	vehicle	portation, tolla, gas, fillipaga, esc.,
	other	
	no compensation beyon	
	not applicable - no temp	porary employees in this specialty
	\$36 to \$45 per hour \$46 to \$55 per hour	\$76 to \$85 per hour more than \$85 per hour
	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
Δh		
	out staffing at your	facility
or	out staffing at your each of the following image,	
For year Plea 9.	out staffing at your each of the following images, use consider your facility's How many budgeted full	facility ging specialties please answer each question based on your facility for its most recently completed fiscal s operations dedicated to nuclear medicine. time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).
For year Plea 9.	out staffing at your each of the following image, see consider your facility's How many budgeted full I do or more hours per wee (please fill in a number beloc	facility ging specialties please answer each question based on your facility for its most recently completed fiscal s operations dedicated to nuclear medicine. time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).
For year Plea 9.	each of the following image. Bee consider your facility: How many budgeted full 40 or more hours per wee (please fill in a number below FTEs dedicated	ging specialties please answer each question based on your facility for its most recently completed fiscal so operations dedicated to nuclear medicine. time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work sk, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). It to this specially secancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following imag, use consider your facility's How many budgeted full t 40 or more hours per wee (please fill in a number belic ### FTES dedicated What was the average va	facility ging specialties please answer each question based on your facility for its most recently completed fiscal s operations dedicated to nuclear medicine. time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following imar, seconsider your facility's How many budgeted full 140 or more hours per wee please fill in a number below # FTES dedicated What was the average va (please fill in a number below % vacancy rate for	facility ging specialties please answer each question based on your facility for its most recently completed fiscal s operations dedicated to nuclear medicine. time equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following imar, seconsider your facility's How many budgeted full 140 or more hours per wee please fill in a number below # FTES dedicated What was the average va (please fill in a number below % vacancy rate for	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following image, use consider your facility's How many budgeted full 140 or more hours per wee folloase fill in a number belief for the following in a number belief vacancy rate for Approximately how long less than 1 month	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following image see consider your facility's How many budgeted full 140 or more hours per wee follower fill in a number below for the following in a number below you vacancy rate for Approximately how long less than 1 month	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following ima; How many budgeted full 40 or more hours per wee (please fill in a number belo % vacancy rate fo Approximately how long less than 1 month 1 to 3 months 4 to 6 months	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following image, use consider your facility's How many budgeted full to the your flower and the your flower and the your flower and your flow	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?
For year Plea 9.	out staffing at your each of the following ima; How many budgeted full 40 or more hours per wee (please fill in a number belo % vacancy rate fo Approximately how long less than 1 month 1 to 3 months 4 to 6 months	ging specialties please answer each question based on your facility for its most recently completed fiscal is operations dedicated to nuclear medicine. Itime equivalents (FTEs) did your facility have dedicated to nuclear medicine? FTEs are considered to work is, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time). Whether they be full or part time) to this specialty scancy rate for FTEs dedicated to nuclear medicine?

12a. If		k here to skip to question 13
0	yes, what was the ave	
		rage sign-on bonus your facility offered to any new hires in nuclear medicine?
0:	\$2,000 or less	
	\$2,001 - \$3,000	
0	\$3,001 - \$4,000	
0	\$4,001 - \$5,000	
_ 0	more than \$5,000	
	w many temporary sta ease fill in a number for	iff did your facility have dedicated to nuclear medicine? How many working part-time? each: if none, fill in で)
	full-time tempora	ary staff dedicated to this specialty
#		rary staff dedicated to this specialty
# 0	= TOTAL NUME	BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14. For	r what expenses did yo urly wage? (please sel	our facility compensate any of its temporary employees dedicated to nuclear medicine, beyond their normal lect all that apply)
	housing	
and the same of	meals	
	and the second s	portation, tolls, gas, mileage, etc.)
	vehicle	
	other	
	no compensation beyor	nd hourly wage
	not applicable - no temp	porary employees in this specialty
		est per hour for any temporary staff dedicated to nuclear medicine? Please include all expenses related to ng wages, housing, vehicle related, travel, meals, and all other expenses.
0	\$35 per hour or less	S66 to \$75 per hour
0	\$36 to \$45 per hour	○ \$76 to \$85 per hour
0	\$46 to \$55 per hour	more than \$85 per hour
0:	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
Abou	t staffing at your	facility
For each	h of the following ima	ging specialties please answer each question based on your facility for its most recently completed fiscal
	consider your facility's	s operations dedicated to radiation therapy.
40 0		time equivalents (FTEs) did your facility have dedicated to radiation therapy? FTEs are considered to work, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).
#		t to this specialty
	hat was the average va ease fill in a number bel	acancy rate for FTEs dedicated to radiation therapy?
	% vacancy rate for	



	Approximately how long	did it take to fill vacancies for FTE positions at your facility for radiation therapy?
	Oless 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 h	nave vacancies for this specialty
12.	Did your facility offer any	sign-on bonuses for new hires in radiation therapy?
	yes	
	ono if no, please clici	k here to skip to question 13
12a	. If yes, what was the ave	rage 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	
	more than \$5,000	
13.	How many temporary sta (please fill in a number for	iff did your facility have dedicated to radiation therapy? How many working part-time?
	*	ary staff dedicated to this specialty
		rary staff dedicated to this specialty
	# 0 = TOTAL NUMB	BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14.	For what expenses did you hourly wage? (please set	our facility compensate any of its temporary employees dedicated to radiation therapy, beyond their norma lect all that apply)
	housing	
	meals	
	travel (e.g., public trans	portation, tolls, gas, mileage, etc.)
	vehicle	
	other	
	other no compensation beyon	nd hourly wage
	no compensation beyon	nd hourly wage porary employees in this specialty
15.	no compensation beyon not applicable - no temp	
15.	no compensation beyon not applicable - no temp	porary employees in this speciality st per hour for any temporary staff dedicated to radiation therapy? Please include all expenses related to
15.	not applicable - no temp	porary employees in this specialty st per hour for any temporary staff dedicated to radiation therapy? Please include all expenses related to ng wages, housing, vehicle related, travel, meals, and all other expenses.
15.	no compensation beyor not applicable - no temp What was the average co these employees, includi \$35 per hour or less	porary employees in this speciality st per hour for any temporary staff dedicated to radiation therapy? Please include all expenses related to ng wages, housing, vehicle related, travel, meals, and all other expenses. \$66 to \$75 per hour

	pout 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 r.
Plea	ase consider your facility's operations dedicated to mobile services (hospital-owned only).
	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
	0 10 to 12 months
	O more than 1 year
	O 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	a. 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
	O \$4,001 - \$5,000
	O 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
	no compensation beyond hourly wage not applicable - no temporary employees in this specialty



		est per hour for any temporary staff dedicated to mobile services (hospital-owned only)? Please include all e employees, including wages, housing, vehicle related, travel, meals, and all other expenses.
	\$35 per hour or less	○ \$66 to \$75 per hour
	336 to \$45 per hour	○ \$76 to \$85 per hour
	\$46 to \$55 per hour	more than \$85 per hour
	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
AŁ	oout staffing at your	facility
For		ging specialties please answer each question based on your facility for its most recently completed fiscal
Ple	ase consider your facility's	s operations dedicated to mammography.
9.	How many budgeted full to or more hours per week, of please fill in a number below.	time equivalents (FTEs) did your facility have dedicated to mammography? FTEs are considered to work 4 or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part time).
	# FTEs dedicated	to this specialty
10.	What was the average va	cancy rate for FTEs dedicated to mammography?
	% vacancy rate fo	
_		
11.		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	
	0 10 to 12 months	
	more than 1 year	
	not applicable, did not h	nave vacancies for this specialty
12.	Did your facility offer any	sign-on bonuses for new hires in mammography?
	O ves	
		k here to skip to question 13
12	a. If yes, what was the ave	rage sign-on bonus your facility offered to any new hires in mammography?
	\$2,000 or less	
	\$2,001 - \$3,000	
	\$3,001 - \$4,000	
	O \$4,001 - \$5,000	
	more than \$5,000	

	(please fill in a	nporary sta number for	ff did your facility have dedicated to mammography? How many working part-time? each: if none, fill in "0")	
	# full-ti	me tempora	ary staff dedicated to this specialty	
1	# part-	time tempo	rary staff dedicated to this specialty	
	# G = TC	TAL NUME	BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY	
14.	For what expe hourly wage?	nses did yo (please sel	our facility compensate any of its temporary employees dedicated to mammography, beyond their no ect all that apply)	rmal
	housing			
	meals			
	vehicle	public trans	portation, tolls, gas, mileage, etc.)	
	other			
	otner			
			nd hourly wage	
	not applicab	le - no temp	porary employees in this specialty	
15.	What was the these employe	average co es, includi	st per hour for any temporary staff dedicated to mammography? Please include all expenses related ng wages, housing, vehicle related, travel, meals, and all other expenses.	to
	\$35 per hou	rorless	S66 to \$75 per hour	
	936 to \$45 p	er hour	S76 to \$85 per hour	
	346 to \$55 p	er hour	more than \$85 per hour	
	O \$56 to \$65 p	er hour	Control Parks on the second control to the second s	
Ab	out staffing		not applicable - no temporary employees in this specialty facility	
		at your	facility	
	each of the follo	at your	The state of the s	scal
For	each of the folio	at your	facility ging specialties please answer each question based on your facility for its most recently completed fi	scal
For	each of the folio	at your	facility	scal
For eyear Plea 9.	each of the folions: se consider you	at your fowing image for facility's geted full to the per wee	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part ti	o wo
For eyear Plea 9.	each of the folionse consider you have many bud 40 or more how please fill in a n	at your formassing at your facility's geted full to the per week our more relative to the per week our more	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part ti	o wo
For eyear Plea 9.	each of the foliations of the	at your for a support of the support	ging specialties please answer each question based on your facility for its most recently completed fit operations dedicated to echocardiography. Ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to the equivalents (FTEs) are considered to the equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to the equivalents (FTEs) dedicated to echocardiography?	o wo
For eyear Plea 9.	each of the foliations of the foliation	at your for the state of the st	ging specialties please answer each question based on your facility for its most recently completed fit operations dedicated to echocardiography. Ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to the equivalents (FTEs) are considered to the equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to the equivalents (FTEs) dedicated to echocardiography?	o wo
For year Plea 9.	each of the foliations of the consider you have been done how the fill in a new fill i	at your format your facility's geted full the sper week of the speriod was an accordance of the speriod was a speriod was a speriod with the speriod was a speriod wa	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the foliations of the consider you have a consider you hav	at your to owing image ur facility's geted full to rs per wee uumber belo is dedicated average va number belo ancy rate for thow long	ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. Ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till) to this specialty cancy rate for FTEs dedicated to echocardiography?	o wo
For year Plea 9.	each of the folk se consider yo How many bud 40 or more hou (please fill in a in # FTE: What was the in (please fill in a in % vac. Approximately	at your format of the second o	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the foliations of the foliation	at your for the powing image of the powing image of the power of the powing image of t	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the follows se consider yo How many bud 40 or more hou phease fill in a re What was the (please fill in a re % vac Approximately 1 to 3 month 4 to 6 month	at your formal at your facility's geted full tresper week formal at your facility's geted full tresper week formal at your facility's geted full tresper week formal at your facility formal at your f	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the foliations are consider you see consider you have many bud 40 or more hou (please fill in a name of the fill in a name o	at your for the property of th	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the foliations of the	at your for the powing image of the powing ima	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo
For year Plea 9.	each of the foliations of the	at your formal at your facility's geted full ters per wee with the facility's per week with the facility at th	facility ging specialties please answer each question based on your facility for its most recently completed for operations dedicated to echocardiography. ime equivalents (FTEs) did your facility have dedicated to echocardiography? FTEs are considered to k, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part till to this specialty cancy rate for FTEs dedicated to echocardiography? or this specialty	o wo



12.	Did your facility offer	r 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	
	omore than \$5,000	
13.	How many temporary (please fill in a number	y staff did your facility have dedicated to echocardiography? How many working part-time? for each: if none, fill in '0')
-	# full-time ten	mporary staff dedicated to this specialty
		emporary staff dedicated to this specialty
	# 0 = TOTAL N	IUMBER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14.	For what expenses d normal hourly wage?	iid your facility compensate any of its temporary employees dedicated to echocardiography, beyond their (please select all that apply)
	housing	
	meals	
		transportation, tolls, gas, mileage, etc.)
	vehicle	
	other	
	no compensation b	peyond hourly wage
	not applicable - no	temporary employees in this specialty
15.	What was the averag these employees, inc	e cost per hour for any temporary staff dedicated to echocardiography? Please include all expenses related to cluding wages, housing, vehicle related, travel, meals, and all other expenses.
	\$35 per hour or les	s
	\$36 to \$45 per hou	□ \$76 to \$85 per hour
	\$46 to \$55 per hou	more than \$85 per hour
	\$56 to \$65 per hou	on ot applicable - no temporary employees in this specialty
A b	out staffing at yo	our facility
ΛD	out staining at yo	An incinity
ear	•	imaging specialties please answer each question based on your facility for its most recently completed fiscal
Plea	se consider your faci	lity's operations dedicated to interventional/angiography.
	How many budgeted considered to work 4 full or part time). (please fill in a number	full time equivalents (FTEs) did your facility have dedicated to interventional/angiography? FTEs are 0 or more hours per week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be below)
	# FTEs dedic	ated to this specialty
10.	What was the averag (please fill in a numbe	e vacancy rate for FTEs dedicated to interventional/angiography? r below)
	% vacancy ra	ate for this specialty

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 h	nave 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	k here to skip to question 13
12a. If yes, what was the ave	rage sign-on bonus your facility offered to any new hires in interventional/angiography?
© \$2,000 or less	
O\$2,001 - \$3,000	
O \$3,001 - \$4,000	
S4,001 - \$5,000	
more than \$5,000	
	rary staff dedicated to this specialty BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
14. For what expenses did yo their normal hourly wage	our facility compensate any of its temporary employees dedicated to interventional/angiography, beyond ? (please select all that apply)
housing	
meals	
The state of the s	portation, tolls, gas, mileage, etc.)
vehicle	
other	
no compensation beyor	d hourly wage
not applicable - no temp	porary employees in this specialty
	est per hour for any temporary staff dedicated to interventional/angiography? Please include all expenses es, including wages, housing, vehicle related, travel, meals, and all other expenses.
 What was the average co related to these employer 	S66 to \$75 per hour
 What was the average co related to these employer \$35 per hour or less 	
related to these employe	© \$76 to \$85 per hour
\$35 per hour or less	\$76 to \$85 per hour more than \$85 per hour
\$35 per hour or less \$36 to \$45 per hour	
s35 per hour or less \$36 to \$45 per hour \$46 to \$55 per hour	more than \$85 per hour not applicable - no temporary employees in this specialty
related to these employed \$335 per hour or less \$336 to \$45 per hour \$46 to \$55 per hour \$566 to \$65 per hour About staffing at your	more than \$85 per hour not applicable - no temporary employees in this specialty



tin	ork 40 or more hours pe ne).	time equivalents (FTEs) did your facility have dedicated to cardiac cath radiology? FTEs are considered to re week, or 2,080 hours per year. Please do NOT include any temporary staff (whether they be full or part
(p	lease fill in a number belo	
#	FTEs dedicated	to this specialty
	That was the average va please fill in a number bei	cancy rate for FTEs dedicated to cardiac cath radiology? ow)
	% vacancy rate for	or this specialty
11. A	pproximately how long	did it take to fill vacancies for FTE positions at your facility for cardiac cath radiology?
0	less than 1 month	
0	1 to 3 months	
0	4 to 6 months	
6	7 to 9 months	
0	10 to 12 months	
- 3	more than 1 year	
		nave vacancies for this specialty
		sign-on bonuses for new hires in cardiac cath radiology?
-	yes	
6	no if no, please clic	k here to skip to question 13
12a	If yes, what was the ave	rage sign-on bonus your facility offered to any new hires in cardiac cath radiology?
		rege sign on bonds your money entered to any new mices in outland countries of
	\$2,000 or less	
	\$2,001 - \$3,000	
	\$3,001 - \$4,000	
- 12	\$4,001 - \$5,000	
6	more than \$5,000	
13. H	low many temporary sta please fill in a number for	iff did your facility have dedicated to cardiac cath radiology? How many working part-time?
#		ary staff dedicated to this specialty
		rary staff dedicated to this specialty
		BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY
	- TOTAL NOM	DER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALITY
		our facility compensate any of its temporary employees dedicated to cardiac cath radiology, beyond their lease select all that apply)
-		
	housing	
	meals	and the fell and allowed the N
		portation, tolls, gas, mileage, etc.)
	vehicle	
	other	
	no compensation beyon	nd hourly wage
E	not applicable - no tem	porary employees in this specialty
		ost per hour for any temporary staff dedicated to cardiac cath radiology? Please include all expenses es, including wages, housing, vehicle related, travel, meals, and all other expenses.
0	\$35 per hour or less	S66 to \$75 per hour
0	\$36 to \$45 per hour	S76 to \$85 per hour
0	\$46 to \$55 per hour	more than \$85 per hour
	\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty

Ab	out 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
Plea	se consider your facility's operations dedicated to medical transcriptionist/correctionist.
	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?
	O less than 1 month
	1 to 3 months
	O 4 to 6 months
	7 to 9 months
	10 to 12 months
	O more than 1 year
	not applicable, did not have vacancies for this specialty
32	
12.	Did your facility offer any sign-on bonuses for new hires in medical transcriptionist/correctionist?
	Oyes
	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
	S2,001 - \$3,000
	S3,001 - \$4,000
	S4,001 - \$5,000
	omore 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
	# O = 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



	\$35 per hour or less	e employees, including wages, housing, vehicle related, travel, meals, and all other expenses. \$66 to \$75 per hour
	\$36 to \$45 per hour	\$76 to \$85 per hour
	S46 to \$55 per hour	more than \$85 per hour
	\$56 to \$65 per hour	ont applicable - no temporary employees in this specialty
Abo	out staffing at your	facility
or e		ging specialties please answer each question based on your facility for its most recently completed fiscal
leas	se consider your facility's	operations dedicated to coding.
t		ime equivalents (FTEs) did your facility have dedicated to coding? FTEs are considered to work 40 or more lours per year. Please do NOT include any temporary staff (whether they be full or part time).
1	FTEs dedicated	to this specialty
	What was the average va (please fill in a number belo	cancy rate for FTEs dedicated to coding?
	% vacancy rate fo	r 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 h	nave vacancies for this specialty
12.	Did your facility offer any	sign-on bonuses for new hires in coding?
19	O yes	
	ono if no, please clici	k here to skip to question 13
12a.	If yes, what was the ave	rage sign-on bonus your facility offered to any new hires in coding?
	© \$2,000 or less	
19	S2,001 - \$3,000	
	S3,001 - \$4,000	
19	O\$4,001 - \$5,000	
	more than \$5,000	
	How many temporary sta (please fill in a number for	ff did your facility have dedicated to coding? How many working part-time? each: If none, fill in "0")
	full-time tempora	ary staff dedicated to this specialty
	part unio tompo	rary staff dedicated to this speciality
1	= TOTAL NUME	BER OF TEMPORARY STAFF DEDICATED TO THIS SPECIALTY

wage? (please select all t	444
housing	
meals	
	sportation, tolls, gas, mileage, etc.)
vehicle	
other	
no compensation beyon	nd hourly wage
not applicable - no tem	porary employees in this specialty
	ost per hour for any temporary staff dedicated to coding? Please include all expenses related to these ges, housing, vehicle related, travel, meals, and all other expenses.
\$35 per hour or less	S66 to \$75 per hour
336 to \$45 per hour	\$76 to \$85 per hour
\$46 to \$55 per hour	more than \$85 per hour
\$56 to \$65 per hour	onot applicable - no temporary employees in this specialty
About staffing at your	facility
Facility of the Authorities Inc.	
year.	ging specialties please answer each question based on your facility for its most recently completed fiscal
	s operations dedicated to specialty/imaging RNs.
time).	
(please fill in a number belo	ow) I to this specialty
(please fill in a number below # FTEs dedicated 10. What was the average va (please fill in a number below)	to this specialty cancy rate for FTEs dedicated to specialty/imaging RNs? ow)
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		ber for each: if none, fill in "0				
		emporary staff dedicated to				
		temporary staff dedicated to				
	# = TOTAL	NUMBER OF TEMPORAR	Y STAFF DEDICA	TED TO THIS SPI	ECIALTY	
14.		did your facility compens e? (please select all that ap		porary employee:	s dedicated to special	Ity/imaging RNs, beyond their
	housing					
	meals					
	travel (e.g., publi	c transportation, tolls, gas, r	mileage, etc.)			
	vehicle					
	other					
	no compensation	beyond hourly wage				
		no temporary employees in t	his specialty			
15.		age cost per hour for any i poloyees, including wages				
	\$35 per hour or I	ess	hour			
	\$36 to \$45 per h	our \$76 to \$85 per	hour			
	346 to \$55 per h	our more than \$85	per hour			
	\$56 to \$65 per h	our not applicable	- no temporary em	ployees in this spe	cialty	
	(please select all the			potential FTEs?		
	loan forgiveness relocation expen temporary housi tuition reimburse other	ses ng				
	loan forgiveness relocation expen temporary housi tuition reimburse	ses ng				
	loan forgiveness relocation expen temporary housi tution reimburse other none preparation Please provide the frecently completed Use your best judging cample, if one indi	ng ment collowing information as fully fiscal year. If information is:	as possible for you available, please a	urself and all posi- so answer for othe	r positions at your facil ding counting any indivi	you during your facility's most ity. dual in more than 1 category. For under the position that best
Co	loan forgiveness relocation expen temporary housi tution reimburse other none preparation Please provide the frecently completed Use your best judgin example, if one indimatches the prepon	ses ng ment following information as fully fiscal year. If information is: no match aid and a both an MR	as possible for you available, please a actual positions wit 31 technologist and	urself and all posice of so answer for othe these titles, avoic a CT technologist.	r positions at your facil ding counting any indivi- record them only once	ity. dual in more than 1 category. For under the position that best
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Co 17.	loan forgiveness relocation expen relocation expen temporary housi tuition reimburse other none pression Please provide the frecently completed sample, if one indi manche, if one indi manches the prepon For number of FTEs For "average full-tim For "average TOTA bonuses, profit shar	icollowing information as fully fiscal year. If information is inent in attempting to match in idual worked as both an Miderance of their work. In please include full and particle in the incomplete include full and particle i	as possible for you available, please a actual positions wit it technologist and it time employees a port the average as tase report the average as tase report the average as in position at	urself and all posi- so answer for othe h these titles, avok a CT technologist, s well as travelers anual salary/wage rage annual total or apployee benefits, p	r positions at your faciliang counting any indivirecord them only once and agency employees earned by individuals in ompensation received. errks, and deferred con average tull-lime TOTAL cash compensation.	dual in more than 1 category. For under the position that best s. In this position. Include salary/wages PLUS prepresation. average % chage in TOTAL compensation previous year (include "-" if
Co 17.	loan forgiveness relocation expen relocation expen temporary housi tuition reimburse other one other one person other one other one person other	ment following information as fully fiscal year. If information is nent in attempting to match indust worked as both an Mf derance of their work. please include full and par we salary/wages", please re L cash compensation", ple ing, incentive pay, etc. Excl	as possible for you available, please a actual positions wit it technologist and it time employees a port the average as tase report the average as tase report the average as in position at	urself and all posi- so answer for othe these titles, avoic a CT technologist, s well as travelers unual salary/wage a age annual total of apployee benefits, p average full-time salary/wages (annualized)	ir positions at your facili- ding counting any indivi- record them only once and agency employees aerned by individuals ir ompensation received, erks, and deferred con average full-time TOTAL cash compensation annualized	dual in more than 1 category. For under the position that best s. In this position. Include salary/wages PLUS opensation. average % chage in TOTAL compared to previous year (include "-" if decrease)
CO 117.	loan forgiveness relocation expen relocation expen temporary housi tution reimburse other one other one person other one person other other one person other	ment following information as fully fiscal year. If information is nent in attempting to match individual worked as both an MF derance of their work. please include full and parties aslary/wages", please rejude full and parties aslary/wages", please include full and parties aslary/wages, please include full and parties aslary/wages, please include full and parties aslary/wages.	as possible for you available, please a actual positions wit it technologist and it time employees a port the average as tase report the average as tase report the average as in position at	urself and all posi- so answer for othe these titles, avoic a CT technologist, s well as travelers anual salary/wage in auge annual total or inployee benefits, p average full-time salary/wages (annualized) S	ir positions at your facilities of positions and agency employees and agency employees are defined and agency employees are deformed compensation received. average full-time TOTAL cash compensation annualized S	dual in more than 1 category. For under the position that best s. In this position. Include salary/wages PLUS pensation. average % chage in TOTAL compared to previous year (include *-" if decrease) %

position, continued	# of FTEs in position at your facility	average full-time salary/wages (annualized)	average full-time TOTAL cash compensation annualized	average % chage in TOTAL compensation compared to previous year (include "-" if decrease)
Assistant Director of Radiology/Imaging	#	s	s	%
Supervisor of Radiology/Imaging	#	s	s	%
Lead Technologist		\$	s	%
Diagnostic Technologist	#	s	s	%
Nuclear Medicine Technologist	#	\$	s	%
Angiography/Specials Technologist	#	s	s	%
MRI Technologist		\$	s	%
CT Technologist		\$	s	%
Mammography Technologist		\$	s	%
Cardiac Cath Technologist		s	s	%
Ultrasound Technologist/Sonographer		\$	s	%
Radiation Therapist		s	s	%
Transcriptionist	#	s	s	%
position, continued	# of FTEs in position at your facility	average full-time salary/wages (annualized)	average full-time TOTAL cash compensation annualized	average % chage in TOTAL compensation compared to previous year (include "" if decrease)
Coder	*	S	s	%
Secretary/Administrative Assistant	#	s	s	%
Receptionist/Scheduler	#	\$	s	%
Film/Image Librarian	#	\$	s	%
PACS/RIS Administrator or Manager		\$	s	%
PACS/RIS Technician or Analyst	*	s	s	%
Quality Control Technologist	*	S	s	%
Program Director (Education)	#	S	s	%
Staff Educator (Program Instructor)	#	S	S	%
Clinical Instructor	#	\$	s	%
Radiology Nurse		\$	\$	%
PET Technologist	#	S	S	%
PET/CT Technologist		\$	\$	%
Registered Vascular Technologist	#	\$	s	%
Bone Densitometrist	*	S	s	%
Radiologic Assistant/PA/Nurse Practitioner	#	s	s	%
Technologist Assistant/Aide/Clinical Assistant	#	\$	s	%
Orderly/Transporter	#	s	s	%



	her 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	mammography					
	СТ	echocardiography					
	PET	interventional/angiography					
	X-ray	ardiac cath radiology					
	ultrasound and/or vascular ultrasound	medical transcriptionist/correctionist					
	nuclear medicine	coding					
	radiation therapy	specialty/imaging RNs					
	mobile services (hospital-owned only)	none if none, please click here to skip to question 20					
19.	What was the average retention bonus your facility offered?						
19.	© \$2,000 or less						
	S2,001 - \$3,000						
	O \$3,001 - \$4,000						
	S4,001 - \$5,000						
	O more than \$5,000						
	for each indicated also fill in a percentage) 1 additional specialty 2 additional specialties 3 additional specialties 4 additional specialties 5 c. wh 4 additional specialties or more d. wh Itat rate for multiple specialties e. wh	at percentage? % at percentage? % at percentage? %					
21.	In what ways did your facility provide add completed fiscal year? (please select all the	litional compensation for employees working standby/on call during its most recently nat apply)					
	additional per hour rate, above normal ho	ourly wage					
	bonus per call in						
	bonus per exam						
	other						
	none if none, please click the NEXT button to skip to the next page: NEXT >>						
	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?						
21a	S1.00 per hour or less						
21a	\$1.01 to \$2.00 per hour						
21a	\$1.01 to \$2.00 per hour	\$2.01 to \$3.00 per hour					
21a							
21a							
21a	S2.01 to \$3.00 per hour						

S50 or less	
S51 - \$100	
O \$101 - \$200	
S201 - \$300	
S301 - \$400	
more than \$400	
21c. If you indicated bonus per exam.	what was the additional amount offered per exam?
S25 or less	That the title dealers and an entire per sount
S26 - \$50	
S51 - \$100	
S101 - \$150	
S151 - \$150 S151 - \$200	
O more than \$200	
O more than \$200	
Time off and other employee b	penefits
22. How many paid days off for holida Please do NOT include any days f	nys did your facility offer to its full-time employees during its most recently completed fiscal year for other paid time off (PTO, vacation, sick, etc.). (please enter a number below; if none, enter "0")
# paid holiday days off	An include the control of the second of the control
	ase click here to skip to question 26 ture for PTO, how many days per year in total were typically offered? If the number of days variet
per position or by years of service	e, please use a typical or average amount. ((please enter a number below)
# days offered for PTO	
25a. If your facility allowed unused PT	O to accrue, what was the maximum number of days allowed?
facility does not allow unused PTC	D to accrue
10 days or less	○ 41 - 50 days
	more than 50 days
11 - 20 days	no maximum/unlimited accrual allowed
11 - 20 days 21 - 30 days	
21 - 30 days	acility permit with regard to PTO?
21 - 30 days 31 - 40 days 25b. Which of the following did your fa	
21 - 30 days 31 - 40 days 25b. Which of the following did your facilities select all that apply)	of year
21 - 30 days 31 - 40 days 25b. Which of the following did your from the following did you	of year ration from job
21 - 30 days 31 - 40 days 31 - 40 days 25b. Which of the following did your fine (please select all that apply) cash out on unused PTO at end of cash out on unused PTO at separ neither please click here to sk	of year ration from job sip to question 28
21 - 30 days 31 - 40 days 31 - 40 days 25b. Which of the following did your fine (please select all that apply) cash out on unused PTO at end of cash out on unused PTO at separ neither please click here to sk	of year ration from job sip to question 28 on unused PTO, was it for full value of those days or a percentage of the value? If a percentage of



does not apply, PTO offeredplease click here to skip to question 28 # days offered for vacation # days offered for reduction-related travel # days offered for few click time # days offered for few click and/or vacation time to accrue, what was the maximum number of days allowed? # facility does not allow unused sick and/or vacation time to accrue, what was the maximum number of days allowed? # facility does not allow unused vacation file and for the following did your facility permit with regard to sick and/or vacation time during its most recently completed fiscal year? # facility does select all final apply # cash out on unused vacation films at end of year # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out on unused vacation films at separation from job # cash out		e enter a number for each purpose	b below; If none, enter "0")
days offered for sick time days offered for education-related travel days offered for few purposes defered for other purposes defered for decadion unused PTO to accrue defered for days or less defered for other purposes defered for other	do	es not apply, PTO offered pleas	e click here to skip to question 28
# days offered for education-related travel # days offered for education travel # TOTAL NUMBER OF PERSONAL DAYS OFF ### 17-704. Number of PERSONAL DAYS OFF ### 17-704. Number of the purposes 10 days or less		days offered for vacation	
ays offered for other purposes a TOTAL NUMBER OF PERSONAL DAYS OFF 273. 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 11 - 20 days 21 - 30 days 21 - 30 days 21 - 30 days 31 - 40 days 31 - 40 days cash out on unused dick dime at end of year cash out on unused dick time at end of year cash out on unused vacation time at end of year cash out on unused vacation time at end of year cash out on unused vacation time at esparation from job none of these please click here skip to question 28 277. 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? 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 thank time thank time thank time thank tacks 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 department aperformance review results department aperformance review results department aperformance review results department aperformance every results department aperformance every results department aperformance.	#		
### TOTAL NUMBER OF PERSONAL DAYS OFF ### TOTAL NUMBER OF PERSONAL DAYS OFF #### Total silve unused value of the silve of the silv			
272. 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			
facility does not allow unused PTO to accrue 10 days or less 11 - 20 days	# 0	= TOTAL NUMBER OF PER	SONAL DAYS OFF
10 days or less 41 - 50 days more than 50 days 21 - 30 days no more than 50 days 31 - 40 days 31 - 40 days 31 - 40 days 71 - 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 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 72 to 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 bast 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 day a select all that apply) personal performance review results departmental performance review results departmental performance review results average department staff merit increase organizational performance review results average department staff merit increase organizational performance stock options or ownership options union contract stipulations cost of living increases	27a. If yo	ur facility allowed unused sick a	nd/or vacation time to accrue, what was the maximum number of days allowed?
11 - 20 days	O fac	tility does not allow unused PTO to	accrue
21 - 30 days 31 - 40 days 275. 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 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 28	O 10	days or less	○ 41 - 50 days
21 - 30 days 31 - 40 days 275. 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 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 28		The state of the s	
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 end of year cash out on unused vacation time at end of year 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?			
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 end of year cash out on unused vacation time at end of year 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 fex 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		The second second	
year? (please select all that apply) cash out on unused sick time at eap attain from job 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? 88. 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 at management's discretion coupons other none 90. 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 review results average department at merit increase organizational performance eview results laverage department staff merit increase organizational performance stock options or ownership options union contract stipulations cost of living increases			ity permit with regard to sick and/or vacation time during its most recently completed fiscal
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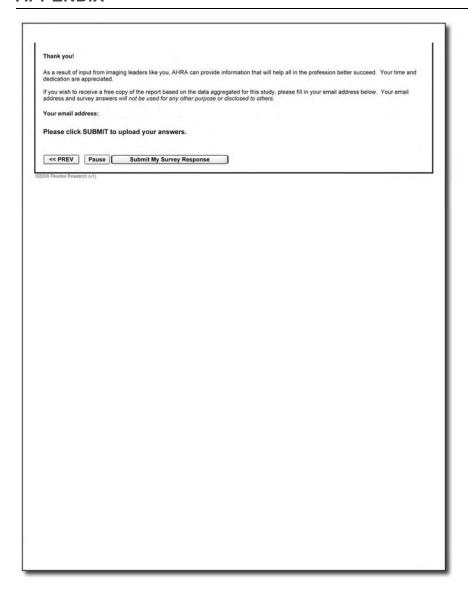
	year compensation increases were offer						
	Onot applicable, compensation increase offered						
	two years ago three years ago						
	of four years ago						
	prior to four years ago						
30.	Which of the following benefits did your (please select one option for each benefit)	r facility pro	ovide to any o	f its employe	es during its most recently completed fiscal year?		
		fully paid by facility	partially paid by facility	offered but not paid by facility	not offered		
1	basic health care plan	0	0	0	0		
8	behavioral health care plan	0	0	0	0		
į	dental health plan	0	0	0	0		
	pension plan	0	0	0	0		
1	401(k) or 403(b) plan	0	0	0	0		
ď	education/tuition reimbursement	0	0	0	0		
	education conference/trip fees	0	0	0	0		
	short term disability	0	0	0	0		
	long term disability	0	0	0	0		
	child daycare	0	0	0	0		
9	company vehicle	0	0	0	0		
	health club membership	0	0	0	0		
	stock purchase plan	0	0	0	0		
	parking	0	0	0	0		
	pre-tax childcare spending	0	0	0	0		
k	pre-tax healthcare spending	0	0	0	0		
	pre-tax commute spending (e.g., subway)	0	0	0	0		
	life insurance (self/dependent)	0	0	0	0		
1	long-term care	0	0	0	0		
	parental nursing home care	0	0	0	0		
d	other significant benefits	0	0	0	0		



Tre	ends
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
	mployee referrals
	benefits
	other
	none

Ab	bout 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.	i. Which one of the following best describes your highest level of academic achievement? (please select the one best option)	
	O 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.	b. 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	
Апу	ny comments or suggestions about improving this online survey experience?	







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