

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
19 Account Executive								
1	62,120	68,500	73,000	72,363	78,530	80,866	83	46
2	50,700	58,823	62,500	63,624	67,750	77,557	104	47
3	52,116	57,713	62,500	62,799	67,250	72,175	590	233
4	49,989	55,000	60,416	60,538	65,962	71,398	331	114
5	50,968	55,000	60,000	59,581	64,000	66,773	230	149
6	54,444	57,000	62,503	61,873	66,500	68,575	103	45
7	51,712	58,292	63,000	62,844	67,419	71,974	215	71
8	53,386	59,279	63,991	62,640	67,144	70,180	53	34
9	61,250	65,000	69,189	68,510	72,000	78,323	113	45
National	51,860	57,000	62,500	62,741	67,847	73,130	1,822	784
20 Case Manager/Team Leader								
1	71,488	72,567	75,296	78,505	85,966	88,990	157	17
2	56,800	60,349	68,812	70,968	76,611	84,293	147	40
3	57,757	63,515	67,621	67,986	72,406	78,270	441	71
4	54,168	57,195	62,800	63,315	68,000	74,556	431	113
5	49,125	53,380	58,086	57,604	62,259	64,610	167	32
6	48,174	52,526	58,620	60,771	70,014	74,319	167	48
7	42,432	54,566	60,164	59,142	66,170	71,870	224	78
8	60,224	63,960	68,016	67,847	71,510	75,830	80	17
9	74,641	81,121	91,960	89,887	99,275	104,317	251	32
National	51,765	57,701	64,661	65,978	72,000	81,418	2,065	448
21 Clinical Supervisor								
1	67,300	74,874	80,500	79,726	86,190	90,000	160	63
2	59,734	64,588	68,578	72,558	78,800	90,024	274	67
3	58,000	61,540	65,638	66,924	70,000	76,600	507	278
4	60,868	64,900	70,000	70,391	74,651	81,890	273	91
5	53,459	55,060	60,000	60,348	63,278	67,628	318	176
6	58,995	62,381	69,480	72,646	75,000	79,549	88	49
7	59,900	62,875	67,995	70,096	75,005	85,010	116	89
8	68,745	70,008	76,662	76,708	82,264	87,234	87	35
9	69,371	79,301	89,272	87,527	96,570	103,213	100	48
National	56,500	61,465	67,000	69,420	75,005	85,010	1,923	896

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13 Director of Clinical Services

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Revenue \$0 - \$4,999,999								
1	82,000	90,600	98,005	98,035	101,500	115,440	18	18
2	69,074	71,817	80,493	80,943	86,562	91,079	24	24
3	68,000	71,550	78,398	80,196	87,000	95,000	157	154
4	66,478	70,000	78,683	79,133	84,762	93,717	65	62
5	67,091	70,000	74,502	75,727	78,995	86,964	103	103
6	63,779	66,371	70,409	73,683	81,028	87,608	57	54
7	71,548	75,626	83,000	82,652	90,000	94,991	38	38
8	78,968	80,827	95,188	93,082	101,388	108,016	14	14
9	84,469	92,000	95,000	99,154	108,774	115,110	13	13
National	67,000	70,034	78,000	80,157	87,000	97,129	489	480
Revenue \$5,000,000 - \$9,999,999								
1	--	--	--	--	--	--	--	--
2	70,135	77,657	83,000	87,970	94,900	100,565	29	21
3	76,514	79,563	92,374	94,677	100,464	108,000	22	20
4	72,704	74,468	79,791	81,755	85,706	98,140	29	26
5	74,526	78,912	87,044	89,084	97,250	105,980	9	8
6	70,341	73,844	82,014	106,050	93,636	126,606	11	9
7	80,494	85,618	92,133	91,535	95,408	101,473	6	6
8	76,583	79,060	84,844	89,642	89,766	104,362	9	7
9	92,470	101,500	105,000	104,481	107,719	113,988	7	7
National	73,420	77,000	85,000	90,745	96,450	107,914	123	105
Revenue \$10,000,000+								
1	84,431	95,664	103,182	104,369	114,493	125,215	25	14
2	84,000	86,369	96,730	110,847	123,173	145,333	41	17
3	80,008	83,898	95,622	99,173	111,052	120,748	43	22
4	78,315	88,400	96,200	98,785	103,251	126,430	46	27
5	--	--	--	--	--	--	--	--
6	70,178	90,789	104,479	105,403	121,649	137,576	8	8
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	117,945	128,000	138,500	135,486	142,250	150,022	8	6
National	79,910	87,495	98,010	103,981	120,299	138,405	183	103
Combined								
1	82,000	91,078	100,000	100,373	110,968	118,800	44	33
2	69,584	76,803	85,636	91,331	95,725	122,238	99	67
3	68,660	72,625	80,427	84,209	92,394	100,237	235	202
4	69,045	72,000	80,913	83,944	91,502	103,200	151	125
5	66,968	70,000	75,000	76,618	80,056	90,109	144	119
6	64,330	68,000	72,787	80,360	82,296	99,456	91	84
7	73,003	78,164	85,500	86,743	93,999	97,346	57	54
8	78,232	81,086	87,013	91,986	101,188	106,528	30	27
9	81,194	94,250	107,281	108,349	125,841	137,600	31	28
National	68,000	72,011	80,563	85,256	93,000	107,294	882	739

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State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
51 Billing Clerk								
National	13.80	15.24	16.99	17.35	19.00	21.46	1,208	230
52 Accounting Clerk								
CA	18.00	18.21	18.93	20.75	22.94	24.39	11	7
CT	18.84	19.98	21.86	21.12	22.45	23.03	6	5
IN	14.71	16.12	18.06	17.01	18.50	18.78	18	5
MA	18.90	19.87	21.09	22.28	21.42	26.26	11	5
MD	17.39	18.89	19.50	21.13	25.46	25.69	6	5
MI	13.31	13.65	14.61	15.21	16.14	17.47	20	8
NC	14.48	15.23	16.60	16.48	18.30	18.52	7	6
NY	14.43	14.98	18.33	18.66	21.58	22.65	14	8
OH	13.24	13.76	14.59	15.03	15.59	17.05	9	6
PA	12.11	14.20	17.29	17.85	21.62	23.17	11	8
National	13.70	15.55	18.41	18.57	20.95	23.67	197	110
53 Admission RN								
AL	26.80	27.94	28.84	28.75	29.80	29.80	12	11
AZ	28.42	31.00	33.36	32.64	36.00	36.16	11	9
CA	35.78	36.25	41.93	41.78	44.58	47.51	38	16
CT	31.21	36.41	38.28	37.16	39.42	42.55	9	5
FL	26.98	27.71	30.80	32.43	35.00	39.45	51	17
GA	25.00	27.39	30.28	29.52	31.59	32.33	20	15
IL	28.09	30.27	33.45	32.84	35.09	37.93	39	12
MA	33.01	33.64	34.60	35.72	38.33	38.67	41	7
MD	32.38	32.77	33.50	33.67	34.85	35.10	35	9
MI	27.00	27.09	28.48	29.34	31.97	33.09	26	10
MO	24.80	28.23	29.39	30.37	33.43	35.31	18	14
NC	27.93	28.61	29.16	29.70	30.30	31.94	77	18
NJ	36.05	39.78	41.09	40.01	41.42	43.28	22	6
NY	26.62	28.47	35.65	36.83	45.72	48.28	23	6
OH	27.84	29.15	30.84	30.85	32.00	34.30	42	8
PA	28.24	29.50	30.28	31.22	33.26	35.57	31	17
SC	28.50	30.28	31.07	31.17	31.25	33.65	15	10
TN	28.12	28.84	30.05	29.77	30.95	31.19	15	13
TX	26.92	31.57	34.58	32.83	38.20	39.24	9	8

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County Data

County	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
38 Practical Nurse (LPN)								
FL, BREVARD	19.11	19.72	20.00	19.78	20.26	20.33	81	5
IN, ALLEN	17.08	17.38	17.50	18.60	20.46	20.67	39	5
IN, MARION	18.92	20.24	21.01	20.41	21.36	21.54	157	6
MN, RAMSEY	21.09	21.17	22.94	23.18	24.98	25.39	25	5
OH, FRANKLIN	19.08	19.89	20.00	20.77	20.97	23.91	98	8
PA, ALLEGHENY	20.55	20.93	21.09	21.60	22.17	23.10	74	6
PA, LANCASTER	19.02	19.37	21.61	20.82	22.00	22.23	148	5
PA, MONTGOMERY	21.69	23.37	24.15	24.43	26.84	27.31	162	5
TX, BEXAR	19.00	20.00	20.89	21.46	23.91	24.20	54	5
TX, HARRIS	21.00	22.00	22.50	22.38	23.24	23.71	109	5
TX, TARRANT	20.00	20.19	24.07	23.22	24.42	25.18	84	9
WI, MILWAUKEE	17.62	18.74	22.52	20.82	22.74	23.17	48	5

46 Home Care Aide III (HCA III)/CNA

FL, BROWARD	11.32	11.97	12.54	12.45	13.08	13.54	70	5
FL, DUVAL	13.20	13.58	14.00	14.39	15.58	15.79	49	5
IL, COOK	13.06	13.70	14.19	14.37	14.62	15.73	116	6
IN, ALLEN	10.48	11.51	12.13	11.68	12.44	12.65	54	5
IN, MARION	11.89	12.13	12.75	12.70	13.09	13.42	43	6
MA, ESSEX	13.82	15.92	16.23	15.50	16.59	16.81	333	5
MA, NORFOLK	14.00	15.00	16.04	15.40	16.43	16.48	30	5
MN, RAMSEY	15.32	15.38	15.98	15.96	16.47	16.61	98	5
MO, SAINT LOUIS	13.47	13.49	13.99	14.04	14.03	14.64	67	5
OH, FRANKLIN	11.76	12.71	13.05	13.40	14.11	14.89	229	8
PA, ALLEGHENY	12.36	13.43	13.94	14.09	15.04	15.90	61	5
TX, HARRIS	11.62	13.65	14.12	13.24	14.37	14.45	165	6
WI, MILWAUKEE	12.07	12.27	12.61	12.65	13.12	13.29	191	6

47 Medical Social Worker

AL, JEFFERSON	23.60	25.00	25.61	25.12	26.18	26.39	24	5
CA, LOS ANGELES	28.76	29.42	29.45	32.19	33.96	36.98	32	5
IL, COOK	25.34	26.84	29.23	29.02	31.18	32.49	22	6
MI, OAKLAND	26.72	27.07	27.31	31.79	31.49	39.71	9	6
MN, RAMSEY	24.94	25.26	26.52	26.92	28.57	29.28	34	6
MO, SAINT LOUIS	21.66	23.75	25.27	25.21	27.13	28.82	22	6
OH, FRANKLIN	23.08	23.15	24.37	25.09	26.93	27.74	49	6
OH, MONTGOMERY	23.05	24.09	26.45	25.35	26.50	27.12	17	5

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III. Paid Holidays (cont'd)

CLINICIANS

5. What is the rate of pay for HOLIDAYS worked?

51 Agencies, or 79.7%, of the 64 respondents supplied the following data.

Holiday Rate of Pay	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Straight Time			18.2	25.0					33.3	7	13.7
B. Time and One-Half	50.0	75.0	54.5	6.3		50.0	100.0		33.3	22	43.1
C. Double-Time	25.0	25.0	18.2	62.5				100.0		17	33.3
D. Double & One-Half	25.0								33.3	2	3.9
E. Triple Time											
F. Equal Time Off			9.1	6.3		50.0				3	5.9
Total # of Agencies	4	12	11	16		2	2	1	3	51	100

6. When are employees eligible for Paid Holidays?

58 Agencies, or 90.6% of the 64 respondents supplied the following data.

	Regional Percents									NATIONALLY	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Upon employment	50.0	81.8	90.9	56.0		50.0	50.0		75.0	39	67.2
B. After 30 days		9.1	9.1	8.0			50.0	100.0	25.0	7	12.1
C. After 60 days	50.0					50.0				2	3.4
D. After 90 days		9.1		36.0						10	17.2
Total # of Agencies	2	11	11	25		2	2	1	4	58	100