

	Are rehab staff considered part of the medical staff/clinical providers within a hospital system?	Are therapists hired on with individual contracts similar to advance practice providers? (NP, PA, etc.)	Do you have an incentive program for rehab clinical staff and if so, is it mirrored off the medical incentive model for MDs?	Do you have different "levels" of therapists? If so, are they hired in with different perks? (more PTO than a new grad, more incentive opportunity, more paid education days, etc.)
<b>ORG A</b>	Yes	No	No	Yes – we have levels I & II and these are in different pay grades (Level II is higher).
<b>ORG B</b>	No	No	Included in hospital employee incentive program	No
<b>ORG C</b>	No	No	No	Yes, different levels, not different perks
<b>ORG D</b>	No	No	Yes clinical ladder; not mirrored it's a separate program; requires reapplication each year and is a lump sum payout.	not within the therapist job code; we have clinical specialist which is a separate job code, and our levels of therapists are related to the clinical ladder mentioned above- but does not link to your job description.
<b>ORG E</b>	Clinical providers within the hospital system	No	No	No
<b>ORG F</b>	No	No	No	we differentiate between inpatient (required to work weekends and holiday) and outpatient (no weekend/holiday) and

				there are different ROP.
<b>ORG G</b>	We are not credentialed in our system, not individual billing providers, so-no.	we do not sign contracts; we are hired in line with ambulatory hiring practices; not providers or midlevels	We have a Professional Development Program—which is a 2 year achievement program in line with Nursing. Depending upon the level of achievement, the therapist receives the associated bonus for that level.	No
<b>ORG H</b>	No	No. We follow the same hospital HR hiring policies/processes that are generally used for other clinical (RNs, respiratory therapists, etc.) and non-clinical employees.	No	We do not have different level therapists but do have a few therapists who are in Lead positions (clinical lead or program lead). These individuals spend most of their time in direct patient care and are given additional paid time to perform their “lead” responsibilities. These Lead positions were filled internally with no increase in pay rate.
<b>ORG H</b>	The PT, OT and ST staff and not considered medical staff, but the Audiologist are.	No	No	We do have different levels. Lead, PT II, etc. They have the same benefits but they do have a higher salary.
<b>ORG I</b>	No, we are a	No, they are	Yes – Bonus for	Yes, Staff and

	Hospital Outpatient Department and all report through Rehab. They bill through the hospital not as individual providers	hospital associates, salaried	UOS. For every UOS billed above target they receive \$10 up to 5% of their salary.	Senior. Senior get a 5% raise, that is it, it is more about professional and personal development, it is their choice to apply for Senior
<b>ORG J</b>	No	No	We have a STEP program that was designed to provide incentive to therapists who participate on various hospital committees, present various lectures and/or in-services, volunteer in the community representing their discipline, etc. There are 4 levels with monies associated with each one. These activities are above and beyond their normal work expectations. The majority of these activities are performed on their own time. It's our way of rewarding those individuals who typically go above and beyond in everything they do.	We do have a Sr. Therapist level that is similar to a LEAD Therapist as well as the typical therapist job title. Hourly rate is determined by an individual's years of experience and skills.