

**Home Care
Salary & Benefits Report
Sample Pages**

**Extracted from the
2019-2020
29th Annual Edition**

Introduction

The 29th annual **Home Care Salary & Benefits Report** is based on responses from 1,028 home health agencies. The effective date of data is July 2019. The following provides information on the methodology and contents of the **Home Care Salary & Benefits Report**.

Job Descriptions: For a complete listing of the job descriptions used in the Report, please go to our website: www.hhcsinc.com/job-descriptions.html

The following is a guide to the Sections of the **Report**:

Salary Data Jobs 1 – 105

Section I - Annual salaries reported by region and nationally.

Section II - Annual salaries reported nationally by auspice type.

Section III - Annual salaries by profit type, region, and nationally.

Section IV - Annual salaries reported by revenue size, region and nationally.

Section V - Annual salaries reported by state and nationally.

Section VI - Annual salaries reported by CBSA.

Section VII - Formal salary range data by region and nationally.

Hourly Data Jobs 201 – 370

Section VIII - Hourly rates reported by region and nationally.

Section IX - Hourly rates reported nationally by auspice type.

Section X - Hourly rates reported by state and nationally.

Section XI - Hourly rates reported by CBSA.

Section XII - Formal hourly range data by region and nationally.

Per Visit Data Jobs 205 – 265

Section XIII - Visit rates reported by region and nationally.

Section XIV - Visit rates reported nationally by auspice type.

Section XV - Visit rates reported by state and nationally.

Section XVI - Visit rates reported according to CBSA.

Section XVII - Contains fringe benefits data. Data are reported by region and nationally.

Types of Agencies Reported

The following is a breakout of agency types reported:

Hospital-Based	Not-for-Profit	For-Profit
7.10	28.60	64.30

Services Provided

	%		%
Adult Day Services	16.09	Occupational Therapy	81.03
Art Therapy	10.34	Pastoral Care	51.15
Behavioral Health	23.56	Pediatric Home Care	30.46
HME/DME	30.46	Pediatric Hospice	21.84
Home Care Aide	84.48	Pharmacy	26.44
Hospice Program	48.28	Physical Therapy	85.63
Infusion Services	29.89	Physician Care	21.26
Massage Therapy	17.82	Private Duty	33.33
Medicaid	66.09	Respiratory Therapy	32.18
Medicare	99.03	Social Services	78.16
Music Therapy	23.56	Speech Pathology	79.89
Nursing (RN, LPN)	85.06	Volunteer	52.87

Average Visits and Revenue

Data below represent averages of agencies reporting both annual revenue and visit data.

	Average # Visits	Average Revenue \$
\$0-\$4,999,999	16,209	2,764,143
\$5,000,000-\$9,999,999	42,945	6,792,540
More than \$10,000,000	113,553	29,355,568

070 Clinical Supervisor

Profit Type

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
For-Profit								
1	82,902	87,138	88,776	87,958	89,959	93,626	33	18
2	68,888	72,514	77,579	81,510	84,342	99,747	51	18
3	66,951	68,930	72,026	73,200	77,006	80,365	404	211
4	66,575	69,701	74,787	74,876	80,000	85,770	76	33
5	63,552	65,318	68,000	68,158	70,020	73,716	225	113
6	67,115	69,500	76,128	75,895	80,664	85,174	41	23
7	64,588	67,067	70,283	71,252	74,402	78,568	161	91
8	66,498	70,907	75,000	76,198	82,004	86,120	47	35
9	86,358	89,296	101,701	101,529	105,439	121,474	20	12
National	65,014	67,996	71,444	73,616	77,337	84,775	1,058	554
Not-For-Profit								
1	82,739	87,479	94,048	92,113	97,050	98,686	76	12
2	75,618	78,011	81,040	82,800	86,567	95,000	35	10
3	72,764	77,536	79,597	82,097	85,465	94,582	123	26
4	72,728	79,185	82,500	83,751	93,500	95,839	85	17
5	--	--	--	--	--	--	--	--
6	64,696	66,508	71,906	75,248	81,114	86,454	58	19
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	83,050	86,000	122,200	108,346	124,072	126,714	17	5
National	66,985	75,197	80,631	83,407	91,686	97,571	422	98
Combined								
1	82,447	87,138	89,285	89,620	94,174	98,128	109	30
2	69,096	74,857	78,635	81,971	85,832	98,558	86	28
3	66,999	69,010	73,000	74,176	77,936	82,478	527	237
4	67,368	70,785	76,976	77,894	83,774	88,040	161	50
5	63,371	65,273	68,000	68,365	70,283	74,258	237	117
6	65,773	67,530	72,977	75,603	81,250	86,178	99	42
7	64,634	67,105	70,392	71,596	74,507	79,369	162	92
8	64,802	70,907	75,005	76,360	82,451	86,616	62	39
9	84,230	86,882	103,403	103,534	122,200	126,414	37	17
National	65,134	68,175	72,488	75,088	79,289	87,365	1,480	652

A "--" indicates insufficient data for analysis

Data reported are salary rates

060 Director of Clinical Services

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Revenue Up to \$3,499,999								
1	111,230	111,395	117,000	119,208	122,400	129,961	9	9
2	--	--	--	--	--	--	--	--
3	79,278	81,955	88,000	89,836	96,096	101,258	77	77
4	79,184	83,447	87,393	89,284	95,193	97,530	21	21
5	78,000	80,000	82,574	83,339	85,170	89,873	61	61
6	81,516	83,948	91,186	91,113	96,459	97,892	11	11
7	80,784	81,495	83,774	86,934	93,067	95,977	20	20
8	--	--	--	--	--	--	--	--
9	--	--	--	--	--	--	--	--
National	78,533	81,120	85,000	90,028	95,983	107,636	208	208
Revenue \$3,500,000+								
1	106,150	110,000	118,268	119,181	128,410	131,697	24	17
2	89,855	92,035	101,980	106,849	120,259	128,397	26	22
3	81,937	88,104	94,626	97,182	102,788	111,237	100	87
4	89,709	95,000	106,850	107,728	119,288	126,175	30	25
5	82,120	83,411	84,949	87,447	89,391	96,380	39	36
6	87,914	91,859	94,195	100,640	105,428	128,244	14	11
7	90,756	91,890	97,947	100,528	103,387	114,572	11	11
8	91,274	94,968	97,622	102,189	103,468	115,782	9	6
9	--	--	--	--	--	--	--	--
National	82,769	88,164	95,891	100,089	109,227	125,000	256	218
Combined								
1	108,067	110,238	117,634	119,191	127,557	132,226	33	26
2	89,947	92,924	106,253	107,783	120,259	129,548	30	26
3	79,955	84,321	92,700	94,433	100,000	110,169	185	171
4	81,665	87,014	95,297	99,308	109,275	123,220	51	46
5	78,506	80,090	84,053	85,170	87,375	93,254	103	99
6	81,845	87,774	92,894	96,362	97,459	113,546	26	23
7	80,851	81,989	89,095	91,373	96,469	103,670	32	32
8	84,504	92,700	97,500	101,004	105,000	125,100	20	17
9	103,037	105,285	110,000	112,055	116,575	124,328	7	7
National	80,000	83,640	92,000	95,506	102,708	117,380	487	447

A "--" indicates insufficient data for analysis

Data reported are salary rates

Hourly Data	National Data					By Auspice		
Type	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities

250 Home Care Aide (HCA I)

VNA/VNS	12.21	12.94	15.00	14.11	15.00	15.11	43	6
Not-for-profit	11.68	12.88	13.76	13.83	14.62	15.62	506	39
For-profit	12.50	12.50	12.50	12.77	13.15	13.81	26	18
Hospital-based	14.08	14.42	14.77	15.51	15.14	16.21	215	12
Combined	12.07	12.50	13.80	13.87	14.77	15.56	790	75

255 Home Care Aide II (HCA II)

VNA/VNS	13.36	13.46	14.09	14.77	16.42	16.53	50	5
Not-for-profit	12.56	13.61	14.95	14.98	16.17	17.26	641	96
For-profit	--	--	--	--	--	--	--	--
Hospital-based	14.12	14.44	15.22	15.38	15.47	16.01	206	11
Combined	12.76	13.75	14.95	15.01	16.09	17.13	897	112

260 Home Care Aide III (HCA III)/CNA

VNA/VNS	14.99	15.56	16.06	15.90	16.48	16.75	398	17
Not-for-profit	12.54	13.32	14.54	14.72	16.05	16.76	558	58
For-profit	11.39	13.37	14.93	14.82	16.50	17.56	206	117
Hospital-based	14.08	14.70	15.90	15.94	17.27	17.84	321	42
Combined	12.40	13.69	15.05	15.07	16.48	17.57	1,483	234

265 Medical Social Worker

VNA/VNS	24.50	26.38	28.71	29.36	30.82	35.00	103	20
Not-for-profit	20.53	23.20	26.00	25.95	29.43	30.56	231	73
For-profit	25.60	27.19	27.59	28.31	28.84	31.70	190	124
Hospital-based	25.01	27.55	30.26	31.71	35.55	40.40	201	47
Combined	23.14	26.00	27.60	28.35	30.00	33.73	725	264

270 Customer Service Rep. (CSR)

VNA/VNS	15.69	18.38	19.07	20.56	22.56	27.50	36	10
Not-for-profit	13.94	15.61	16.70	18.16	20.06	21.59	128	20
For-profit	14.03	15.56	16.65	17.07	18.46	19.67	132	51
Hospital-based	15.16	16.90	18.13	18.90	20.48	21.73	246	25
Combined	14.16	15.76	17.68	18.04	19.39	21.49	542	106

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Data reported are hourly rates



Hourly Data

CBSA Data

CBSA	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incs.	No. of Fac.
235 Registered Nurse (RN)								
Atlanta-Sandy Springs-Marietta, GA	29.89	31.16	34.18	33.26	35.54	37.17	62	19
Austin-Round Rock, TX	31.96	33.03	34.24	33.78	34.68	35.17	57	7
Birmingham-Hoover, AL	26.63	26.85	27.52	28.56	29.87	33.10	45	11
Boston-Cambridge-Quincy, MA-NH	35.27	38.06	40.09	39.53	41.55	43.41	62	7
Charlotte-Gastonia-Concord, NC-SC	31.75	32.01	32.76	33.11	34.22	34.80	42	6
Chattanooga, TN-GA	28.00	28.67	30.02	30.54	31.30	33.25	28	6
Chicago-Naperville-Joliet, IL-IN-WI	31.85	33.09	34.44	35.68	37.26	39.43	146	7
Dallas-Fort Worth-Arlington, TX	31.34	31.55	32.16	32.66	33.80	34.98	84	13
Denver-Aurora, CO	31.02	33.42	35.23	34.44	36.14	36.91	80	7
Des Moines-West Des Moines, IA	28.94	29.30	31.05	30.88	32.52	32.67	336	6
Greensboro-High Point, NC	30.42	30.98	31.25	31.71	33.13	33.23	39	5
Houston-Sugar Land-Baytown, TX	31.47	32.58	33.74	33.24	34.84	35.02	65	8
Indianapolis-Carmel, IN	31.53	32.82	33.32	33.82	35.31	36.37	129	5
Kansas City, MO-KS	28.08	32.77	33.32	32.01	35.00	35.29	39	5
Miami-Fort Lauderdale-Miami Beach, FL	32.73	33.93	35.00	34.97	35.22	36.57	80	7
Minneapolis-St. Paul-Bloomington, MN-WI	29.77	29.97	31.09	32.69	34.54	36.61	159	13
New York-Northern New Jersey-Long Island, NY-NJ	37.97	40.75	42.84	44.14	48.59	48.96	502	9
Orlando-Kissimmee, FL	29.15	32.00	33.32	32.27	34.16	34.43	53	7
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	36.38	36.55	37.70	38.24	39.42	40.89	336	7
Phoenix-Mesa-Scottsdale, AZ	33.53	33.97	35.27	36.18	36.86	39.27	129	6
Pittsburgh, PA	29.25	31.25	32.40	32.31	32.80	33.85	231	9
Providence-New Bedford-Fall River, RI-MA	34.22	35.01	35.96	36.47	37.71	39.18	126	7
Raleigh-Cary, NC	30.85	31.25	32.44	32.67	34.19	34.60	31	5
Richmond, VA	30.56	31.25	32.21	32.27	33.67	35.29	50	9
Sarasota-Bradenton-Venice, FL	33.33	33.33	33.65	35.78	36.27	39.31	27	5
Springfield, MA	36.43	37.03	37.89	37.86	38.34	39.28	83	5
St. Louis, MO-IL	32.46	33.45	34.20	33.88	34.99	35.17	211	6
Tampa-St. Petersburg-Clearwater, FL	31.80	33.12	33.32	33.27	33.82	34.12	320	12
Virginia Beach-Norfolk-Newport News, VA-NC	31.79	32.66	32.69	32.79	33.29	33.85	23	5
Washington-Arlington-Alexandria, DC-VA-MD-WV	30.42	32.46	36.06	35.58	39.40	39.54	33	8

240 Practical Nurse (LPN/LVN)

Atlanta-Sandy Springs-Marietta, GA	18.88	20.50	23.34	22.43	24.25	24.95	34	11
Birmingham-Hoover, AL	16.88	17.78	17.88	18.51	17.99	20.40	21	6
Charlotte-Gastonia-Concord, NC-SC	22.38	22.75	23.09	23.02	23.49	23.62	19	5
Des Moines-West Des Moines, IA	20.89	21.00	21.55	21.79	22.26	22.83	89	5
Indianapolis-Carmel, IN	22.33	22.60	23.60	24.07	25.00	26.05	38	5
Minneapolis-St. Paul-Bloomington, MN-WI	23.10	23.56	25.57	25.07	26.30	26.79	66	12
Providence-New Bedford-Fall River, RI-MA	26.90	28.89	28.99	28.90	30.67	30.85	40	5

Data reported are hourly rates

Per Visit Data

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
220 Licensed Physical Therapy Asst. (LPTA)								
1	41.82	43.51	45.34	44.61	45.67	47.23	22	9
2	36.95	37.88	39.33	40.69	41.81	48.03	30	11
3	36.01	42.32	45.00	44.40	47.81	50.99	426	151
4	37.85	40.00	42.41	42.17	45.18	45.48	214	18
5	40.94	41.79	44.50	44.46	47.01	49.27	388	109
6	42.43	44.39	47.77	46.30	48.70	49.67	23	7
7	45.27	46.69	47.92	48.52	50.51	53.07	40	17
8	--	--	--	--	--	--	--	--
9	45.81	47.07	59.19	60.41	74.97	76.48	17	6
National	39.42	42.01	45.00	44.75	47.65	50.65	1,162	330

230 Speech/Language Pathologist

1	59.50	65.90	70.00	69.55	72.00	76.37	9	9
2	56.46	60.38	65.00	66.42	66.25	74.89	26	12
3	60.37	63.61	67.54	67.97	71.98	76.24	120	88
4	55.00	61.06	65.00	66.66	71.66	79.64	46	18
5	60.53	65.00	67.77	67.73	72.10	75.23	94	73
6	66.09	66.89	71.05	71.98	75.00	77.71	8	7
7	64.10	66.51	68.64	71.47	77.62	80.91	20	15
8	--	--	--	--	--	--	--	--
9	72.50	75.00	75.17	75.04	76.51	77.53	9	5
National	60.00	64.53	67.79	68.38	72.79	78.03	340	230

235 Registered Nurse (RN)

1	42.51	46.99	48.20	49.67	55.10	56.30	106	18
2	41.81	42.86	49.01	51.19	56.66	65.30	219	17
3	35.00	37.06	40.53	40.89	42.53	47.71	812	147
4	35.00	38.59	44.21	44.81	46.44	51.65	512	24
5	33.63	35.04	36.51	37.49	38.98	42.84	507	107
6	40.81	43.86	45.00	45.99	50.00	51.34	189	9
7	35.76	36.93	39.50	40.16	41.97	45.79	73	22
8	45.80	49.11	53.16	55.99	57.25	64.17	31	8
9	44.14	54.03	80.98	68.98	84.43	86.50	64	7
National	34.81	36.24	40.40	42.03	44.68	51.00	2,513	359

A "--" indicates insufficient data for analysis

Data reported are visit rates



Per Visit Data

State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
220 Licensed Physical Therapy Asst. (LPTA)								
MD	41.59	42.89	46.36	45.77	47.82	49.18	10	6
MO	42.72	45.69	48.01	46.73	48.93	49.85	21	6
MS	41.82	42.14	44.59	44.64	46.75	47.07	18	9
NC	28.50	29.36	35.25	36.48	43.41	46.82	40	20
OH	36.50	38.00	40.00	38.94	40.00	40.86	122	5
OK	44.41	46.56	47.85	47.60	48.04	50.39	13	6
PA	36.62	37.14	38.63	38.88	40.22	41.40	16	7
SC	40.02	42.22	43.03	43.29	44.74	46.53	88	20
TN	41.05	41.53	43.02	43.71	45.83	48.12	167	44
VA	34.76	44.11	45.79	44.84	47.55	52.05	62	17
WV	39.79	40.92	46.50	44.84	47.81	49.62	39	11
National	39.42	42.01	45.00	44.75	47.65	50.65	1,162	330
230 Speech/Language Pathologist								
AL	51.43	60.96	65.43	63.24	68.03	70.98	33	23
AR	67.04	68.29	79.13	75.00	79.59	80.91	5	5
FL	51.00	58.94	72.60	66.80	75.99	77.53	10	6
GA	61.92	64.19	67.47	67.78	70.59	75.38	45	40
KY	63.42	65.14	67.65	68.03	70.98	72.10	17	14
LA	62.80	63.98	66.46	66.08	68.63	69.13	9	6
MO	66.95	68.18	73.03	73.14	75.00	78.61	7	6
MS	62.24	63.06	65.40	65.94	67.17	69.70	7	6
NC	65.00	65.07	67.56	68.58	73.84	76.10	13	10
OH	52.50	55.00	61.25	59.25	65.00	65.00	24	5
PA	57.93	59.73	61.72	62.26	64.43	67.00	13	6
SC	60.69	61.76	64.43	64.73	68.07	69.31	25	15
TN	65.00	67.83	71.66	71.40	75.01	78.03	37	30
VA	69.40	70.34	73.54	74.91	75.75	80.75	12	7
WV	58.81	60.58	63.65	67.46	73.27	80.63	8	7
National	60.00	64.53	67.79	68.38	72.79	78.03	340	230
235 Registered Nurse (RN)								
AL	33.52	34.30	35.72	35.77	36.71	38.31	176	37
AR	38.08	40.18	40.96	41.21	41.88	44.47	24	6
CA	70.49	80.98	83.86	79.97	85.00	87.50	46	5
FL	39.79	40.11	41.13	42.47	42.72	46.94	95	18
GA	34.54	35.00	36.61	37.38	39.81	41.50	205	60

Data reported are visit rates

V. Paid Holidays

1. Are holidays included in PTO?

	Regional Percents									Number of Agencies	% of Total
	1	2	3	4	5	6	7	8	9		
Yes	15.6	5.9	14.2	28.4	11.0	80.0	7.8	34.6	53.7	269	27.4
No	84.4	94.1	85.8	71.6	89.0	20.0	92.2	65.4	46.3	713	72.6
Total # of Agencies	32	51	288	74	145	155	115	81	41	982	100

2. How many **Holidays** (including Christmas & excluding other religious holidays) are paid though not worked?

Federal Holidays include: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day.

Management

Average # of Days	National	6.5
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3. What is the rate of pay for **Holidays** worked?

Holiday Rate of Pay	Regional Percents									# of Agencies	All Regions % of Total
	1	2	3	4	5	6	7	8	9		
A. No additional pay	83.9	49.0	72.1	56.7	89.1	16.2	28.9	11.6	61.5	466	52.4
B. 1 ½ x base pay	16.1	22.4	26.7	16.4	10.9	81.8	70.2	85.5	34.6	382	42.9
C. 2 x base pay				6.0		0.6				5	0.6
D. 2 ½ x base pay											
E. 3 x base pay				1.5				1.4		2	0.2
F. Equal time off		28.6	1.2	19.4		1.3	0.9	1.4	3.8	35	3.9
Total	31	49	251	67	129	154	114	69	26	890	100

4. How many **Holidays** (including Christmas & excluding other religious holidays) are paid though not worked?

Federal Holidays include: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day.

Clinical

Average # of Days	National	6.4
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5. What is the rate of pay for **Holidays** worked?

Holiday Rate of Pay	Regional Percents									# of Agencies	All Regions % of Total
	1	2	3	4	5	6	7	8	9		
A. No additional pay	62.5	28.6	75.8	17.5	83.9	4.7	54.8	8.1	34.8	330	46.9
B. 1 ½ x base pay	20.8	59.2	11.1	44.4	11.0	89.3	26.2	81.1	43.5	281	40.0
C. 2 x base pay	16.7	10.2	13.1	36.5	5.1	6.0	19.0	10.8	21.7	90	12.8
D. 2 ½ x base pay											
E. 3 x base pay											
F. Equal time off		2.0		1.6						2	0.3
Total	24	49	198	63	118	149	42	37	23	703	100