



# COMPENSATION & BENEFITS SURVEY 2018

**Final Results  
March 2018  
SmithBucklin Marketing & Communications**



Corporate Health Resources, Inc.

## **ACKNOWLEDGEMENTS**

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### BACKGROUND

This report presents the results of the 2018 American Association of Occupational Health Nurses, Inc. (AAOHN) Salary Survey conducted by SmithBucklin Marketing & Communications.

The 2018 Salary Survey was conducted online. Participants were invited to complete the survey via email announcement and a series of reminders from their respective organizations. Recipients of these emails included 4,444 current AAOHN respondents and chapter leaders, 9,550 non-member AAOHN contacts, 3,436 certified RNs and 79 other contacts (by ABOHN), and 1,200 AOHP contacts. Data collection was completed the week of January 26, 2018. A total of 1,744 surveys were completed by the 18,709 individuals invited, resulting in a 9.3% response rate. At a 95% confidence level, the margin of error is +/- 2.2%.

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### METHOD

A survey invitation was successfully emailed to 18,709 members, non-members and other professionals affiliated with AAOHN, AOHP, and ABOHN in January 2018. A total of 1,744 contacts responded. The effective response rate was 9.3% with a margin of error of +/- 2.2% at a 95% confidence level. While the inclusion of AOHP and ABOHN members is similar to the 2013 survey, the inclusion of AAOHN non-members was added for the 2018 project to allow for a greater sampling of nurses across the occupational health profession. As a result, the number of professionals invited to take the survey was significantly higher than in 2013 (when 8,927 members of the three organizations were invited to complete the survey). However, because those professionals are no longer affiliated with the organization, non-members tend to respond in much lower numbers and are a likely the main contributor to decrease in response rate.

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### HOW TO READ THIS REPORT

This report is divided into four main sections: Executive Summary, Survey Results, Mean Salary Tables and Verbatim Comments. The Executive Summary section identifies key findings of the survey results. Analysis for each survey question is presented in the Survey Results section. In this section, results are presented in tables and graphs. This section is further divided into sub-categories for easy review of the results. The three sub-categories are:

- About You
- About Your Employer
- Salary & Benefits

In the Mean Salary Tables section, salaries are broken down by a number of characteristics. This information is presented overall and by position – only those positions that received enough participation are provided. For confidentiality, statistics have not been presented in cases where fewer than five respondents provided data. When this is the case, an ‘\*’ is used to indicate insufficient data.

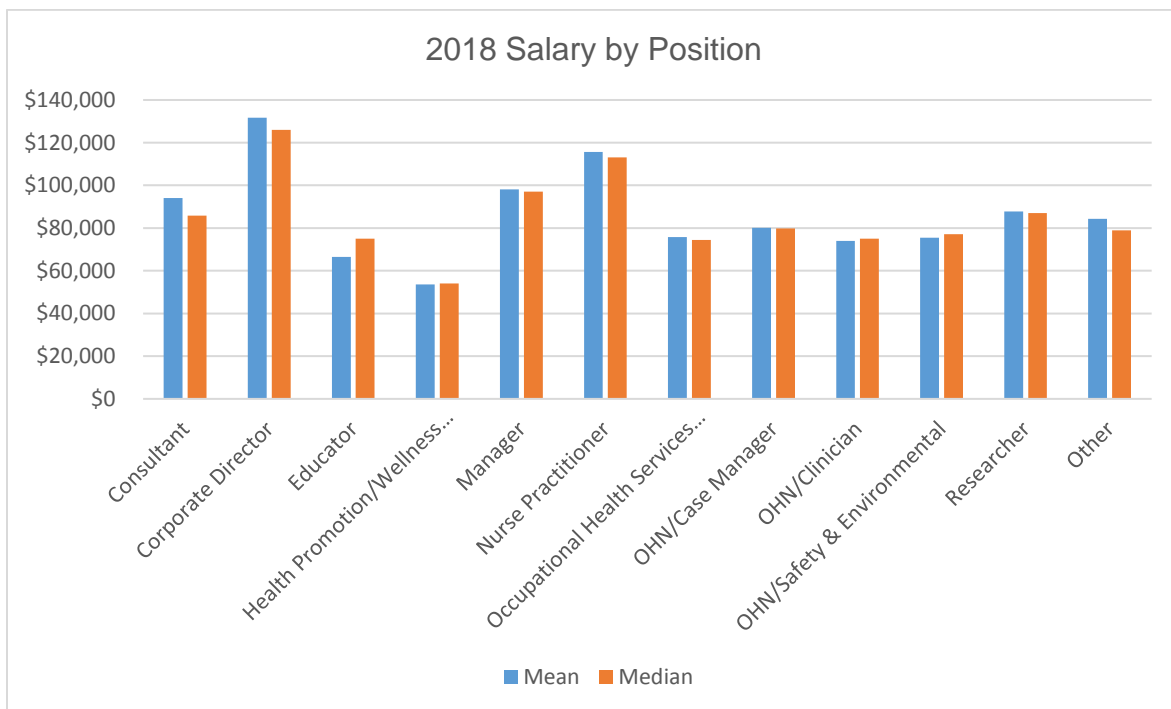
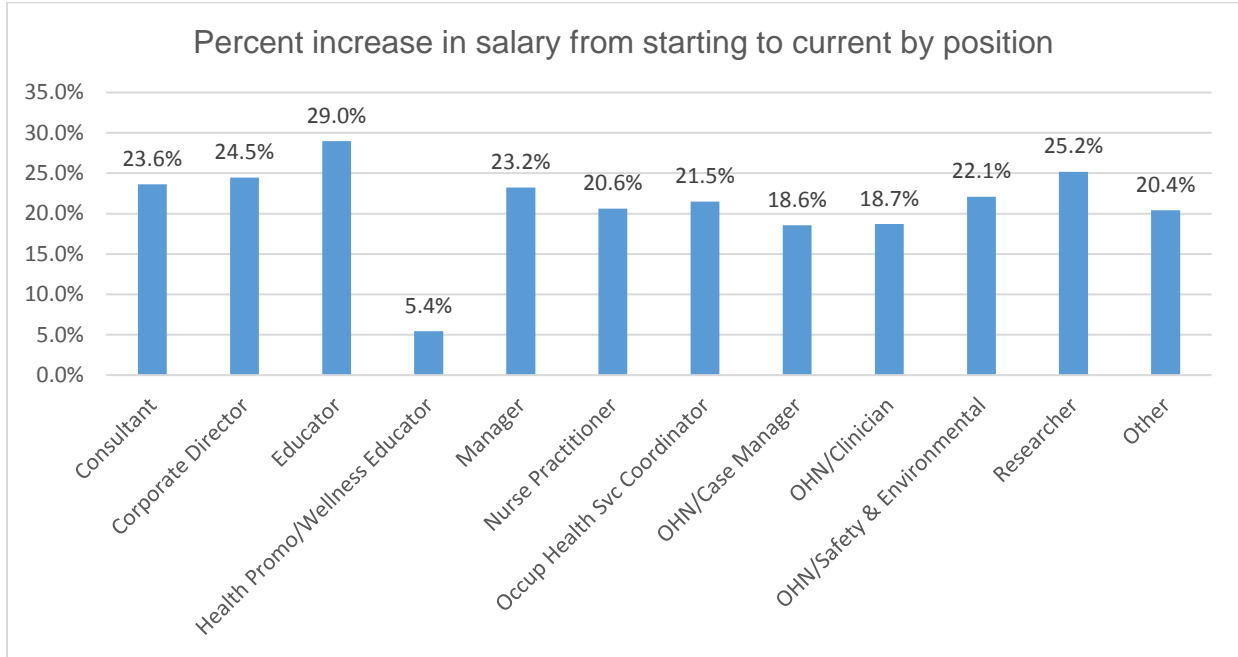
The verbatim responses to the open-ended questions appear in the Verbatim Comments section.

The following statistics are shown in this report:

- The mean is derived by totaling the values for a given response category then dividing by the total number of responses.
- The median is the value separating the higher half of the data sample from the lower half, i.e., the middle value of the dataset.
- Percentages are derived by dividing the number of responses per category by the total number of responses to the survey. It is important to note, multiple responses were allowed for some survey questions. Therefore, some percentages will not equal 100%.
- The count indicates the number of responses received for an answer option.
- The base indicates the total number of responses analyzed for a given survey question.
- Where no responses were received, a dash ("-") appears in the table, indicating that no respondents selected that particular option or value.

**SALARY**

In 2018, the average salary is \$86,972 and the median salary is \$83,000. Since 2013, the average salary has increased 6%, and the median salary has increased by 11%. Nearly half of respondents (47%) rated their salary as the same as other comparable positions in their company. Seventy-one percent of respondents have been in their current position for 10 years or less. Below is a breakdown by position of the percent increase in salary for the respondents' current role from starting to present:



As expected, respondents in exempt positions (\$92,916) earn higher wages than those in nonexempt positions (\$76,722). This relationship also holds true for full-time (\$90,130) and part-time (\$58,874) employees.

The type of occupational and environmental health nursing certification obtained by respondents impacts salary. For instance, participants with COHN-S/CM (\$97,706) or COHN-S (\$95,146) certification earn significantly more than those with a COHN certification (\$83,755). Also, the higher the education level and age of the member; the higher the salary.

Salary directly correlates with years in position. Respondents who have been in their position for two years or less (\$82,801) earn less than respondents who have been in their position for 3 to 15 years (\$88,108), while respondents who have been in their position for more than 15 years (\$92,302) the most.

Respondents in the Mountain/Western and Northeast regions earn higher wages than those in other parts of the country. Both the number of employees in the company and the number of RN's employed have a positive impact with salary.

The average starting salary is \$71,952 while the median starting salary is \$70,742. The median starting salary has increased by \$5,742 since 2013.

Seven in 10 respondents (71%) received a raise in 2017; about one third (33%) received a 2.0%-2.9% raise. Bonuses were reported by half of respondents (50%); with 27% receiving a 7.0% or greater bonus.

Refer to tables starting on page 25 for a breakdown of the average salaries by member characteristics.

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## **BENEFITS**

More than three in four respondents receive dental insurance (91%), medical insurance (90%), life insurance (85%), vision insurance (82%) and prescription drug coverage (80%).

Over half of respondents receive accidental death and dismemberment (74%), health savings account (74%), short-term disability insurance (71%), employee assistance programs (71%), medical flexible spending accounts (66%), long-term disability coverage (66%), free parking (64%), flexible spending accounts (60%), employee discounts (59%), tuition reimbursement (56%), and fitness facilities/wellness programs (54%).

The typical (median) member receives 6 paid sick days, 16 paid vacation days, 8 paid holidays, 14 paid time off/earned time off days, and 2 paid days for professional development.

A majority of respondents (71%) report receiving a 401(k) retirement plan. Only 16% receive a defined benefits plan (down from 35% in 2013) and 17% receive a defined contribution plan (down from 33% in 2013). One in eight respondents reports receiving an IRA (12%) and 26% receive a 403(b) retirement plan (up from 7% in 2013). Employer support towards their retirement is abundant with half of respondents (51%) reporting employer contributions and 54% report employers matching employee contributions.

Tuition reimbursement for college courses (65%), certification/re-certification examinations (61%), and professional association respondentship(s)/dues (59%) are the professional nursing-related activities for which employers are most likely to pay.

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## **JOB POSITION & RESPONSIBILITIES**

The three most common job titles for AAOHN respondents are OHN/Clinician (18%), Manager (18%), and OHN/Case Manager (14%). Almost nine out of 10 respondents work full-time (89%) and 64% work in exempt positions. The top-four primary job functions amongst respondents are primary care, management and administration, case management, and compliance with regulation.

Nearly one in three respondents (32%; down from 63% in 2013) supervise registered nurses and one in four respondents (26%; down from 49% in 2013) supervise administrative staff. In addition, 47% do not supervise any employees. Almost one in three respondents reports to administration/management (32%) and 30% reports to someone in human resources. Roughly one in three respondents (32%) has been in their position for 6 - 15 years.

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## **PROFILE**

Over half of respondents (51%) have been in occupational and environmental health nursing more than 15 years. Roughly one-third of respondents (32%) work for a hospital/medical center.

Three in 10 respondents (29%) have less than a Baccalaureate degree, while over one-third of respondents (35%) have a Baccalaureate in nursing. Three in 10 respondents (30%) has at least a Master's degree. Over one-fourth of respondents (26%) report having the COHN-S certification, while only 14% hold the COHN certification. Other common licenses and certifications include first aid/CPR/BLS (81%), audiometry (50%), and spirometry (42%).

The typical (median) member works for a company that has 7,000 employees nationwide/worldwide and has 2,210 employees eligible for their services. The median number of registered nurses at a location is two, and the median number in the company is five. The typical company and worksite have no licensed practical/licensed vocational nurses or advanced practice registered nurses.

Half of the respondents responding to the survey are 56 and older (50%), and 88% are Caucasian/White. Respondents work in occupational and environmental health nursing across the country. The geographic location of the respondents was very evenly distributed amongst the five regions with only 4% located outside the United States.

## MEAN SALARY TABLE: 2001 – PRESENT

The following table shows the percentage increase/decrease in the average salary based on member characteristics.

	2001	2005	2013	2018	Percent Increase/Decrease
Overall (all respondents)	\$53,678	\$63,472	\$82,070	\$86,972	6.0%
<b>Work Schedule</b>					
Full-time	\$55,271	\$65,365	\$84,750	\$90,130	6.3%
Part-time	\$36,062	\$41,102	\$53,979	\$58,874	9.1%
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	\$47,696	\$55,238	\$71,587	\$77,973	8.9%
6 to 15 years	\$53,084	\$61,581	\$78,840	\$84,289	6.9%
More than 15 years	\$57,424	\$68,632	\$85,962	\$92,346	7.4%
<b>Education</b>					
BA in Nursing	\$56,065	\$64,509	\$78,780	\$83,150	5.5%
BA in another field	\$56,065	\$64,509	\$80,325	\$85,622	6.6%
Masters in Nursing	\$65,068	\$75,737	\$98,878	\$103,702	4.9%
Masters in another field	\$61,762	\$73,439	\$92,540	\$100,062	8.1%
<b>Licenses &amp; Certifications</b>					
COHN	\$49,960	\$58,593	\$76,228	\$83,755	9.9%
COHN-S	\$57,297	\$68,718	\$88,613	\$95,146	7.4%
<b>Age*</b>					
35 years and younger	\$43,851	\$53,145	\$64,900	\$71,087	9.5%
36 – 45 years	\$51,593	\$60,548	\$77,475	\$84,464	9.0%
46 – 55 years	\$54,720	\$64,563	\$81,745	\$89,889	10.0%
56 years and older	\$54,661	\$64,239	\$83,685	\$88,352	5.6%
<b>Company's Business</b>					
Hospital/Medical Center	\$53,549	\$63,785	\$82,936	\$86,277	4.0%
Manufacturing Industries	\$55,591	\$62,987	\$76,679	\$81,657	6.5%
Government - Federal	\$53,853	\$66,374	\$86,722	\$89,547	3.3%
Chemicals/Allied Products	\$55,691	\$66,145	\$78,644	\$89,960	14.4%
Food Products	\$52,177	\$59,801	\$74,694	\$78,611	5.2%
Finance/Insurance/Real Estate	\$53,287	\$66,593	\$81,092	\$95,000	17.2%



\*Prior to 2018, age breakdown was: Less than 35, 35-44, 45-54, 55+.

**MEAN SALARY TABLE: 2001 – PRESENT - CONTINUED**

	2001	2005	2013	2018	Percent Increase/Decrease
Overall (all respondents)	\$53,678	\$63,472	\$82,070	\$86,972	6.0%
<b>Race</b>					
Caucasian/White	\$53,691	\$66,145	\$81,954	\$86,922	6.1%
Minorities	\$53,287	\$66,984	\$85,574	\$87,447	2.2%
<b>Job title</b>					
Consultant	\$61,993	\$73,750	\$94,317	\$94,130	-0.2%
Corporate Director	\$72,315	\$91,897	\$120,903	\$131,771	9.0%
Educator	\$58,152	\$65,827	\$80,500	\$66,524	-17.4%
Health Promotion/Wellness Educator	\$43,500	\$60,648	\$75,833	\$53,567	-29.4%
Manager	\$62,248	\$74,627	\$90,693	\$98,145	8.2%
Nurse Practitioner	\$60,870	\$75,533	\$102,763	\$115,597	12.5%
Occupational Health Services Coordinator	\$51,418	\$60,218	\$75,692	\$75,802	0.1%
OHN/Case Manager	\$49,769	\$57,518	\$73,112	\$80,067	9.5%
OHN/Clinician	\$46,259	\$53,776	\$68,749	\$74,035	7.7%
Researcher	\$70,500	\$71,607	\$89,167	\$87,745	-1.6%
<b>RN's in Company</b>					
Fewer than 2	\$50,297	\$58,908	\$85,394	\$81,679	-4.4%
2 - 3	\$52,919	\$62,704	\$85,639	\$90,602	5.8%
4 - 6	\$53,606	\$64,965	\$81,656	\$90,736	11.1%
7 - 20	\$55,336	\$65,335	\$80,790	\$90,319	11.8%
More than 20	\$59,253	\$68,438	\$82,081	\$92,855	13.1%
<b>Region</b>					
Northeast	\$55,522	\$67,703	\$85,958	\$90,986	5.8%
Southeast	\$50,758	\$61,994	\$75,858	\$80,577	6.2%
North Central	\$50,858	\$61,050	\$76,556	\$83,396	8.9%
South Central	\$52,459	\$64,290	\$82,465	\$83,388	1.1%
Mountain/West	\$60,950	\$72,123	\$95,565	\$100,363	5.0%

## SURVEY RESULTS

### ABOUT YOU

In which geographic region are you located?

	Count	Percent
Northeast U.S.	299	17.2%
Southeast U.S.	375	21.6%
North Central U.S.	391	22.5%
South Central U.S.	341	19.6%
Mountain/West U.S.	270	15.5%
International (please specify country)	63	3.6%
<i>Base</i>	1,739	

#### NORTHEAST U.S.

Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island or Vermont

#### SOUTHEAST U.S.

Alabama, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia or West Virginia

#### NORTH CENTRAL U.S.

Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, South Dakota or Wisconsin

#### SOUTH CENTRAL U.S.

Arkansas, Kentucky, Louisiana, Mississippi, Ohio, Oklahoma, Tennessee or Texas

#### MOUNTAIN/WEST U.S.

Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington or Wyoming

#### INTERNATIONAL

Any country or territory outside of the U.S.

**Do you have responsibilities outside of the United States?**

	Count	Percent
Yes	121	7.0%
No	1,612	93.0%
<i>Base</i>	1,733	

**Within which age range do you fall?**

	Count	Percent
25 years or under	6	.3%
26-30	25	1.4%
31-35	81	4.7%
36-40	109	6.3%
41-45	166	9.5%
46-50	208	12.0%
51-55	267	15.3%
56-60	371	21.3%
61-65	359	20.6%
66 years or older	148	8.5%
<i>Base</i>	1,740	

**Are you of Hispanic Latino or Spanish origin?**

	Count	Percent
Yes	77	4.5%
No	1,632	95.5%
<i>Base</i>	1,709	

**How would you describe yourself? (Check all that apply.)**

	Count	Percent
American Indian or Alaska Native	16	.9%
Asian	52	3.0%
Black or African American	109	6.3%
Native Hawaiian or other Pacific Islander	3	.2%
White	1,523	87.9%
Other	51	2.9%
<i>Base</i>	1,732	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**Please indicate your employee type:**

	Count	Percent
Contract employee	129	7.4%
Self-employed	26	1.5%
Employed by organization/company	1,545	89.2%
Not applicable (retired or currently unemployed)	32	1.8%
<i>Base</i>	1,732	

**Please indicate your employment status:**

	Count	Percent
Full time (36 hours or more per week)	1,528	89.2%
Part time	185	10.8%
<i>Base</i>	1,713	

**Please indicate your employment classification:**

	Count	Percent
Exempt	1,079	64.0%
Non-exempt	607	36.0%
<i>Base</i>	1,686	

**For how many years have you worked in occupational and environmental health nursing?**

	Count	Percent
2 years or less	128	7.4%
3 – 5 years	259	14.9%
6 – 10 years	237	13.7%
11 – 15 years	226	13.0%
16 – 20 years	269	15.5%
21 – 25 years	228	13.1%

More than 25 years	388	22.4%
<i>Base</i>	1,735	

**For how many years have you worked in your present position?**

	Count	Percent
2 years or less	426	24.6%
3 – 5 years	445	25.7%
6 – 10 years	349	20.2%
11 – 15 years	211	12.2%
16 – 20 years	146	8.4%
21 – 25 years	82	4.7%
More than 25 years	72	4.2%
<i>Base</i>	1,731	

**What is your highest completed level of formal education?**

	Count	Percent
Licensed Practical/Vocational Nurse	41	2.4%
Associate Degree	340	19.5%
Nursing Diploma	124	7.1%
<b>Bachelor's in nursing</b>	<b>610</b>	<b>35.1%</b>
Bachelor's in another field	101	5.8%
Master's in nursing	277	15.9%
Master's in public health	56	3.2%
Master's in another field	116	6.7%
Doctorate in nursing	21	1.2%
Doctorate in nursing practice	28	1.6%
Doctorate in another field	26	1.5%
<i>Base</i>	1,740	

**What nursing/licenses and certifications do you currently hold? (Check all that apply.)**

	Count	Percent
APRN	139	8.1%
CCM	104	6.1%
CEN	20	1.2%
COHN	247	14.4%
COHN-S	450	26.2%
COHN/CM	56	3.3%
COHN-S/CM	111	6.5%
COHN/SM	*	*
COHN-S/SM	4	.2%
CSP	9	.5%
LPN/LVN	61	3.6%
<b>RN</b>	<b>1,306</b>	<b>76.0%</b>
Other (please specify)	243	14.1%
<i>Base</i>	<i>1,718</i>	

\*Insufficient data.

Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**What other licenses and certifications do you currently hold? (Check all that apply.)**

	Count	Percent
ACLS	318	21.9%
Audiometry	731	50.3%
Diabetes Educator	17	1.2%
Drugs and Alcohol Testing	546	37.6%
EMT	35	2.4%
Ergonomics	173	11.9%
<b>First Aid/CPR/BLS</b>	<b>1,172</b>	<b>80.7%</b>
Health/Wellness Coach	134	9.2%
Narcotic Prescriptive Privileges	58	4.0%
Public Health	69	4.7%

Spirometry	610	42.0%
Other (please specify)	193	13.3%
<i>Base</i>	1,453	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**What is your job title?**

	Count	Percent
Consultant	43	2.5%
Corporate Director	63	3.6%
Educator	23	1.3%
Health Promotion/Wellness Educator	17	1.0%
Manager	304	17.6%
Nurse Practitioner	117	6.8%
Occupational Health Services Coordinator	130	7.5%
OHN/Case Manager	246	14.2%
OHN/Clinician	306	17.7%
OHN/Safety & Environmental	86	5.0%
Researcher	12	.7%
Other (please specify)	385	22.2%
<i>Base</i>	1,732	

**In which associations do you currently have respondentships? (Check all that apply.)**

	Count	Percent
AALNC	5	.3%
AANP	97	6.6%
<b>AAOHN</b>	<b>1,183</b>	<b>80.4%</b>
AIHA	7	.5%
ANA	147	10.0%
AOHP	214	14.5%
ASSE	29	2.0%
ENA	34	2.3%
Sigma Theta Tau	190	12.9%
SHRM	19	1.3%
Other (please specify)	288	19.6%
<i>Base</i>	1,472	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**What are your four primary job functions? (Note: please only complete for yourself; and select four options only.)**

<i>In order of highest frequency.</i>	Count	Percent
<b>Primary care, including clinical nursing diagnosis and management of occupational illness and injury</b>	<b>877</b>	<b>50.3%</b>
<b>Management and administration of occupational health services, including program planning, policy development and analysis</b>	<b>842</b>	<b>48.3%</b>
<b>Case management for occupational health and non-occupational illnesses and injuries</b>	<b>767</b>	<b>44.0%</b>
<b>Compliance with regulations and laws governing safety and health for workers and the work environment</b>	<b>680</b>	<b>39.0%</b>
Health promotion and wellness strategies and initiatives	625	35.8%
Primary care, including clinical nursing diagnosis and management of non-occupational illness and injury	456	26.1%
Investigation, monitoring and analysis of illness and injury	355	20.4%
Safety and environmental health	310	17.8%
Health hazard assessment and surveillance of the worker population and workplace	290	16.6%
Monitoring trends and developing strategies to promote and protect worker health and safety	238	13.6%
Educator/Trainer, Infection Prevention	202	11.6%
Health coaching; i.e., chronic diseases, lifestyle management	142	8.1%
Travel medicine/consultation	116	6.7%
Emergency preparedness	107	6.1%
Employee benefits management	66	3.8%
Vendor management; i.e., EAP services, fitness centers, spirometry	55	3.2%
Virtual visits and telehealth	25	1.4%
Crisis intervention and programs	21	1.2%
<i>Base</i>	<i>1,744</i>	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.



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## ABOUT YOUR EMPLOYER

### What is your organization's primary line of business?

	Count	Percent
Aerospace	38	2.2%
Agriculture/Forestry/Fisheries	12	.7%
Chemicals/Allied Products	66	3.8%
College/University	39	2.3%
Communications	4	.2%
Construction	12	.7%
External Contractor Providers of OH/Primary Care Services	42	2.4%
Finance/Real Estate	6	.3%
Food Products	69	4.0%
Government – Federal	118	6.8%
Government – Local	27	1.6%
Government – State	13	.8%
<b>Hospital/Medical Center</b>	<b>556</b>	<b>32.1%</b>
Insurance	66	3.8%
Machinery – Electrical	*	*
<b>Manufacturing Industries</b>	<b>289</b>	<b>16.7%</b>
Oil Refining/Related Products	49	2.8%
Paper/Allied Products	20	1.2%
Pharmaceuticals	40	2.3%
Primary or Fabricated Metal Products	4	.2%
Professional Scientific/Control Instrument	4	.2%
Research	14	.8%
Self Employed	19	1.1%
Trade – Retail	8	.5%
Transportation	29	1.7%
Utilities	30	1.7%
Other (please specify)	155	9.0%

<i>Base</i>	1,731
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\*Insufficient data.

**What is the total number of employees...**

	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile	<i>Base</i>
...at your organization nationwide/worldwide?	39,822	1,576	7,000	30,000	1,149
...at your location?	2,697	300	900	2,500	1,412
...in the organization eligible for OHN services?	18,733	500	2,210	9,000	1,070

**How many RNs are...**

	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile	<i>Base</i>
...in the OH department within your organization?	41	2	5	15	1,237
...at your location?	5	1	2	3	1,461

**How many LPN/LVNs are...**

	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile	<i>Base</i>
...in the OH department within your organization?	4	0	0	1	1,196
...at your location?	1	0	0	0	1,371

**How many APRNs are...**

	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile	<i>Base</i>

...in the OH department within your organization?	8	0	0	2	1,167
...at your location?	1	0	0	1	1,359

**Please indicate which health care professionals or staff you supervise: (Check all that apply.)**

	Count	Percent
Administrative staff	440	25.8%
Advanced practice nurses	146	8.6%
Emergency medical technicians	101	5.9%
Medical/nursing assistants	292	17.1%
Licensed practical/vocational nurses	225	13.2%
Paramedics	39	2.3%
Physicians	136	8.0%
Physicians assistants	52	3.0%
<b>Registered nurses</b>	<b>544</b>	<b>31.9%</b>
<b>None</b>	<b>797</b>	<b>46.7%</b>
Other (please specify)	137	8.0%
<i>Base</i>	<i>1,707</i>	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**To which director(s)/manager(s) do you report? (Check all that apply.)**

	Count	Percent
<b>Administration/Management</b>	<b>553</b>	<b>32.0%</b>
External Contract Provider	66	3.8%
<b>Human Resources/Personnel</b>	<b>513</b>	<b>29.7%</b>
Industrial Hygiene	25	1.4%
Nursing	380	22.0%
Physician/Medical	335	19.4%
Safety	307	17.7%
Do not report to anyone in the company	15	.9%

Other (please specify)	211	12.2%
<i>Base</i>	1,730	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

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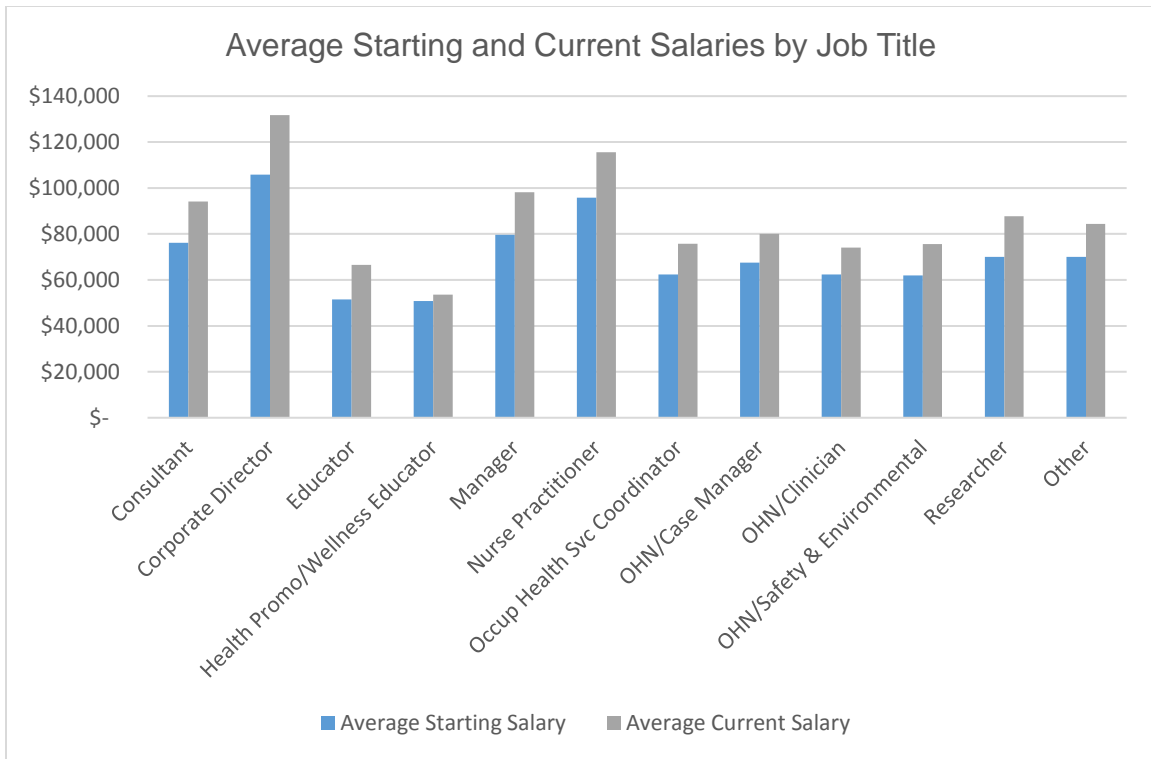
## SALARY & BENEFITS

### What is your current annual salary?

Mean	25 <sup>th</sup> percentile	50 <sup>th</sup> percentile/ Median	75 <sup>th</sup> percentile	<i>Base</i>
\$86,972	\$69,000	\$83,000	\$100,000	1,666

### For your current role, what was your starting annual salary?

Mean	25 <sup>th</sup> percentile	50 <sup>th</sup> percentile/ Median	75 <sup>th</sup> percentile	<i>Base</i>
\$71,952	\$55,000	\$70,742	\$85,000	1,556



**Is your job covered under a collective bargaining agreement?**

	Count	Percent
Yes	112	6.5%
No	1,372	79.6%
Don't know/not applicable	240	13.9%
<i>Base</i>	1,724	

**Do you believe your salary to be...?**

	Count	Percent
The same as others in a similar role	808	47.1%
More than others in a similar role	285	16.6%
Less than others in a similar role	622	36.3%
<i>Base</i>	1,715	

**In what year was your last raise awarded?**

	Count	Percent
<b>2017</b>	<b>1,229</b>	<b>70.9%</b>
2016	222	12.8%
2015	55	3.2%

2014	21	1.2%
2013	10	.6%
2012	16	.9%
2011 or earlier	25	1.4%
Not applicable	156	9.0%
<i>Base</i>	1,734	

**Please indicate the percentage increase of your last raise?**

	Count	Percent
0.1% - 0.9%	89	5.2%
1.0% - 1.9%	255	14.9%
<b>2.0% - 2.9%</b>	<b>558</b>	<b>32.6%</b>
3.0% - 3.9%	406	23.7%
4.0% - 4.9%	96	5.6%
5.0% - 5.9%	38	2.2%
6.0% - 6.9%	20	1.2%
7.0% or greater	68	4.0%
Not applicable	181	10.6%
<i>Base</i>	1,711	

**Does your organization award bonuses?**

	Count	Percent
Yes	866	49.7%
No	878	50.3%
<i>Base</i>	1,744	

**In what year was your last annual bonus awarded?**

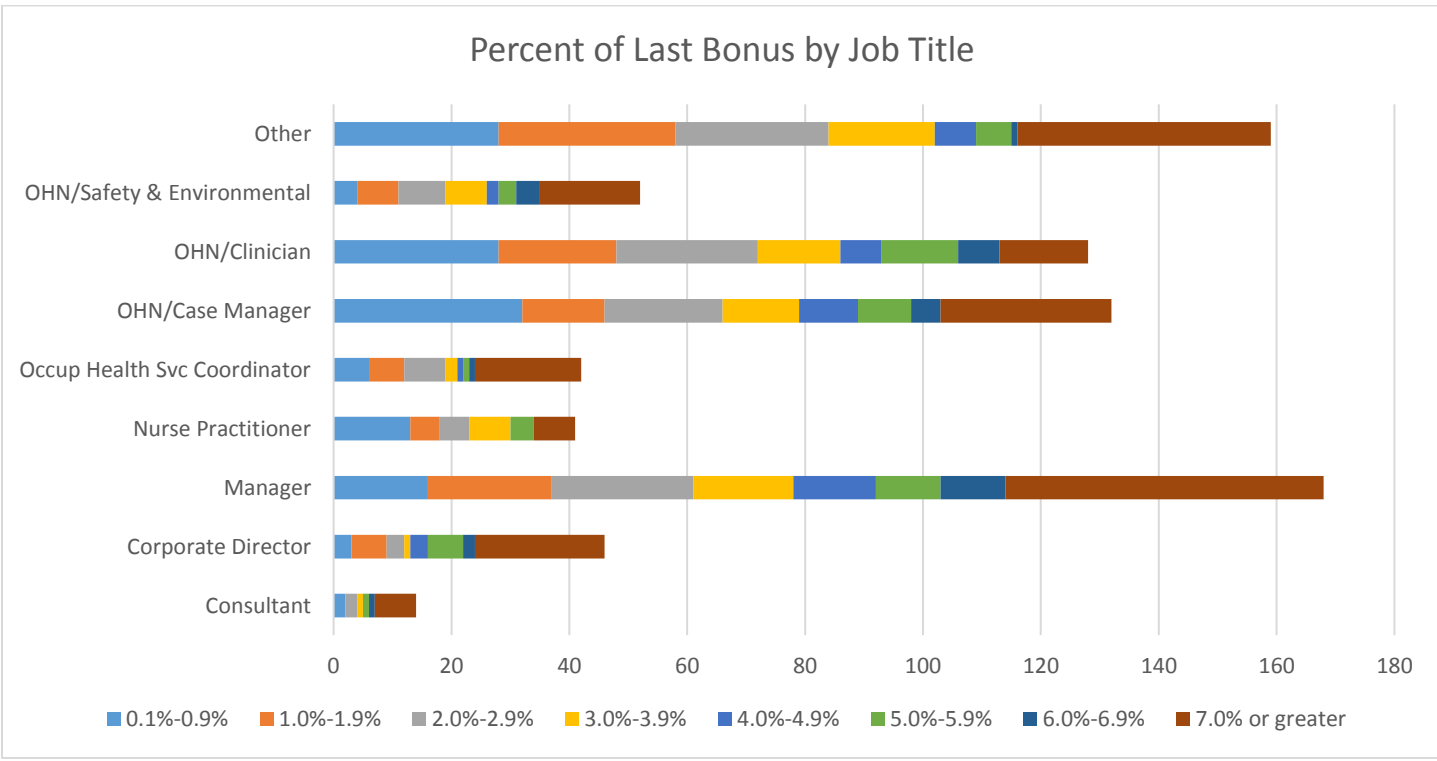
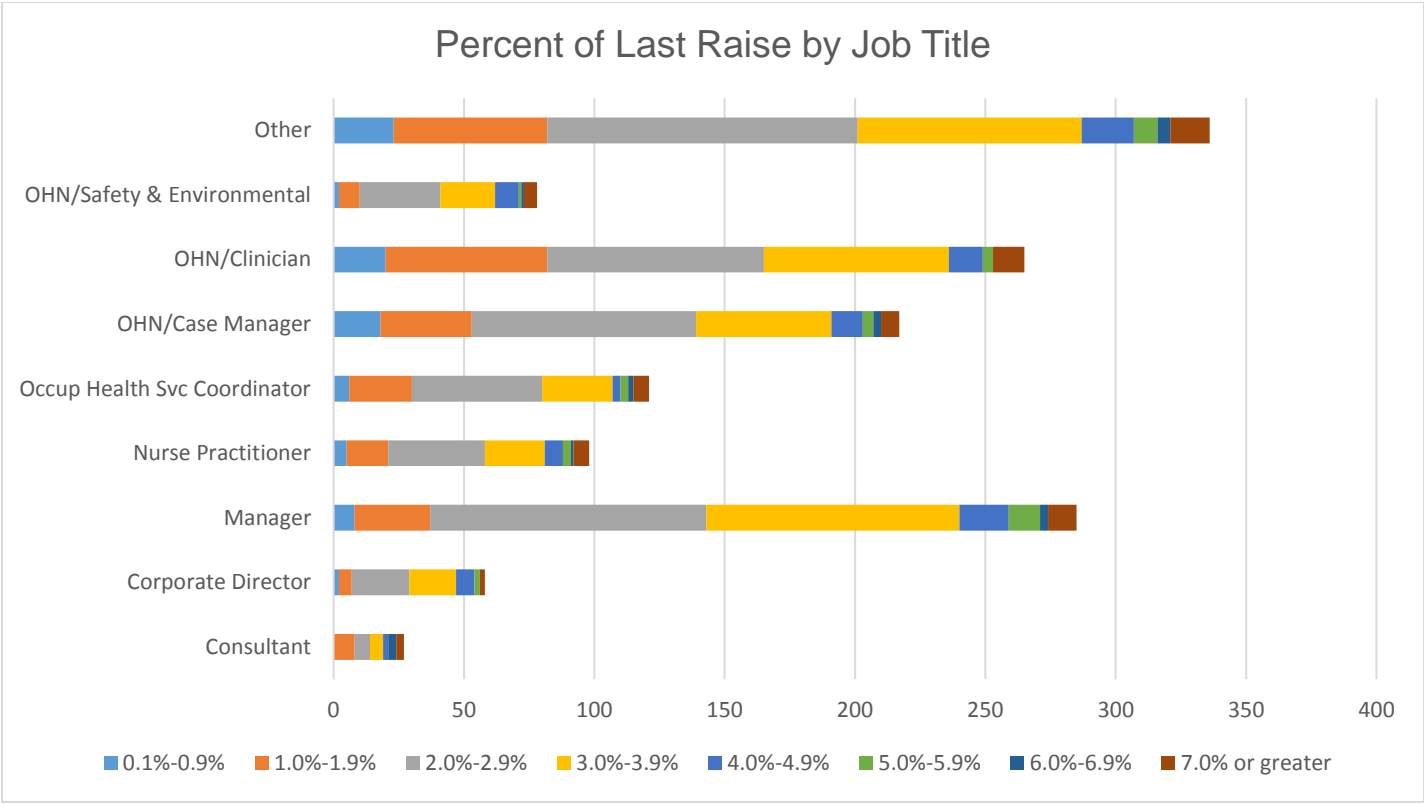
	Count	Percent
<b>2017</b>	<b>669</b>	<b>81.7%</b>
2016	110	13.4%
2015	14	1.7%
2014	*	*

2013	*	*
2012	6	.7%
2011 or earlier	18	2.2%
<i>Base</i>	819	

\*Insufficient data.

**Please indicate the percentage of your last annual bonus:**

	Count	Percent
0.1% - 0.9%	136	17.0%
1.0% - 1.9%	112	14.0%
2.0% - 2.9%	121	15.1%
3.0% - 3.9%	85	10.6%
4.0% - 4.9%	44	5.5%
5.0% - 5.9%	55	6.9%
6.0% - 6.9%	32	4.0%
<b>7.0% or greater</b>	<b>214</b>	<b>26.8%</b>
<i>Base</i>	799	



*\*Due to insufficient data, "Educator", "Health Promotion/Wellness Educator" and "Researcher" are not included in the charts on this page.*



**Which insurance benefits are offered by your employer: (Check all that apply.)**

<i>In order of highest frequency.</i>	Count	Percent
Dental insurance	1,567	90.9%
Medical insurance	1,549	89.8%
Life insurance	1,465	85.0%
Vision insurance	1,408	81.7%
Prescription drug coverage	1,376	79.8%
Accidental death and dismemberment	1,268	73.5%
Health savings account	1,267	73.5%
Short-term disability insurance	1,222	70.9%
Medical flexible spending accounts	1,134	65.8%
Long-term disability coverage	1,130	65.5%
Preventative care	805	46.7%
Long-term care	506	29.4%
Critical care insurance	405	23.5%
Professional liability insurance	363	21.1%
Travel accident insurance	311	18.0%
Infertility treatment coverage	215	12.5%
Alternative medicine coverage	146	8.5%
Insurance for a specific disease	124	7.2%
None	72	4.2%
Other (please specify)	55	3.2%
<i>Base</i>	<i>1,724</i>	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**Which nursing-related professional activities are provided by your employer: (Check all that apply.)**

	Count	Percent
Certification//re-certification examinations	978	60.8%
<b>Other continuing education activities</b>	<b>1,140</b>	<b>70.9%</b>
Professional journals/books	573	35.6%
Professional association respondentship(s)/dues	941	58.5%
Professional association conferences/meetings	905	56.2%
Tuition reimbursement for college courses	1,038	64.5%
Other (please specify)	77	4.8%
<i>Base</i>	<i>1,609</i>	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**Which additional benefits are offered by your employer: (Check all that apply.)**

<i>In order of highest frequency.</i>	Count	Percent
Employee assistance programs	1,211	71.4%
Free parking	1,086	64.1%
Flexible spending accounts	1,024	60.4%
Employee discounts	1,001	59.1%
Tuition reimbursement	945	55.8%
Fitness facilities/wellness programs	914	53.9%
Educational expenses or assistance	804	47.4%
Retirement planning services	774	45.7%
Professional dues	635	37.5%
Laptop or home computer	590	34.8%
Educational travel expenses	543	32.0%
Employee credit union	456	26.9%
Smart phone	456	26.9%
Flexible working options	362	21.4%
Relocation assistance	323	19.1%
Stock plan	313	18.5%
Adoption assistance	298	17.6%
Family friendly benefits	298	17.6%
Bonus plan	282	16.6%
Career counseling	238	14.0%
Profit sharing	234	13.8%
Cafeteria subsidized	230	13.6%
Dependent care assistance	201	11.9%
Auto insurance	180	10.6%
Public transit subsidy	156	9.2%
On-site day care	148	8.7%
Prepaid legal expenses	133	7.8%
Company car/car allowance	122	7.2%
Elder care reimbursement	37	2.2%
None	81	4.8%
Other (please specify)	44	2.6%
<i>Base</i>	1,695	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**Please indicate the number of days of paid leave provided in the following categories:**

	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile	Base
Sick days	24	0	6	13	1,097
Vacation days	20	10	16	22	1,185
Holidays	8	6	8	10	1,266
Paid time off/earned time off	24	0	14	25	865
Professional development	4	0	2	5	638
Other (please specify)	6	0	0	2	196

**Which retirement benefits are offered by your employer? (Check all that apply.)**

	Count	Percent
<b>401(k) retirement plan</b>	<b>1,224</b>	<b>71.3%</b>
Defined benefits plan	270	15.7%
Defined contribution plan	287	16.7%
IRA	202	11.8%
403(b) retirement plan	441	25.7%
None	77	4.5%
Other (please specify)	133	7.8%
<i>Base</i>	1,716	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**What support does your employer provide in conjunction with your retirement benefits? (Check all that apply.)**

	Count	Percent
Matching	917	53.9%
Contribution	874	51.4%
None/Not Applicable	192	11.3%
<i>Base</i>	1,701	

\* Multiple responses were allowed; therefore, total will not equal 100%. Base = number of respondents that answered the question, but since multiple responses were allowed; could have selected more than one answer.

**MEAN SALARY TABLES**

## MEAN SALARY TABLE BY MEMBER CHARACTERISTICS

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all respondents)	1,666	\$86,972	\$69,000	\$83,000	\$100,000
<b>Classification</b>					
Exempt	1,047	\$92,916	\$75,000	\$88,600	\$106,000
Non-exempt	576	\$76,722	\$60,000	\$74,000	\$89,000
<b>Work Schedule</b>					
Full-time	1,483	\$90,130	\$72,000	\$85,000	\$102,000
Part-time	165	\$58,874	\$40,000	\$54,000	\$75,000
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	367	\$77,973	\$61,500	\$76,000	\$89,000
6 to 15 years	452	\$84,289	\$69,000	\$82,000	\$99,750
More than 15 years	839	\$92,346	\$73,000	\$86,000	\$106,000
<b>Years in Present Position</b>					
2 years or less	404	\$82,801	\$69,218	\$80,200	\$95,000
3 – 5 years	434	\$85,937	\$67,000	\$80,000	\$100,000
6 – 10 years	338	\$85,654	\$69,000	\$83,000	\$100,000
11 – 15 years	201	\$92,733	\$70,100	\$88,000	\$113,024
More than 15 years	283	\$92,302	\$72,070	\$88,000	\$106,000
<b>Number of Employees</b>					
3,000 or fewer	391	\$84,662	\$63,000	\$80,000	\$97,300
3,001 – 10,000	279	\$88,484	\$70,000	\$85,000	\$102,000
10,001 – 30,000	195	\$93,954	\$72,000	\$88,000	\$112,000
More than 30,000	257	\$97,620	\$80,000	\$92,500	\$114,000
<b>Education</b>					
Licensed Practical/Vocational Nurse	38	\$54,328	\$42,840	\$55,500	\$66,250
Associate Degree	324	\$78,223	\$65,000	\$75,000	\$86,373
Nursing Diploma	116	\$78,342	\$64,120	\$77,948	\$91,000
BA in Nursing	591	\$83,150	\$68,000	\$80,000	\$94,000
BA in another field	95	\$85,622	\$68,000	\$85,000	\$98,000
Master's in Nursing	269	\$103,702	\$82,000	\$100,000	\$122,750
Master's in Public Health	54	\$99,998	\$84,750	\$98,150	\$112,200
Masters in another field	111	\$100,062	\$80,000	\$92,000	\$120,000
Doctorate in Nursing	18	\$81,122	\$37,500	\$80,000	\$127,900
Doctorate in Nursing Practice	24	\$112,190	\$88,500	\$113,524	\$129,500
Doctorate in another field	23	\$104,061	\$70,000	\$100,000	\$137,000

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS - CONTINUED**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all respondents)	1,666	\$86,972	\$69,000	\$83,000	\$100,000
<b>Licenses &amp; Certifications</b>					
APRN	135	\$114,467	\$96,000	\$113,048	\$132,000
CCM	102	\$94,225	\$75,000	\$90,000	\$107,000
CEN	17	\$91,767	\$80,000	\$85,000	\$99,000
COHN	241	\$83,755	\$69,000	\$80,000	\$94,000
COHN-S	428	\$95,146	\$75,000	\$92,000	\$115,000
COHN/CM	53	\$88,336	\$75,750	\$82,400	\$96,000
COHN-S/CM	106	\$97,706	\$80,725	\$96,500	\$113,500
COHN/SM	*	*	*	*	*
COHN-S/SM	*	*	*	*	*
CSP	9	\$121,851	\$96,830	\$139,000	\$145,000
LPN/LVN	58	\$60,206	\$45,420	\$60,000	\$75,250
RN	1,258	\$85,691	\$69,000	\$82,000	\$98,000
<b>Age</b>					
35 years and younger	109	\$71,087	\$56,000	\$68,000	\$82,500
36 – 45 years	265	\$84,464	\$66,000	\$80,000	\$98,000
46 – 55 years	458	\$89,889	\$71,963	\$83,750	\$100,000
56 years and older	831	\$88,352	\$70,200	\$85,000	\$103,500
<b>Job title</b>					
Consultant	40	\$94,130	\$58,750	\$85,850	\$112,750
Corporate Director	63	\$131,771	\$104,000	\$126,000	\$150,000
Educator	20	\$66,524	\$33,500	\$75,000	\$90,000
Health Promotion/Wellness Educator	15	\$53,567	\$34,000	\$54,000	\$75,000
Manager	296	\$98,145	\$82,625	\$97,000	\$113,000
Nurse Practitioner	113	\$115,597	\$98,000	\$113,048	\$130,000
Occupational Health Services Coordinator	127	\$75,802	\$62,000	\$74,425	\$86,000
OHN/Case Manager	234	\$80,067	\$67,875	\$79,900	\$91,000
OHN/Clinician	288	\$74,035	\$64,120	\$75,000	\$85,375
OHN/Safety & Environmental	86	\$75,548	\$67,848	\$77,100	\$88,275
Researcher	11	\$87,745	\$55,000	\$87,000	\$115,000
Other	364	\$84,341	\$64,250	\$79,000	\$94,000

\*Insufficient data.

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS – CONTINUED**

	<b>Count</b>	<b>Mean</b>	<b>25th Percentile</b>	<b>50th Percentile (Median)</b>	<b>75th Percentile</b>
Overall (all respondents)	1,666	\$86,972	\$69,000	\$83,000	\$100,000
<b>RN's in Company</b>					
Fewer than 2	283	\$81,679	\$62,000	\$78,000	\$95,000
2 - 3	210	\$90,602	\$70,000	\$85,000	\$103,000
4 - 6	226	\$90,736	\$69,212	\$84,000	\$102,250
7 - 20	245	\$90,319	\$72,400	\$87,000	\$106,000
More than 20	239	\$92,855	\$73,804	\$87,000	\$106,000
<b>Race</b>					
Caucasian/White	1,464	\$86,922	\$69,475	\$83,000	\$100,000
Minorities	207	\$87,447	\$65,000	\$82,000	\$103,000
<b>Region</b>					
Northeast	285	\$90,986	\$73,000	\$90,000	\$106,000
Southeast	361	\$80,577	\$68,500	\$78,000	\$90,000
North Central	375	\$83,396	\$66,000	\$80,000	\$95,000
South Central	330	\$83,388	\$68,000	\$82,000	\$97,408
Mountain/West	254	\$100,363	\$77,000	\$95,000	\$122,125
International	57	\$92,506	\$49,000	\$80,000	\$105,000
<b>Respondentship</b>					
AAOHN	1,139	\$87,960	\$70,000	\$84,000	\$100,000
AOHP	210	\$92,440	\$70,000	\$90,000	\$109,000
Sigma Theta Tau	183	\$91,897	\$70,000	\$90,000	\$110,000
ANA	143	\$96,347	\$72,000	\$90,000	\$114,000

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS – CONTINUED**

	Count	Mean	25th Percentile	50th Percentile (Median)	75th Percentile
Overall (all respondents)	1,666	\$86,972	\$69,000	\$83,000	\$100,000
<b>Company's Business</b>					
Aerospace	37	\$83,673	\$65,600	\$80,000	\$101,500
Agriculture/Forestry/Fisheries	12	\$85,292	\$73,750	\$84,500	\$97,750
Chemicals/Allied Products	65	\$89,960	\$70,500	\$84,000	\$104,000
College/University	38	\$78,672	\$55,000	\$75,000	\$97,587
Communications	*	*	*	*	*
Construction	11	\$97,818	\$65,000	\$92,000	\$115,000
External Contractor Providers of OH/Primary Care Services	41	\$89,310	\$75,500	\$89,600	\$110,000
Finance/Real Estate	6	\$125,000	\$105,750	\$123,000	\$148,250
Food Products	64	\$78,611	\$63,000	\$80,000	\$92,000
Government – Federal	110	\$89,547	\$68,000	\$85,000	\$106,000
Government – Local	26	\$78,092	\$56,500	\$75,500	\$93,250
Government – State	11	\$80,364	\$59,000	\$78,000	\$100,000
Hospital/Medical Center	538	\$86,277	\$68,000	\$84,000	\$102,000
Insurance	65	\$92,231	\$74,000	\$85,000	\$99,813
Machinery – Electrical	*	*	*	*	*
Manufacturing Industries	276	\$81,657	\$68,000	\$78,000	\$90,000
Oil Refining/Related Products	48	\$92,508	\$81,500	\$90,000	\$105,000
Paper/Allied Products	19	\$82,211	\$73,000	\$81,000	\$90,000
Pharmaceuticals	37	\$103,700	\$84,500	\$104,000	\$128,500
Primary or Fabricated Metal Products	*	*	*	*	*
Professional Scientific/Control Instrument	*	*	*	*	*
Research	12	\$82,021	\$65,750	\$77,500	\$99,375
Self Employed	16	\$75,813	\$33,750	\$75,000	\$100,000
Trade – Retail	8	\$93,288	\$71,700	\$80,250	\$112,250
Transportation	28	\$95,562	\$85,250	\$94,250	\$108,500
Utilities	29	\$84,867	\$74,000	\$83,500	\$93,500

\*Insufficient data.



**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS  
BY POSITION – OHN/CLINICIAN**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all OHN/Clinician respondents)	288	\$74,035	\$64,120	\$75,000	\$85,375
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	79	\$73,994	\$61,848	\$73,000	\$85,500
6 to 15 years	88	\$74,520	\$66,250	\$74,008	\$84,075
More than 15 years	119	\$73,436	\$62,000	\$75,000	\$88,000
<b>Number of Employees</b>					
3,000 or fewer	53	\$69,484	\$57,500	\$69,000	\$83,500
3,001 – 10,000	57	\$75,690	\$67,500	\$75,000	\$82,500
10,001 – 30,000	39	\$75,727	\$67,000	\$75,000	\$85,000
More than 30,000	34	\$84,826	\$72,000	\$85,000	\$95,500
<b>Education</b>					
Associate Degree	79	\$69,500	\$64,000	\$72,000	\$82,000
Nursing Diploma	25	\$74,035	\$64,740	\$76,000	\$82,500
BA in Nursing	128	\$75,733	\$64,250	\$75,500	\$89,000
BA in another field	13	\$72,612	\$61,479	\$72,000	\$90,500
Master's in Nursing	21	\$74,782	\$59,000	\$80,000	\$95,460
Masters in another field	15	\$81,680	\$72,000	\$83,000	\$95,000
<b>Licenses &amp; Certifications</b>					
APRN	*	*	*	*	*
COHN	65	\$73,088	\$65,750	\$73,000	\$84,086
COHN-S	65	\$76,670	\$61,750	\$77,062	\$92,250
RN	235	\$73,337	\$64,000	\$74,000	\$85,000
<b>Age</b>					
35 years and younger	26	\$66,340	\$56,500	\$66,500	\$75,500
36 – 45 years	48	\$78,837	\$69,000	\$75,000	\$92,750
46 – 55 years	86	\$74,708	\$64,750	\$75,500	\$86,262
56 years and older	128	\$73,346	\$64,120	\$75,000	\$85,000
<b>Region</b>					
Northeast	51	\$79,053	\$70,000	\$86,000	\$95,000
Southeast	84	\$72,004	\$63,250	\$72,900	\$81,750
North Central	57	\$71,624	\$65,000	\$70,000	\$80,500
South Central	61	\$70,133	\$58,000	\$71,400	\$83,500
Mountain/West	29	\$86,117	\$77,500	\$85,000	\$99,750

\*Insufficient data.

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS  
BY POSITION – OCCUPATIONAL HEALTH SERVICES COORDINATOR**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all Occupational Health Services Coordinator respondents)	127	\$75,802	\$62,000	\$74,425	\$86,000
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	26	\$66,145	\$58,750	\$63,125	\$75,319
6 to 15 years	34	\$73,973	\$61,500	\$75,500	\$85,000
More than 15 years	67	\$80,478	\$65,000	\$75,000	\$93,000
<b>Number of Employees</b>					
3,000 or fewer	38	\$76,354	\$59,500	\$70,000	\$83,750
3,001 – 10,000	21	\$76,652	\$65,000	\$75,000	\$87,000
10,001 – 30,000	10	\$70,000	\$61,250	\$72,500	\$85,000
More than 30,000	16	\$86,016	\$76,500	\$83,000	\$92,250
<b>Education</b>					
Associate Degree	24	\$75,975	\$66,500	\$74,000	\$81,800
Nursing Diploma	11	\$82,609	\$40,800	\$62,000	\$85,000
BA in Nursing	51	\$72,066	\$62,000	\$71,850	\$86,000
BA in another field	10	\$87,100	\$70,000	\$83,000	\$97,000
Master's in Nursing	16	\$87,278	\$66,346	\$83,500	\$112,250
Masters in another field	*	*	*	*	*
<b>Licenses &amp; Certifications</b>					
APRN	*	*	*	*	*
COHN	19	\$72,512	\$63,000	\$71,850	\$85,000
COHN-S	32	\$78,310	\$66,071	\$80,000	\$92,250
RN	102	\$75,964	\$62,000	\$75,000	\$85,500
<b>Age</b>					
35 years and younger	13	\$70,923	\$60,500	\$65,000	\$81,000
36 – 45 years	21	\$68,275	\$59,000	\$70,000	\$81,000
46 – 55 years	33	\$82,240	\$65,500	\$75,000	\$91,500
56 years and older	59	\$76,054	\$62,000	\$76,000	\$90,000
<b>Region</b>					
Northeast	21	\$71,733	\$55,500	\$70,000	\$99,000
Southeast	23	\$73,126	\$70,000	\$76,000	\$83,000
North Central	33	\$69,374	\$62,000	\$69,283	\$81,500
South Central	24	\$82,011	\$66,250	\$76,500	\$94,500
Mountain/West	19	\$82,004	\$59,000	\$80,000	\$109,000

\*Insufficient data.

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS  
BY POSITION – OHN/CASE MANAGER**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all OHN/Case Manager respondents)	234	\$80,067	\$67,875	\$79,900	\$91,000
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	38	\$80,085	\$65,000	\$73,024	\$87,125
6 to 15 years	53	\$80,580	\$69,500	\$81,000	\$93,000
More than 15 years	142	\$79,786	\$68,000	\$78,250	\$90,493
<b>Number of Employees</b>					
3,000 or fewer	44	\$80,897	\$65,000	\$73,197	\$94,750
3,001 – 10,000	40	\$79,618	\$65,250	\$78,000	\$93,831
10,001 – 30,000	22	\$76,295	\$63,750	\$79,000	\$92,750
More than 30,000	39	\$86,069	\$75,000	\$85,000	\$99,000
<b>Education</b>					
Associate Degree	50	\$76,545	\$65,000	\$70,600	\$89,550
Nursing Diploma	21	\$77,048	\$65,000	\$75,000	\$90,000
BA in Nursing	108	\$81,550	\$67,625	\$80,000	\$89,860
BA in another field	14	\$71,957	\$61,750	\$75,000	\$86,250
Master's in Nursing	17	\$85,600	\$74,500	\$83,500	\$98,500
Masters in another field	13	\$86,410	\$78,000	\$90,324	\$94,000
<b>Licenses &amp; Certifications</b>					
APRN	*	*	*	*	*
COHN	39	\$77,932	\$68,000	\$75,000	\$85,000
COHN-S	50	\$77,873	\$65,750	\$80,500	\$91,000
RN	169	\$80,646	\$68,000	\$80,000	\$90,162
<b>Age</b>					
35 years and younger	12	\$71,325	\$65,300	\$69,000	\$79,250
36 – 45 years	27	\$91,457	\$69,400	\$90,000	\$99,000
46 – 55 years	78	\$79,522	\$69,500	\$80,000	\$92,000
56 years and older	117	\$78,698	\$66,000	\$76,000	\$90,000
<b>Region</b>					
Northeast	46	\$82,519	\$72,250	\$83,000	\$94,500
Southeast	45	\$70,762	\$61,500	\$72,000	\$78,000
North Central	60	\$80,348	\$65,000	\$73,500	\$91,750
South Central	43	\$78,572	\$70,000	\$80,000	\$90,000
Mountain/West	32	\$89,618	\$77,750	\$89,000	\$102,250

\*Insufficient data.

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS  
BY POSITION – MANAGER**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all Manager respondents)	296	\$98,145	\$82,625	\$97,000	\$113,000
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	42	\$86,447	\$74,701	\$85,000	\$93,450
6 to 15 years	90	\$96,078	\$82,813	\$98,000	\$110,000
More than 15 years	162	\$102,340	\$85,210	\$100,000	\$119,700
<b>Number of Employees</b>					
3,000 or fewer	54	\$90,090	\$72,250	\$85,000	\$103,250
3,001 – 10,000	53	\$99,590	\$87,800	\$100,000	\$115,000
10,001 – 30,000	42	\$111,282	\$92,000	\$108,200	\$131,500
More than 30,000	69	\$101,524	\$90,000	\$101,000	\$119,250
<b>Education</b>					
Associate Degree	54	\$88,206	\$75,000	\$89,300	\$100,000
Nursing Diploma	15	\$96,785	\$80,000	\$89,000	\$130,000
BA in Nursing	111	\$95,661	\$80,500	\$92,000	\$106,000
BA in another field	14	\$108,921	\$84,750	\$102,500	\$134,750
Master's in Nursing	47	\$107,008	\$95,000	\$105,000	\$128,000
Masters in another field	28	\$101,031	\$82,688	\$100,000	\$121,000
<b>Licenses &amp; Certifications</b>					
APRN	10	\$114,497	\$99,250	\$114,000	\$142,500
COHN	42	\$98,436	\$84,250	\$96,500	\$111,125
COHN-S	90	\$104,558	\$89,750	\$101,218	\$120,250
RN	236	\$96,843	\$80,125	\$94,300	\$112,250
<b>Age</b>					
35 years and younger	11	\$81,164	\$69,000	\$78,000	\$90,000
36 – 45 years	50	\$91,438	\$77,250	\$90,000	\$102,800
46 – 55 years	72	\$98,511	\$83,500	\$92,000	\$109,000
56 years and older	163	\$101,186	\$85,280	\$100,000	\$117,000
<b>Region</b>					
Northeast	55	\$101,663	\$86,000	\$103,500	\$122,000
Southeast	73	\$88,107	\$78,000	\$88,600	\$98,500
North Central	66	\$95,547	\$80,000	\$97,000	\$106,100
South Central	50	\$95,761	\$81,500	\$92,500	\$104,250
Mountain/West	45	\$112,942	\$97,000	\$113,000	\$134,000

**MEAN SALARY TABLE BY MEMBER CHARACTERISTICS  
BY POSITION – NURSE PRACTITIONER**

	Count	Mean	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile (Median)	75 <sup>th</sup> Percentile
Overall (all Nurse Practitioner respondents)	113	\$115,597	\$98,000	\$113,048	\$130,000
<b>Years in Occupational &amp; Environmental Health Nursing</b>					
Less than 6 years	30	\$106,333	\$93,000	\$101,500	\$118,500
6 to 15 years	34	\$114,056	\$102,464	\$117,000	\$130,250
More than 15 years	49	\$122,338	\$99,750	\$120,000	\$138,500
<b>Number of Employees</b>					
3,000 or fewer	27	\$114,985	\$94,000	\$105,000	\$138,000
3,001 – 10,000	13	\$112,061	\$99,750	\$102,000	\$115,500
10,001 – 30,000	16	\$126,250	\$105,250	\$125,000	\$159,000
More than 30,000	18	\$122,222	\$111,250	\$123,000	\$132,000
<b>Education</b>					
Associate Degree	-	-	-	-	-
Nursing Diploma	-	-	-	-	-
BA in Nursing	-	-	-	-	-
BA in another field	*	*	*	*	*
Master's in Nursing	98	\$116,494	\$98,000	\$110,000	\$130,000
Masters in another field	*	*	*	*	*
<b>Licenses &amp; Certifications</b>					
APRN	97	\$115,576	\$99,000	\$112,000	\$130,000
COHN	6	\$99,341	\$82,500	\$104,524	\$121,750
COHN-S	43	\$123,195	\$103,000	\$120,000	\$140,000
RN	57	\$115,560	\$95,000	\$110,000	\$133,000
<b>Age</b>					
35 years and younger	10	\$99,300	\$92,250	\$99,000	\$117,750
36 – 45 years	22	\$116,612	\$100,642	\$116,500	\$130,000
46 – 55 years	31	\$119,776	\$102,000	\$115,000	\$130,000
56 years and older	50	\$115,819	\$96,750	\$115,000	\$131,250
<b>Region</b>					
Northeast	25	\$122,420	\$102,500	\$118,000	\$130,000
Southeast	23	\$111,350	\$100,000	\$109,000	\$127,000
North Central	19	\$105,632	\$90,000	\$102,000	\$123,000
South Central	21	\$106,612	\$89,000	\$103,000	\$120,000
Mountain/West	23	\$136,437	\$120,000	\$135,000	\$160,000

\*Insufficient data.

- = no data submitted.

**1. In which geographic region are you located?**

**International (please specify): (62 responses)**

- Canada. (19 responses)
- Puerto Rico. (8 responses)
- Spain. (3 responses)
- Alberta, Canada. (2 responses)
- Hong Kong. (2 responses)
- Japan. (2 responses)
- Nigeria. (2 responses)
- South Africa. (2 responses)
- Thailand. (2 responses)
- Trinidad & Tobago. (2 responses)
- Across US, Canada, International Americas and Europe.
- Australia.
- Barbados.
- Greece.
- India, Mexico.
- India.
- Ireland.
- Jamaica.
- Jordan.
- Kenya.
- Marshall Islands, US Army, civilian.
- Ontario, Canada.
- PH.
- South Korea.
- Taiwan.
- Tanzania.
- United Arab of Emirates (Dubai).
- United States Virgin Islands

**12. What nursing/licenses and certifications do you currently hold? (Check all that apply.)**

**Other: (243 responses)**

- COHC. (13 responses)
- BSN. (7 responses)
- CIC. (7 responses)
- Nurse Practitioner. (6 responses)
- COHN(C). (5 responses)
- PHN. (5 responses)
- RNC-OB. (5 responses)
- CCRN. (4 responses)
- CLNC. (3 responses)
- CNOR. (3 responses)
- CPHQ. (3 responses)
- CWCP. (3 responses)
- FNP. (3 responses)
- FNP-BC. (3 responses)
- Paramedic. (3 responses)
- Retired. (3 responses)
- TNCC. (3 responses)
- APN-BC. (2 responses)
- CAOHC. (2 responses)
- Certified Health Coach. (2 responses)
- CHSP. (2 responses)
- CLMS. (2 responses)
- CNL. (2 responses)
- CPN. (2 responses)
- CRRN. (2 responses)
- CSPHP. (2 responses)
- FNP-C. (2 responses)
- LNCC. (2 responses)
- NE-BC. (2 responses)
- PHR. (2 responses)
- SPHR. (2 responses)
- ACLS, BLS, TNCC, ENPC, PALS, EAP/ESSP.
- ACLS, TNCC, ENPC, PALS, BLS, ESSP.
- ACSM - Certified Clinical Exercise Specialist.
- Actively preparing for COHN-S.
- Adult health certification, former CCRN.
- AHA instructor PALS/ACLS/BLS.
- Allowed COHN S/CM to expire in December due to impending retirement.
- Alumnus CCRN.
- ANCC and for prescribing.
- ANCC -Ambulatory Nurse Certification- BSN, RN-BC.
- ANCC ANP-BC.
- ANCC Board Certified Medical Surgical Nursing.
- AOEAS, CEAS II (Ergonomic certifications).
- APHN-BC.
- ARM.
- ARNP, FNP-C.
- BC.
- Board Certified in Medical-Surgical Nursing.
- BS Safety Engineering.
- BSEH.
- BSN, CWOCN.
- BSRRT.
- CAOHC CD.
- CAOHC, DOT collector instructor.
- CAPAN.
- CARN.
- Case manager.
- CCM.
- CCOHN.
- CDMS.
- CEAS I.
- CEAS.
- CECD.
- Certificate in nonprofit management from Duke.
- Certificate in Travel Health Counseling.

- Certification in Occupational Health and Environment.
- Certified Associate Ergonomist.
- Certified Diabetes Educator.
- Certified Emergency Manager.
- Certified Medical Examiner DOT.
- Certified Medical Examiner/FMCSA.
- Certified Professional Disability Manager.
- Certified Professional Health Coach.
- Certified Wellness and Health Coach.
- Certified Wellness Program Manager.
- CHC, CRRN, CRC.
- CHC.
- CHE, CHS.
- CHSP, CEAS II, FAAOHN.
- CIG, CHMM.
- Clinic Specialty.
- CMA.
- CME.
- CMSRM.
- CNE.
- CNS.
- COHC, BSN.
- COHC, CHSP.
- COHC, COEE.
- Community Health.
- CPE, COHC.
- CPEN.
- CPH.
- CPHRM.
- CPN, IBCLC.
- CPSO, CHSP.
- CRNI.
- CRNP.
- CSMP.
- CTN.
- CVRN.
- DIDM.
- DOT certified medical provider.
- EMT.
- FAAOHN.
- FMCSA examiner.
- Health Care Education.
- Hearing Conservationist.
- HHS, AE-C.
- I am not a medical professional.
- I am working as a researcher.
- IBCLC.
- IT developer.
- Japanese health nurse license.
- Laboratory Science.
- Lead Occupational Technician.
- LNC.
- MBA.
- MD, MPH.
- Medical Assistant.
- Medical Surgical Certification.
- Medical-Surgical.
- MED-Surg, CM.
- MN.
- MROA, BC.
- MS, NCSN, CHC.
- MSC, PhD.
- MSCC, CLCP.
- MSN, FNP-C.
- MSN.
- NCSN, previously held COHN-S.
- None.
- Non-nurse in leadership.
- Not a nurse.
- NP-C.
- NREMT.
- OCN.
- Orthopedic nurse certified.
- PA.
- Past COHN-S.
- Personal Trainer.
- PhD MSc.
- Registered Midwife, Psychiatry, Community Health, Occ health, Nursing Education, Nursing management.
- RGN England.
- RN, COHN(C).
- RN-BC (Board Certified, Medical - Surgical).
- RN-BC Nursing Case Management.
- RN-BC, CCRN, CNE.
- RN-BC, CDMS, CRRN.
- RN-BC.
- RN-BSN.
- RNC-EFM.
- RNC-TNP, RNC-AL.
- RT(R).
- SANE.
- SCRN, CPE, Adult NP.
- SCRN.
- SST.
- STS-C.
- TN CM Registered.
- TNS.
- Used to have COHN-S, but did not renew last year.
- Was previous certified COHN-S but it lapsed.
- WCCM.
- WCP; CAOHC.
- Will be sitting for COHN exam in March.

### 13. What other licenses and certifications do you currently hold? (Check all that apply.)

#### Other: (191 responses)

- CAOHC. (5 responses)
- COHC. (4 responses)
- DOT. (4 responses)
- PALS. (4 responses)
- TNCC. (4 responses)
- BAT. (3 responses)
- Certified Occupational Hearing Conservationist. (3 responses)
- CIC. (3 responses)
- Fit Testing. (3 responses)
- None. (3 responses)
- Respiratory Fit Testing. (3 responses)
- BLS. (2 responses)
- Gerontology. (2 responses)
- Health and Safety Certificate. (2 responses)
- Retired. (2 responses)
- 30 hour OSHA outreach training.
- ACSM Fit Instructor, CAOHC.
- ADA, Ethics Training.
- Advanced Fetal Monitoring.
- Advanced safety.
- AHA First Aid/CPR/BLS trainer.
- AHA Instructor - BLS & Smoking Cessation.
- All industrial occupational testing.
- American Red Cross CPR/AED trainer.
- Associate in Risk Management.
- ATLS, ABLIS, TCTC.
- BAT/DOT.
- BBP and DOT HAZ waste training.
- BLS CPR Instructor, Freedom from Smoking Facilitator.
- BLS Instructor, AHA.
- BLS, PALS, TNCC.
- Breastfeeding Educator.
- Breath Alcohol Testing / DOT.
- CA Public Health Nurse.
- CAPA.
- CC.
- CCM, CMC, COHP.
- CCM.
- Certificate in Diabetes Care (UK).
- Certificate in Industrial Relations.
- Certificate of OHN in 2009 at UNC CH.
- Certificate, Travel Health.
- Certified Addiction Registered Nurse.
- Certified Asthma Educator, Healthy Homes Specialist.
- Certified in Mental Health First Aid.
- Certified Legal Assistant.
- Certified OSHA Compliance.
- Certified Safe Patient Handling Professional.
- Certified Safety Management Practitioner.
- Certified Tobacco Cessation Therapist (CTCT).
- CHCQM.
- CHEC.
- CIH.
- CME.
- Core NAOHP.
- Counseling.
- Course Director for CAOHC.
- CPR AHA instructor.
- Credentialed Logistics Health for Military Readiness exams.
- Critical Care Paramedic / Flight Paramedic.
- CRSP.
- CWCP, IV Certified, CPR/BLS/FA Instructor Trainer.
- Disability Management.
- DOT certified and VES certified.
- DOT Drug Screening.
- DOT medical examiner.
- Drug & alcohol testing.
- Drug screen collection.
- ECA-First Responder.
- Education.
- EHS.
- Emergency Care Instructor.
- EMR & CPR/AED Instructor.
- FEMA Certificate of Advanced Emergency Management.
- First aid/CPR/BLS Instructor.
- FMCSA examiner certificate.
- FRA vision.
- Handle with Care Behavioral Management System and Physical Restraint.
- Health Informatics.
- Healthcare risk management.
- Hearing.
- Holistic Nurse.
- Human Resources and Labor Law.
- I have completed Minnesota training for Indoor Air Quality, Machine Guarding, Chemical Hygiene, and and am trained to do audiometry.
- I have not renewed in more than 5 years audio and spiro.
- I was ACLS, Audiometry, Spirometry, and C-SAPA, but do not need them for current occupational health contract.
- I was former health coach but certification expired.
- IBCLC International Board Certified Lactation Consultant.
- Immunization.
- Infectious Disease Control Officer.
- ITLS, PHTLS.
- ITLS, TNCC.



- IV Therapy, Phlebotomy.
- Laboratory.
- Last semester for ADN.
- Legal Nurse Consultant.
- Licensed Massage Therapist (LMT).
- Licensed school teacher.
- Limited Radiology.
- Medical- Surgical.
- MLT.
- MRO-A.
- NIH stroke course, category A.
- NIOSH Respirator Fit Testing.
- NMD.
- Notary Public.
- NP.
- NREMT-P/Paramedic.
- NRP, PALS, TNCC.
- NRP, PALS.
- NRP, TNCC, Stable.
- Nurse Coach.
- Occupational Hearing Conservation.
- OCN.
- OHN.
- OSHA 30 hours.
- OSHA Instructor.
- OSHA outreach Instructor.
- OSHA Outreach Trainer in 1910 & 1926.
- PALS, SANE.
- Paramedic.
- Parish Nursing.
- Patient Education, adult NP.
- PEARS.
- Phlebotomy certification.
- Physical Therapist.
- Physician Assistant - Certified (PA-C).
- Post-offer physical testing.
- PPD.
- Red Cross Instructor.
- Risk Management.
- RN and LPN only.
- RNFA.
- RN-WCCM.
- Safe Patient Handling.
- Safety Diploma.
- Safety Trained Supervisor-C.
- School Nurse.
- Sedation.
- Smoking Cessation counselor.
- Social and Cultural Anthropology, Occupational Safety, Industrial Hygiene.
- SPICE.
- SSH - Specialist in Safety and Health General Industry-OSHA.
- TB Certification, Train the Trainer-Drug Screening, Adjunct Professor-phlebotomy.
- TB Instructor.
- TNCC, Disaster Preparedness.
- TNCC, ENPC, PALS, ESSP, EAP.
- TNCC, ENPC, PALS, RFIT, ESSP/EAP.
- TNCC, ENPC, PALS.
- TNCC, ENPC.
- Transitional Work Developer.
- TST instructor.
- VCT and Counseling (HIV/Aids).
- Vision Screening and Blood Collections.
- Vision, venipuncture, BLS Instructor.
- WCCA.
- WELL AP.
- Workers compensation Manager.
- Workers Compensation.

#### 14. What is your job title?

##### Other: (382 responses)

- Employee Health Nurse. (26 responses)
- Occupational Health Nurse. (25 responses)
- Staff Nurse. (13 responses)
- Occupational Health Nurse Administrator. (12 responses)
- RN. (11 responses)
- Employee Health Coordinator. (7 responses)
- Retired. (6 responses)
- Senior Occupational Health Nurse. (6 responses)
- Charge Nurse. (4 responses)
- Employee Health. (4 responses)
- Infection Prevention. (3 responses)
- Lead Nurse. (3 responses)
- Occupational Health Supervisor. (3 responses)
- Plant Nurse. (3 responses)
- Administrator. (2 responses)
- Clinic Nurse. (2 responses)
- Corporate Occupational Health Nurse. (2 responses)
- Director of Occupational Health. (2 responses)
- Employee Health and Wellness Nurse. (2 responses)
- Employee Health RN. (2 responses)
- Employee Occupational Health RN. (2 responses)
- Field Nurse Case Manager. (2 responses)
- Infection Prevention & Employee Health. (2 responses)
- Medical Case Manager. (2 responses)
- Nurse. (2 responses)
- Occupational Health Specialist. (2 responses)

- Occupational Nurse. (2 responses)
- Regional Manager. (2 responses)
- Risk Manager. (2 responses)
- School Nurse. (2 responses)
- Sr HR Consultant. (2 responses)
- Sr. Occupational Health Nurse. (2 responses)
- Supervisor. (2 responses)
- Vice President Managed Care. (2 responses)
- Wellness Nurse. (2 responses)
- A little of all roles.
- Administrative Director.
- Advisor.
- Ambassador of Women's Health.
- Assistant Occupational Health Nurse.
- Assistant professor.
- Associate Director.
- Associate Health Nurse/Infection Prevention Office.
- AVP Corporate Health & Wellness.
- Business Health and Wellness Coordinator.
- Care Coordinator.
- Case Manager Wellness.
- Case Manager.
- Claims Manager/RTW Program.
- Clinic Coordinator.
- Clinic Operations Manager.
- Clinical Director.
- Clinical Manager.
- Clinical Operations Support Specialist - OH.
- Clinical Quality Officer.
- Clinical Supervisor for OH Clinic.
- COHN(C).
- Competent Medical Authority.
- Consultant.
- Coordinator.
- Corporate & Community Health Coordinator.
- Corporate Area Manager.
- Corporate Occ Health Coordinator.
- Currently unemployed.
- Director of Client Operations.
- Director of Employee Health.
- Director of Human Resources.
- Director of Infection Control/Employee Health and the EOC.
- Director of Primary Care Clinic.
- Director, Client Operations.
- Director, Educational Services/Coordinator, Occupational Health/Patient Advocacy.
- Director, Health Promotion.
- Director, Nurse Practitioner, Assistant Professor.
- Disability & FMLA Analyst.
- Disability Case Management.
- Disability Management Consultant.
- Division Manager, Employee Health, Wellness, Work Comp, Transitional Duty, ADA, Safe Patient Handling.
- Educator and Employee Health.
- Educator, CCM, COHNS, UM.
- EHS Supervisor.
- Emergency Medicine RN.
- Employee Health & Education Coordinator, Workers Compensation Coordinator.
- Employee Health & Safety.
- Employee Health & Wellness Coordinator.
- Employee Health & Workers' Compensation Supervisor.
- Employee Health and Clinical Educator.
- Employee Health and Safety Nurse.
- Employee Health Director/Nurse.
- Employee Health Nurse Supervisor
- Employee Health Nurse, Infection Preventionist.
- Employee Health Nurse, IP, Nurse Educator Coordinator.
- Employee Health Services Administrator.
- Employee Health Services Coordinator.
- Employee Health Staff RN.
- Employee Health Supervisor.
- Employee Health, Safety & Wellness Coordinator.
- Employee Health/Infection Control Nurse.
- Employee Health/Staff Development Specialist.
- Employee Health/Workers Comp RN.
- Employee Wellness Nurse.
- Employer Wellness Supervisor.
- Epidemiology Nurse.
- Facility Nurse.
- Field Case Manager.
- Field Health Specialist.
- Floor nurse.
- FNP-C, COHN-S, OHN/Safety & Environment.
- Global EHS Director.
- Global Manager.
- Head Nurse, Case Manager.
- Health Center Manager.
- Health Center Supervisor/Clinician.
- Health Officer.
- Health Service Coordinator-School District.
- Health Services Coordinator.
- Health Services Nurse LPN.
- Health Services Nurse.
- Health Systems Specialist.
- Health Wellness Services Supervisor.
- HR Assistant Manager Safety/Medical.
- Industrial Nurse.
- Infection Control Practitioner.
- Infection Control/Employee Health Coordinator.
- Infection Control/Employee Health Nurse.
- Infection Prevention & Occupational Health Coordinator.
- Infection Preventionist/Employee Health Coordinator.
- Information and Assistant Specialist RN.

- Injury Counselor.
- Lead APRN.
- Lead Employee Health Nurse.
- Lead Nurse/Case Manager.
- Lead Technician.
- Leave Management Specialist.
- Liaison.
- Licensed School Nurse/Public Health Nurse.
- LPN.
- LSN.
- Manager Occupational Health Services & Biosafety Coordinator.
- Manager, Health Services North America.
- Manager/ARNP.
- Manager/Nurse Practitioner Employee Health & Fitness.
- MD.
- Medic.
- Medical and Health Coordinator.
- Medical Assistant.
- Medical Case Consultant.
- Medical professional.
- Multi-practice office nurse.
- NP/Program Coordinator.
- Numerous titles.
- Nurse Clinician.
- Nurse Practitioner/Manager.
- Nurse Supervisor.
- Nursing Director and Epidemiologist.
- Nursing Supervisor.
- OCC Health Nurse Administrator.
- OCC Health RN Workers Comp Staff Nurse.
- Occupational Health & Education RN.
- Occupational Health & Infection Preventionist.
- Occupational Health & Safety Specialist.
- Occupational Health Advisor.
- Occupational Health and Safety Nurse.
- Occupational Health Director.
- Occupational Health Leader.
- Occupational Health Manager.
- Occupational Health Nurse Manager.
- Occupational Health Nurse Medical Clearance.
- Occupational Health Nurse Sr.
- Occupational Health Practice Lead Nurse.
- Occupational Health/Wellness RN, COHN.
- Occupational RN II.
- Occupational Wellness Nurse.
- Offsite nurse.
- OH Industrial RN.
- OH Trainer and Consultant.
- OHN Case Manager & Clinician.
- OHN Clinician and Case Manager.
- OHN CM, Clinician, Safety Secretary.
- OHN Department Head but only two staff I do Case Management, Clinician/Education, and Safety Care Rounds.
- OHN Program Manager.
- OHN Supervisor.
- OHN, Health Risk Condition Management, Health Coach.
- OHN/Infection Prevention.
- OHN/Leader.
- OHN/Plant Nurse.
- OHN-Specialist.
- OHR Manager, North America Region.
- OHR/Nurse- Occupational Health Resource.
- On-site Nurse in manufacturing.
- On-site Nurse.
- Owner, OHN Case manager, Independent.
- Personal Respiratory Protection Coordinator.
- Professional Resource.
- Professor.
- Program Manager, Occupational Health/Ergonomics.
- Project Nurse.
- Public Health Nurse.
- Quality Assurance Nurse.
- Regional Manager Case Management.
- Regional Manager Colleague Safety.
- Regional safety.
- Registered Nurse Clinic Staff.
- Registered Nurse Employee Health.
- Regulatory and Policy Manager.
- Research Nurse.
- Rio Grande District Occupational Health Nursing Administrator.
- RN Clinical.
- RN Supervisor which performs numerous of the above roles.
- RN/Clinical Coordinator.
- RN/Safety Tech.
- School District Nurse.
- Semi-retired looking for work.
- Senior Manager.
- Senior Medical Associate.
- Senior Medical Manager.
- Senior Nurse Administrator.
- Senior Nurse.
- Senior OHN Manager/Case Manager/EAP.
- Short term Disability Lead.
- Sleep educator, Respiratory Therapist.
- Sr OHN Supervisor.
- Sr. Director - Employee Health & Safety.
- Sr. Director of Operations.
- Sr. Employee Health Nurse.
- Sr. Nurse.
- Sr. VP of Operations.
- Staff Development RN.
- Staff Nurse/ Employee Health.

- Supervisor of EH.
- Supervisor of Nurses.
- Talent Acquisition Specialist.
- Team Lead for Employee Health.
- Team leader.
- Teammate Health and Wellness Nurse.
- Telephonic Case Manager for WC case with insurance company.
- Telephonic Nurse Case Manager.
- Two jobs, one as a consultant and the other as an educator.
- Volunteer.
- VP of Clinical Operations.
- VP.

- WC Case Manager.
- WC Program Administrator.
- Work Comp Coordinator/Informatics.
- Work Comp Team Nurse.
- Work Comp. CM.
- Work Comp/Occupational Health/Absence Manager.
- Work in a chemical plant performing task such as breath alcohol & drug screens while completing OSHA required surveillances that consist of Lab work, PFT, hearing, EKG & vision testing, provide vaccines.
- Workers Comp Nurse.
- Workers' Compensation Specialist.

## 16. What is your organization's primary line of business?

### Other: (155 responses)

- Consultant for many types of business. (4 responses)
- Entertainment. (4 responses)
- Distribution Center. (3 responses)
- IT. (3 responses)
- Automotive/Manufacturing. (2 responses)
- Biotechnology. (2 responses)
- Case management. (2 responses)
- Continuing Care Retirement Community. (2 responses)
- Hospice. (2 responses)
- Hospital. (2 responses)
- Long Term Care Center. (2 responses)
- Medical device manufacturing. (2 responses)
- Nursing Home. (2 responses)
- Occupational Health Clinic. (2 responses)
- Plastics Injection Molding. (2 responses)
- Retired. (2 responses)
- Airline.
- Ambulatory Health Care.
- Amusement Park.
- Assisted living.
- Automotive Assembly.
- Banking.
- Biomedical Research.
- Blood transfusion.
- Both Insurance and medical offices.
- BPO.
- Case management for several insurance carriers.
- Case management specific to workers' compensation.
- Certification.
- Coal Power Plant.
- Community Health Center.
- Consulting - for Worker's Comp Health coordination.
- Consulting to large companies (primarily manufacturing and pharmaceutical).
- Demilitarization.
- Department of Defense.
- Developmental Disability Services.
- Education.
- Education/consultation.
- Electronics.
- Emergency response.
- Employee health.
- Energy.
- Explosives Manufacturing & Distribution.
- Financial- Bank.
- Food processing, transportation, medicine production.
- Hazardous Waste facility.
- Health Center.
- Health Clinic, my hours are split between Urgent Care/walk in and occupational health.
- Healthcare clinic.
- Healthcare IT.
- Healthcare.
- Hospitality.
- Hotel/Hospitality.
- International Affairs and Human Rights.
- International Development.
- International Environmental Consulting Firm.
- International Finance.
- Large Power Generators Services.
- Long Term Care/Rehab.
- Magazine and Product Fulfillment.
- Manage work comp.
- Manufacturing.
- Media & Entertainment.
- Medical devices.
- Medical services.
- Menstrual Hygiene in Developing Countries.

- Military.
- Mobile provider of healthcare services.
- Motion Pictures and Entertainment.
- Museum, education, zoo and research.
- My company produces food and personal care products.
- Non-profit anti-violence.
- Not currently employed.
- Not for Profit.
- Nuclear industry.
- Occupational Health Services.
- Occupational Med.
- OH for HCWs & contract service provider for variety of companies.
- One job at a technical institute and the other at a university.
- Onsite employer sponsored healthcare.
- Onsite Healthcare Clinics.
- Onsite Healthcare.
- Open cast Mining and Brick manufacturing.
- Orthopedic Practice.
- Our clinic takes care of multiple companies, including municipalities, manufacturing, and transportation.
- Outpatient clinic.
- Outpatient/Medical Office Facilities.
- Philanthropy.
- Police department.
- Pre-K and Primary Education.
- Prevea Health System; I work for its occupational medicine clinic.
- Primary care clinic models as well as Occupational Health Services.
- Primary Care.
- Printing mailing service.
- Private and public sector.
- Product research and sales.
- Public Health, schools.
- Public Health.
- Public Health-local government.
- Publishing.
- Railroad - Transportation.
- Rehabilitation.
- Resins.
- Sales, Warehouse and delivery of food and food related products.
- School District.
- School District-Education.
- School Nurse.
- School.
- Sea Import and Export.
- Senior Living and Care Centers.
- Several trades: construction, DOT, FAA, child care workers, healthcare workers, food handlers.
- Special education, pre-K -vocational /grade 12+.
- Special Metals.
- Specialty chemicals.
- Steel industry.
- Surgery.
- Technology.
- Textile industries.
- Theme park.
- Third Party Administrator of Occupational Health Services.
- Tire and rubber.
- Unemployed.
- Urgent Care.
- USPS.
- Variety as Case Manager.
- Warehouse and Transportation with sales.
- Warehousing & Transportation.
- Work compensation for variety of industries in clinic setting.
- Work related injuries.
- Work with many clients: waste disposal, pharmaceuticals, oil, manufacturing, etc.
- Workers' Compensation Case Management and Rehabilitation.
- Workers Compensation Case Management utilization review.
- Worker's Compensation Case Management.

**21. Please indicate which health care professionals or staff you supervise: (Check all that apply.)**

**Other: (135 responses)**

- First Responders. (12 responses)
- Emergency Medical Responders. (5 responses)
- Medical Assistants. (3 responses)
- Physical Therapist. (3 responses)
- Athletic trainer. (2 responses)
- Disability Specialists. (2 responses)
- Ergonomists. (2 responses)
- First Aid Responders. (2 responses)
- Health educators. (2 responses)
- Occupational Health Technicians. (2 responses)
- Radiology tech. (2 responses)
- Retired. (2 responses)
- Safety specialists. (2 responses)
- Secretary. (2 responses)
- Students. (2 responses)
- Admin assistant.
- Administrative Clerical.
- All employees.
- All modified duty employees.

- All other hospital personnel, students, contractors, volunteers, and vendors.
- Ancillary services.
- APRN.
- Billers, Radiology Techs.
- Business Manager.
- Case Managers.
- Certified 40 hour First Responders.
- Clerical Assistant.
- Clerical, sales rep, revenue cycle manager.
- Clerk.
- Clinic Aides.
- Consultant only, no supervision per se.
- Contract Employers.
- Counselors (MSW, PhD).
- Counselors.
- Directors.
- Drug & Alcohol Technicians.
- Drug and Alcohol Department, billing.
- Emergency response team respondents.
- Enforce policies and procedures, give vaccinations.
- Environmental Health Inspectors.
- Exercise leader.
- File clerk.
- First Aid trained emergency responders.
- First Care Providers.
- First responders trained in first aid/CPR/AED.
- FMLA Coordinators X 2, Advise Affiliate hospital nurses x 5, Data analysis.
- Health assistants.
- Health specialists.
- Health Techs/CMA's.
- Housekeeping, maintenance, dietary, business office, activities.
- I am a sole practitioner.
- I train/teach all employees.
- Lab tech.
- Loss Prevention Specialists - technical position, Security trained in CPR/FA.
- LPNs.
- MDs.
- Medical First Responders.
- Monitor but do not supervise.
- Nine OHN's.
- No other medical staff.
- Non-clinical staff.
- None in EH but 70 in FP & Spec clinics.
- None, I am sole proprietor.
- Non-nurse delegated staff.
- Not employed.
- Nurse interns and employees that are Medical emergency response team respondents.
- Nursing student interns.
- Nutritionist, Wellness Director.
- Occupational Hygienists/ Safety Supervisors.
- Occupational therapist.
- OH tech.
- OHN technician.
- OHN.
- Part time contract RNs.
- PCT's (Professional Certified Technicians).
- Per Diem RNs.
- Personnel for drug and ETOH screening.
- Phlebotomist part time.
- Phlebotomist.
- Physical therapy assistant.
- PT, PTA, Optical Technologist, Optometrist.
- PT/OT/ATC/Eps.
- PT's and Ergonomist.
- Radiology.
- Register Safety Officer.
- Respiratory therapists, PT/OT.
- RN and LPN.
- Safety Manager, Workers' comp Claims manager.
- Safety techs.
- Safety, Loss Prevention, Insurance and Claims.
- Sales marketing.
- Secretarial assistant.
- Students and other instructors.
- They won't get me help but call me the manager to salary me.
- Third party medical contractors.
- Two per diem RN's.
- Vocational case managers.
- Volunteers in all walks of life.
- Wellness and EAP.
- Wellness coaches.
- Wellness/EAP/PT.
- Worker Comp Manager.
- Worker's Comp Division, Ergonomics.
- Worker's Comp Specialist.
- X-ray tech.

**22. To which director(s)/manager(s) do you report? (Check all that apply.)**

**Other: (208 responses)**

- Risk Management. (9 responses)
- Employee Health. (5 responses)
- Quality. (5 responses)
- Vice President. (5 responses)
- CEO. (4 responses)
- COO. (4 responses)
- Environmental Health and Safety. (4 responses)
- Director of Occupational Health. (3 responses)
- Infection Prevention. (3 responses)

- Medical Director. (3 responses)
- CFO. (2 responses)
- Dean. (2 responses)
- EHS Manager. (2 responses)
- EHSS. (2 responses)
- Health and Safety. (2 responses)
- Health Resource Management. (2 responses)
- Legal. (2 responses)
- Occupational Health Director. (2 responses)
- Retired. (2 responses)
- Ancillary services.
- APNP.
- Associate Vice President.
- Benefits VP.
- Business Solutions.
- Case Management Supervisor.
- CFO/Corporate.
- Chain of command (military).
- Chief of Division.
- Chief of staff.
- Claims Manager.
- Claims Training Supervisor.
- Clients and injured workers.
- Commissioner of Health - Department of Health.
- Community health division.
- Corporate EHS.
- Corporate Health Director.
- Corporate Medical Director.
- Corporate Occupational Health Manager.
- Corporate Safety Program.
- Corporate.
- Corporate Director.
- Department Chair (Epidemiologist).
- Department Director.
- Director for Public Health.
- Director of Associate Health.
- Director of Client Operations.
- Director of Health.
- Director of Loss Control.
- Director of Occupational Medicine.
- Director of Performance Improvement.
- Director of Safety and Risk Management.
- Director of Special Education.
- Director of Workers Compensation Claims.
- District Manager.
- Do not report to operational and maintenance first line supervisors.
- E/H/S.
- EAP.
- ED.
- EHS & Maintenance Manager.
- EHS Director.
- EHS.
- Employee Health and Wellness.
- Employee Health Manager.
- Employee Health Services.
- Engineering Director.
- Environmental Health Sciences Division Head.
- Environmental, Health, Safety and Security Sr. Manager.
- Epidemiology.
- EVP Administration.
- Executive Director of Clinics.
- Executive Director.
- Executive Director/Board.
- Executive level.
- Facilities and finance.
- Facilities.
- Faculty member.
- Finance.
- Global lead which is an NP.
- Health and Wellness Director.
- Health Center Manager.
- HR.
- HS&E Leader.
- HSE Manager.
- Human Resource Director.
- I am retired - PRN staff RN; report to Clinic Coordinator.
- I am the Director of Human Resources in addition to being an OHN.
- I am the owner.
- Independent consultant.
- Infection Control.
- Infection/Prevention, Quality.
- Injury compensation manager.
- Insurance division.
- Lab director.
- LCSW.
- Managed Care.
- Manager of case management and pharmacy management.
- Manager of department (who is also a nurse).
- Manager of Physical Therapy.
- MD.
- Medical Director for Clinical.
- Medical Officer.
- Medical Operations.
- Medicine.
- Military Leadership.
- My Contractor, affiliated wellness contractor, and the company contacting with both.
- My customers/clients.
- My director and the operating department.
- Not working.
- Nuclear Training.
- Nurse Supervisor in another state.
- Nursing and Safety.
- Nursing Supervisor.
- Occupational Health Manager.

- Occupational Health reports into Occupational Medicine Director.
- Occupational Health.
- Occupational Medicine Department Head.
- Occupational Medicine Manager.
- OH Nurse Manager.
- OHN Director.
- OHNA.
- Operations VP.
- Operations.
- Owner of the company.
- PA.
- Ph.D. Toxicologist.
- Physical Therapist Manager.
- Physician Services.
- Plant Manager.
- Population Health/Wellness Director.
- Practice Administer.
- President.
- Quality and Safety Department.
- Quality Director.
- Quality Management.
- Quality Risk-Management.
- Quality VP.
- Region Occupational Health Manager.
- Regional EHS Director.
- Regional Infection Prevention Director.
- Regional Operations Manager.
- Report to a Board of Directors.
- Risk Director.
- Safety and Health Manager, Civil Engineer.
- School of Nursing Director.
- Self.
- Self-employed, independent consultant so in essence, I report to my nursing clients.
- Senior Nurse.
- Senior Vice President of Human Resources.
- Shared services.
- Sr OHN Manager.
- Superintendent of Schools.
- SVP of Case Management.
- Team Leader.
- Total Rewards.
- Transitional planning. No one knows where to put us.
- USFMCSA.
- Varies by company.
- Vice President EH&S.
- VP of Clinical Operations.
- VP of HR.
- VP of Operations.
- VP of Rehab Services.
- VP of Strategy and Business Development.
- VP OHS.

**32. In which associations do you currently have respondentships? (Check all that apply.)**

**Other: (288 responses)**

- APIC. (23 responses)
- CMSA. (14 responses)
- None. (11 responses)
- ACOEM. (9 responses)
- CCMC. (6 responses)
- AACN. (4 responses)
- CCM. (4 responses)
- DMEC. (4 responses)
- NAOHP. (4 responses)
- ABOHN. (3 responses)
- ANCC. (3 responses)
- ATHNA. (3 responses)
- HEHNA. (3 responses)
- IAOHN. (3 responses)
- ACIP. (2 responses)
- American Holistic Nurses Association. (2 responses)
- AOHP. (2 responses)
- APHA. (2 responses)
- Association of Safe Patient Handling Professionals. (2 responses)
- CARNA. (2 responses)
- Chi Eta Phi. (2 responses)
- CPEPR. (2 responses)
- International Nursing Association. (2 responses)
- ISTM. (2 responses)
- MAOHN. (2 responses)
- Massachusetts Occupational Health Association. (2 responses)
- Michigan Council of Nurse Practitioners. (2 responses)
- NSC. (2 responses)
- ONS. (2 responses)
- RIMS. (2 responses)
- SASOHN. (2 responses)
- TNA. (2 responses)
- UAOHN. (2 responses)
- AAACN and RNS.
- AAACN.
- AABOHN.
- AALNA.
- AAMI, APIC.
- AANP.
- AAOHN.
- AARC, NBRC.
- ABOHN, American College of Forensic Examiners, ACHE.
- ABOHN, Retired.



- Academy Health, Sleep Research Society, Eastern Nursing Research Society.
- ACCM.
- ACGIH, ASSE, RIMS, PRIMA.
- ACNM.
- ACNN.
- ACOEM, AAPA, AIHA.
- ACOEM, APHA, AOEC.
- AECOM, AAPA, AAPA OM.
- AHA.
- American Association of Occupational Health Nurses, South West Ohio Occupational Health Nurse Association, Case Management Society of America, ATHNA-American Travel Health Nurses Association.
- American Association of Radon Scientists and Technologists (AARST).
- American Diabetes Association.
- American Evaluation Association (AEA).
- American Nurse Association.
- ANPD, NLN.
- AOHNA, CNA.
- AOHNA, COHNA, CARNA.
- AOHNA, COHNA.
- AONE, ISID.
- AORN, AAACN.
- AORN.
- APHA, ASCH.
- APHA, NACCHO, UPHA.
- APIC national and local.
- APIC, SHEA.
- Aquatics.
- ARN.
- ASHRM.
- AsMA.
- ASPPS.
- ASSE, HKAOHN.
- ASTNA, ANA/KNA.
- ATHNA, ISTM.
- AWCCA.
- Baptist Nursing Fellowship.
- BCEP.
- BCSP, AAALAS.
- CANP.
- CARNA, AOHNA.
- CCMSA.
- CMSA, CCM.
- CNA, AOHNA, CRSP.
- COHC.
- COHN, AOHN.
- COHNA, CRNNS.
- Colegio de Profesionales de enfermería.
- College of Nurses of Ontario.
- CPEDPR.
- CSNA. NSNA.
- CUPA.
- Currently I am a Workman Comp case.
- Delta sigma theta.
- DEMC, NJHEHNA.
- DMEC, CMSA.
- FNA.
- FNA/ANA.
- Golden Key, Illinois Organization of Nurse Executives.
- HEHNA, NECOEM.
- IAC, KONL, NIOSH.
- IAFN.
- ICOH, ACOEM.
- INA, ABOHN.
- INA.
- Indiana State Nurse Association.
- INS.
- International Breastfeeding Consultants Association, Case Managers Association.
- International Society for Agricultural Safety and Health.
- ISAPN.
- ISTM, ATHNA, RCPSG-FTM.
- IWCI, ABOHN.
- Kentucky Coalition of Nurse Practitioners and Nurse Midwives.
- KSHN.
- LAOHN, LANP, SLSDO, OPE.
- Let elapse due to nearing retirement.
- Local chapter.
- Local NP chapter, SCNA.
- Michigan Public Health Association, Michigan Academy.
- Missouri AOHN.
- MRA.
- NAHN.
- NAMMN.
- NAPN.
- NASN (National Association of School Nurses), NAHC (National Association of Health Coaches).
- NASN, OSNA.
- NASN/SNOM, MAOHN.
- National Association of Ortho Nurses.
- National Society of Health Coaches.
- NCALGESO, IARP, NCPRIMA.
- NCAOHN.
- NCAPHNA, NAPW.
- NCOHN, NCARP.
- NHNPA, AWHONN.
- NHPCO.
- NJOHNA.
- NLN.
- Northern Illinois Nurses Association.
- NPA.
- NREMT.
- NSHC.

- NWI.
- NYSNA, AABOHN.
- OAOHN, SOAOHN.
- OAOHN.
- OCN.
- OCS.
- OHC, CPEPR, CHSP.
- Ohio Association of Advanced Practice Nurses.
- OHN.
- OKS.
- OOHNA, CAN.
- OOHNA, RNAO.
- OOHNA.
- OPHA.
- Oregon Nurses Association, Society for Pediatric Nursing.
- OSAOHN.
- PCNA, ANA.
- PCNA, SLSDO.
- PCNA.
- PEO.
- Phi Kappa Phi, FWCAOHN.
- Phi Theta Kappa.
- PNA.
- Retired.
- RNAO.
- Safe Patient Handling.
- SASOHN, ICOH.
- SCAOHN.
- SCOHN.
- SCSAOHN.
- SCWCEA.
- SDAIP, PWI.
- SHEA, APIC.
- SNAP.
- SNOW.
- SRNA, COHNA.
- State and local NP.
- State chapter.
- SVMAOHN.
- Thai Nursing Council.
- The Society of Travel Medicine.
- TSAOHN, HTAOHN.
- Virginia OHN local chapter.
- WCP.
- WELCOA.
- Wisconsin State Occupational Health Nursing Organization.
- WSIA.

**33. Which insurance benefits are offered by your employer: (Check all that apply.)**

**Other: (55 responses)**

- Pet insurance. (7 responses)
- Retired. (2 responses)
- 401k matching.
- Adoption services.
- Aflac.
- Allstate Cancer Policy.
- Critical Illness Insurance, Accident Insurance (Aflac).
- Discounted accident, cancer insurance.
- Don't know, don't have insurance with the company.
- EAP and legal services.
- Extensive wellness programs.
- FMLA, ADA, Work hardening and Fit for Duty.
- Have to pay premiums.
- I am only 24 hours per week.
- I am part time and get no benefits.
- I do not have benefits.
- I have other insurance.
- I use my husbands.
- I work part-time, licensing, liability, and CE benefits.
- Identity Protection.
- Identity Theft Coverage.
- In addition, \$1,000 per year for medical coverage when retired.
- Legal assistance.
- Legal plan.
- Legal resources, EAP.
- Legal services.
- Legal, commuter.
- Legal, pet health.
- Legal.
- Long term disability.
- Malpractice insurance.
- Medical Aid benefits cover the above.
- No insurance after Medicare.
- None for 24 hour/week employees.
- None, self-employed.
- Not working.
- Pension.
- Per Diem status: not eligible for benefits.
- Pet insurance, identity theft protection.
- PRN status.
- PT on site with no copay.
- Self-funded.
- Self-employed.
- There is no health insurance cost sharing. I pay nothing for all of my benefits except for copays.
- They pay little of premium.
- We have a provincial health plan.
- Wellness incentives.
- Wellness programs, teladoc, best doctors, blue book, tuition reimbursement, child care, life works seminars at no charge.

**34. Which nursing-related professional activities are provided by your employer: (Check all that apply.)**

**Other: (77 responses)**

- None. (19 responses)
- Self-employed. (4 responses)
- Reimbursement for CEUs. (2 responses)
- Retired. (2 responses)
- \$1,000 annual education reimbursement.
- \$1,500 per year for CME.
- \$150 towards continuing education of your choice or licensing.
- \$500 toward CEU's.
- Able to attend programs and be reimbursed.
- ACLS.
- All are self-provided.
- All travel expenses related to continuing education.
- Board participation - paid time away.
- Certification up to \$500.
- CEU reimbursement.
- Continuing education classes.
- CPR.
- Delta Sigma Theta.
- Ergo certification paid.
- Home office: phone, internet, cell phone, laptop and office furniture/supplies.
- Johns Hopkins University reimbursement.
- License reimbursement.
- License renewal fees.
- Licensure fees.
- Lippincott Solutions.
- Malpractice insurance premium.
- Meetings with lots of paperwork for very special requests.
- Multi-license.
- N/A.
- None and DHEC does not give raises.
- None for PRN staff.
- None, self-employed contractor.
- None. It's federal law enforcement.
- Not working.
- Nursing license renewal.
- Occasional training.
- One time certification bonus \$1,000.
- Online and F2F.
- Only 50%.
- Paid education days 40 hours/year, no course coverage.
- Partial tuition.
- Payment of DEA and controlled substance registration.
- Pays for half of AAOHN dues.
- Per Diem status: not eligible for benefits.
- Reimbursement for RN licenses and CEU's for non-compact states.
- Reimbursement varies depending on level of employment. RN's get nothing. NP's get some, MD's get most.
- Requested reimbursement for AOHN certification but denied.
- Some conferences if you hold office or present.
- Some items above are variable.
- Specific tuition reimbursement relating to the field.
- The School Nurses plan and implement our own continuing education activities with district support.
- Training workshops...BAT/Audio/UDS.
- Tuition Reimbursement only for MBA.
- We are a new company but getting closer to tuition reimbursement.

**35. Which additional benefits are offered by your employer: (Check all that apply.)**

**Other: (42 responses)**

- Mileage. (3 responses)
- Self-employed. (3 responses)
- 401k. (2 responses)
- Retired. (2 responses)
- 401k match to 4%.
- 401K match.
- 401k, mileage.
- Again, it depends on level of employment.
- Cell phone allowance. We buy our own phone.
- Company phone.
- Computer equipment.
- Computer.
- Contract Employee without benefits.
- Flu vaccination.
- Housing subsidy.
- Housing.
- I would say tuition reimbursement but i was turned down to go back to school part time to get an advanced degree in nursing. I am a nurse for the company and I was told it wasn't related to my job.
- Independence of working for self.
- IRA match.
- Matching at 50% 403B retirement plan.
- Office and cell phone stipend.

- Organized benefit drives for off plant injuries and illness to help with the employees' health expensive and Aflac.
- Partial.
- Pension plan.
- Per Diem status: not eligible for benefits.
- Phone allowance.
- Professional travel.
- Public transportation subsidy.
- Retirement plan, partial match.
- Shuttle between the two campuses.
- Sign-on bonus, fresh fruit delivery, wellness money.
- Small expense towards personal cell phone.
- Some are dependent on management approval.
- The professional association dues are specifically for NPs and MDs.
- Unknown - I am not eligible.
- Work life for You (FOH).

**36. Please indicate the number of days of paid leave provided in the following categories:**

**Other: (168 responses)**

- Personal days. (10 responses)
- N/A. (7 responses)
- Bereavement. (5 responses)
- Self-employed. (4 responses)
- Floating holiday. (3 responses)
- Volunteer. (3 responses)
- None because I am part time. (2 responses)
- None, self-employed. (2 responses)
- Retired. (2 responses)
- STD. (2 responses)
- 0.0847 hours of PTO earned per hour worked (hourly).
- 1 day of Education Support and Bereavement - max 5 days for immediate family member.
- 10.55 hours per pay period for PTO (including sick, vacation, and PTO.)
- 12 days per year (for me working part time) may be used for vacation, holiday, and sick.
- 27 days PPL inclusive of sick and vacation.
- 280 hours for holidays, sick, and vacation.
- 3 bereavement.
- 4 hours SL/PP. 4, 6, 8 AL/pp depending on longevity.
- 6.5 hours per pay period for PTO and sick time.
- 9 hours per pay period accrues/sick days come out of this.
- A total of 360 hours can be accumulated.
- All lumped together, earned at a rate based on years of service.
- All time off is under PTO and accrued based on scheduled hours.
- All time off lumped under PTO even holidays. Accrue per hours worked. No set amount.
- Annual company shutdown.
- Based on years of service.
- Benefits are accrued based upon years of service.
- Bereavement or paternity.
- Birthday.
- Can't think of any other.
- Certain number of hours of PTO accrued bi-weekly, based on years worked with company.
- Clarification: PTO includes sick time and amount varies depending on seniority and level of employment.
- Combined PTO, sick days.
- Condolence.
- Conference.
- Contract employees do not receive any paid benefits.
- Depends of the amount of PTO accrual.
- Depends on length of service.
- Development time covered as work time...negotiable.
- Does not pertain because I am part time, I retired in July 2017.
- Don't recall.
- Earned hours 6 hours vacation and 4 hours sick per pay period.
- Earned time.
- Family emergency.
- Federal holidays.
- Flexible schedule.
- FMLA - 12 weeks available per year (management).
- Funeral leave.
- Home leave.
- I am 73, get Social Security and Medicare plus supplemental (through spouse's retirement group policy).
- I am contacted at \$50 per hour with no benefits.
- I am the only contract RN for the company. Nurses employed directly with company get bonuses and benefits.
- I am unsure of PTO, sick and vacation details. I am part-time and not eligible for benefits.
- I own my company and take as needed.
- I waive all benefits for a 25% pay increase of base rate.
- I work very part-time and are paid for all professional opportunities including travel.
- Includes sick and vacation together.

- It all comes out of earned time off.
- Jury duty.
- Maternity/Paternity/Family responsibility.
- Military.
- Most professional development is geared to teachers but some of it applies. We follow a school calendar.
- New system for time off, earn time off every two weeks includes a bank of time from old system. Due to my longevity with the company I earn 11.03 hours/two weeks. I cannot exceed 123 days in year. Covers sick and vacation time.
- No time back for personal weekend travel.
- No.
- Not working.
- Outdoor days.
- Over time banked.
- Paid parental leave.
- Paid sick and vacation days were combined total of 21.
- PAL.
- Per Diem status: not eligible for benefits.
- Personal Acquired Leave, accumulates per hours worked.
- Personal holiday.
- Personal time off.
- Personal time with approval.
- PPL time - 20 days at hire, 30 days after 5 years.
- PRN does get mileage for long distance drives.
- Professional development as needed.
- Professional development as needed; other = 2 flex days (paid days off).
- Professional development; 5 or whatever is needed.
- PTO (sick/vacation) 25 days.
- PTO 3 weeks a year.
- PTO 8.0 hours biweekly for sick/vacation/holidays.
- PTO accrues bi-weekly based on years of service.
- PTO bank accrued at 5.26 hours bi-monthly.
- PTO days are combined sick and vacation.
- PTO days- one bank for sick, personal, vacation time.
- PTO depends on years of service.
- PTO for holidays, sick, and vacation days.
- PTO for vacation and sick time based on years of service.
- PTO includes sick days...PTO rated per number of years with company.
- PTO increases with length of service.
- PTO is based on length of employment.
- PTO is combined used for sick/holiday and vacation.
- PTO is earned based on how long you've been employed.
- PTO is for sick vacation and holiday.
- PTO used for vacation.
- PTO used for vacation/sick/holidays (one bucket).
- PTO.
- PTO= vacation/holiday.
- Recent contract: 8/1/17. We have to begin all over accruing.
- Recently started PTO.
- Required certifications - 1 for spirometry, 1 for audio, 5 years.
- Sabbatical - 6 weeks off every 6 years.
- Salary continuation for sick days, paid time off, or professional time off.
- Schedule allows for many days off in a row.
- Short-term Disability /FMLA.
- Short-term Disability 75% pay.
- Short-term Disability coverage for 3 months then long-term disability coverage for 1 year.
- Sick and vacation days combine and prorated according to years of employment.
- Sick and vacation time is calculated by years of service.
- Sick and vacation vary according to time at organization.
- Sick days and vacation days are in same bank.
- Sick leave is accrued; use PRN; manager's approval for professional development during business hours.
- Sick time and vacation depend on start date.
- Study leave/examination time.
- System has combined earned time off.
- TAP time is used for sick and vacation days - the amount varies depending on years of service.
- These times are accrued per hours worked.
- This is hard to measure as a university professor!
- Time earned based on length of service.
- Time is accrued per pay period and time is used for sick leave, holidays, any time off.
- Time off is based on years of service.
- Total PTO of 32.
- Travel and administrative.
- Unpaid time off 5 days.
- Unsure of above.
- Up to 26 weeks salary continuance for short term disability.
- Up to 420 hours.
- Up to 5 bereavement.
- Vacation and sick days put into one bank total start if under 5 years if 20 days.
- Vacation days vary with manager approval 16-20 per year.

- We have bi-weekly accrual sick time and vacation time.
- We have combined time off. All earned time can be used as vacation or sick. New hires receive 10 days per year, increased to 15 days at 5 years.
- Wellness day, PTO buy of up to 5 days.
- Wellness points.
- Wellness.

**37. Which retirement benefits are offered by your employer? (Check all that apply.)**

**Other: (133 responses)**

- Pension. (39 responses)
- Thrift Savings Plan. (15 responses)
- 457(b). (7 responses)
- N/A. (3 responses)
- Company stock. (2 responses)
- Iowa Public Employee Retirement System IPERS. (2 responses)
- PERA. (2 responses)
- RSPs. (2 responses)
- Self-employed. (2 responses)
- State retirement. (2 responses)
- 459.
- 401a.
- 401k is non-matching.
- 547 plan.
- After the first year.
- ASRS.
- CalPERS.
- Company matches up to 7% - even for non-benefitted such as myself.
- Company sponsored plan.
- Contractor.
- Employee cash balance pension program.
- Employee compensation which can be used for retirement.
- Employee profit sharing plan.
- Employee stock options.
- Employer funded.
- Enhanced 401k with additional 3% company contribution.
- ESOP (part of bonus program).
- Federal.
- FERS, Thrift savings.
- FERS.
- For new hires only option is 403 b.
- Forced state retirement plan - yes I am quitting.
- HRA.
- I am not aware of these, except 401k.
- Matching up to 4%.
- Military retirement.
- Municipal pension.
- None, self-employed.
- Not working.
- Old pension plan.
- ORSO.
- Part-time.
- Pension frozen as of Dec 31, 2017.
- Pension plan for all employees employed prior to 2008.
- Pension plan that you pay for.
- Per Diem status: not eligible for benefits.
- Profit sharing, 401k.
- Profit sharing.
- Public employee retirement service.
- Retired.
- Retirement plan.
- Retirement savings account for future medical premiums.
- Roth.
- RRSP plans.
- Savings plan.
- State Pension.
- State public employee's retirement system.
- State retirement SC.
- Stock option.
- Stock plan.
- Thrift Savings Plan-Federal.
- TSP 5% match/small pension.
- TSP and Federal employee retirement.
- TSP and Pension.
- TSP and Roth IRA.
- TSP matching.
- Vacation starts with 5 up to 30.