

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

**Extracted from the
2019-2020
42nd Annual Edition**

Introduction

The 42nd **Nursing Home Salary & Benefits Report** is based on responses from 1,611 long-term care facilities throughout the United States. The effective date of data is March 1, 2019. All data rates reflect base pay only, and do not include bonus or benefits. The Report consists of two major groupings: Salary data (Sections I - IV) and Hourly data (Sections V - VII).

Salary Data (Jobs 1 – 255)

Section I: Reports salary data by region, bed-size, and profit type. Reports data for all jobs (1 – 255). The categories are: Not-for-profit or For-profit; Up to 109 beds, 110 beds and over, and all combined.

Section II: Reports salary data by region and gross revenue size. Jobs were included that had sufficient data to report, so not all the salary jobs are represented. The categories are:

Up to \$7,499,999
\$7,500,000 - \$9,999,999
\$10,000,000 - \$12,499,999
\$12,500,000 - \$17,499,999
\$17,500,000+

Section III: Reports salary data by state. Only states and jobs that had sufficient data to report are represented.

Section IV: Reports salary data by Core-based Statistical Area (CBSA).

Hourly Data (Jobs 501 – 760)

Section V: Reports hourly data by region, bed-size, and profit type. Reports data for all jobs (501 – 760). The categories are: Not-for-profit or For-profit; Up to 109 beds, 110 beds and over, and all combined.

Section VI: Reports hourly data by state. Only states and jobs that had sufficient data to report are represented.

Section VII: Reports hourly data by Core-based Statistical Area (CBSA).

Section VIII: Reports salary/pay ranges for all jobs. **Note:** The other Sections report on the actual salary or hourly rates paid. *This section reports formal salary range data, not the actual salary/hourly rates paid.*

Section IX: Reports national bonus data for jobs 1 – 225. Only those that reported salary and bonus data are included. The average salary, average bonus, and percent of bonus to salary are reported.

Section X: Reports on fringe benefits by region.

Control Type

Of the 1,611 participants, 612, or 37.99%, indicated that they are not-for-profit. 53.43% of the not-for-profit respondents reported they are religiously affiliated. 999, or 62.01% of the facilities, indicated that they are for-profit.

	%		%
For-profit	62.01	Not-for-profit	37.99

Type of Facility

Participants indicated facility type. While not all facilities responded to the question, many included more than one response.

	%		%		%
CCRC/Life Plan Community	21.56	Long-term Care	75.69	Extended Care	10.09
Assisted Living/Personal Care	41.28	Independent Living	35.32	Greenhouse Model	2.75
Nursing Home	82.57	Skilled Nursing	85.32	Household Model	7.80

Services Offered

	%		%
Adult Day Services	21.56	Pharmacy	57.80
Behavioral Health	22.94	Physical Therapy	94.04
CNAs	92.66	Physician Care	61.47
Dementia Care	72.02	Private Duty	13.76
Dental	40.37	Respiratory	47.71
Dining/Dietary Services	88.53	Respite Services	34.40
Home Care/Hospice	48.62	Social Services	90.83
Medicare Certified	80.73	Speech Pathology	79.36
Nursing (RN, LPN)	94.50	Transportation	68.81
Occupational Therapy	86.70	Volunteer	61.93
Pastoral Care	56.42		

Shift Differentials

Average additional pay for working weekends, 2nd or evening shift, and 3rd or night shift. Weekend rates reflect additional pay for weekend day shift.

	Weekend	2 nd Shift	3 rd Shift
501 Staff Nurse	1.80	1.68	2.01
505 Charge Staff Nurse (RN)	1.95	1.75	1.99
510 Practical Nurse (LPN)	1.62	1.50	1.76
515 Charge Nurse (LPN)	1.55	1.53	1.77
535 Certified Nurse Aide	1.32	1.16	1.30
540 Non-Certified Nurse Aide	1.13	1.06	1.14
550 Certified Medication Tech.	1.53	1.22	1.54
625 PT Asst. (LPTA)	1.53	1.57	1.90
630 PT Aide	1.15	1.07	1.37
645 Activity Aide	1.11	1.04	1.30

090 Director of Nurses

Bed-Size Data

For-Profit

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	95,029	100,006	102,874	49	105,046	110,000	120,067	62	100,000	104,998	112,216	111
2	90,000	101,000	110,011	18	100,122	110,539	120,000	59	98,592	109,512	119,995	77
3	84,989	90,000	96,500	163	91,820	100,000	109,414	279	87,662	95,000	105,000	442
4	84,291	90,000	96,464	69	89,980	95,000	105,000	42	86,945	93,161	102,875	111
5	78,000	82,500	89,440	49	84,653	90,903	97,500	53	80,005	86,351	94,580	102
6	--	--	--	--	76,250	85,000	91,500	6	76,250	84,300	91,500	10
7	84,250	90,000	95,000	30	90,001	97,750	109,500	73	87,005	95,000	105,000	103
8	82,236	89,004	95,000	56	95,002	105,001	112,736	49	86,250	95,001	107,900	105
9	110,825	123,100	136,250	22	119,590	130,046	149,443	18	113,050	125,000	140,003	40
Nat'l	84,989	90,197	100,000	460	91,885	100,887	111,089	641	87,667	97,000	108,202	1,101

Not-For-Profit

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	93,452	114,400	120,646	7	97,003	110,000	122,700	16	95,502	112,200	122,850	23
2	90,000	98,754	109,242	23	91,800	96,710	107,099	100	91,580	96,855	108,706	123
3	91,515	99,493	104,213	24	97,245	105,680	115,229	73	96,548	103,932	113,163	97
4	82,000	86,492	93,840	57	94,613	98,840	114,683	57	85,540	94,031	103,959	114
5	--	--	--	--	--	--	--	--	--	--	--	--
6	79,919	85,317	93,335	54	87,000	94,806	97,947	26	80,080	87,672	95,000	80
7	79,648	85,592	94,525	14	95,763	99,868	107,869	12	84,677	95,388	105,190	26
8	83,756	88,016	92,050	15	92,092	93,684	99,499	6	84,818	90,688	96,206	21
9	94,671	96,720	99,902	10	118,005	125,000	138,170	15	98,686	118,000	130,000	25
Nat'l	83,148	88,361	97,525	204	93,649	100,637	113,508	306	87,924	96,408	107,154	510

Combined

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	95,022	100,209	103,527	56	105,000	110,000	120,395	78	99,985	105,000	114,856	134
2	90,000	99,432	109,819	41	93,500	102,500	115,003	159	92,070	101,546	115,000	200
3	85,000	90,000	97,985	187	93,251	100,342	110,000	352	89,466	96,924	107,100	539
4	82,677	86,847	94,137	126	93,372	98,820	107,714	99	85,894	93,845	103,877	225
5	78,000	82,500	89,440	49	84,670	90,453	97,475	54	80,009	86,700	94,560	103
6	79,919	85,317	93,335	58	82,358	90,000	97,947	32	80,009	87,672	94,930	90
7	81,788	90,000	95,000	44	90,002	98,000	108,885	85	85,955	95,000	105,000	129
8	82,871	88,016	95,000	71	94,994	105,000	112,424	55	86,000	94,994	105,002	126
9	98,019	115,000	125,008	32	118,000	130,000	148,884	33	105,875	120,754	138,750	65
Nat'l	84,078	90,002	99,985	664	92,107	100,855	112,000	947	87,813	96,720	108,000	1,611

A "--" indicates insufficient data for analysis

Data reported are salary rates



Revenue \$0 - \$7,499,999

Revenue \$7,500,000 - \$9,999,999

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	36,920	40,663	40,710	44,400	19	19	1	38,754	42,016	43,186	46,940	31	30
2	34,119	45,280	49,306	56,236	8	8	2	38,415	41,996	47,894	53,073	8	8
3	30,143	33,705	35,875	37,440	77	74	3	33,696	40,383	40,896	47,133	55	53
4	35,329	40,634	44,781	47,907	23	22	4	35,777	38,106	38,703	39,520	13	13
5	27,040	29,120	30,983	31,824	21	21	5	29,702	33,114	33,064	33,779	21	21
6	45,682	51,605	50,738	57,728	31	28	6	37,690	46,753	46,995	56,852	9	8
7	36,774	40,040	40,372	45,760	19	17	7	37,440	39,500	41,094	47,320	14	14
8	34,107	40,233	43,893	51,595	29	28	8	32,890	35,360	38,460	42,120	16	14
9	37,186	47,320	46,194	52,357	10	10	9	36,400	41,415	43,293	45,350	15	14
National	31,668	37,213	40,777	47,736	237	227	National	33,520	39,520	40,797	46,013	182	175

Revenue \$10,000,000 - \$12,499,999

Revenue \$12,500,000 - \$17,499,999

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	41,808	50,160	49,916	55,517	27	26	1	40,433	48,583	47,898	55,035	30	22
2	41,266	47,751	46,060	52,000	17	17	2	41,006	49,830	49,854	58,240	29	25
3	36,057	38,719	40,659	44,699	84	81	3	36,067	41,824	42,933	47,736	68	65
4	39,283	42,343	43,022	46,082	39	6	4	--	--	--	--	--	--
5	28,642	31,200	39,751	52,749	10	9	5	31,933	32,963	34,500	40,035	9	9
6	50,648	50,898	54,220	53,716	6	5	6	--	--	--	--	--	--
7	--	--	--	--	--	--	7	--	--	--	--	--	--
8	33,800	36,692	40,808	47,908	18	10	8	34,984	39,063	38,584	42,900	12	12
9	38,996	41,018	44,175	48,600	8	8	9	41,600	45,760	54,304	46,800	5	5
National	36,428	41,266	43,212	50,192	212	165	National	37,440	42,734	45,083	50,401	161	145

Revenue \$17,500,000+

All Revenues Combined

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	48,745	52,256	52,043	53,537	9	7	1	39,576	45,236	46,322	51,551	120	108
2	46,410	51,000	56,302	63,391	38	36	2	42,224	48,143	50,757	57,715	122	115
3	47,713	57,895	56,507	63,938	23	23	3	33,742	38,767	41,206	46,533	309	298
4	48,960	53,352	56,429	60,636	8	7	4	36,753	42,775	45,090	49,599	89	54
5	--	--	--	--	--	--	5	28,626	31,679	33,554	35,445	61	60
6	59,686	63,034	61,991	67,163	7	6	6	45,552	51,875	52,276	61,828	58	51
7	--	--	--	--	--	--	7	37,003	40,175	41,860	46,446	40	38
8	--	--	--	--	--	--	8	33,280	37,440	41,380	48,157	78	67
9	--	--	--	--	--	--	9	38,996	41,601	46,973	52,239	41	40
National	47,181	54,995	56,758	63,667	91	85	National	35,360	41,600	43,894	50,648	918	831

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Data reported are salary rates



State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
150 Scheduling Coordinator								
FL	28,350	31,099	33,680	34,614	37,628	40,979	103	95
GA	27,240	30,160	32,310	35,867	39,000	45,219	15	15
ID	30,732	31,512	33,280	33,301	35,360	35,880	5	5
IL	29,736	32,912	35,700	37,692	42,112	49,528	12	12
IN	30,326	32,550	33,140	34,238	35,690	40,374	20	8
KY	30,476	30,906	35,360	34,783	36,577	39,106	7	7
MA	34,562	39,399	41,859	43,431	47,854	51,357	32	32
MD	36,416	38,724	42,285	43,251	47,327	50,704	51	46
ME	33,561	33,904	37,024	35,930	37,440	38,116	11	9
MI	31,174	32,888	35,100	35,312	37,012	41,059	52	29
MN	33,281	37,596	41,770	40,032	43,228	44,260	13	8
NC	25,373	28,403	31,200	32,299	36,608	38,845	30	29
NH	34,008	34,847	37,960	37,826	41,142	41,600	29	27
NJ	37,024	39,937	43,105	43,943	47,812	50,251	41	38
NM	31,133	33,363	36,501	37,988	40,214	46,176	18	18
NY	29,519	32,834	36,594	39,074	41,677	53,040	56	36
OH	26,924	29,266	32,074	33,498	36,250	41,337	37	23
PA	29,120	31,636	35,360	37,368	41,600	47,050	76	71
RI	35,230	36,540	37,960	39,175	42,058	43,524	11	11
SC	29,157	30,208	32,951	33,801	36,046	39,805	20	17
TX	31,081	32,500	34,685	39,505	48,065	52,000	10	10
VA	27,300	29,250	31,720	33,346	36,500	41,301	57	55
VT	32,507	33,638	35,898	35,406	37,440	37,752	9	9
WA	34,458	34,914	37,531	37,810	39,520	41,920	15	14
WI	37,440	37,970	40,633	44,614	46,494	59,754	9	8
WV	30,194	32,189	36,687	36,629	40,591	43,003	37	36
National	29,250	32,537	37,000	38,023	41,995	48,117	929	815

155 MDS Coordinator

AL	50,419	53,673	56,004	57,736	61,069	66,414	71	40
AR	47,491	49,556	52,000	52,680	56,680	57,543	8	7
AZ	64,035	65,603	67,174	70,807	77,636	81,403	7	6
CA	61,104	80,210	89,632	85,988	96,980	103,168	49	32
CO	61,762	64,203	67,884	68,711	72,254	77,904	15	12
CT	55,528	77,697	82,992	77,573	85,051	88,239	29	9
FL	54,591	58,312	62,476	63,678	69,445	73,205	275	140

Data reported are salary rates

535 Certified Nurse Aide

Bed-Size Data

For-Profit

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	14.03	14.46	15.30	1,143	15.02	15.69	16.21	2,571	14.36	15.14	15.91	3,714
2	13.93	14.52	15.46	552	14.19	14.55	14.98	2,216	14.13	14.55	15.02	2,768
3	11.50	12.33	13.32	4,426	12.21	13.01	13.91	11,403	11.98	12.75	13.69	15,829
4	12.48	12.99	14.30	1,704	13.66	14.00	14.44	1,133	12.77	13.99	14.35	2,837
5	10.74	11.25	11.84	1,292	10.75	11.31	12.25	2,501	10.73	11.28	11.99	3,793
6	12.15	13.02	13.99	197	11.11	11.76	12.68	167	11.30	12.33	13.40	364
7	10.81	11.22	11.65	517	11.48	12.12	12.83	2,066	11.14	11.80	12.50	2,583
8	12.24	13.49	14.13	943	12.39	13.65	14.82	1,530	12.36	13.51	14.54	2,473
9	14.29	14.75	15.46	698	14.59	14.95	15.60	888	14.31	14.92	15.54	1,586
Nat'l	11.59	12.86	14.20	11,472	12.17	13.35	14.51	24,475	11.96	13.18	14.39	35,947

Not-For-Profit

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	14.78	15.06	15.91	200	14.58	16.05	16.83	783	14.56	15.71	16.47	983
2	13.72	14.53	15.21	814	14.02	14.64	15.22	6,347	14.01	14.64	15.22	7,161
3	12.56	13.34	14.37	813	12.41	13.31	14.54	4,558	12.44	13.32	14.50	5,371
4	12.20	12.94	14.18	1,738	13.05	13.93	14.60	2,549	12.64	13.49	14.51	4,287
5	--	--	--	--	--	--	--	--	--	--	--	--
6	12.59	13.52	14.68	3,303	13.17	13.98	14.70	1,188	12.64	13.67	14.71	4,491
7	11.13	12.31	12.90	495	9.78	10.39	10.50	573	9.98	10.70	12.32	1,068
8	11.86	13.00	14.13	502	12.99	14.04	14.96	269	11.99	13.22	14.65	771
9	14.36	15.44	16.34	361	15.33	16.10	17.94	1,052	14.88	15.97	16.94	1,413
Nat'l	12.41	13.49	14.62	8,264	13.16	14.18	15.21	17,337	12.77	13.94	14.96	25,601

Combined

	Up to 109 Beds				110 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	14.11	14.52	15.46	1,343	14.82	15.69	16.34	3,354	14.37	15.21	15.97	4,697
2	13.80	14.52	15.29	1,366	14.12	14.60	15.20	8,563	14.04	14.59	15.20	9,929
3	11.61	12.43	13.46	5,239	12.26	13.13	14.03	15,961	12.02	12.87	13.87	21,200
4	12.24	12.95	14.23	3,442	13.13	14.00	14.57	3,682	12.66	13.57	14.43	7,124
5	10.76	11.28	11.85	1,330	10.78	11.34	12.40	2,519	10.74	11.30	12.09	3,849
6	12.57	13.50	14.65	3,500	12.75	13.62	14.46	1,355	12.59	13.52	14.62	4,855
7	10.83	11.37	12.28	1,012	10.87	12.00	12.56	2,639	10.83	11.69	12.48	3,651
8	12.06	13.45	14.13	1,445	12.45	13.65	14.84	1,799	12.26	13.46	14.54	3,244
9	14.30	14.87	15.65	1,059	14.87	15.53	16.66	1,940	14.45	15.19	16.17	2,999
Nat'l	11.94	13.10	14.39	19,736	12.42	13.70	14.76	41,812	12.20	13.46	14.58	61,548

A "--" indicates insufficient data for analysis

Data reported are hourly rates



State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
550 Certified Medication Technician								
ND	16.38	16.89	18.23	17.66	18.75	18.84	57	10
NE	12.40	12.70	13.49	13.43	13.83	14.54	164	20
NH	15.83	16.03	16.47	16.68	17.42	17.64	80	18
NM	13.87	14.60	15.36	15.20	15.85	16.00	97	22
RI	16.77	17.19	17.94	17.94	18.70	19.29	43	9
SD	13.12	13.78	14.08	14.11	14.60	15.01	126	16
TX	11.79	12.87	13.67	13.64	14.62	15.15	385	78
WI	16.11	16.26	17.05	17.07	18.00	18.77	67	10
National	12.69	13.69	14.96	15.10	16.50	17.83	2,136	365
560 Registered Clinical Dietitian								
CA	33.43	34.34	36.00	36.21	38.30	39.40	14	7
FL	29.36	30.69	32.21	32.40	34.97	35.84	29	28
IL	29.02	31.66	33.39	32.70	34.55	35.67	8	7
MD	29.90	30.82	36.75	36.02	41.68	43.59	12	9
MI	24.29	25.00	27.78	28.08	29.92	30.64	27	17
MN	23.25	24.38	27.40	27.88	30.93	33.26	21	15
NJ	29.41	30.72	32.69	33.24	35.33	36.72	10	8
NV	27.69	29.42	33.65	33.23	36.10	39.62	7	7
NY	25.93	27.57	30.69	31.95	35.00	40.18	59	29
OH	24.98	26.82	28.74	28.66	30.37	31.81	29	16
PA	24.91	25.87	32.01	30.23	33.63	35.21	18	9
SC	26.83	27.29	29.27	29.85	32.18	33.34	9	6
TX	31.38	32.64	34.51	35.27	38.41	40.00	6	6
VA	30.96	32.27	34.52	34.26	36.50	37.12	12	9
WA	28.85	30.77	31.23	31.65	33.65	34.67	5	5
WI	24.05	25.61	28.42	29.49	32.39	36.78	8	8
National	25.00	27.76	30.87	31.50	34.75	38.82	329	226
565 Dining Room Supervisor								
FL	15.58	16.55	17.39	17.32	17.96	18.52	41	13
IA	12.11	12.22	15.00	14.76	17.17	17.29	5	5
MD	16.20	18.05	18.37	18.89	20.17	20.69	26	11
MN	16.22	16.72	17.93	19.20	21.38	22.14	13	9
NE	13.27	14.59	16.28	15.61	16.86	17.37	7	6
NY	15.20	17.14	18.63	20.56	22.70	26.48	20	8
OH	15.13	15.41	16.13	16.86	18.26	19.24	10	6

Data reported are hourly rates

CBSA Data

CBSA	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incs.	No. of Fac.
645 Activity Aide								
Orlando-Kissimmee, FL	10.05	10.95	12.27	12.03	13.08	13.34	40	12
Parkersburg-Marietta-Vienna, WV-OH	9.38	9.67	11.30	12.74	15.27	16.82	9	5
Pensacola-Ferry Pass-Brent, FL	12.23	14.83	15.61	14.51	15.86	16.25	13	5
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	10.03	11.41	12.99	13.12	13.90	16.03	103	40
Phoenix-Mesa-Scottsdale, AZ	11.00	11.27	12.23	12.16	12.68	13.15	17	6
Pittsburgh, PA	10.86	12.56	14.12	13.90	15.26	16.63	75	16
Providence-New Bedford-Fall River, RI-MA	11.88	12.48	13.27	13.75	14.82	16.55	52	16
Reading, PA	11.36	11.90	14.06	13.49	14.67	14.98	19	6
Rochester, NY	11.14	11.56	12.13	13.80	15.02	18.28	37	8
Sarasota-Bradenton-Venice, FL	11.41	12.00	16.95	15.37	18.26	19.10	21	9
Scranton--Wilkes-Barre, PA	9.69	10.60	11.54	12.43	12.90	15.00	27	8
Seattle-Tacoma-Bellevue, WA	13.90	14.33	15.50	16.01	16.87	18.50	23	8
Sioux Falls, SD	9.99	10.21	10.96	11.05	11.53	12.20	32	7
Springfield, MA	12.00	12.12	12.45	13.17	13.59	15.18	13	7
Tampa-St. Petersburg-Clearwater, FL	9.15	10.67	13.07	13.52	16.55	18.54	33	12
Toledo, OH	9.61	9.72	11.85	12.56	15.30	16.07	16	8
Washington-Arlington-Alexandria, DC-VA-MD-WV	12.47	13.46	15.09	15.63	18.25	19.34	70	27
650 Medical Social Worker (MSW)								
Baltimore-Towson, MD	22.08	23.56	30.48	29.12	34.11	34.71	7	7
Dallas-Fort Worth-Arlington, TX	27.13	28.39	30.59	30.52	31.81	33.62	6	6
Jacksonville, FL	23.50	26.00	26.93	26.32	28.84	28.84	5	5
Miami-Fort Lauderdale-Miami Beach, FL	23.81	25.51	27.37	27.70	29.60	32.55	8	8
Minneapolis-St. Paul-Bloomington, MN-WI	23.60	24.10	24.64	24.59	24.90	25.48	9	6
New York-Northern New Jersey-Long Island, NY-NJ	23.81	25.00	29.15	28.98	33.48	34.22	62	21
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	22.98	24.39	25.13	27.36	29.36	31.73	12	8
Tampa-St. Petersburg-Clearwater, FL	21.42	21.74	23.98	23.84	25.52	26.00	12	10
Washington-Arlington-Alexandria, DC-VA-MD-WV	29.17	33.17	33.65	33.78	35.33	38.46	5	5
655 Social Worker (BS)								
Albuquerque, NM	13.32	15.41	17.00	17.71	19.50	21.40	12	11
Atlanta-Sandy Springs-Marietta, GA	17.65	20.55	23.00	23.03	26.61	27.91	15	12
Baltimore-Towson, MD	17.45	21.15	23.00	23.03	26.38	27.26	33	22
Boston-Cambridge-Quincy, MA-NH	19.72	21.91	26.36	27.46	31.50	36.03	16	14
Buffalo-Niagara Falls, NY	18.81	19.00	19.81	20.52	21.19	22.21	20	9
Charleston, WV	19.36	19.48	19.76	21.51	23.07	24.54	6	5
Chicago-Naperville-Joliet, IL-IN-WI	16.94	19.38	19.83	19.83	20.00	22.73	13	5
Dallas-Fort Worth-Arlington, TX	22.82	23.77	26.00	26.08	28.12	29.23	8	8
Deltona-Daytona Beach-Ormond Beach, FL	12.75	13.29	14.77	16.04	17.42	20.15	6	6
Greenville, SC	14.50	15.85	16.97	16.75	18.03	19.11	10	8
Hartford-West Hartford-East Hartford, CT	24.36	27.33	28.44	27.08	28.58	28.99	8	6
Los Angeles-Long Beach-Santa Ana, CA	16.20	17.47	19.62	19.97	22.98	24.38	20	12

Data reported are hourly rates

III. Paid Holidays

Management

1. Are holidays included in PTO?

	Regional Percents									All Regions	
	1	2	3	4	5	6	7	8	9	# of Facilities	% of Total
Yes	8.3	8.3	20.3	33.3	11.5	34.1	48.2	31.6	11.9	294	21.9
No	91.7	91.7	79.7	66.7	88.5	65.9	51.8	68.4	88.1	1,051	78.1
Total	121	181	522	150	61	41	112	98	59	1,345	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.

Number of Holidays	Regional Data									National Average	
	1	2	3	4	5	6	7	8	9		
Average # of Days	8.8	7.7	6.9	6.6	7.1	6.9	6.4	7.0	6.8	National	7.1

3. What is the rate of pay for **Holidays** worked?

Holiday Rate of Pay	Regional Percents									All Regions	
	1	2	3	4	5	6	7	8	9	# of Facilities	% of Total
A. No additional pay	37.5	20.5	46.6	34.6	36.4	9.6	81.2	33.3	11.5	349	36.1
B. 1 ½ x base pay	18.8	13.4	35.5	6.3	10.6	3.8			7.7	166	17.2
C. 2 x base pay		41.1	14.2	42.5		5.7	2.9	14.3	50.0	180	18.6
D. 2 ½ x base pay				0.8		80.9				128	13.2
E. Equal time off	43.8	25.0	3.7	15.7	53.0		15.9	52.4	30.8	144	14.9
Total	16	112	352	127	66	157	69	42	26	967	100

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

Clinical

Number of Holidays	Regional Data									National Average	
	1	2	3	4	5	6	7	8	9		
Average # of Days	8.8	7.7	6.8	6.6	7.2	6.6	6.1	6.7	6.8	National	7.1