

**Hospice
Salary & Benefits Report
Sample Pages**

**Extracted from the
2019-2020
28th Annual Edition**

Introduction

The following provides information on the methodology and contents of the **Hospice Salary & Benefits Report**.

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

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

Salary Data Jobs 1 - 205

Section I - Annual salaries reported by region and nationally.

Section II - Annual salaries reported nationally by hospice type.

Section III - Annual salaries reported nationally by auspice.

Section IV - Annual salaries reported by revenue size, region, and nationally. Additional revenue breakouts are reported in the Executive Summary.

Section V - Annual salaries by state and nationally.

Section VI - Annual salaries by CBSA.

Section VII - Formal salary range data reported nationally.

Hourly Data Jobs 210 - 375

Section VIII - Hourly rates by region and nationally.

Section IX - Hourly rates reported nationally by hospice type.

Section X - Hourly rates reported nationally by auspice.

Section XI - Hourly rates by state and nationally.

Section XII - Hourly rates by CBSA.

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

Per Visit Data Jobs 210 - 290

Section XIV - Routine visit rates reported nationally. (Limited visit data was reported by participants.) Additional visit data are reported in the Executive Summary.

Benefits Data

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

Hospice Type

The following is a breakout of hospice types reported:

Hospital-Based %	Free Standing %	Home Health %	Total # of Participants
4.99	84.40	10.61	641

Services Provided

	%		%
Adult Day Services	4.42	Pastoral/Spiritual Care	83.98
Art Therapy	9.39	Pediatric Hospice	39.78
Behavioral Health	12.15	Pharmacy	25.97
Bereavement Center	35.91	Physical Therapy	57.46
Hospice/Home Care Aide	87.85	Physician Care	45.86
Massage Therapy	26.52	Private Duty	17.68
Medicaid	72.93	Respiratory Therapy	28.18
Medicare	99.38	Social Services	84.53
Music Therapy	44.20	Speech Pathology	50.83
Nursing (RN, LPN)	89.50	Telemonitoring/health	6.08
Occupational Therapy	49.72	Volunteer	85.64

Average Visits, Patients, and Revenue

Data below represent averages of agencies reporting annual revenue, unduplicated patients, and visit data.

	# Unduplicated Patients	Average Patient Days	Average Revenue
\$0-\$9,999,999	369	26,691	4,603,603
\$10,000,000+	1,655	89,944	25,170,411
Combined	848	47,995	11,167,478

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
095 Admissions Manager (RN)								
1	--	--	--	--	--	--	--	--
2	75,056	77,193	80,000	81,107	85,000	87,171	13	11
3	70,086	72,800	78,212	78,505	82,063	91,795	34	25
4	68,286	70,403	75,079	78,007	85,323	89,500	15	15
5	--	--	--	--	--	--	--	--
6	--	--	--	--	--	--	--	--
7	79,112	84,064	84,891	84,878	86,000	90,638	5	5
8	--	--	--	--	--	--	--	--
9	92,607	93,458	102,052	102,369	112,466	114,780	14	12
National	69,089	74,942	81,000	83,488	92,000	100,864	88	73

100 Admissions Liaison

1	68,982	71,872	79,092	79,135	84,213	91,210	33	12
2	64,008	69,140	78,962	78,589	86,046	95,321	46	16
3	51,752	55,738	65,253	67,240	76,822	80,465	122	38
4	52,878	61,565	65,280	66,282	74,461	78,345	63	33
5	58,804	60,200	65,104	66,410	74,351	75,419	39	16
6	64,510	66,221	70,000	69,784	73,728	76,202	36	19
7	65,345	68,017	74,800	74,337	79,091	85,167	66	23
8	57,600	63,265	70,010	69,301	76,242	78,635	75	22
9	53,278	57,897	66,918	71,341	75,086	92,887	58	17
National	56,680	62,862	70,000	70,332	76,996	83,320	538	196

105 Intake Coordinator

1	70,912	75,720	77,773	77,506	81,275	83,456	8	8
2	47,346	68,000	73,320	71,668	80,080	85,434	37	17
3	42,004	53,376	72,190	66,079	74,814	78,473	95	34
4	47,549	62,100	68,850	65,288	72,294	77,296	117	43
5	61,152	64,950	68,622	69,247	69,965	73,703	17	14
6	60,456	62,736	67,002	66,575	70,195	72,554	22	15
7	54,235	59,015	68,000	64,975	72,860	77,419	19	11
8	47,898	63,133	71,104	67,855	76,936	82,281	27	14
9	49,497	57,740	61,900	67,965	72,992	95,204	19	8
National	47,524	62,400	69,930	67,494	75,161	80,452	361	164

A "--" indicates insufficient data for analysis

Data reported are salary rates

Type	National Data						Hospice Type	
	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
060 Director of Clinical Services								
Home Health	89,536	91,050	97,277	100,907	109,620	117,288	36	33
Free Standing	79,000	85,000	93,000	98,652	109,034	125,000	426	353
Hospital-based	--	--	--	--	--	--	--	--
Combined	79,500	85,232	93,216	98,952	109,442	125,000	468	390
065 Nurse Manager/Charge Nurse (RN)								
Home Health	74,082	80,553	90,085	87,495	91,800	95,573	15	11
Free Standing	64,584	73,950	85,981	87,083	96,135	114,924	137	82
Hospital-based	62,296	77,568	91,738	88,549	100,279	107,709	16	10
Combined	64,636	74,059	86,473	87,270	95,991	109,660	168	103
070 Case Manager/Team Leader								
Home Health	67,064	69,421	75,560	77,787	80,123	94,921	276	35
Free Standing	58,564	63,921	72,319	74,289	80,311	91,565	963	158
Hospital-based	72,194	77,533	84,144	85,551	96,169	100,869	56	7
Combined	59,308	65,296	73,692	75,295	80,787	95,000	1,295	200
075 Clinical Supervisor								
Home Health	71,784	73,827	81,890	82,261	89,631	92,197	55	22
Free Standing	65,188	70,202	76,197	77,599	81,756	90,688	395	156
Hospital-based	75,767	81,843	85,280	89,456	90,502	104,648	15	7
Combined	66,060	71,070	77,092	78,602	85,000	91,271	465	185
085 Director of Communications/Marketing								
Home Health	63,400	66,424	81,212	90,802	103,602	122,564	8	8
Free Standing	70,387	79,365	86,833	92,452	105,000	120,005	151	137
Hospital-based	--	--	--	--	--	--	--	--
Combined	68,438	78,275	86,766	92,501	105,202	120,613	162	148
090 Account Exec./Marketing Specialist								
Home Health	54,100	58,370	70,064	71,197	80,849	90,000	40	10
Free Standing	55,955	60,516	66,205	72,102	82,811	98,000	409	168
Hospital-based	--	--	--	--	--	--	--	--
Combined	55,000	60,180	66,467	72,051	82,261	97,120	449	178

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National Data

By Auspice

Type	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
050 Human Resources Coordinator								
VNA/VNS	36,138	39,693	43,800	49,426	57,140	62,430	8	7
Not-for-profit	39,125	43,868	48,641	54,244	59,000	74,188	20	19
For-profit	--	--	--	--	--	--	--	--
Hospital-based	--	--	--	--	--	--	--	--
Combined	38,125	41,179	47,755	52,957	57,966	73,580	34	31
055 Human Resources Generalist								
VNA/VNS	41,612	45,396	63,821	59,709	65,572	74,562	7	7
Not-for-profit	37,812	41,731	54,000	52,349	59,545	65,311	57	46
For-profit	--	--	--	--	--	--	--	--
Hospital-based	--	--	--	--	--	--	--	--
Combined	38,000	42,817	54,454	55,214	61,923	74,843	83	60
060 Director of Clinical Services								
VNA/VNS	96,804	104,000	108,810	108,316	111,782	119,614	9	8
Not-for-profit	80,319	86,275	92,360	98,192	105,800	125,000	121	96
For-profit	78,080	85,000	93,150	98,792	109,200	125,000	331	281
Hospital-based	86,897	99,902	100,422	107,563	131,643	131,799	7	5
Combined	79,500	85,232	93,216	98,952	109,442	125,000	468	390
065 Nurse Manager/Charge Nurse (RN)								
VNA/VNS	72,170	79,902	90,085	84,697	90,950	91,800	10	7
Not-for-profit	64,067	71,825	80,553	82,240	91,070	102,671	58	22
For-profit	65,285	74,279	86,689	88,812	96,915	117,720	81	61
Hospital-based	65,709	75,108	92,248	89,927	102,274	109,612	19	13
Combined	64,636	74,059	86,473	87,270	95,991	109,660	168	103
070 Case Manager/Team Leader								
VNA/VNS	--	--	--	--	--	--	--	--
Not-for-profit	58,738	63,947	71,719	72,495	78,247	85,600	567	94
For-profit	59,959	68,310	74,946	76,128	83,134	94,047	653	93
Hospital-based	76,078	83,098	93,007	90,327	100,415	101,615	70	12
Combined	59,308	65,296	73,692	75,295	80,787	95,000	1,295	200

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Hourly Data

National Data

By Auspice

Type	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
305 Director of Bereavement Services								
VNA/VNS	--	--	--	--	--	--	--	--
Not-for-profit	22.88	24.36	26.78	28.66	30.63	36.68	128	99
For-profit	35.23	36.54	40.21	39.35	42.74	43.72	9	9
Hospital-based	--	--	--	--	--	--	--	--
Combined	22.91	24.76	27.03	29.83	33.61	40.19	140	111

310 Bereavement Manager

VNA/VNS	24.27	24.70	34.21	32.22	39.20	39.73	7	7
Not-for-profit	19.97	23.41	26.93	27.43	32.65	34.74	52	37
For-profit	20.82	23.11	26.78	26.50	29.04	32.22	211	178
Hospital-based	27.67	28.30	32.63	34.05	38.72	41.48	10	6
Combined	20.68	23.41	26.91	27.02	29.69	33.93	280	228

315 Chaplain/Spiritual Care

VNA/VNS	24.00	24.51	25.13	26.04	26.61	29.67	28	11
Not-for-profit	22.00	23.88	25.46	25.88	27.01	29.88	529	158
For-profit	19.98	22.50	24.90	25.00	27.32	29.57	774	309
Hospital-based	25.16	26.29	28.52	28.67	29.85	33.30	87	25
Combined	20.84	23.20	25.27	25.48	27.54	30.04	1,418	503

320 Community Liaison

VNA/VNS	--	--	--	--	--	--	--	--
Not-for-profit	23.23	28.21	30.54	30.99	33.49	39.48	112	39
For-profit	27.28	30.00	33.65	32.94	36.77	38.01	101	37
Hospital-based	30.52	36.22	38.06	35.84	38.54	39.90	9	6
Combined	24.11	28.85	32.33	32.26	36.77	39.12	227	85

325 Admission RN

VNA/VNS	33.67	38.00	38.46	37.67	40.50	40.87	20	9
Not-for-profit	29.22	30.69	33.42	33.91	35.82	38.68	380	73
For-profit	30.29	31.20	33.32	34.79	37.27	41.47	424	55
Hospital-based	34.23	34.26	35.19	39.54	44.78	47.04	27	5
Combined	29.48	31.18	33.67	34.69	36.85	40.83	851	142

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Hourly Data

State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
285 Hospice/HCA III (HCA III)/CNA								
VA	13.98	14.32	14.75	15.16	15.82	17.06	165	19
WI	13.77	14.14	15.29	15.05	15.84	16.12	173	16
WV	11.17	11.97	13.84	13.27	14.02	15.08	75	9
National	12.43	13.56	14.59	14.75	15.90	17.43	7,443	520
290 Medical Social Worker								
AL	23.02	23.72	25.35	25.51	26.82	28.05	62	35
AZ	25.82	27.33	29.58	29.98	33.35	34.72	42	15
CA	29.72	33.71	35.86	35.47	37.55	38.57	104	20
CO	26.25	26.81	30.75	30.23	33.46	34.57	31	10
FL	23.72	25.61	26.16	26.34	27.11	29.31	249	19
GA	25.32	26.44	27.59	28.00	29.32	30.70	54	27
IA	25.50	25.81	27.14	26.99	28.12	28.50	20	10
ID	30.01	30.63	31.58	32.01	33.99	34.58	18	6
IL	25.95	26.64	27.50	28.10	29.33	30.23	72	19
IN	22.07	24.91	26.03	26.32	28.18	29.44	65	16
KS	24.04	26.15	27.60	26.90	29.12	29.50	10	6
LA	25.70	26.59	28.36	28.49	29.54	31.80	12	9
MA	32.08	32.48	33.78	34.57	36.72	37.68	27	12
MD	26.26	28.08	31.53	30.58	32.23	33.37	42	7
ME	27.53	27.61	28.01	28.96	30.52	30.88	15	5
MI	25.39	26.41	27.66	27.92	28.94	30.22	93	22
MN	25.02	26.11	27.35	27.87	30.00	30.89	19	7
MO	20.93	24.63	28.18	27.14	29.85	31.03	50	20
MS	23.88	24.47	26.16	26.41	27.98	29.48	9	7
NC	24.08	24.92	26.05	25.87	26.93	28.18	132	15
NH	28.23	29.86	31.32	31.13	32.91	33.10	18	8
NJ	28.42	29.02	32.01	31.13	32.54	33.67	32	12
NM	29.17	29.32	30.06	30.38	31.59	31.93	12	6
OH	23.99	25.13	25.93	26.56	27.69	29.97	87	27
OK	24.86	25.09	27.10	26.72	27.85	28.39	9	5
PA	24.81	26.45	27.26	27.60	28.70	31.01	89	26
SC	25.49	26.52	28.07	28.14	29.93	31.05	25	16
TN	23.42	24.42	25.09	25.74	27.17	28.39	31	16
TX	26.19	28.00	29.36	29.56	31.84	32.65	90	28
UT	22.97	25.17	27.16	28.40	32.52	34.13	7	7

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.
260 Registered Nurse (RN)								
Atlanta-Sandy Springs-Marietta, GA	32.98	33.19	35.20	34.96	36.21	36.96	115	14
Austin-Round Rock, TX	31.97	32.56	34.08	34.00	35.11	35.85	88	6
Birmingham-Hoover, AL	27.52	28.92	31.12	30.19	31.97	32.09	58	7
Boston-Cambridge-Quincy, MA-NH	33.48	34.00	35.00	35.81	38.40	39.14	90	13
Chicago-Naperville-Joliet, IL-IN-WI	31.56	32.11	33.99	34.11	35.27	37.64	217	14
Cincinnati-Middletown, OH-KY-IN	31.47	32.45	32.66	32.47	32.71	33.38	51	5
Dallas-Fort Worth-Arlington, TX	33.88	34.52	35.24	35.56	36.57	37.21	207	11
Dayton, OH	29.36	30.63	32.41	31.82	33.01	33.90	72	7
Houston-Sugar Land-Baytown, TX	35.39	35.79	37.25	36.56	37.35	37.39	52	5
Indianapolis-Carmel, IN	30.92	32.80	33.49	34.03	35.46	38.47	98	8
Kansas City, MO-KS	32.36	32.46	33.35	33.12	33.65	33.77	47	5
Los Angeles-Long Beach-Santa Ana, CA	41.65	41.74	42.50	43.80	45.66	47.36	149	9
Miami-Fort Lauderdale-Miami Beach, FL	27.73	28.45	28.95	29.01	29.74	30.33	510	5
Minneapolis-St. Paul-Bloomington, MN-WI	34.16	34.33	34.74	36.21	37.65	38.99	31	5
New York-Northern New Jersey-Long Island, NY-NJ	38.51	39.93	40.87	40.53	41.55	42.61	78	7
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	34.59	35.43	36.22	36.56	38.41	39.34	213	15
Phoenix-Mesa-Scottsdale, AZ	35.06	36.11	36.73	36.89	37.66	38.81	49	5
Pittsburgh, PA	30.14	30.50	32.06	32.00	33.03	33.67	81	8
San Antonio, TX	32.37	32.68	33.03	33.72	34.50	35.63	81	6
St. Louis, MO-IL	29.37	29.97	32.19	32.01	33.49	34.94	99	10
Washington-Arlington-Alexandria, DC-VA-MD-WV	35.13	36.25	37.72	38.11	40.02	41.44	85	7

265 Practical Nurse (LPN/LVN)

Atlanta-Sandy Springs-Marietta, GA	23.07	23.41	24.00	24.27	25.72	26.01	30	9
Boston-Cambridge-Quincy, MA-NH	26.95	27.85	30.45	29.65	31.32	31.57	11	9
Chicago-Naperville-Joliet, IL-IN-WI	23.43	24.54	24.99	24.90	25.79	26.01	51	10
Cincinnati-Middletown, OH-KY-IN	23.09	23.33	23.52	23.92	24.92	24.96	33	5
Dallas-Fort Worth-Arlington, TX	23.60	23.86	24.45	24.76	25.75	26.24	73	6
Dayton, OH	20.20	21.28	22.37	22.25	23.60	24.30	34	6
Los Angeles-Long Beach-Santa Ana, CA	25.18	25.78	26.60	26.48	27.24	27.65	133	7
Miami-Fort Lauderdale-Miami Beach, FL	19.82	20.20	20.39	21.59	22.74	23.97	410	5
New York-Northern New Jersey-Long Island, NY-NJ	25.88	26.73	27.73	27.89	29.53	29.80	22	7
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	25.45	25.81	27.50	26.76	27.73	27.79	43	7
Pittsburgh, PA	21.29	22.05	23.00	22.79	23.70	24.32	17	8
Washington-Arlington-Alexandria, DC-VA-MD-WV	23.58	23.70	27.13	25.83	27.39	27.43	25	5

270 Nurse Practitioner

Chicago-Naperville-Joliet, IL-IN-WI	45.92	46.63	49.52	50.72	52.80	54.21	17	9
Los Angeles-Long Beach-Santa Ana, CA	55.73	58.04	62.43	63.04	68.00	70.67	11	5
Miami-Fort Lauderdale-Miami Beach, FL	44.00	45.82	47.28	47.34	49.38	50.88	19	6
Minneapolis-St. Paul-Bloomington, MN-WI	41.64	46.96	51.64	49.32	55.00	55.85	6	5
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	48.02	48.31	50.96	51.94	56.00	56.35	7	5

Data reported are hourly 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	8.3	4.0	10.6	12.4	29.7	6.3	10.0	6.3	43.3	76	13.5
No	91.7	96.0	89.4	87.6	70.3	93.8	90.0	93.8	56.7	485	86.5
Total # of Agencies	36	50	104	105	74	48	50	64	30	561	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	6.7
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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	100.0	65.8	53.8	40.3	92.0	41.7	44.8	34.6	61.1	186	56.0
B. 1 ½ x base pay		2.6	12.5	3.0	4.0	12.5	41.4	53.8		43	13.0
C. 2 x base pay			1.3	4.5					5.6	5	1.5
D. 2 ½ x base pay											
E. 3 x base pay											
F. Equal time off		31.6	32.5	52.2	4.0	45.8	13.8	11.5	33.3	98	29.5
Total	25	38	80	67	25	24	29	26	18	332	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	6.7
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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	78.3	21.1	42.1	5.7	79.2	9.1	36.8	7.1	11.1	93	30.6
B. 1 ½ x base pay	13.0	44.7	21.1	20.0		13.6	15.8	42.9	27.8	67	22.0
C. 2 x base pay	8.7	34.2	35.5	72.9	16.7	77.3	47.4	50.0	61.1	141	46.4
D. 2 ½ x base pay											
E. 3 x base pay			1.3							1	0.3
F. Equal time off				1.4	4.2					2	0.7
Total	23	38	76	70	24	22	19	14	18	304	100