



Hospital & Healthcare Compensation Service

PO Box 376, Oakland, New Jersey 07436
(201) 405-0075 Fax (201) 405-2110
www.hhcsinc.com

Press Release

AL Top Executive Salaries Increase in 2019

Oakland, NJ, January 2020—Salaries for Assisted Living Administrators and Directors of Human Resources (DHRs) in Assisted Living Facilities (ALFs) increased by over 3.0% in 2019, according to the 22nd annual **Assisted Living Salary & Benefits Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**. The **Report** is published in cooperation with *LeadingAge* and supported by the **National Center for Assisted Living (NCAL)**.

In 2019, AL Administrator salaries increased by 3.60%, a reversal from the 2018 decrease of -0.07%. DHR salaries increased by 3.34% in 2019, compared to the modest increase of 1.43% in 2018. (Figures represent the increase in pay from communities that participated in both the 2018 and 2019 studies.) While salaries increased, turnover rates for Top Level Executives declined from 8.81% in 2018 to 7.02% 2019.

2019 Actual Percent Increase by Job

AL Administrator	Director of Human Resources
3.60%	3.34%

Source: 2019-2020 HCS Assisted Living Salary & Benefits Report

Analysis by state showed that AL Administrators in Georgia and North Carolina received the lowest average salaries of \$63,452 and \$65,933, while AL Administrators in Maryland received the highest average pay at \$97,349, followed by Massachusetts at \$92,682.

The **Assisted Living Salary & Benefits Report** covers 20 management and 29 non-management positions. 1,360 Assisted Living communities participated in the study and provided data for over 87,400 employees. The Report includes data from ALFs, PCFs, and RCFs. Data are reported according to for-profit and not-for-profit status, revenue size, unit-size, state, CBSA, and geographic region. Also covered are 18 fringe benefits, turnover rates by department, and projected salary increases for 2020. Data are effective as of October 2019. The price for the 250-page **Report** is \$350.

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