



**Hospital & Healthcare Compensation Service**

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**Press Release**

**ALF Resident Assistants Show 4.05% Hourly Rate Increase in 2018**

Oakland, NJ, January 2019--Resident Assistants (RAs) in Assisted Living Facilities (ALFs) showed a 4.05% increase in hourly rates in 2018, according to the 21<sup>st</sup> 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)**.

This year’s number was an increase over the 2017 increase of 3.10%. (Figures represent the increase in RA pay from communities that participated in both the 2017 and 2018 studies.) RAs at larger communities received higher pay than their smaller counterparts. The national average hourly rate for RAs in ALFs with up to 89 beds was \$11.46, compared to \$12.88 in ALFs with 90+ beds. The national combined hourly rate was \$11.74.

**Resident Assistant Actual % Increase by Facility**

ALFs	CCRCs	Nursing Homes
4.05%	3.21%	2.70%

Source: 2018-2019 HCS AL, CCRC, and Nursing Home Reports

In a comparison of 2018 RA actual percent increases by facility type, ALFs reported the highest increases, followed by CCRCs with an increase of 3.21%, and nursing home increases of 2.70%. Turnover for RAs increased from 33.00% in 2017 to 36.23 in 2018.

Data analysis by state showed that RAs in Mississippi received the lowest average pay of \$9.33, while Massachusetts RAs received the highest average pay of \$14.31. The national average hourly rate for RAs was \$11.74.

The **Assisted Living Salary & Benefits Report** covers 20 management and 29 non-management positions. 1,250+ Assisted Living communities participated in the study. 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, county, and geographic region. Also covered are 18 fringe benefits, turnover rates by department, and projected salary increases for 2019. Data are effective as of October 2018. The price for the 250-page **Report** is \$350.

Since 1971, **HCS** has served the healthcare industry by conducting and publishing an array of comprehensive, reliable compensation reports. HCS currently publishes ten 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.hhsinc.com](http://www.hhsinc.com) or call (201) 405-0075.

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