

2002 Wage and Vacancy Survey of Medical Laboratories

Part I: Salaries Continue to Show Moderate Gains

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Over the past 14 years, the American Society for Clinical Pathology's (ASCP) Board of Registry, in conjunction with MORPACE International (Detroit, MI) has conducted a biennial wage and vacancy survey of laboratory managers. Starting in 1988, these surveys have documented the current wages and measured the vacancy rates for 10 laboratory staff positions. From 1988 to 2000, all surveys were designed and executed in the same manner.

In 2002, the ASCP Board of Registry, in cooperation with the University of California, San Francisco's Center for California Workforce Studies combined efforts to make improvements in the 2002 wage and vacancy study design, with the goals of benchmarking several new staff categories, increasing the number laboratories participating in the survey, and improving the reliability of the survey for future trending. These extensive survey changes included nearly tripling the sample size, weighting the results by laboratory type and region, and questionnaire-wording changes to better segment responses pertaining to certified personnel from responses pertaining to non-certified personnel. The 2002 survey design changes have greatly improved the reliability of the survey and the validity for future trending; however, these changes are so extensive that they do not allow for statistically significant comparisons with 2000 or other previous year data.

The data published on the 2000 wage and vacancy survey showed salaries rising and alarming shortages of laboratory personnel. In fact, the year 2000 marked the highest vacancy rates reported per staff position over the 12-year comparison period, for 5 of 10 positions. The most severe national vacancies were seen with cytotechnologist staff, histotechnologist staff and supervisors, and phlebotomists.¹ Regional data from the 2000 report showed that shortages in excess of 20% to 40% were seen for all 10 staff

positions depending on practice setting, employer type, and size of the facility. The 2000 wage and vacancy survey also revealed that wages increased 8.5% to 15.4% depending on the staff category. This was the greatest 2-year incremental increase seen since 1990.

The 2002 Wage and Vacancy Report will span 2 issues of *Laboratory Medicine*. This issue will focus on the salary data. The October issue will focus on hiring practices and vacancies.

Methods

A questionnaire comprised of questions related to laboratory wages, vacancies, hiring practices, and general laboratory information was sent to 9,349 laboratory managers in hospitals, private clinics, reference laboratories, private doctors practice groups, and outpatient clinics. The sample represented all laboratory managers who were in the ASCP membership database. A pre-notification postcard was mailed to each manager in the ASCP membership database, followed by a letter and the questionnaire. After a few weeks, as the responses to the first mailing fell off, a reminder and a second mailing with a new cover letter was mailed to those laboratory managers that did not return the survey. Finally, reminder calls were made to laboratory managers who had not responded to the survey and were reachable by phone. These respondents were offered a faxed version of the questionnaire to be completed and faxed back.

There were 1,788 managers representing clinical laboratories in the United States who returned the completed questionnaire between October 30, 2002 and January 15, 2003. All questionnaires were checked to verify that only 1 questionnaire was included per clinical laboratory represented. The response rate of 19% was sufficient to provide an overall sampling error of $\pm 1.9\%$ at the 95% confidence

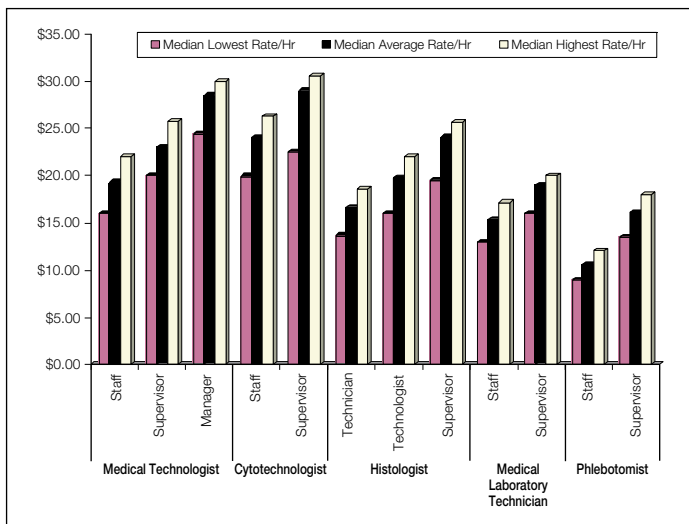
level. However, since not all laboratories have all the positions surveyed, the margin of sampling error for statistical significance at the subgroup level varies and is generally higher.

Significant sampling changes were made from 2000¹ to 2002 to assure greater statistical reliability in the trending of clinical laboratory wage and vacancy data for the future. In 2002, the sampling frame was increased from 2,500 to 9,349. In 2000, 594 laboratories were represented; in 2002 the number of valid responses increased to 1,788. **T1** shows the number of questionnaires mailed to and returned from each category of clinical laboratory.

Results

Characteristics of the Sample: The first question asked on the questionnaire was “Does this position exist in your organization?” Medical technologist positions are the most widely staffed positions. Eight in 10 laboratories have medical technologist staff (83%) and medical technologist manager (78%) positions. Medical technologist supervisors exist in 68% of the clinical laboratories. Medical laboratory technician and phlebotomist staff are also prevalent in clinical laboratories; 7 in 10 laboratories retain these positions (70% and 73%, respectively). Cytotechnologist staff and supervisors, histotechnician and histotechnologist staff and supervisors, medical laboratory technician supervisors, and phlebotomy supervisors exist in less than a third of the laboratories surveyed. Cytotechnologist supervisor was the least existent position across all laboratories. Although data for the latter positions are more limited, the number of responses from laboratories with these positions is sufficient to support the conclusions of this report.

Wages: The median “lowest,” “average,” and “highest” annual wage information can be found in **T2**. **F1** compares the median lowest, average, and highest pay rates per position. The median wage is the wage at the 50th percentile after all the wages in a particular category are ordered from lowest to highest. The median wage is the base pay, which represents monetary compensation the employee receives for a daytime work-hour and excludes other forms of compensation such as shift-pay, bonuses, and benefits.



[F1] Median low-end, average, and high-end wage rates by position.

Across the 12 positions, the lowest low-end wage rate is \$9.00/hour paid to phlebotomist staff, while the highest low-end rate is \$24.37/hour, paid to medical technology managers. Staff phlebotomists are also paid the lowest average and high-end rates (\$10.55/hour and \$12.10/hour, respectively). Highest average and high-end wage rates are paid to medical technology managers (\$28.50/hour and \$30.00/hour, respectively) and to cytotechnologist supervisors (\$29.00/hour and \$30.56/hour, respectively).

By demographic subgroups (laboratory type, laboratory size, hospital bed size, practice setting, and region), across all positions, the lowest low-end wages are typically found in rural areas and the west south central region, while the highest low-end wages are found in large cities and in the northeast and far west regions. Similarly, average wages are low in small hospitals (less than 100 beds), rural areas, and the west south central region; while higher average wages are found in large hospitals (500 beds or more), larger cities, and in the northeast and far west regions. Laboratory managers report lower high-end wages in private doctors practice groups, hospitals with less than 100 beds, and in rural areas. The highest wages are paid to medical laboratory personnel in hospitals with 300 or more beds, large cities, and the far west regions. **T3a** to **T3i** show the wage categories for the demographic subgroups by each staff position.

Summary and Conclusions

The 2002 survey results indicate that across most categories wages are increasing at a rate equal to or slightly ahead of national averages for inflation.² While salaries for clinical laboratory personnel vary considerably according staff category, and by place of employment (eg, laboratory type, hospital bed size, city size, and region of the country), the cytotechnologist staff and supervisors, as well as the histotechnician/histotechnologist supervisors showed the greatest gains in wages between 2000 and 2002.¹ This is not surprising since the greatest shortages identified by the 2000 wage and vacancy survey were these categories. These moderate gains in wages for 2002 are supported by the fact that the managers completing the 2002 survey indicated that the most frequently used employee recruitment trend was to increase starting salaries for new hires. In fact, 65% of laboratories completing the 2002 survey reported using this hiring practice between 2001 and 2002.

Although these salary increases are promising, laboratory administrators need to recognize that low salaries for entry level and non-entry level clinical laboratory personnel are one of the major factors contributing to a shortage of qualified clinical laboratory personnel.³ These moderate improvements in salaries appear to be linked to the shortage of qualified personnel. As with other health care professions experiencing shortages in personnel, salary increases are a commonly used strategy to attract and retain qualified staff. Registered nurse salaries increased about 11.2% between 1996 and 2000.⁴

T4 shows the percent of the median average salary increase for each category, comparing the 2000 and 2002 data.

Acknowledgments

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2. Bureau of Labor Statistics. Consumer price index summary. Available at: <http://www.bls.gov/news.release/cpi.nr0.html>. Accessed on July 23, 2003.
3. Ward-Cook K, Daniels MG, Gueorguieva BS. ASCP Board of Registry's 2001 annual survey of medical laboratory science programs. *Lab Med.* 2002;33:831-836.
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Response Rate by Laboratory Type

T1

Laboratory Type	Surveys Mailed	Surveys Returned	Response Rate by Type of Laboratory
Total	9,349	1,788	19%
Total hospitals	5,880	1,061	18%
Hospital <100 beds	1,606	477	30%
Hospital 100 - 299 beds	1,893	331	17%
Hospital 300 - 499 beds	1,079	144	13%
Hospital 500+ beds	1,302	109	8%
Private clinic/reference lab	1,602	276	17%
Private doctors practice	1,256	358	29%
Outpatient clinic	611	93	15%

Median "Lowest", "Average," and "Highest" Pay Rates by Position

T2

Category	Annual Wage		
	"Lowest"	"Average"	"Highest"
Medical technologist staff	\$33,280	\$40,186	\$45,760
Medical technologist supervisor	\$41,600	\$47,840	\$53,581
Medical technologist manager	\$50,690	\$59,280	\$62,400
Cytotechnologist staff	\$41,454	\$49,920	\$54,600
Cytotechnologist supervisor	\$46,800	\$60,320	\$63,565
Histotechnician staff	\$28,413	\$34,549	\$38,667
Histotechnologist staff	\$33,280	\$41,122	\$45,760
Histotechnician/histotechnologist supervisor	\$40,664	\$50,086	\$53,435
Medical laboratory technician staff	\$27,040	\$31,928	\$35,776
Medical laboratory technician supervisor	\$33,280	\$39,520	\$41,600
Phlebotomist staff	\$18,720	\$21,944	\$25,168
Phlebotomist supervisor	\$28,080	\$33,488	\$37,440

Medical Technologist Staff by Laboratory Type, Hospital Size, City Size, and Region

T3a

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size			
		Hospital	Private Clinic/Reference Lab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(1257)	(898)	(154)	(151)	(54)	(379)	(305)	(129)	(85)
Median low-end wage	\$16.00	\$16.00	\$16.50	\$15.10	\$17.50	\$15.91	\$16.00	\$16.11	\$16.12
Median average wage	\$19.32	\$19.62	\$18.55	\$17.00	\$20.00	\$18.00	\$19.56	\$20.39	\$21.00
Median high-end wage	\$22.00	\$22.50	\$21.00	\$18.00	\$22.00	\$20.12	\$22.41	\$23.75	\$23.97

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(1257)	(447)	(133)	(471)	(183)	(148)	(291)	(192)	(182)	(182)	(262)
Median low-end wage	\$16.00	\$15.53	\$16.40	\$15.87	\$17.50	\$17.00	\$15.24	\$15.96	\$15.55	\$15.00	\$19.18
Median average wage	\$19.32	\$18.00	\$20.00	\$19.43	\$21.00	\$20.00	\$18.50	\$19.59	\$18.93	\$18.00	\$22.50
Median high-end wage	\$22.00	\$20.05	\$23.00	\$22.17	\$23.94	\$22.29	\$21.56	\$22.00	\$21.14	\$20.10	\$25.00

n = number of laboratories

Key for Regions:

Northeast – Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont

South central atlantic – Alabama, Delaware, District of Columbia, Florida, Kentucky, Georgia, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia

East north central – Illinois, Indiana, Michigan, Ohio, and Wisconsin

West north central – Iowa, Kansas, Minnesota, Nebraska, Missouri, North Dakota, and South Dakota

West south central – Arkansas, Louisiana, Oklahoma, and Texas

Far west – Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming

Medical Technologist Supervisor by Laboratory Type, Hospital Size, City Size, and Region

T3b

Median Wage	Laboratory Type					Hospital Bed Size				
	Total Sample	Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(795)	(580)	(102)	(87)	(26)	(153)	(241)	(115)	(71)	
Median low-end wage	\$20.00	\$20.00	\$20.00	\$18.00	*	\$18.90	\$19.52	\$20.33	\$21.00	
Median average wage	\$23.00	\$24.00	\$22.50	\$20.50	*	\$21.00	\$23.00	\$25.31	\$26.00	
Median high-end wage	\$25.76	\$26.40	\$24.62	\$20.00	*	\$23.00	\$25.96	\$27.88	\$28.95	

Median Wage	City Size					Region					
	Total Sample	Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(795)	(217)	(95)	(338)	(132)	(105)	(196)	(125)	(98)	(116)	(155)
Median low-end wage	\$20.00	\$18.50	\$20.00	\$19.88	\$22.28	\$21.95	\$19.09	\$19.00	\$18.00	\$19.78	\$24.00
Median average wage	\$23.00	\$21.00	\$24.00	\$23.08	\$26.00	\$24.34	\$22.63	\$23.13	\$22.00	\$22.00	\$27.64
Median high-end wage	\$25.76	\$22.75	\$25.76	\$25.96	\$29.00	\$25.96	\$25.48	\$25.20	\$24.63	\$24.00	\$30.00

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
 n = number of laboratories

Medical Technologist Manager by Laboratory Type, Hospital Size, City Size, and Region

T3c

Median Wage	Laboratory Type					Hospital Bed Size				
	Total Sample	Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(821)	(580)	(101)	(112)	(28)	(228)	(197)	(91)	(64)	
Median low-end wage	\$24.37	\$24.89	\$25.00	\$20.00	\$21.77	\$21.90	\$26.00	\$26.13	\$23.00	
Median average wage	\$28.50	\$29.47	\$27.00	\$22.00	\$26.00	\$25.00	\$30.00	\$32.00	\$32.00	
Median high-end wage	\$30.00	\$31.93	\$29.00	\$22.50	\$27.50	\$26.44	\$33.00	\$35.00	\$34.23	

Median Wage	City Size					Region					
	Total Sample	Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(821)	(279)	(92)	(318)	(120)	(94)	(196)	(121)	(122)	(120)	(168)
Median low-end wage	\$24.37	\$22.13	\$25.00	\$24.66	\$27.02	\$25.00	\$23.00	\$23.59	\$21.41	\$23.00	\$29.29
Median average wage	\$28.50	\$25.22	\$30.00	\$28.86	\$33.00	\$30.00	\$27.00	\$29.00	\$25.72	\$27.50	\$32.00
Median high-end wage	\$30.00	\$26.75	\$32.39	\$30.25	\$36.00	\$30.00	\$29.92	\$30.00	\$28.83	\$29.00	\$36.00

n = number of laboratories

Cytotechnologist Staff by Laboratory Type, Hospital Size, City Size, and Region

T3d

Median Wage	Laboratory Type					Hospital Bed Size			
	Total Sample	Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(282)	(231)	(44)	(4)	(3)	(11)	(92)	(66)	(62)
Median low-end wage	\$19.93	\$19.48	\$21.72	*	*	*	\$18.21	\$19.59	\$20.16
Median average wage	\$24.00	\$24.00	\$25.00	*	*	*	\$23.34	\$24.00	\$25.00
Median high-end wage	\$26.25	\$26.25	\$27.00	*	*	*	\$25.35	\$26.25	\$26.79

T3d (cont.)

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(282)	(42)	(32)	(137)	(64)	(58)	(62)	(61)	(32)	(20)	(49)
Median low-end wage	\$19.93	\$18.00	\$20.14	\$19.00	\$22.00	\$21.00	\$18.30	\$19.27	\$18.00	*	\$23.00
Median average wage	\$24.00	\$22.46	\$25.00	\$23.92	\$25.58	\$24.00	\$23.70	\$24.00	\$22.92	*	\$27.98
Median high-end wage	\$26.25	\$24.13	\$28.00	\$26.15	\$26.79	\$26.21	\$25.69	\$25.50	\$26.40	*	\$29.00

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
n = number of laboratories

Cytotechnologist Supervisor by Laboratory Type, Hospital Size, City Size, and Region

T3e

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size				
		Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(148)	(117)	(28)	(1)	(2)	(6)	(37)	(34)	(40)	
Median low-end wage	\$22.50	\$21.83	*	*	*	*	\$20.56	\$22.09	\$21.83	
Median average wage	\$29.00	\$28.99	*	*	*	*	\$26.50	\$29.00	\$29.02	
Median high-end wage	\$30.56	\$30.56	*	*	*	*	\$28.37	\$31.80	\$30.65	

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(148)	(19)	(18)	(72)	(37)	(28)	(29)	(28)	(19)	(14)	(30)
Median low-end wage	\$22.50	*	*	\$21.00	\$24.42	*	*	*	*	*	\$25.00
Median average wage	\$29.00	*	*	\$29.00	\$29.63	*	*	*	*	*	\$32.25
Median high-end wage	\$30.56	*	*	\$29.57	\$32.00	*	*	*	*	*	\$32.40

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
n = number of laboratories

Histotechnician by Laboratory Type, Hospital Size, City Size, and Region

T3f

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size				
		Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(360)	(311)	(37)	(10)	(2)	(33)	(145)	(75)	(58)	
Median low-end wage	\$13.66	\$13.66	\$13.34	*	*	\$12.75	\$13.53	\$13.50	\$14.05	
Median average wage	\$16.61	\$16.71	\$15.50	*	*	\$15.50	\$16.13	\$16.35	\$17.85	
Median high-end wage	\$18.59	\$18.74	\$18.00	*	*	\$17.86	\$18.00	\$18.93	\$19.68	

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(360)	(77)	(42)	(169)	(64)	(48)	(91)	(71)	(45)	(47)	(58)
Median low-end wage	\$13.66	\$12.88	\$14.75	\$13.05	\$15.00	\$15.30	\$13.32	\$14.08	\$13.00	\$12.00	\$14.50
Median average wage	\$16.61	\$15.29	\$18.03	\$16.05	\$18.00	\$17.92	\$16.38	\$17.19	\$15.83	\$14.00	\$17.00
Median high-end wage	\$18.59	\$17.07	\$20.81	\$18.00	\$19.91	\$18.67	\$18.00	\$19.13	\$18.18	\$16.86	\$20.00

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
n = number of laboratories

Histotechnologist by Laboratory Type, Hospital Size, City Size, and Region

T3g

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size			
		Hospital	Private Clinic/ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(234)	(204)	(24)	(4)	(2)	(10)	(73)	(65)	(56)
Median low-end wage	\$16.00	\$15.60	*	*	*	*	\$16.35	\$15.92	\$15.50
Median average wage	\$19.77	\$19.53	*	*	*	*	\$19.63	\$19.53	\$19.52
Median high-end wage	\$22.00	\$21.78	*	*	*	*	\$21.15	\$21.56	\$22.50

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(234)	(26)	(37)	(107)	(60)	(40)	(60)	(42)	(26)	(24)	(42)
Median low-end wage	\$16.00	*	\$16.11	\$15.46	\$16.95	\$17.99	\$15.66	\$15.58	*	*	\$16.00
Median average wage	\$19.77	*	\$19.43	\$19.43	\$21.00	\$22.00	\$20.33	\$19.52	*	*	\$21.00
Median high-end wage	\$22.00	*	\$22.89	\$21.08	\$22.50	\$23.75	\$21.75	\$22.83	*	*	\$22.00

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
n = number of laboratories

Histotechnician/Histotechnologist Supervisor by Laboratory Type, Hospital Size, City Size, and Region

T3h

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size			
		Hospital	Private Clinic/ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(220)	(184)	(32)	(2)	(2)	(11)	(72)	(53)	(48)
Median low-end wage	\$19.55	\$19.17	\$23.87	*	*	*	\$17.60	\$18.37	\$20.00
Median average wage	\$24.08	\$24.07	\$27.00	*	*	*	\$22.00	\$23.00	\$25.63
Median high-end wage	\$25.69	\$25.86	\$23.29	*	*	*	\$23.45	\$25.34	\$28.00

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(220)	(27)	(31)	(99)	(58)	(27)	(60)	(35)	(28)	(33)	(37)
Median low-end wage	\$19.55	*	\$19.30	\$18.20	\$21.31	*	\$19.43	\$19.30	*	\$18.85	\$20.00
Median average wage	\$24.08	*	\$24.13	\$23.44	\$26.15	*	\$23.96	\$24.13	*	\$22.02	\$26.00
Median high-end wage	\$25.69	*	\$26.00	\$25.28	\$28.21	*	\$25.34	\$26.50	*	\$25.93	\$25.20

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
n = number of laboratories

Medical Laboratory Technician Staff by Laboratory Type, Hospital Size, City Size, and Region

T3i

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size			
		Hospital	Private Clinic/ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(1026)	(703)	(131)	(154)	(38)	(308)	(228)	(101)	(66)
Median low-end wage	\$13.00	\$13.00	\$12.50	\$12.88	\$13.00	\$13.00	\$12.75	\$13.03	\$13.50
Median average wage	\$15.35	\$15.77	\$14.63	\$14.00	\$15.50	\$15.00	\$15.29	\$16.40	\$16.80
Median high-end wage	\$17.20	\$17.58	\$16.00	\$15.31	\$18.00	\$17.00	\$17.65	\$18.20	\$17.99

T3i (cont.)

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(1026)	(400)	(104)	(388)	(118)	(119)	(265)	(188)	(178)	(163)	(113)
Median low-end wage	\$13.00	\$12.44	\$13.50	\$12.86	\$13.69	\$14.13	\$12.32	\$13.28	\$12.65	\$12.00	\$13.91
Median average wage	\$15.35	\$14.62	\$16.45	\$15.41	\$16.80	\$16.85	\$14.90	\$16.05	\$14.79	\$14.61	\$16.59
Median high-end wage	\$17.20	\$16.50	\$18.25	\$17.28	\$17.80	\$18.11	\$16.99	\$18.00	\$17.00	\$16.07	\$18.20

n = number of laboratories

Medical Laboratory Technician Supervisor by Laboratory Type, Hospital Size, City Size, and Region

T3j

Median Wage	Total Sample	Laboratory Type				Hospital Bed Size				
		Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(171)	(90)	(30)	(42)	(9)	(32)	(37)	(11)	(10)	
Median low-end wage	\$16.00	\$16.00	\$17.57	\$14.71	*	\$14.88	\$15.15	*	*	
Median average wage	\$19.00	\$19.50	\$19.00	\$15.00	*	\$18.25	\$19.00	*	*	
Median high-end wage	\$20.00	\$21.00	\$19.00	\$16.58	*	\$19.46	\$20.42	*	*	

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(171)	(56)	(24)	(71)	(17)	(17)	(49)	(43)	(23)	(23)	(16)
Median low-end wage	\$16.00	\$14.53	*	\$16.00	*	*	\$15.15	\$16.49	*	*	*
Median average wage	\$19.00	\$18.00	*	\$18.68	*	*	\$18.68	\$19.20	*	*	*
Median high-end wage	\$20.00	\$18.38	*	\$20.00	*	*	\$20.00	\$20.00	*	*	*

* Sample sizes less than 30 are too small to allow for statistically significant comparisons

n = number of laboratories

Phlebotomist Staff by Laboratory Type, Hospital Size, City Size, and Region

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Median Wage	Total Sample	Laboratory Type				Hospital Bed Size				
		Hospital	Private Clinic/ ReferenceLab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+	
n	(1071)	(744)	(111)	(177)	(39)	(292)	(274)	(112)	(66)	
Median low-end wage	\$9.00	\$9.00	\$9.00	\$9.00	\$10.00	\$8.50	\$9.00	\$9.27	\$9.63	
Median average wage	\$10.55	\$10.65	\$10.50	\$10.00	\$11.50	\$9.65	\$10.50	\$11.06	\$11.59	
Median high-end wage	\$12.10	\$12.34	\$12.00	\$11.00	\$13.36	\$11.00	\$12.11	\$13.23	\$13.50	

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(1071)	(383)	(110)	(436)	(124)	(122)	(252)	(185)	(139)	(168)	(205)
Median low-end wage	\$9.00	\$8.48	\$10.00	\$9.00	\$9.78	\$10.45	\$8.50	\$9.26	\$8.75	\$8.00	\$10.00
Median average wage	\$10.55	\$9.50	\$12.00	\$10.50	\$11.82	\$12.00	\$10.00	\$11.00	\$10.00	\$9.03	\$12.00
Median high-end wage	\$12.10	\$10.96	\$13.55	\$12.10	\$13.72	\$13.69	\$11.55	\$12.38	\$11.88	\$10.94	\$14.00

n = number of laboratories

Phlebotomist Supervisor by Laboratory Type, Hospital Size, City Size, and Region

Median Wage	Laboratory Type					Hospital Bed Size			
	Total Sample	Hospital	Private Clinic/ Reference Lab	Private Doctors Practice Group	Outpatient Clinic	<100	100-299	300-499	500+
n	(264)	(212)	(37)	(12)	(3)	(31)	(76)	(60)	(45)
Median low-end wage	\$13.50	\$13.75	\$12.00 *	*	*	\$10.14	\$12.93	\$15.00	\$14.30
Median average wage	\$16.10	\$16.99	\$14.50 *	*	*	\$12.32	\$15.00	\$18.00	\$18.19
Median high-end wage	\$18.00	\$18.00	\$15.94 *	*	*	\$12.80	\$16.92	\$18.78	\$20.61

Median Wage	Total Sample	City Size				Region					
		Rural	Suburb	Small/ Medium City	Large City	Northeast	South Central Atlantic	East North Central	West North Central	West South Central	Far West
n	(264)	(48)	(34)	(123)	(54)	(37)	(60)	(51)	(19)	(38)	(58)
Median low-end wage	\$13.50	\$11.22	\$14.00	\$13.45	\$14.53	\$15.00	\$13.00	\$14.00	*	\$11.50	\$15.8?
Median average wage	\$16.10	\$12.74	\$17.00	\$16.15	\$17.76	\$17.00	\$15.00	\$17.00	*	\$13.61	\$17.5?
Median high-end wage	\$18.00	\$14.55	\$18.00	\$17.96	\$19.13	\$18.00	\$16.01	\$19.00	*	\$15.16	\$18.8?

* Sample sizes less than 30 are too small to allow for statistically significant comparisons
 n = number of laboratories

Percent of Median Average Salary Increase by Category: Year 2000 Compared to 2002

Category	Percent Median Average Wage Category
Medical technologist staff	7.4%
Medical technologist supervisor	6.5%
Medical technologist manager	5.3%
Cytotechnologist staff	11.3%
Cytotechnologist supervisor	10.7%
Histotechnician staff	7.9%
Histotechnologist staff	9.0%
Histotechnician/histotechnologist supervisor	12.8%
Medical laboratory technician staff	8.8%
Medical laboratory technician supervisor	Data was not collected in 2000
Phlebotomist staff	6.2%
Phlebotomist supervisor	Data was not collected in 2000