



Hospital & Healthcare Compensation Service

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Press Release

ALF Resident Assistant Rates Increase

Oakland, NJ, January 2017 -- Resident Assistants (RAs) in Assisted Living Facilities (ALFs) received the largest percent pay increase in pay of **all** ALF employees, according to the 19th 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**.

The national average hourly rate of RAs increased 3.75%. This represents a 1.39% jump from the 2015 rate increase of 2.36%. These figures represent the increase in RA pay from communities that participated in both the 2015 and 2016 studies.

As RA hourly rates increased, RA turnover rates declined. RA turnover in 2015 was 39.35%, compared to 36.63% in 2016.

Resident Hourly Rates by Bed-size

Up to 49 Beds	50 -75 Beds	75 Beds ⁺	All Combined
\$10.28	\$10.62	\$11.04	\$10.64

National 50th percentiles

1,312 Assisted Living communities participated in the study and provided compensation data on 64,900+ employees nationwide. 1,188 for-profit and 124 not-for-profit communities provided data for the study.

The **Assisted Living Salary & Benefits Report** covers 20 management and 29 non-management positions. Data are reported according to for-profit and not-for-profit status, revenue size, unit-size, state, county, and geographic region. Also covered are 18 fringe benefits, turnover rates by department, and projected salary increases for 2017. Data are effective as of October 2016.

Since 1971, HCS has served the healthcare industry by conducting and publishing an array of comprehensive, reliable compensation reports. HCS currently publishes 10 different **Reports** on an annual basis. In addition, the firm conducts custom marketplace studies to support its clients. For a complete listing of all products and services, please visit www.hhcsinc.com.
