

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

**Extracted from the
2021-2022
Annual Edition**

Home Care Salary & Benefits Report 2021 - 2022

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PO Box 376, Oakland, New Jersey 07436
(201) 405-0075 Fax (201) 405-2110

www.hhcsinc.com

Introduction

The 31st annual **Home Care Salary & Benefits Report** is based on responses from 1,011 home health agencies. The effective date of data is July 2021. The following provides information on the methodology and contents of the **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

Report Structure: The **Report** consists of three major groupings: Salary data (Sections I - VII), Hourly data (Sections VIII – XII, and Visit data (Sections XIII – XVI). Fringe benefits data are in Section XVII.

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.

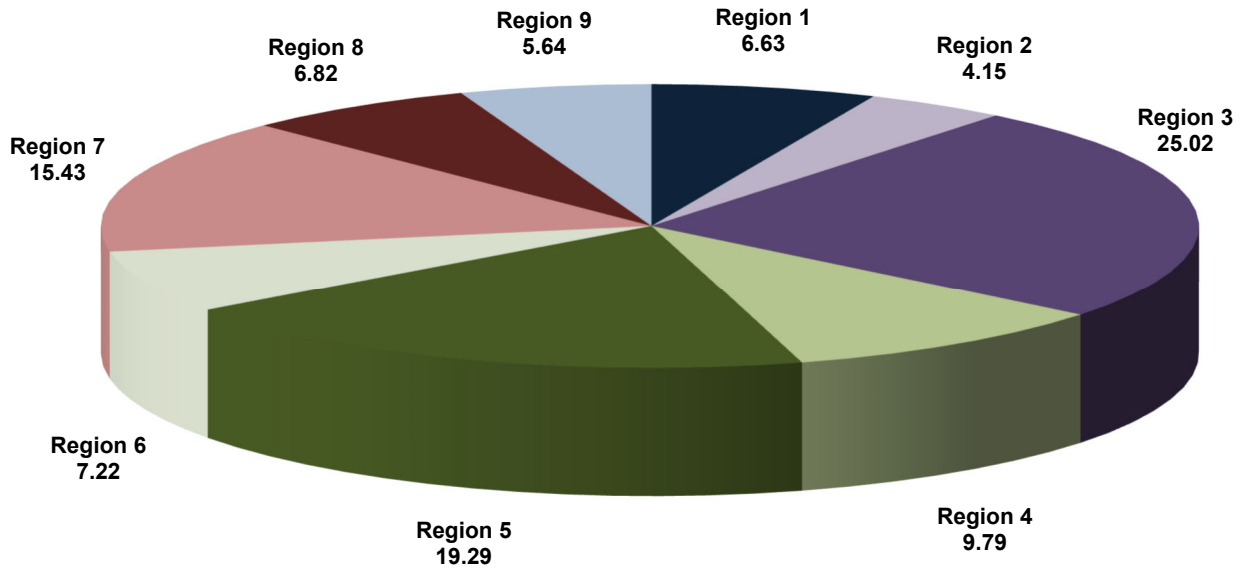
Section XV - Visit rates reported by state and nationally.

Section XVI - Visit rates reported according to CBSA.

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

Regional Participation

Information in the 2021-2022 **Home Care Salary & Benefits Report** is based on responses to survey questionnaires sent to 6,000+ home care agencies throughout the United States. There were 1,011 responses to the survey, resulting in a response rate of 16.85%. The graph below shows agency participation by region.



	Geographical Area	% Responding	# of Respondents
Region 1	New England	6.63	67
Region 2	Middle Atlantic	4.15	42
Region 3	South Atlantic	25.02	253
Region 4	East N. Central	9.79	99
Region 5	East S. Central	19.29	195
Region 6	West N. Central	7.22	73
Region 7	West S. Central	15.43	156
Region 8	Mountain	6.82	69
Region 9	Pacific	5.64	57
National	All Regions	100	1,011

Types of Agencies Reported

The following is a breakout of agency types reported:

Hospital-Based	Not-for-Profit	For-Profit
4.85	17.61	77.55

Services Provided

	%		%
Adult Day Services	7.98	Occupational Therapy	79.79
Art Therapy	3.72	Pastoral Care	45.74
Behavioral Health	20.21	Pediatric Home Care	34.04
HME/DME	15.96	Pediatric Hospice	13.30
Home Care Aide	81.38	Pharmacy	21.81
Hospice Program	47.34	Physical Therapy	79.26
Infusion Services	42.55	Physician Care	14.89
Massage Therapy	17.55	Private Duty	28.19
Medicaid	63.83	Respiratory Therapy	21.81
Medicare	99.21	Social Services	75.00
Music Therapy	18.62	Speech Pathology	77.66
Nursing (RN, LPN)	91.49	Volunteer	44.15

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	19,893	2,774,733
\$5,000,000-\$9,999,999	39,364	6,757,489
\$10,000,000+	133,676	33,111,760

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
060 Director of Clinical Services								
1	100,000	110,000	120,158	124,148	137,475	149,344	48	40
2	89,995	96,096	106,986	116,116	123,291	158,601	31	29
3	81,751	87,275	95,000	96,892	104,994	112,356	173	142
4	80,000	82,700	89,877	93,258	100,000	117,700	90	61
5	80,399	84,671	88,000	89,383	92,007	97,792	117	103
6	80,945	84,614	93,780	98,952	112,301	122,426	32	24
7	80,440	84,473	88,816	93,353	100,000	107,100	36	31
8	82,600	90,250	107,735	110,937	122,390	140,473	17	12
9	118,100	123,750	138,640	142,848	142,500	164,000	9	8
National	81,600	85,523	92,622	99,400	106,326	127,000	553	450
065 Case Manager/Team Leader								
1	74,922	80,219	93,500	96,343	101,071	103,635	161	18
2	84,776	93,634	112,310	104,257	119,037	120,364	40	8
3	75,915	80,559	85,572	85,687	91,997	96,313	295	11
4	68,400	73,007	77,199	76,750	83,778	85,771	251	10
5	--	--	--	--	--	--	--	--
6	64,939	68,016	76,725	75,693	82,081	83,627	194	9
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	98,041	103,150	105,491	106,145	109,019	116,356	94	16
National	66,146	76,808	89,637	91,000	103,208	110,898	1,082	78
070 Clinical Supervisor								
1	83,546	87,500	91,844	92,506	96,450	105,315	172	45
2	71,401	76,671	84,212	86,330	88,634	109,149	104	29
3	69,755	71,487	76,716	77,660	82,380	85,751	413	188
4	69,399	74,826	81,977	82,538	88,981	96,755	86	28
5	62,967	66,788	69,054	69,672	72,785	76,606	285	149
6	71,332	75,920	80,000	82,346	88,046	98,342	110	35
7	68,805	71,209	75,504	75,919	80,000	82,160	193	92
8	72,665	75,171	79,538	81,444	85,450	90,000	56	30
9	89,591	96,500	106,000	109,599	122,429	127,750	62	25
National	67,599	70,506	76,427	78,919	84,000	93,926	1,481	621

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 \$3,999,999								
1	97,000	105,000	114,179	119,400	135,175	141,491	7	7
2	--	--	--	--	--	--	--	--
3	80,957	82,745	91,105	93,022	100,000	105,000	69	67
4	83,133	85,512	90,135	92,398	94,679	109,866	22	22
5	80,146	82,864	87,000	87,104	90,000	95,000	65	65
6	82,125	84,550	87,000	90,315	90,000	102,767	9	9
7	80,180	84,153	85,233	89,858	97,450	105,108	19	19
8	90,000	95,000	104,550	103,121	112,500	115,528	5	5
9	--	--	--	--	--	--	--	--
National	80,496	84,532	90,000	92,961	97,481	106,078	202	200
Revenue \$4,000,000+								
1	105,167	112,000	120,315	125,155	138,000	149,229	41	33
2	91,006	97,250	109,569	118,604	124,157	159,067	28	26
3	85,230	91,229	97,465	100,256	106,641	116,400	88	73
4	88,412	91,377	105,709	106,313	121,504	127,877	28	18
5	84,899	86,958	90,088	94,221	96,920	101,444	38	36
6	87,013	95,000	99,341	108,753	121,580	130,634	19	13
7	103,550	107,100	116,921	115,804	120,000	127,500	5	5
8	--	--	--	--	--	--	--	--
9	115,250	120,000	125,000	126,556	137,280	138,640	6	5
National	86,882	91,637	101,000	108,114	118,450	136,883	262	213
Combined								
1	100,000	110,000	120,158	124,148	137,475	149,344	48	40
2	89,995	96,096	106,986	116,116	123,291	158,601	31	29
3	81,751	87,275	95,000	96,892	104,994	112,356	173	142
4	80,000	82,700	89,877	93,258	100,000	117,700	90	61
5	80,399	84,671	88,000	89,383	92,007	97,792	117	103
6	80,945	84,614	93,780	98,952	112,301	122,426	32	24
7	80,440	84,473	88,816	93,353	100,000	107,100	36	31
8	82,600	90,250	107,735	110,937	122,390	140,473	17	12
9	118,100	123,750	138,640	142,848	142,500	164,000	9	8
National	81,600	85,523	92,622	99,400	106,326	127,000	553	450

A "--" indicates insufficient data for analysis

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
080 Account Exec./Marketing Specialist								
PA	74,140	75,015	75,332	78,375	81,332	85,845	22	7
SC	63,185	66,512	69,710	69,215	72,472	76,062	61	23
TN	61,614	64,427	66,647	68,226	71,447	73,459	98	42
TX	58,150	65,700	72,500	69,355	76,509	77,477	22	7
VA	67,787	72,000	75,863	75,201	77,250	82,019	40	13
WV	65,292	69,271	73,759	72,985	77,668	79,709	23	11
National	62,437	67,000	71,487	72,643	77,188	84,617	963	374
090 Intake Coordinator								
AL	32,302	34,968	38,719	39,937	44,274	47,133	58	30
AR	34,164	36,400	39,374	45,783	49,826	60,606	9	5
AZ	34,642	36,400	39,173	47,521	46,800	64,574	10	5
CT	52,365	60,138	66,702	69,118	78,985	86,586	19	7
FL	35,102	37,440	40,511	42,149	46,607	50,128	57	18
GA	33,280	35,490	40,647	40,592	44,195	48,533	128	60
IA	53,154	66,560	70,200	66,352	72,925	77,626	60	5
IL	43,306	45,011	45,760	58,535	76,400	80,151	24	5
IN	34,193	38,191	49,920	55,708	75,521	82,282	32	11
KY	35,776	39,156	43,430	50,515	65,775	73,971	43	17
LA	36,791	37,320	37,544	37,812	38,267	39,073	11	6
MA	47,756	49,323	56,703	61,297	72,743	84,132	48	18
MD	36,774	38,526	41,403	46,188	48,082	55,453	35	10
MO	34,607	41,204	45,067	43,605	49,774	50,097	45	9
MS	32,589	33,982	35,634	35,565	37,248	39,004	14	8
NC	39,243	42,030	45,599	48,768	51,393	53,740	30	10
NJ	47,924	51,825	52,000	62,091	54,257	81,304	20	5
NY	43,224	46,238	57,548	57,182	72,014	73,351	56	9
OH	41,110	44,725	61,547	57,121	69,314	69,735	25	7
OK	34,480	37,502	40,456	43,453	49,167	53,313	9	7
PA	35,898	37,991	40,498	50,964	67,829	73,603	28	11
SC	35,654	36,095	38,827	39,104	42,744	43,613	68	21
TN	33,555	35,703	39,381	39,808	43,392	45,024	95	43
TX	39,255	49,109	51,418	49,530	54,080	54,080	54	12
VA	34,490	37,201	41,413	41,507	43,488	44,683	29	15
WI	48,588	50,960	70,000	67,400	75,000	88,194	41	9
WV	34,195	34,320	38,362	37,138	39,520	39,728	16	10

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
235 Registered Nurse (RN)								
PA	31.09	32.84	33.85	34.64	37.23	37.95	496	19
SC	30.00	31.46	33.00	34.17	34.59	38.68	37	17
TN	27.00	29.00	31.71	31.80	34.12	36.65	114	25
TX	30.01	31.37	34.18	34.38	36.47	40.00	490	91
UT	32.19	33.39	34.66	34.08	35.16	35.55	32	6
VA	31.50	31.97	33.46	33.92	35.09	38.41	155	26
WI	31.68	34.09	35.24	35.57	38.57	39.88	176	12
National	29.99	31.55	34.08	35.20	37.51	41.67	8,589	667
240 Practical Nurse (LPN/LVN)								
AL	21.79	22.32	23.62	23.44	24.38	24.75	14	11
AR	20.54	21.92	22.44	21.94	23.05	23.10	14	5
AZ	25.47	25.68	26.50	29.11	30.50	34.06	16	5
CA	25.55	26.19	28.84	30.95	34.66	37.90	68	16
CT	28.37	28.75	30.00	30.07	31.00	31.91	192	9
FL	21.30	23.54	24.79	23.98	25.10	25.64	138	12
GA	21.00	21.69	22.50	24.32	26.92	29.75	51	26
IN	22.77	23.44	23.87	24.45	24.39	26.43	86	13
MA	27.49	28.59	30.99	31.20	32.31	34.86	297	21
MD	27.56	27.75	30.00	29.32	30.00	30.75	8	5
MI	23.37	23.88	26.12	25.83	27.54	28.19	41	8
MN	22.20	22.85	24.74	24.50	25.36	26.54	275	14
NC	24.52	24.75	25.50	25.49	26.01	26.69	146	9
NE	22.50	22.75	23.65	24.50	25.44	27.07	14	6
NJ	27.70	28.40	28.50	29.05	29.67	30.67	29	5
NY	21.99	23.45	25.00	27.02	31.32	31.81	185	9
OH	22.82	23.57	24.87	24.67	25.87	26.37	66	11
OR	27.62	28.05	28.81	28.91	29.17	30.13	24	6
PA	18.62	21.09	22.65	22.61	24.80	25.51	95	11
SC	22.58	23.31	25.13	24.82	25.67	26.88	14	11
TN	18.75	19.50	21.00	21.74	23.01	25.47	25	17
TX	25.00	25.00	25.00	25.39	25.00	26.16	263	10
VA	21.59	22.90	23.87	23.68	24.89	26.46	32	10
WI	23.51	24.28	26.68	26.49	28.86	29.33	25	6
National	21.36	23.01	25.00	25.73	28.00	31.23	2,328	297

Data reported are hourly rates

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
205 Occupational Therapist								
1	56.67	60.54	65.00	67.63	71.94	75.60	72	27
2	55.15	61.09	65.03	63.72	67.87	75.28	86	18
3	62.95	66.30	69.19	69.40	72.99	76.46	273	142
4	48.83	50.25	61.80	60.49	70.00	72.00	138	43
5	62.31	67.41	70.10	69.38	73.05	76.67	170	98
6	45.47	58.34	69.39	67.71	73.83	86.87	20	12
7	62.00	69.75	70.00	72.87	79.91	85.00	37	30
8	52.00	60.50	66.68	66.17	74.65	77.27	15	10
9	70.00	71.77	73.59	76.17	77.83	81.75	22	7
National	56.04	64.42	69.69	68.27	72.94	77.52	833	387

210 Cert. Occupational Therapy Asst. (COTA)

1	35.49	39.00	45.99	44.48	49.73	52.23	22	15
2	40.25	40.78	44.11	45.89	48.24	53.33	18	10
3	41.26	44.40	46.91	47.15	50.17	54.68	142	103
4	36.58	40.00	40.00	41.85	43.10	47.84	49	26
5	42.04	44.33	48.72	48.09	50.96	53.99	99	62
6	40.87	42.00	46.69	45.10	49.00	50.44	11	9
7	42.20	44.50	49.11	46.79	50.33	52.85	16	12
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National	40.00	42.57	47.01	46.57	50.04	54.13	364	242

215 Physical Therapist

1	58.64	64.43	69.50	69.92	75.00	78.00	138	26
2	52.00	56.00	66.19	63.97	71.72	75.33	290	23
3	66.73	69.22	71.83	72.40	75.28	79.04	666	150
4	51.88	55.00	65.76	64.59	71.55	77.24	294	48
5	68.77	71.45	74.40	74.07	77.64	82.43	297	101
6	50.69	62.00	72.00	70.10	80.00	86.97	45	13
7	70.00	71.17	77.92	77.90	85.00	89.02	74	32
8	54.00	55.55	67.50	66.59	77.70	79.19	63	10
9	71.96	74.36	78.43	80.46	80.95	89.34	80	6
National	57.26	68.48	72.10	71.60	76.64	81.53	1,947	409

A "--" indicates insufficient data for analysis

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	30.2	10.5	21.0	12.7	0.7	36.9	10.4	18.8	34.5	130	17.5
No	69.8	89.5	79.0	87.3	99.3	63.1	89.6	81.3	65.5	614	82.5
Total # of Agencies	53	38	200	79	145	65	77	32	55	744	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	6.8
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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	63.6	57.1	61.0	72.7	34.1	48.2	22.9	36.0	23.5	163	46.6
B. 1 ½ x base pay	12.1	28.6	14.6	9.1		33.9	2.1	16.0	8.8	49	14.0
C. 2 x base pay	9.1	10.7	17.1	11.4	65.9	14.3	75.0	40.0	64.7	121	34.6
D. 2 ½ x base pay											
E. 3 x base pay			2.4							1	0.3
F. Equal time off	15.2	3.6	4.9	6.8		3.6		8.0	2.9	16	4.6
Total	33	28	41	44	41	56	48	25	34	350	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	6.8
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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	21.9	10.7	28.2	23.9	9.5	14.3		30.8	9.1	55	16.0
B. 1 ½ x base pay	50.0	75.0	46.2	63.0	23.8	64.3	12.2	26.9	24.2	150	43.7
C. 2 x base pay	12.5	10.7	20.5	13.0	66.7	16.1	87.8	38.5	66.7	126	36.7
D. 2 ½ x base pay						3.6				2	0.6
E. 3 x base pay			2.6							1	0.3
F. Equal time off	15.6	3.6	2.6			1.8		3.8		9	2.6
Total	32	28	39	46	42	56	41	26	33	343	100