

AMERICAN PHYSICAL THERAPY ASSOCIATION OF MARYLAND, INC.
3900 North Charles Street
Baltimore, Maryland 28218

The Placement Committee of the American Physical Therapy Association of Maryland, Inc., wishes to thank you for replying to the questionnaire regarding the personnel policies and salary scales for physical therapists in your facility. A survey of the health care facilities in the State of Maryland has now been completed and the summary of this information is enclosed in the following pages. We hope the information will assist you in reviewing your personnel policies, benefits, and salary scales as they relate to physical therapists in this area. Hopefully, the survey and subsequent adjustments will serve to keep the State of Maryland competitive in attempts to secure physical therapy personnel in order to adequately meet the needs for this service throughout the state.

The Placement Committee also provides physical therapists with a current directory of employment opportunities in the State of Maryland. Conversely, we are able to advise health care facilities of physical therapists available for full or part time service. (There is no charge for this service).

We welcome the opportunity to serve you.

Sylvia Beerli
Geraldine DeFlora
Katherine O'Neill
Rebecca B. Hastings, Chairman

PERSONNEL POLICIES AND SALARY SURVEY

1965 - 1966

Questionnaires mailed - 265

Facilities reporting - 86

Table #1 Facilities having Physical Therapy Departments

<u>TYPE FACILITY</u>			<u>REPLIES RECEIVED</u>		
	<u>NUMBER MAILED</u>	<u>DID NOT REPLY</u>	<u>NUMBER RECEIVED</u>	<u>HAVE P.T.DEPT.</u>	<u>NO P.T.DEPT.</u>
General Hospitals	44	24	20	16	4
Chronic Disease Hospitals	9	2	7	5	2
Psychiatric Hospitals	15	6	9	2	7
Tuberculosis Hospitals	4	2	2	1	1
Nursing & Extended Care Facilities	118	109	9	4	5
State Health Department	1	---	1	1	---
County Health Departments	24	22	2	1	1
U.S. Public Health	2	--	2	2	1
Veterans Administration	4	--	4	4	---
U.S. Army	3	3	---	---	---
U.S. Navy	1	--	1	1	---
County Departments of Education	24	9	15	2	13
Easter Seal Centers	8	1	7	7	---
Private Agencies	3	1	2	2	---
Unclassified	4	--	4	4	---
 TOTALS	 265	 179	 86	 53	 33

Table #2 Physician Specialties in Charge of P.T. Departments

<u>SPECIALTY:</u>	<u>NUMBER REPORTING</u>
Orthopedics	19
Physical Medicine	11
Internal Medicine	5
Pediatrics	2
General Surgery	1
Vacancies	5
Specialty not indicated	12
No response	22

Table #3 Tables of Organization

TITLES OF 1ST IN CHARGE	NUMBER REPORTING
Chief	16
Supervisor	6
Physical Therapist V IV.	5
Physical Therapist V.	2
Physical Therapist III.	2
Director of P.T.	2
Director of P.T. & Rehabilitation	1
Supervisor of P.T. & O.T.	1
Chief of P.T. & O.T.	1
Coordinator	1
Commander	1
Associate Professor	1
Physical Therapist	1
TITLES OF 2ND IN CHARGE	
Senior Physical Therapist	6
Assistant Chief	5
Physical Therapist III.	3
Physical Therapist.	2
Chief Assistant	1
Head Therapist.	1
Assistant Physical Therapist.	1
Lieutenant Commander.	1
Assistant Professor	1
Physical Therapist II	1
TITLES OF 3RD IN CHARGE	
Staff Physical Therapist.	15
Physical Therapist II	3
Physical Therapist I	3
Physical Therapist III.	1
Senior Grade.	1
Senior Assistant Grade.	1
Full Grade.	1
Assistant Grade	1
Junior Assistant.	1
Lieutenant.	1
Instructor.	1

Table #4 Benefits & Personnel Policies

	NUMBER REPORTING
Social Security	42
Blue Cross (own)	9
(partial)	15
(full)	7
Blue Shield(own)	9
(partial)	14
(full)	7
Life Insurance.	14
Health Insurance.	1
Disability Insurance.	3
Liability	6
Workmen's Compensation.	5
Retirement.	33
Laundry of Uniforms	20
Meals	10
Lodging - partial & full.	6
Sick Leave Per Year:	
6 to 10 days	16
11 to 15 days	14
16 to 60 days	13
No Response	34
Accumulative Sick Leave:	
Yes (no number given) . . .	9
Unlimited	7
190 days.	3
120 days.	2
100 days.	6
14 to 16 days	4
No Response	46
Number of Work Days Per Week	
5 days	47
5½ days	2
No Response	28
Number of Work Hours Per Week	
30 hours.	2
35 hours.	8
40 hours.	39
50 hours.	1
No Response	27
Vacations:	
5 to 10 days	9
11 to 20 days	35
21 to 60 days	14
School.	4
No Response	9
Accumulative Annual Leave	
24 days	2
30 days	9
35 days	1
42 days	1
60 days	1
Available	3
No Response	66
Holidays:	
4 to 13 days.	41
All school holidays	4
No Response	32

Table #5 Salaries

Each salary represents one reply with the exception of parenthesis which indicates more than one reply at same salary.

<u>P.T. IN CHARGE</u>		<u>ASSISTANT P.T.</u>	
MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
\$ 5,400	\$ 6,800	\$ 5,330	\$ 7,280
<u>5,490</u>	*	<u>5,400</u>	<u>6,200 (2)</u>
5,500	6,500	<u>5,490</u>	*
5,500	7,500	<u>5,500</u>	6,500
5,800	6,000	6,100	8,300
6,000	* (3)	6,200	8,400
6,000	7,250	6,240	8,528
6,200	8,000	6,280	7,849
6,280	7,849	6,280	10,380
6,434	7,920	6,468	8,200 (2)
6,750	*	6,760	* (2)
6,800	9,000	6,800	9,000
6,820	10,920	6,869	8,921
7,000	*	7,000	*
7,000	9,000	7,040	8,802 (3)
7,040	8,802	7,420	9,276
7,100	10,000	7,500	*
7,420	9,276 (3)	7,500	12,000
7,452	9,552 (2)	7,800	11,400
7,479	9,765	8,674	<u>13,666</u>
7,592	10,000		
7,700	*		
8,000	10,000		
8,000	14,000		
8,000	15,000		
8,100	10,000		
8,144	10,704		
8,180	10,633		
8,400	10,400		
9,000	13,800		
10,426	<u>16,408</u>		

LOW-HIGH	\$ 5,400.00	\$16,408.00	\$ 5,330.00	\$13,666.00
MEDIAN	\$ 7,420.00	\$10,000.00	\$ 6,468.00	\$ 8,802.00
MEAN	\$ 7,091.65	\$ 9,764.93	\$ 6,614.36	\$ 8,835.30

Table #5 Salaries con't

Each salary represents one reply with the exception of parenthesis which indicates more than one reply at same salary.

<u>STAFF P.T.</u>		<u>AIDES</u>	
MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
\$ 4,700	\$ 7,200	\$ 2,146	\$ 2,870
4,800	5,600	2,220	2,880
4,800	6,200	2,284	2,600
4,880	5,720	2,340	*
5,000	6,200 (2)	2,392	2,808
5,124	6,484	2,500	3,100
5,200	*	2,600	* (2)
5,200	9,840	2,808	3,640
5,400	5,800	2,900	*
5,604	7,104 (2)	3,000	4,000
5,616	7,696	3,019	4,160 (2)
5,660	7,073 (3)	3,036	3,828
5,702	8,921	3,300 *	*
5,800	7,200	3,320	4,317 (2)
5,819	7,907	3,480	4,523
5,885	7,370	3,500	4,500
6,200	8,400	3,640	4,056
6,280	7,849 (3)	3,724	*
6,500	*	4,600	6,700
6,500	8,500 (2)	4,641	6,045
6,540	11,532	4,641	6,720
6,660	7,800	4,700	<u>5,990</u>
6,800	8,900		
6,869	8,921 (2)		
6,958	10,174		
7,534	<u>11,662</u>		
LOW-HIGH	\$ 4,700.00	\$11,662	\$ 2,146.00
MEDIAN	\$ 5,660.00	\$ 7,800.00	\$ 3,019.00
MEAN	\$ 8,877.17	\$ 7,831.93	\$ 3,189.20
			\$ 4,274.00