



HAVENS
GROUP

Job Title	Base 25th	Base 50th	Base 75th	TCC 25th	TCC 50th	TCC 75th
Medical Director--Cancer Center	496.4	616.1	727.9	556.8	639	804
Medical Director--Health System	409.6	470.8	559.5	457.2	555.6	690.7
Individual Product Management Manager (Group)	409.2	421.5	490.5	719.8	750.1	801
Medical Director--Behavioral Health	309.1	367.6	399.5	353.8	409.6	486.4
Medical Director--Research	303	361.2	489	303	361.2	489
Medical Director--Assistant	281.7	325.4	360.9	304.4	356.5	391.2
Medical Director--Education	274.4	324.1	402.8	279.2	340.4	408.8
Medical Director--Information Technology	298.4	313.5	331.5	298.4	321.9	360.5
Medical Director (2nd Level)--Health System	287.1	312	347.6	325.3	362.9	436.5
Medical Director	259.3	309.7	374.2	280.8	347.8	437.1
Medical Director (Group)	212.4	305.8	313.4	239.4	305.8	327.6
Anesthesiology Director	219.6	298.8	473.4	220.8	299.4	508.7
Corporate Secretary	244.8	294	348.8	319.4	394.6	516.8
Medical Director--Dialysis Center	254.6	294	321.7	254.6	294	321.7
Accountable Care Organization (ACO) Director	219.8	292.5	322.4	233.7	347	402.4
Medical Director--Other	267.8	289.9	309.8	309.1	336.9	385.1
Ambulatory/Out-Patient Services Director--Health System	238.1	287.4	397.3	259.5	287.4	439.9
Investment Director	217.3	280.8	321.1	314.7	425.3	531.1
Medical Director--Utilization Review	250.5	276.6	307	250.5	284.1	341.9
Operations Director--International	258	264.4	343	368.6	392.8	394.3
Pathology Director	147.3	255.2	421.2	148	260.1	462.6
Sales Director	221.6	250.4	281	261.6	322.6	382.4
Marketing Director--Large Brands	217	246.2	309.7	272.7	320.8	424.8
Service Line Director	211.2	244.3	275.1	219.3	265.6	307.3
Finance Function Director--2nd Level	219.1	240.8	255	279.1	323.3	362.2
Finance Function Director--2nd Level (Group)	221.1	240.6	259.1	300.3	350.9	406

Health Plan Director--Health System	184.3	239.9	354.4	190	269.8	402
Nutrition Director	190.1	239.1	254.2	257.7	323.2	353
Sales and Marketing Director	220.2	238	256.4	235.4	285.7	323.4
Marketing Director--Large Brands (Group)	222.9	237.3	264.7	293.1	316	361.8
Actuarial Director	203.3	235.8	258.4	243.4	289.9	331.7
Finance Function Director--2nd Level (Division)	183.8	234.7	260.9	255.9	321.8	363.3
Associate Chief Academic Affairs Officer	167.2	231.6	261.3	168.9	343.7	385.5
Clinical Research Director	196.8	230.4	262	214.8	262	292.6
Digital Marketing Director	185.6	229.8	252.6	218.3	262.2	293.3
IT Systems Development Director	202.9	229.2	250.3	253.7	287.9	328.2
Marketing Director--Large Brands (Division)	214.5	227.8	247	284.3	317.2	358.9
IT Systems Analysis and Programming Director (Group)	216.7	225.9	238.9	271.2	293.6	308.5
Underwriting Director	198.7	223.1	273.6	238.1	285.2	346
IT Software Engineering Director	197.1	222.4	236.9	211.4	239.3	262.8
Sales Director--National (Group)	202.6	222.3	255.6	264.7	299.4	347.3
IT Systems Analysis and Programming Director (Div.)	191.5	221.4	227.4	231.4	266.5	286.7
Patient Accounts Director	199.3	217.5	245.2	205.5	226.9	278.5
Regulatory Documentation Director	198.8	215.2	244.5	236.3	268.6	301.2
Health Plan Director	188.5	214	245.3	237.1	274	324.6
Research and Development Director	198.1	213.4	237.5	247.3	275.5	319.4
Finance Director	175.8	212.3	260.1	200.2	246.9	304.5
Portfolio Management Director	171.7	212.3	249.8	215	275.1	391.3
Sales Director--Global/International	182.5	207.8	280.6	206	266.7	377.2
Strategic Alliances Director	184	207.7	224.7	194.1	223.6	258.5
Scientific Affairs Director	193.7	206.7	222.1	222.1	249.9	279.5
Product Marketing Director	177.1	205.5	225.9	192	221.7	260
IT Enterprise Architect Director	182.1	204.1	228.8	197.5	227.3	263.6
Product Design Director	170.9	203.3	224.1	180.5	211.9	236.8
IT Database Director	181.8	201.6	216.9	196.2	221	243.5
IT Software Development Director	177.3	200.9	223.2	186.4	214.6	246.9
Engineering Project Management Director	175	200.8	222.2	190.4	222.3	252
Tax Director	175	200.6	224.9	198.1	238	284.9
Home Health Care Director--Health System	164.6	200.5	245.1	174.2	218.9	283.9
Business Development (Planning) Director--International	173	200.4	222.4	231	261	302.7

Legal Service Director--Assistant General Counsel	169.8	200.1	232.4	182.8	224.4	274.7
Trade/Channel Marketing Director	186.5	199.7	219.1	223.8	236.8	278.5
Sales Engineering Director	172.6	198.7	213.6	181.5	208.6	236.1
Business Intelligence Director	176.7	198.5	227.8	201.3	233.6	288.4
IT Infrastructure Director	173.5	198.4	222.8	191.5	225.4	262.2
Strategy/Business Development Director	172.1	197.3	219.4	186.1	220	261.6
Surgical Services Director--Health System	169	197.1	264.8	177	219.1	284.2
Business Development (Marketing) Director	167.4	196.6	217.7	183.2	223.2	256.9
Financial Analysis Director	174.4	196.4	219.3	192.9	225.1	262.1
Pharmacy Director--Health System	181.3	196.3	215.1	186	208.6	239.6
Strategic Planning Director	176.7	196.3	216.9	199.3	228.6	263.3
IT Audit Director	173.2	194.9	212.1	198.7	213.4	262.6
Sourcing Director	168.4	194.1	210.4	182.1	212.5	234.3
Neurology Director	139.1	193.7	280.4	140.1	196.5	284.4
Trade/Channel Marketing Director (Group)	173.5	193.7	233.8	230.8	263.2	339.9
Sales Analysis Director	178.8	193.6	227.6	184.9	216.8	261.8
Treasury Director	166.8	193.5	212.9	183.9	221.4	259.2
Compensation Director	171.3	193.4	216.7	193.2	228.7	263.1
Health and Welfare Director	154.6	193.4	218.9	166.3	203.4	254.3
Organizational Development Director	168	193.4	212.6	185	222.1	256.6
IT Product Management Director	177	193.3	209.7	207.3	245.6	278.9
IT Security Director	172.1	193.3	214.2	190.3	217.4	255.2
Pharmacy Director	178.8	193.1	209.6	185.1	201.9	222.5
Washington Office Director	153.8	192.6	244.5	155.3	195.5	283.8
Product/Brand Management Director	169.6	192.4	212.8	188.7	222.8	261.3
Quality Assurance Engineering Director	170.7	191.6	212	178.9	205.2	235.8
Operations Research Director	170.3	191.5	215.7	178.1	200	223.5
Reimbursement Services Director--Health System	159.1	191	225.6	170.8	209.9	267
Business Intelligence Director (Group)	175.6	190.8	208.4	202.7	237.1	266.4
Compensation and Benefits Director	167.4	190.7	213.8	187.4	221.5	262.4
Product Development and Planning Director	168.9	190.4	222.3	189	213.5	262
Pharmacy Mail-Order Director	173.6	190.2	219.6	198.5	228.6	290.6
IT Internet/Web Analytics Director	163.6	190.1	204.3	174.1	199.2	216.1
Product Development Director	166.7	190	216.1	182	210	248.4

IT Operations Director	171.7	189.9	208.5	184.8	208.7	244.3
Operations Director	164.9	189.9	210.9	172.8	204.5	236.8
Government Affairs Director	155.7	189.4	215.8	175	215	255.8
IT Applications Development Director	172.3	189.4	207.4	190.9	215.8	245.4
IT ERP (Enterprise Resource Planning) Director	174.7	189.2	206.2	186.5	204.8	226.3
Pharmaceutical Contracting Director	176.4	189.1	193.2	211.2	222.8	250.5
E-Commerce Strategy Director	177.5	187.7	203.7	183.4	210.9	233.5
Human Resources Director	165.3	187.6	212.5	188.6	223.6	264.8
IT Network Operations Director	166.8	187.5	207.3	185.7	208.3	244.7
IT Director	167.4	187.1	206.4	184.9	212	242.8
Real Estate Acquisitions Director	155.4	187.1	209.4	211.4	231.6	266.4
Regulatory Affairs Director	167.1	187.1	211.7	179	208.3	245.6
Business Development (Planning) Director	161.2	186.6	213.2	176.9	211.1	248.8
Manufacturing/Operations Director	164.5	186.6	207.1	178.6	204.2	247
Oncology Director	164.3	186.5	234.8	172.3	201.1	253.9
Engineering Director	163.6	186.3	206.7	178.3	207.1	245.9
Sales Director--Channel	167.2	186.2	203.2	180.3	208	246.8
IT Business Systems Analysis Director	166.6	185.6	204.1	185.4	214.4	244
IT Project Management Office (PMO) Director	166.1	185.6	207.2	182.7	208.2	240.2
Sales Director--Product/Service Line	164.6	185.3	210.3	187	229.4	283.7
Production Director	157.2	185	197.4	167.5	190.1	220.3
Credit Director	149.9	184.9	208.9	169.3	213.5	247
Benefits Director	165.1	184.8	207.2	186.8	215.6	256.7
Environmental Director	161	184.8	204.4	178.2	215.4	250.8
IT User Experience Director	162.5	184.5	201.8	171.9	201.3	226.8
Business Data Analysis Director	161.3	184.4	202.9	171.2	200.4	233.4
Financial Reporting Director	161.8	184.4	206.7	183.5	211.9	250.4
Vendor Compliance Director	164.3	184.3	206.5	183.5	216.8	250.1
Budget Director	162	184.2	205.3	175	211.6	245.8
Technical Product Support Director	164.7	183.9	197.3	177.8	193.9	210.8
Facility Management Director	153.8	183.5	202.8	163.3	198.5	231.2
Risk Management Director--Health System	153.8	183.2	233.7	160.8	200.4	272.8
Customer Development Director	162.7	182.9	198.1	176.4	197.9	217.4
Account Management Director	152.8	182.7	205.9	168.4	210.4	252.1

Corporate Governance Director	157.5	182.6	211.9	176.8	217.1	264.6
Program Director	156.5	182.1	206.4	166.1	195	226.4
Project Management Director	161.9	182	200.4	171.6	200.5	226.8
Audit Director	162.1	181.9	205.8	184.1	213.4	255.8
IT Vendor Relationships Director	164.5	181.8	205.2	180.9	206.8	244
Market Research Director	162.5	181.8	201.8	182.6	212.6	243.6
Pricing Director	164.9	181.8	199.4	176.5	203.8	233
Research Director	169.8	181.8	229.4	225	234.9	309.6
IT Quality Assurance Director	165.4	181.7	198.3	176.5	198.3	216.4
Distribution Director	161.5	181.3	193.3	176.2	197.3	225
Business Process Director	165	181.2	222.7	181.2	224.8	287.8
Contract Administration Director	159.9	181.2	198.8	174.3	202.9	231.9
IT Business Relationships Director	163.2	181.2	203.2	187.8	217.1	252.2
Perfusion Services Director	161.3	181	209.4	161.6	183.4	210.1
Clinical Data Systems Director	167.1	180.8	193.7	194.7	212.1	231.4
IT Disaster Recovery Director	168.4	180.5	207.4	178.3	190.3	218.6
Research Director (Group)	165.1	180.5	201.6	228.2	257.8	295.8
Merchandise Allocation Director	161.4	180.4	195.5	165.9	195.3	232.7
Advertising Director	153.4	180.2	206.8	174.7	212.1	257.2
Deputy Executive Director	143.4	180.2	230.3	144.8	182	232.6
EEO/Diversity & Inclusion Director	163.1	180.2	200.4	169.9	193.6	239.5
Category Director	156.7	180.1	203.6	174.4	205.3	247.8
Global Compliance Director	168.7	179.9	210	189.3	220.1	305.1
Store Planning, Design and Construction Director	162.1	179.9	197.9	177.9	198.1	226.3
Financial Planning and Analysis Director	161.5	179.6	197.4	181.1	208.6	237.9
IT Telecommunications Director	155.9	179.5	207.3	166	196.9	239.1
Engineering Director (Group)	152.9	178.4	208.3	197.7	242.4	308
Data Management Director	162	178.3	196.4	172.6	195.3	219.1
Preconstruction Director	157.9	178.3	196.7	162.7	190	213.2
IT Information Center Director	161.9	177.8	198.4	176.9	198.2	219.9
Knowledge Management Director	160	177.7	202.9	168.4	193.9	221.1
E-Commerce Marketing Director	156.7	177.6	203	172.3	205.7	243.6
Construction Management Director	158.7	177.5	193.1	176.1	196.8	214.7
Purchasing Director	158.5	177	198.6	178.5	207.1	242.4

Recruiting Director	156.4	177	198.1	172	199.3	232.1
Supply Chain Director	151.1	177	202.7	166.2	203.7	245.2
Sales Training Director	154.3	176.8	196.4	173.9	196.7	219.6
IT Business Technology Director	149.6	176.4	194	152	187.5	214
Head of Psychological Services	151	176.3	200.2	156.2	179.4	204.5
Tournament Director	156.1	176.2	265.2	158.2	177.1	271.1
Sr. Program Director	157.1	176.1	194.7	170	193.4	221.8
Marketing Communications Director	149.9	175.8	197.6	163.6	198.1	231.2
Patient Financial Services Director	141.1	175.7	214.7	144.9	179.2	224
Research Director (Division)	158	175.7	187.5	215.5	233.6	276.9
Customer Service Director	145	175.6	193.7	154.3	187.6	211.5
Direct Marketing Director	154.6	175.6	192.2	167.5	191.7	220
Accounting Director	155.2	175.5	197	173.9	202.4	236.5
Case Management Director--Health System	151.6	175.4	193.6	161.5	194.3	249.4
Engineering Director (Division)	164.3	175.3	187.5	211.1	234.8	260.8
IT Data Warehouse Director	162.2	175.2	190.9	174.3	192.2	214.3
Real Estate Director	154.1	174.3	190.4	168.7	191.5	216.2
Store Operations Director	143.1	174.1	189	152.7	184.7	214.9
Customer Segment Director	148.3	173.9	193	171.9	201.9	256
Sales Operations Director	161.7	173.9	188.3	182.8	198.4	223
Inventory Planning and Control Director	151.8	173.8	188.6	180.2	205.6	236.6
Public Relations Director	154.8	173.6	200.1	167.4	194.2	232.8
Quality Assurance Director--Healthcare	148.1	173.6	200.4	162.3	188.5	222.8
Cardiology Director--Health System	166.6	173.3	190.2	178.3	193.3	220.5
CAD Director	155.7	173.2	186.7	163.1	183.2	207
Database Marketing Director	157.1	173	182.4	174.9	184.5	205.3
Pediatrics Director	125.6	172.7	270.3	126.1	174.6	287.7
IT Internet/Web E-Commerce Director	144.9	172.5	192.2	163.9	194.6	220.9
Technical Writing Director	146.3	172.5	192.7	154.5	176.7	203
Environmental, Health, and Safety Director	149.2	172.4	192.7	158.9	189.2	229
Graphics Director	145.9	172.4	191.1	163.7	196.8	229
Pharmacy Assistant Director	159.6	172.4	184.2	161.7	175.9	189.5
Marketing Director	151.2	172.3	196.1	170.3	198.3	235.8
Employee Relations Director	151.2	172.2	196.8	166.5	199.3	230.6

HRIS Director	153.9	172.2	194	169.8	196.5	226.7
Process Improvement Director	150.2	172.2	196.6	160.9	193.2	225.8
Communications Director	150	172.1	199.9	173	199.6	247.1
Human Resources Director (Group)	151.4	172.1	201.3	190.3	222.4	275.2
Management Development Director	143.8	172.1	200.4	167.8	207.1	250.9
Facilities Director	145.6	171.8	196.3	161.2	196	233.7
Managed Care Contracting Director	142	171.3	212.3	144.9	175.4	225.7
IT Risk Director	154.3	171.1	190.3	168	189.5	222.3
Field Office Director	128	171	219.3	129.3	172.8	221.5
Franchising Director	144.1	170.6	193.3	181.5	194.3	224.5
Import/Export Director	145.8	170.5	187.3	163.7	188.8	206.7
Human Resources Director (Division)	149.4	170.3	185.6	201.4	235	265.8
Training Director	149.7	170.2	192.6	165.2	191.9	229.6
Logistics Director	148.4	170.1	191.9	160.6	188.1	221.5
IT Hardware Engineering Director	154.7	169.2	187.5	165.2	181.1	206.6
Organizational Change Management Director	153.5	169.2	186.8	167.7	184.4	201
IT Systems Analysis Applications and Programming Dir.	153.5	169	187.8	171.4	194.6	223.5
Supply Chain Director (Group)	151.1	168.5	197.4	196.1	232.8	285.8
IT Search Engine Optimization (SEO) Director	153.3	168.2	179.1	164.7	177.5	187.5
Behavioral Health Director--Health System	140.2	168.1	287.3	140.2	168.1	287.3
Shareholder Relations Director	145.3	168.1	192.4	167.5	205.6	244.7
Shared Services Director--Human Resources	149.2	168	188.2	157.9	186.6	220
Category Director (Group)	141.3	167.8	174.7	179.2	211.4	248.8
Packaging Design Director	154	167.8	184.6	172.7	194.4	217.7
Learning Technology Director	143.9	167.6	212.8	164.5	198.4	268.4
Credit and Collections Director	139.7	167.5	189.1	160.1	198.7	234
IT Software Implementation Director	148.3	165.8	184.3	159.4	181.3	206.8
Clinical Data Systems Director--Associate	153.6	165.6	180.9	175.1	189.3	208.1
Dealer Services Director	130.7	165.5	198.4	136	179.2	226.9
Import/Export Compliance Director	143.2	165.3	184.8	144.2	180.6	196.4
Provider Network Director	147.1	165.3	183	162.8	184.3	212.6
Supplier Diversity Director	135.6	165.3	179.5	143.5	182.9	193.1
Sales Support and Administration Director	142	165.1	183.4	158.9	184.4	208.5
Public Policy Director	115.4	165	227.3	116.5	166.7	229.5

Editorial Director	141.1	164.3	187	149.5	175.3	194.1
Purchasing Director (Group)	147.9	164	182.4	181.7	216.2	249.9
Emergency Services Director--Health System	141.7	163.6	174.4	157	174.9	196.2
Clinical Effectiveness Director	137.3	163.5	182.7	147.1	169.3	190.8
Category Director (Division)	150.9	163.2	190.1	195.6	218.3	260.8
Commercial Lending Client Relationship Director	144.6	163.2	176.6	159.1	189.9	222.5
Purchasing Director (Division)	158.5	163.2	180.9	206.9	216.8	231.3
Security Director	135.2	163.2	190.2	146.9	179.9	223.1
Administrative Services Director	141.9	163.1	190.2	154.5	182.4	217.5
Chapter Relations Director	117.3	162.7	230.8	117.3	162.7	230.8
Nursing Services Education Director--Health System	138	162.6	209.2	147.7	169.7	225.8
Creative Director	138.3	161.9	178.3	143.5	170.1	192.5
Sales Director--Inside	138.9	161.4	170.7	160.4	170.9	214.7
Philanthropy Director	130.5	160.9	197.6	142.7	189	236.1
Field Marketing Director	137.4	160.7	181.8	142.4	166.5	197.4
Ancillary Services Director	136.1	160.3	180.5	138.1	171.1	186.1
IT E-Commerce Technology Director	145.5	159.8	168.6	153.5	167.2	175.8
Quality Assurance Director	142.2	159.7	175.6	151.2	171.9	195.3
IT Internet/Web E-Commerce Merchandising Director	139.7	159.6	185.2	166.3	191.6	218.2
Management Services Organization (MSO) Director	116.9	159.5	372.4	116.9	159.5	372.4
Ambulatory/Out-Patient Clinic Director--Health System	126.6	159.2	182.9	129.1	168.3	190.9
Marketing Services Director	139.9	159	187.6	187.4	215.2	250.3
Anti-Money Laundering Director	136.8	158.9	192.6	150.8	194.5	235.8
Quality Assurance Director--Health System	142.5	158.9	185.3	145.3	170	212.7
IT Internet/Web Marketing Director	135.9	158.7	183.7	154.4	179	217.1
Configuration Management Director	142.2	158.6	165.8	151.8	162	183.4
IT Internet/Web Sales Director	134.6	158.4	188.4	155.1	186.2	228.6
Managed Care Finance Director	140.5	158.1	173.2	145.7	164.2	180.8
Media Director	136.2	158.1	177.2	141.9	167.6	194.1
Cancer Center Director	140.2	157.9	175.9	143.6	162.4	185.7
Proposal Director	129.1	157.8	177.2	139	169.6	201.8
Supply Chain Director (Division)	149.6	157.4	179.8	199.3	215.4	245.9
Clinical Information Systems Director	138.5	157.1	173.5	141.6	160.5	182.1
Compliance Director	134.3	156.9	180	144	172.2	208.5

Clinical Programs Director	132.7	156.3	173.7	146.2	169.7	201.4
Surgical Services Director	137.7	156.3	174.6	140.6	161	181.1
Behavioral Health Director	122.7	156	207	125.8	159.6	212
E-Commerce Sales Director	129.4	156	181.3	158.1	210.2	238.3
Radiology Director--Health System	139.6	155.5	175.2	142.6	167.1	193.3
Market Research Director (Group)	131.5	155.1	162.5	174.8	200.5	217.8
Marketing Director (Group)	141.3	154.4	167.7	180.9	208.6	239.1
Facility Maintenance Director	144.9	154.3	179.4	148.3	185.2	217.6
Service Operations Director	134.2	153.9	175.6	147.7	169.6	197.7
Public Relations Director (Group)	150.9	153.5	173.9	195.7	207.1	234.3
Marketing Director (Division)	142.7	153.2	176.6	198.9	219.7	246.2
Employee Communications Director	135.1	152.3	174	147.4	170.9	201.8
Operations Director (Division)	132.3	152.1	181.7	146.2	180.8	218.5
Laboratory Services Director--Health System	133	151.9	173.1	139.8	161.5	194
Reimbursement Services Director	132.9	151.5	169.9	135.3	157	176.4
Clinical Documentation Director	131.2	151.4	174.8	133.9	155.2	180.9
Cardiology Director	133.1	151.2	168.2	136.4	155.3	176.7
Call Center Director	130.4	151	172.8	146.9	174.8	206
Product Training Director	130.9	150.8	173.9	135.5	155.7	194.1
Alumni Affairs Director	101.5	150.5	176.2	102.5	165.1	177.9
Sales Incentive Administration Director	124.5	150.4	201.2	134	194.1	234
Warehouse Director	126.9	150.2	166.4	138.2	168.1	200.5
Marketing Director--Small Brands (Division)	136.9	149.8	157.2	169.8	190.2	226.1
Medical Records Director--Health System	134	149.1	173.7	139.9	155.7	185.3
Risk Management Director	130.7	148.9	168.7	136.6	159.2	186.6
Materials Management Director	128.7	148.8	167.4	137	160	182.7
IT Help Desk Director	127.4	148.7	164.3	141.5	165	191.8
Revenue Management Director	129.4	148.7	165	131	149.9	177.9
Provider Contracting Director	128.8	148.6	168	142.7	168.6	195.5
Cash Management Director	129.7	148.5	170.7	137.3	159.5	196.4
Radiology Administrative Director	132.8	148.5	164.5	135.4	153.7	169.2
Studio and Digital Operations Director	124.7	148.4	175.1	125.9	187.3	217.3
Nurse Director--Oncology	130.8	147.3	167	131.3	148.8	171.3
Rehabilitation Director--Health System	133.9	147.3	164.6	139.4	158.8	177.2

Environmental Compliance Director	121.6	147	166.5	135.9	164.9	208.3
IT Human Resources Director	133.6	146.9	163.1	133.6	151.6	184.1
Radiation Oncology Director	129.8	146.4	159.8	131.6	149.8	166.1
Athletics Director	105.8	146.3	182	106.9	157.7	193.9
Equipment Director	124.7	145.9	169.8	136.2	163.5	204.1
Radiation Therapy Director	134.5	145.9	163.4	136.7	150.6	167.1
Health Data Analysis Director	132.1	145.7	159.8	141.9	159	180.6
Physician Recruitment Director--Health System	126.7	145.3	184.7	135.2	150.1	190.1
Fraud Investigation Director	119.4	145	168.6	129.5	156.3	187.9
Radiology Director	128.5	145	161	130.8	149.3	167.6
Payroll Director	126.9	144.8	162.4	134.3	157	182.4
Critical Care Director	129.1	144.6	156.5	132.4	147.7	162.5
Physician Relations Director	117	144.2	160.2	122.1	148.2	169
Ambulatory/Out-Patient Services Director	120	143.6	172.7	124	146.6	178.8
Dialysis Director	128	143.5	152.9	131.4	145.4	156.6
Technical Services/Standards Development Director	106.5	143.4	161.2	107.5	144.9	162.9
Loss Prevention Director	121.7	143.3	163.3	130.8	158.1	182.5
Major Gifts Director	123.3	142.8	182.8	132.1	161.1	208.6
Emergency Services Director	128.6	142.5	158.8	131.1	145.3	164.4
Corporate Secretary (Non-Legal)	120.1	141.8	185.1	135.4	162.1	233.1
Rehabilitation Director	129.6	141.5	155.1	131.7	145.8	161.2
Major Gifts Director--Health System	117.2	141	193.1	120.4	152.8	205.7
Enrollment Director	127	140.9	159.5	138	163.8	182.8
Campus Security Director	114.4	140.4	168.6	115.5	140.9	171.3
Federal Relations Director	118.6	140.4	183	119.8	141.8	184.9
Environmental Services Director--Health System	113.8	140.2	156.9	118.1	141.4	174
Accounts Payable Director	122	140.1	155.4	135.2	153.3	179.2
Provider Service Director	126.7	140.1	154.3	133.3	151.8	166
Accounts Receivable Director	123.2	139.7	157.2	136.2	154.8	179.5
Customer Service Director (Group)	124.4	139.3	151.6	143.7	173.7	208
Nurse Director	126	139.3	153.1	127.4	142.4	159.4
Physician Recruitment Director	122.5	139.2	159.2	131.4	146.9	169.8
Intensive Care Services Director	123.4	139.1	160.2	126.9	143.6	171.2
Coding Compliance Director	126.3	138.1	152	127.9	141.9	156.4

Orthopedic Director	111.3	137.4	165.5	112.8	141.4	175.4
Claims Processing Director	121.6	137.2	154.7	130.9	153.2	180.7
Laboratory Services Director	122.6	137.2	152.5	125.4	141.2	159
Physical Therapy Director	123.8	137.1	153.8	124.9	139.7	155.4
Nursing Services Education Director	123.7	137	150.9	125.2	142.2	160.3
Pricing/Promotional Sales Director	117.1	136.9	161.3	123	146.7	180
Manufacturing Director (Multiple Plants)	118.3	136.8	159	127.9	149.5	181.3
IT Internet/Web Creative Director	120.8	136.6	159.8	129.4	158.6	179.4
Home Health Care Director	120.2	136.3	151.1	121.4	139.1	155.2
Museum Director	128.1	135.6	154.7	128.1	137.3	155.6
Regional Loss Prevention Director	104.2	135.3	156.8	109.9	141.2	166.6
Ambulatory/Out-Patient Clinic Director	115.8	134.4	165.7	118.4	139.9	173.2
Call Center Operations Director	118.8	133.3	185	133.4	166.5	243.2
Print Production Director	114.5	133.2	165.8	135	164.9	207.8
Gynecology Director	112.5	132.9	216.3	112.5	133.2	216.9
Maternity Services Director	117.6	132.9	153.2	118.3	135.1	158.1
Publications Director	105.5	132.5	164.8	130.2	172.7	209.5
Admissions Director--Health System	116	132.4	157.5	121.6	136.7	163.6
Library Services Director	91.4	131.4	144.1	92.6	132.7	146.1
State Relations Director	114.4	130.9	184.7	193	202.8	223.7
Call Center Outsourcing Director	116.8	129.7	149.5	120.4	134.5	181.6
Hospice Director	113	128.9	146	116.4	132.2	154.5
Social Services Director	110.6	128.5	142.6	120.3	138.1	152.8
Occupational Health/Medicine Director	110.1	128.1	146.2	110.7	130.2	152.8
Chemical Dependency Director	109.1	127.6	162.4	115.6	134.3	174.4
Contracts and Grants Management Director	107.7	127.1	156.1	108.8	129.3	160.9
Medical Records Director	109.4	126.9	147	111.7	130.1	151.7
Program Director--Association/Non-profit	96.9	126.6	165	97.9	127.8	166.7
Biomedical Engineering Director	110.6	125.2	142.6	112.6	128.6	145.1
Meetings and Special Events Director	105.4	125	152	115.1	144.9	176.6
Social Work Director	108.7	124.9	140	110.8	128	144.3
Case Management Director	111.2	124.6	136.3	115.6	131.1	147.2
Speech Therapy Director	111.6	124	136.4	113.6	125.1	138.8
Occupational Therapy Director	109.2	123.5	141.7	110.8	125.7	142.6

Employee Assistance Program Director	102.1	122.6	142.6	104.3	128.4	168.7
Respiratory Therapy Director	108.3	122.3	136.5	111.1	125.3	141.7
Safety Director (Fire)	101.8	122.2	137	102.6	122.5	137.9
Utilization Review Director	108.7	121.8	140.2	112.2	128	145.6
Nursing Director--Nursing Home	104.9	121.7	136.3	106	123	138.6
Call Center Traffic and Scheduling Director	105.8	121.6	142.6	116.5	139.2	162
Nuclear Medicine Director	110.8	121.3	139.6	111.4	123.3	139.8
Food and Beverage Director	102.9	121.2	136	105.3	124	138.4
Audiology Director	109	120.2	131.3	110.1	120.7	138.2
Safety Director	102.2	120	144.6	107.4	128.2	157.1
Police Chief--Assistant	103.2	119.6	135.2	105.1	120.7	135.2
Provider Relations Director	104.9	119.6	137.1	111.3	133.3	152.3
Financial Aid Director	94.4	119.3	130.3	94.4	119.6	134.1
Nursing Home Director	101.5	119.1	140.1	103.1	123.8	143.1
Member Services Director	109.7	118.1	130.2	114.4	129.1	144
Medical Staff Services Director	103.3	117.7	139.6	104	122.7	142.8
Patient Relations Director--Health System	97.5	116.2	140.2	101.5	125.8	145.5
Community Management Director	106.7	115.8	150	106.9	118.2	151.5
Patient Relations Director	101.1	115.1	127.6	104.1	117.7	131.5
Education Director	99.8	113.3	129.7	108	121.8	133.4
Nursing Home Assistant Director	107.5	112.2	116.7	107.5	112.2	116.7
Geriatrics Director	106.2	112.1	249.1	106.2	112.1	249.1
Admissions Director--Healthcare	95.7	111.4	124.7	98.3	114.9	130
Specifications Director	96.8	110.3	149.1	105.9	112.4	150.6
Campus Bookstore Director	85.8	109.8	124.8	86.7	110.9	126.1
Pastoral Care Director--Health System	100.8	109.2	125.1	106.5	116.2	130.1
Environmental Services Director	93.5	107.5	120	96.2	109.8	124.7
Career Services Director	95	107.4	130	95.9	108.5	131.3
Parks and Recreation Director	90.2	107.3	122.9	91.1	108.4	123.7
Executive Producer	87.1	105.3	115.3	91.1	126.3	144.2
Fire Chief--Assistant	91.4	105.2	128.3	91.4	105.2	128.3
Case Management Director--Behavioral Health	97.2	105.1	115.8	104.1	113.1	126.6
Recreational Therapy Director	88	104.3	119.4	88	104.3	119.4
Academic Advising Director	84.3	104.2	121.7	85.1	106.2	122.9

Pastoral Care Director	91.3	103.9	115.9	93.1	106.2	120.2
Volunteer Services Director--Health System	84.3	103.9	124.4	84.5	105.1	130
Housekeeping Director	85.2	102.5	120.1	86.4	103.7	122.4
Certification Director	81.6	102.4	120.3	82.4	103.5	120.8
Legislative Network Director	80.6	102	113.2	81.4	103	114.3
Golf Director	89.5	98.9	120.1	89.5	98.9	120.1
Art Director	85.2	98.7	118.4	87.8	104.6	126.2
Photo Art Director	91.5	97.6	105	93.9	98.8	105
Spa Director	87	95.2	103.8	89.5	99.5	106.3
Admissions Director	74.3	92.6	102.7	74.4	93.4	103.7
Adult Day Care Director	82	91	106.9	82.1	92.1	107.6
International Studies Director	72.8	89	107.1	72.8	89	107.1
Volunteer Services Director	75.8	85.8	96.3	76.6	86.5	99.1
Child Care Center Director	74.6	84.6	94.5	75.6	85.3	96.3
Child Care Center Director--Health System	74.7	84.2	91.2	76.5	95.2	96.5
Buildings Director	66.7	82.7	100.2	66.7	82.7	100.2
Disability Services Director--Education	67.6	78.6	92.6	70.5	82.5	95.6
Front Office Director	73.1	77.4	82.1	74.3	78.3	82.7
Assistant Child Care Center Director--Health System	65.2	74.2	84.4	65.9	74.9	86.1
Assistant Child Care Center Director	61.3	72.1	81.9	63	72.5	83.4