

Massachusetts Healthcare Human Resources Association

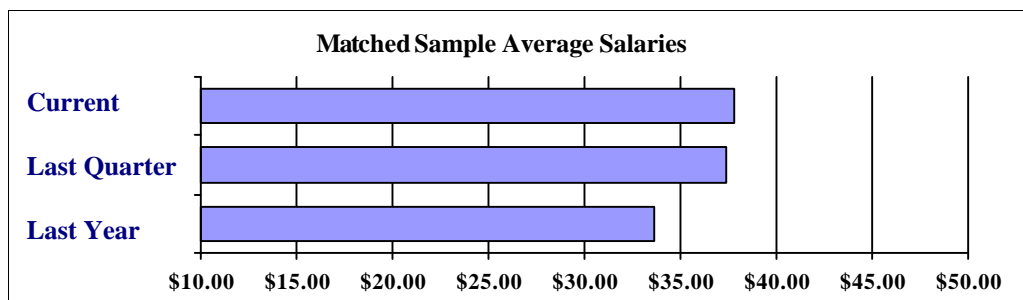
Quarterly Compensation Survey - First Quarter 200X

Nurse Manager - Single Unit

Plan, organize and manage all activities of a single nursing unit. Allocate, control, and monitor personnel and financial resources to ensure optimum delivery of patient care; integrate patient care management, personnel management, unit management and professional development.

Group	# of Inst.	# of Inc.	Average Salaries							Formal Salary Range		
			10th %tile	25th %tile	Weighted by Incumbent	Weighted by Institution	Median	75th %tile	90th %tile	Minimum	Midpoint	Maximum
Massachusetts	42	421	\$32.49	\$34.56	\$40.02	\$38.09	\$37.62	\$41.06	\$45.17	\$32.38	\$37.71	\$42.66
Boston	15	183	\$35.73	\$38.01	\$44.83	\$41.81	\$41.39	\$44.86	\$49.35	\$35.54	\$41.39	\$46.83
North Shore	9	72	\$32.13	\$34.18	\$38.73	\$37.98	\$37.23	\$41.96	\$46.16	\$32.28	\$37.60	\$42.54
South East	7	60	\$31.95	\$33.99	***	\$34.57	\$35.08	\$37.00	\$40.70	\$29.38	\$34.22	\$38.72
Central	6	64	\$31.08	\$33.06	***	\$36.38	\$36.57	\$39.51	\$43.46	\$30.92	\$36.02	\$40.75
West	7	49	\$31.25	\$33.24	\$35.57	\$34.72	\$34.38	\$38.57	\$42.43	\$29.51	\$34.37	\$38.89
Union	21	66	\$31.87	\$33.90	\$34.45	\$34.70	\$34.62	\$35.44	\$38.98	\$29.50	\$34.35	\$38.86
Non-Union	21	148	\$27.68	\$29.45	\$34.34	\$34.59	\$33.95	\$37.49	\$41.24	\$29.40	\$34.24	\$38.74

Matched Sample % Change 3 Month 1.40% 12 Month 8.61%



% of Employees represented by a Union **9.80%**

% of Organizations offering Sign-On Bonuses **7.00%**

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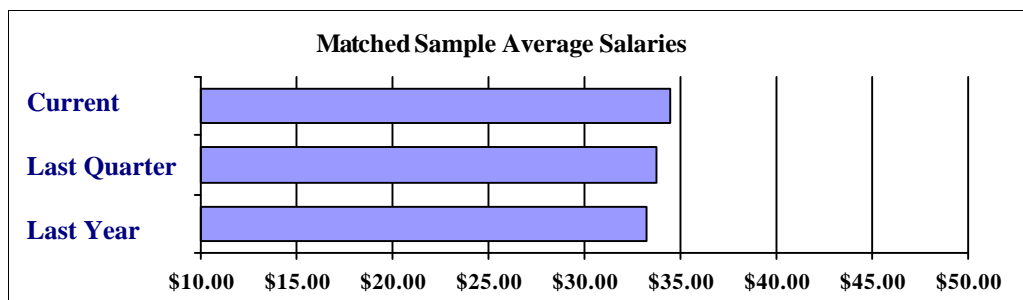
Quarterly Compensation Survey - First Quarter 200X

Nurse Practitioner

Assumes total nursing care of specific patients under direction of physician. Follows established nursing standards, procedures and practices. Independently provides specific patient care within scope of authorized practice. Certification.

Group	# of Inst.	# of Inc.	Average Salaries							Formal Salary Range		
			10th %tile	25th %tile	Weighted by Incumbent	Weighted by Institution	Median	75th %tile	90th %tile	Minimum	Midpoint	Maximum
Massachusetts	38	797	\$30.18	\$32.11	\$36.33	\$35.01	\$34.20	\$37.76	\$41.54	\$29.76	\$34.66	\$39.21
Boston	17	502	\$32.56	\$34.64	\$38.84	\$37.82	\$36.70	\$41.39	\$45.53	\$32.15	\$37.44	\$42.36
North Shore	8	75	\$30.61	\$32.56	\$33.55	\$34.22	\$33.57	\$35.40	\$38.94	\$29.09	\$33.88	\$38.33
South East	3	22	***	***	***	***	***	***	***	***	***	***
Central	6	148	\$27.34	\$29.09	***	\$30.94	\$30.86	\$32.86	\$36.15	\$26.30	\$30.63	\$34.65
West	5	55	\$27.57	\$29.33	***	\$32.07	\$32.57	\$34.57	\$38.03	\$27.26	\$31.75	\$35.92
Union	23	50	\$27.82	\$29.60	***	\$32.55	\$32.66	\$34.24	\$37.66	\$27.67	\$32.22	\$36.46
Non-Union	15	42	\$29.47	\$31.35	\$35.49	\$36.77	\$33.38	\$43.88	\$48.27	\$31.25	\$36.40	\$41.18

Matched Sample % Change 3 Month 2.29% 12 Month 4.29%



% of Employees represented by a Union **16.01%**

% of Organizations offering Sign-On Bonuses **11.43%**