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ith the apparent exception of sonographers, the technologist staffing crunch has greatly moderated, according to those who responded to *Radiology Today's* 2008 Technologist Salary Survey. More than 300

radiology administrators and technologists responded to this year's survey. Nearly 94% of responding administrators reported that their imaging facilities were within 10% of being fully staffed with technologists, with nearly 66% reporting that they were fully staffed. The pie chart on page 16 shows the breakdown.

More than one half (54%) of responding administrators told us that sonographer positions were the hardest to fill in their respective imaging facilities. That percentage was more than three times the second toughest spot to fill: the 17% who reported that mammographers were their toughest hire.

Nearly 70% of administrators told us they do not use a staffing company to fill a position in a typical year. At the other end of that spectrum, 9% of facilities told us they typically use staffing companies five times or more per year.

New Hires' Wages

Virtually all administrators told us technologists are paid hourly wages instead of set salaries. The large tables below and on page 16 break down what administrators pay for new technologist hires by modality, hospital or imaging center, and urban, suburban, or rural location. Seventy-four percent of responding administrators said their facilities pay a shift differential.

In every modality, technologists working for freestanding imaging centers earned more than their colleagues working in hospitals.

Administrator Challenges

It's certainly no surprise, but financial problems driven by reimbursement cuts were the major challenge that administrators faced during the past year. One third (33%) reported that reimbursement reductions and rising costs were the primary challenge they faced in 2008. Another 13% reported that capital for equipment replacement was their major issue. Of course the money to replace or add new equipment would likely be tied to reimbursement issues and rising costs.

Administrators — Cost of New Technologist Hires by Modality

Position	2008 Mean	2008 Median	Median Annualized
Radiographer	\$19.30	\$18.73	\$38,958
Bone Densitometry	\$20.02	\$20.00	\$41,600
CT Tech	\$22.53	\$22.00	\$45,760
Mammographer	\$21.76	\$20.40	\$42,432
MRI Tech	\$23.67	\$23.20	\$48,256
Nuc Med	\$25.04	\$23.66	\$49,213
Radiation Therapist	\$24.86	\$25.12	\$52,250
Sonographer	\$24.96	\$23.00	\$47,840

The most difficult technologist position to fill in our facility is in...

Sonography	54%
Mammography	17%
Radiography	10%
CT	10%
MRI	8%
Nuclear Medicine	0%
Radiation Therapy	0%
Bone Densitometry	0%

Administrators — Cost of New Technologist Hires by Type of Facility

	Hospital Imaging Center		Freestanding Imaging Center		Median Difference
	Mean	Median	Mean	Median	
Radiographer	\$18.04	\$17.19	\$21.25	\$21.25	-\$4.06
Bone Densitometry	\$17.92	\$18.43	\$21.88	\$21.50	-\$3.07
CT Tech	\$20.89	\$20.71	\$24.80	\$25.00	-\$4.29
Mammographer	\$19.90	\$19.00	\$24.09	\$25.00	-\$6.00
MRI Tech	\$21.07	\$20.83	\$26.17	\$26.00	-\$5.17
Nuclear Medicine Tech	\$24.04	\$22.81	\$27.21	\$29.00	-\$6.19
Radiation Therapist	\$24.80	\$23.61	\$26.50	\$27.50	-\$3.89
Sonographer	\$22.85	\$22.25	\$27.70	\$28.00	-\$5.75

Eighteen percent of respondents said maintaining their facilities' imaging volume was their biggest difficulty. Some respondents specifically mentioned that increased competition is eating into their imaging business. Another likely issue may be utilization controls from insurers and their radiology benefits managers curbing imaging volume.

Not surprisingly, staffing issues were a common headache among administrators. Ten percent of administrators said finding sonographers was their biggest challenge, while 13% pointed out other staffing issues as their main challenge.

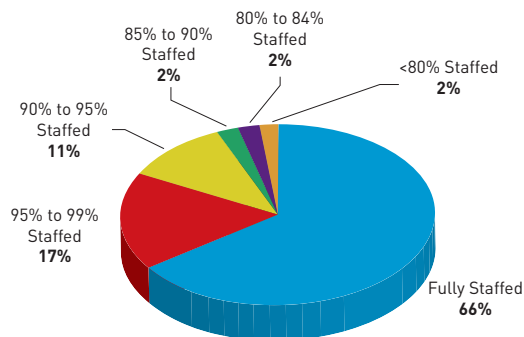
Technologist Responses

Technologists also reported their wages for this survey, and the chart below shows the breakdown by modality.

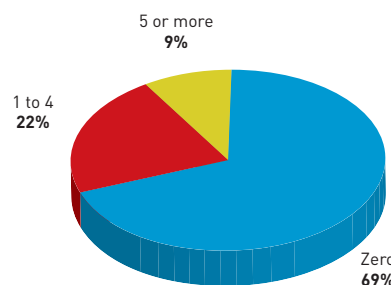
Slightly more than one half (52.7%) of the responding technologists worked in hospital imaging departments, while 27.5% told us they worked in freestanding imaging centers and 19.8% said they worked in other imaging settings.

— A *Radiology Today* staff report

Staffing Levels: My Department Is Currently...



Administrators – How Often Staffing Companies Are Used in a Typical Year

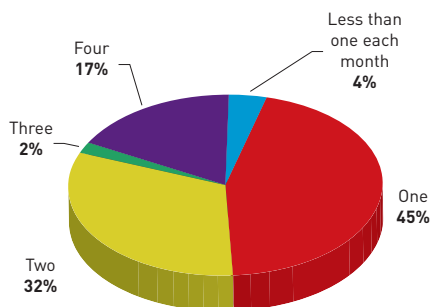


Administrators — Cost of New Technologist Hires by Location

	Urban		Suburban		Rural	
	Mean	Median	Mean	Median	Mean	Median
Radiographer	\$20.09	\$20.50	\$21.03	\$19.94	\$17.70	\$17.15
Bone Densitometry	\$20.90	\$21.50	\$21.93	\$20.50	\$17.20	\$17.49
CT Tech	\$25.30	\$25.00	\$23.62	\$22.20	\$20.46	\$20.00
Mammographer	\$24.20	\$25.00	\$23.06	\$21.50	\$19.76	\$18.86
MRI Tech	\$27.12	\$29.00	\$24.95	\$25.50	\$20.63	\$20.66
Nuclear Medicine Tech	\$26.97	\$29.00	\$26.02	\$25.12	\$23.83	\$22.20
Radiation Therapist	\$28.50	\$28.50	\$23.03	\$22.56	\$24.87	\$23.00
Sonographer	\$27.41	\$27.00	\$26.83	\$26.22	\$22.49	\$22.17

Technologists' Responses

Weekends Worked Per Month



Technologists — Salaries Reported by Modality

Position	Mean	Median	Range	Median Annualized
Radiographer	\$22.93	\$22.00	1\$4.92 - 15.37	\$47,694.40
CT Technologist	\$26.90	\$26.57	\$24.00 - 38.70	\$55,955.62
Mammographer	\$26.47	\$26.00	\$19.00 - 37.00	\$55,064.53
MRI Technologist	\$29.30	\$29.75	\$16.36 - 36.20	\$60,950.07
Multimodality	\$23.60	\$23.42	\$23.97 - 38.00	\$49,089.30
Nuclear Medicine Technologist	\$33.10	\$32.50	\$22.50 - 46.74	\$68,857.04
Sonographer	\$27.73	\$27.50	\$22.32 - 35.50	\$57,671.90