



Hospital & Healthcare Compensation Service

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Press Release

Director of Hospice Salaries Increase 2.29% in 2019

National Average	2018	2019	% Increase
Director of Hospice	105,893	108,318	2.29%

Data from the 2019-2020 HCS Hospice Salary & Benefits Report

Oakland, NJ, December 2019 – The national salary for Directors of Hospice increased 2.29% in 2019, according to the just released 2019-2020 **Hospice Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with the **National Association for Home Care & Hospice (NAHC)**.

In a comparison of auspice type, hospital-based Directors of Hospice received the highest pay of \$119,743, followed by VNS/VNAs of \$115,870, while for-profit Hospice Directors received \$108,891. In state reporting, Hospice Directors in Alabama received the lowest pay of \$93,225 and California ranked the highest in pay at \$137,381. (Data reported are national averages.) 14.35% of hospice agencies reported bonus data, an increase from last year’s number of 12.84%. The national average bonus paid for Director of Hospice was 17.15% of salary, down slightly from the 2018 average of 17.34%.

641 hospices participated in the study. 99.38% of respondents were Medicare certified hospice agencies. The complete 170-page **Report** contains 61 jobs reporting on salaries, bonuses, and hourly & per visit rates. Data are reported by state, region, CBSA, auspice, hospice type and revenue size. The results include the 10th, 25th, 50th, 75th, 90th percentiles, average, number of agencies, and number of employees by position. Also included are 20 fringe benefits, planned percent increases, turnover rates, and personnel policies.

The **Report** price is \$300. A separate **Home Care Salary & Benefits Report** is also available. Both studies are published in cooperation with the **National Association for Home Care & Hospice (NAHC)**. To order, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

With over 45 years’ experience in national healthcare salary and benefits research, **Hospital & Healthcare Compensation Service** is recognized for its comprehensive, responsible, and reliable ten specialized studies. **HCS** provides *the* source for establishing and maintaining an effective compensation program.

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