

**Hospice  
Salary & Benefits Report  
Sample Pages**

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

# Hospice Salary & Benefits Report 2021 - 2022

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## 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](http://hhcsinc.com/job-descriptions.html)

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

### Salary Data Jobs 1 - 115

**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 201 - 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 nationally.

### Per Visit Data Jobs 210 - 290

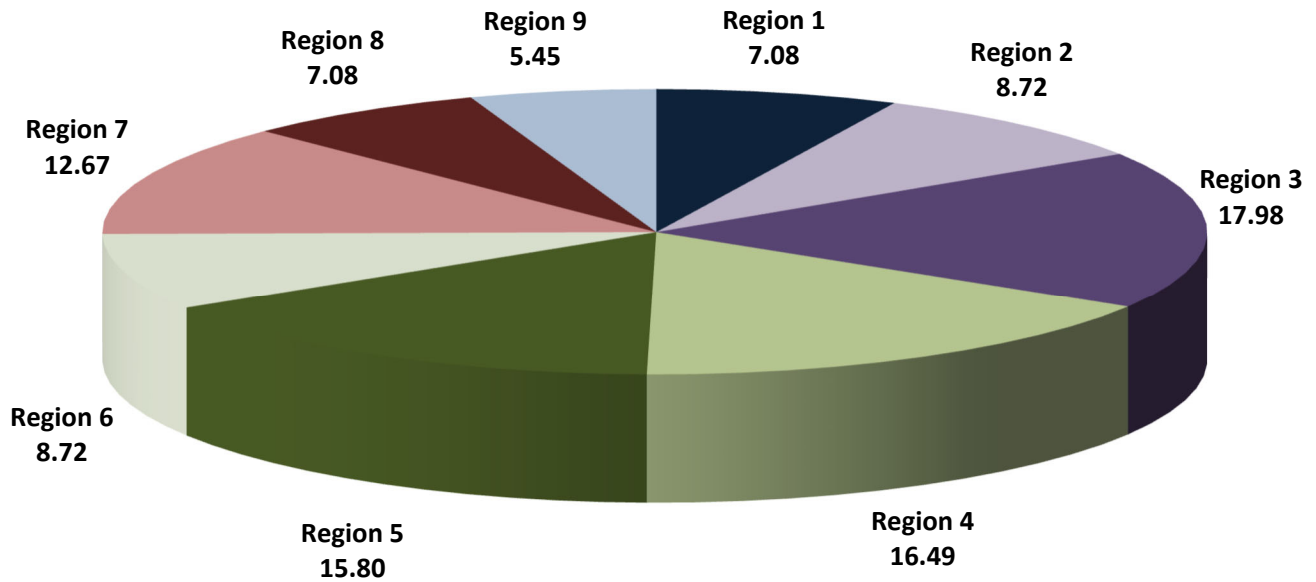
**Section XIV** - Routine visit rates reported nationally by hospice type. (Limited visit data was reported by participants.) Additional visit data are reported in the Executive Summary.

### Benefits Data

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

## Regional Participation

Information in the 2021-2022 Hospice Salary & Benefits Report is based on responses to survey questionnaires sent to hospices and hospice programs throughout the United States. There were 734 participants, of which 99.46% were medicare certified. The graph below shows participation by region.



	Geographical Area	% Responding	# of Respondents
Region 1	New England	7.08	52
Region 2	Middle Atlantic	8.72	64
Region 3	South Atlantic	17.98	132
Region 4	East N. Central	16.49	121
Region 5	East S. Central	15.80	116
Region 6	West N. Central	8.72	64
Region 7	West S. Central	12.67	93
Region 8	Mountain	7.08	52
Region 9	Pacific	5.45	40
National	All Regions	100	734

## Hospice Type

The following is a breakout of hospice types reported:

Hospital-Based %	Free Standing %	Home Health %	Total # of Participants
4.09	50.14	45.77	734

## Services Provided

	%		%
Adult Day Services	5.73	Pastoral/Spiritual Care	90.45
Art Therapy	16.56	Pediatric Hospice	37.58
Behavioral Health	19.11	Pharmacy	24.84
Bereavement Center	55.41	Physical Therapy	57.32
Hospice	92.99	Physician Care	41.40
Hospice/Home Care Aide	91.08	Private Duty	17.83
Massage Therapy	40.76	Respiratory Therapy	19.75
Medicaid	73.89	Social Services	89.17
Medicare	99.46	Speech Pathology	54.14
Music Therapy	33.76	Telemonitoring/health	28.66
Nursing (RN, LPN)	94.90	Volunteer	87.26
Occupational Therapy	56.05		

## 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	341	32,228	3,839,937
\$10,000,000+	1,958	104,270	28,543,068
Combined	795	53,929	8,390,513

Type	National Data						Hospice Type	
	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
<b>060 Nurse Manager/Charge Nurse (RN)</b>								
Home Health	75,374	90,000	93,600	97,208	111,329	113,186	22	9
Free Standing	71,500	76,000	85,000	91,454	100,000	122,119	111	25
Hospital-based	88,357	92,322	102,668	102,919	109,741	114,083	31	9
Combined	73,408	79,483	93,579	95,058	109,356	122,967	164	43
<b>065 Case Manager/Team Leader</b>								
Home Health	69,079	74,254	86,965	86,560	98,086	101,846	208	31
Free Standing	54,757	60,807	70,125	73,319	81,461	93,968	479	48
Hospital-based	80,420	82,161	83,021	87,593	91,107	98,522	69	6
Combined	58,372	65,880	77,865	79,155	90,800	101,796	756	85
<b>070 Clinical Supervisor</b>								
Home Health	66,624	75,000	81,035	81,974	88,535	97,297	653	270
Free Standing	67,984	72,184	75,938	78,074	82,600	88,401	225	96
Hospital-based	77,040	83,200	85,687	90,369	92,290	107,751	58	9
Combined	67,809	74,022	80,000	81,177	85,909	95,594	936	375
<b>075 Child Life Specialist</b>								
Home Health	--	--	--	--	--	--	--	--
Free Standing	51,081	56,569	57,500	66,860	79,839	86,206	11	7
Hospital-based	--	--	--	--	--	--	--	--
Combined	52,797	56,738	58,141	65,850	79,319	84,431	14	8
<b>080 Director of Communications/Marketing</b>								
Home Health	77,414	83,750	97,493	97,633	109,801	120,977	8	8
Free Standing	72,369	81,991	90,767	97,813	109,277	138,087	97	96
Hospital-based	--	--	--	--	--	--	--	--
Combined	72,357	82,000	91,332	97,915	110,000	135,018	106	105
<b>085 Account Exec./Marketing Specialist</b>								
Home Health	65,000	69,830	73,542	74,505	79,478	84,548	523	185
Free Standing	60,000	65,042	70,752	85,348	113,313	130,000	343	148
Hospital-based	--	--	--	--	--	--	--	--
Combined	61,438	67,217	72,500	79,151	81,985	117,588	873	335

A "--" indicates insufficient data for analysis

Data reported are salary rates

## 055 Director of Clinical Services

## Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
<b>Revenue Up to \$4,999,999</b>								
1	--	--	--	--	--	--	--	--
2	85,398	91,992	101,000	101,322	105,000	112,000	21	20
3	80,971	88,290	92,941	95,608	102,938	110,000	32	30
4	85,000	90,000	98,000	102,040	107,500	129,484	19	19
5	83,500	85,848	90,000	90,822	95,000	97,582	17	17
6	82,446	87,475	92,250	95,652	100,968	113,099	19	19
7	91,400	99,765	107,620	107,205	117,516	120,000	12	12
8	--	--	--	--	--	--	--	--
9	107,596	127,500	128,000	123,310	132,600	136,680	5	5
National	84,975	89,188	95,085	99,464	105,750	122,756	133	130
<b>Revenue \$5,000,000+</b>								
1	95,907	98,824	111,260	113,118	120,789	128,600	19	18
2	83,853	92,596	96,934	114,913	126,875	149,586	12	11
3	89,976	94,990	100,296	106,007	117,478	125,999	70	49
4	82,035	86,353	93,933	99,226	101,686	130,801	35	33
5	83,318	86,288	89,504	89,904	92,038	97,128	10	8
6	86,148	88,292	93,713	103,728	96,500	124,611	6	6
7	89,403	93,123	104,354	105,727	120,785	122,929	12	9
8	--	--	--	--	--	--	--	--
9	133,500	136,013	139,734	142,824	147,500	153,903	7	7
National	85,000	92,000	99,000	106,984	120,437	135,842	179	145
<b>Combined</b>								
1	96,110	98,500	105,000	110,215	120,218	126,800	43	31
2	85,559	91,530	97,950	104,836	105,000	128,550	49	41
3	85,000	90,000	95,624	100,747	108,989	122,540	119	92
4	80,000	85,000	91,277	95,526	96,288	126,851	92	84
5	75,463	81,156	85,558	86,396	91,055	96,314	53	43
6	76,938	80,000	86,914	91,130	95,031	102,466	45	41
7	86,534	90,000	100,041	100,940	110,000	120,000	46	37
8	86,003	90,918	94,650	97,631	99,986	112,905	42	28
9	112,252	127,875	131,625	131,100	139,991	147,000	16	16
National	80,983	87,000	95,000	99,335	105,000	126,225	505	413

A "--" indicates insufficient data for analysis

Data reported are salary rates

## Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
<b>315 Chaplain/Spiritual Care</b>								
1	26.20	27.05	29.50	29.33	31.07	32.69	112	40
2	23.14	24.52	26.34	26.48	27.87	30.81	105	55
3	22.73	24.25	26.16	25.98	27.37	29.20	281	105
4	23.01	24.32	25.50	25.85	27.20	28.67	236	90
5	20.05	21.67	23.53	23.47	25.59	26.45	104	74
6	23.01	24.06	25.12	25.73	27.07	29.22	114	51
7	20.84	23.25	26.07	25.53	27.92	29.39	97	56
8	23.47	25.67	27.42	27.73	29.81	31.87	76	37
9	26.58	29.67	33.29	33.36	35.02	41.12	55	22
National	21.93	24.03	26.00	26.27	28.00	31.00	1,180	530
<b>320 Community Liaison</b>								
1	27.55	36.87	40.80	39.10	42.09	47.92	31	15
2	29.30	36.32	39.37	36.93	41.09	41.84	22	11
3	20.60	27.33	33.46	32.20	38.06	41.36	58	34
4	28.85	31.68	34.11	34.20	37.50	40.06	60	40
5	26.87	30.77	33.27	33.21	37.71	39.46	31	17
6	21.57	25.72	33.61	31.67	35.30	37.28	45	22
7	17.56	18.00	33.01	28.60	37.05	40.29	63	33
8	30.31	33.41	36.89	35.34	37.38	39.38	53	23
9	19.03	20.93	22.79	27.90	35.05	42.31	24	16
National	20.01	28.36	34.08	32.80	38.33	41.37	387	211
<b>325 Admission RN</b>								
1	37.24	39.88	42.50	41.05	43.17	45.49	42	9
2	36.57	37.16	38.86	40.81	44.84	46.11	22	9
3	31.53	33.61	35.15	35.32	37.37	38.85	155	30
4	31.40	32.46	34.86	34.74	36.70	39.29	101	34
5	32.63	33.17	34.62	34.61	35.95	36.81	13	11
6	31.01	32.54	33.65	34.18	35.57	38.05	58	13
7	33.78	35.14	37.04	37.27	39.72	41.61	22	15
8	35.29	37.75	38.46	38.35	40.00	41.67	30	13
9	44.47	47.80	49.00	48.30	49.25	51.59	23	6
National	31.63	33.65	36.03	36.79	38.94	43.00	466	140

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
<b>260 Registered Nurse (RN)</b>								
PA	31.69	34.04	36.27	35.99	38.06	40.04	288	40
SC	31.62	32.35	33.55	33.63	34.62	36.04	115	17
TN	27.28	29.08	30.08	30.86	33.56	34.83	173	23
TX	30.16	33.05	36.31	35.41	37.81	39.00	670	63
UT	34.26	35.01	35.26	35.03	35.29	35.65	15	6
VA	32.87	33.56	35.03	36.25	37.88	43.34	117	16
WI	31.57	32.55	33.40	33.96	35.11	37.14	280	26
WV	29.56	31.05	33.72	33.01	34.93	35.68	82	9
National	29.71	31.98	34.67	35.06	37.66	40.54	6,512	668
<b>265 Practical Nurse (LPN/LVN)</b>								
AL	21.38	21.52	22.38	22.78	23.54	25.20	16	8
AZ	25.64	26.37	27.14	27.13	28.01	28.46	31	9
CA	27.90	28.41	31.05	31.74	35.00	36.63	57	9
CT	29.25	29.50	29.72	29.60	29.81	29.91	22	5
FL	21.85	22.23	22.50	22.98	23.62	24.68	136	9
GA	22.18	22.56	24.49	24.55	25.61	27.38	53	22
IA	23.34	23.52	23.89	24.19	24.74	25.19	74	5
IL	23.33	24.44	25.63	25.89	27.75	28.05	27	11
IN	23.43	23.93	24.18	24.73	25.89	26.71	25	9
LA	24.05	24.41	25.51	25.21	25.91	26.06	11	6
MA	27.31	29.23	31.30	30.94	32.25	33.70	77	16
MI	23.13	23.58	25.36	25.27	26.29	27.09	57	17
MN	25.13	26.11	26.79	26.36	27.00	27.37	20	5
MO	21.37	22.00	23.00	22.84	23.55	24.47	51	18
MS	21.14	21.52	22.46	22.20	23.06	23.13	15	5
NC	22.81	23.62	25.00	24.77	25.89	25.95	65	11
NJ	26.09	26.97	27.84	28.20	30.02	30.53	22	11
OH	20.33	21.24	22.94	23.02	24.00	25.74	78	17
PA	22.50	23.48	25.13	25.59	27.09	29.25	61	20
SC	21.00	22.79	23.54	24.36	26.19	28.00	16	10
TN	20.70	21.67	23.81	23.07	24.55	25.00	17	10
TX	23.06	24.85	25.50	25.46	27.19	27.75	54	15
VA	24.50	24.92	25.98	26.11	27.01	28.19	26	8
WI	22.15	22.78	25.09	24.76	26.13	27.32	21	12
WV	19.87	21.19	21.97	22.10	23.09	24.84	32	8

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.
<b>255 Triage Nurse (RN)</b>								
Atlanta-Sandy Springs-Marietta, GA	33.41	34.13	37.04	35.94	37.40	37.93	7	5
Boston-Cambridge-Quincy, MA-NH	35.23	36.23	39.00	38.86	40.76	42.65	31	12
Chicago-Naperville-Joliet, IL-IN-WI	34.39	36.78	38.31	38.79	41.83	43.43	9	5
New York-Northern New Jersey-Long Island, NY-NJ	33.05	39.03	40.93	38.34	41.20	42.17	17	6
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	38.08	39.26	40.51	40.06	40.71	41.40	18	7
Pittsburgh, PA	33.15	33.38	35.12	34.53	35.57	35.96	19	7
Providence-New Bedford-Fall River, RI-MA	37.16	37.33	38.50	39.09	39.20	41.33	19	5
<b>260 Registered Nurse (RN)</b>								
Allentown-Bethlehem-Easton, PA-NJ	34.56	35.03	37.81	37.36	38.65	39.94	61	5
Atlanta-Sandy Springs-Marietta, GA	33.14	34.58	36.17	36.43	38.46	39.89	112	15
Austin-Round Rock, TX	35.17	35.77	36.58	36.78	37.94	38.18	116	7
Birmingham-Hoover, AL	30.45	31.31	31.71	31.93	32.89	34.17	56	8
Boston-Cambridge-Quincy, MA-NH	34.88	36.80	38.82	38.46	40.61	41.31	191	17
Chicago-Naperville-Joliet, IL-IN-WI	33.04	34.55	36.65	36.40	38.36	40.36	180	15
Columbus, OH	30.32	31.63	32.35	32.20	33.08	34.00	77	5
Dallas-Fort Worth-Arlington, TX	35.17	36.79	37.89	38.35	39.32	40.28	332	12
Detroit-Warren-Livonia, MI	36.78	36.98	37.08	37.57	38.35	38.87	65	6
Houston-Sugar Land-Baytown, TX	33.82	35.05	37.18	36.32	37.95	38.46	52	11
Jackson, MS	26.73	27.28	28.00	28.22	29.26	29.83	24	5
Kansas City, MO-KS	33.02	33.28	33.79	34.52	34.65	36.40	18	5
Los Angeles-Long Beach-Santa Ana, CA	38.53	41.80	47.28	44.95	48.13	49.20	14	6
Memphis, TN-MS-AR	29.50	31.48	31.97	31.75	33.25	34.20	19	7
Minneapolis-St. Paul-Bloomington, MN-WI	37.66	38.99	42.19	41.05	43.61	44.59	68	11
New York-Northern New Jersey-Long Island, NY-NJ	40.61	41.32	43.04	43.48	45.89	47.83	122	11
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	37.55	38.28	39.70	39.48	40.54	41.40	101	14
Pittsburgh, PA	32.20	33.01	34.15	34.15	34.98	36.14	48	8
Providence-New Bedford-Fall River, RI-MA	36.39	36.78	37.23	37.42	37.93	38.55	63	5
St. Louis, MO-IL	30.51	32.59	34.04	33.53	35.26	35.90	88	8
Washington-Arlington-Alexandria, DC-VA-MD-WV	36.09	37.80	39.06	39.85	43.70	43.90	89	9
Worcester, MA	38.95	38.95	39.41	40.07	41.17	41.52	92	5
<b>265 Practical Nurse (LPN/LVN)</b>								
Atlanta-Sandy Springs-Marietta, GA	24.72	25.35	25.76	26.33	27.35	28.19	18	10
Boston-Cambridge-Quincy, MA-NH	28.08	30.88	32.12	31.93	32.58	35.08	54	11
Chicago-Naperville-Joliet, IL-IN-WI	26.69	27.50	28.00	27.94	28.05	29.15	9	5
New York-Northern New Jersey-Long Island, NY-NJ	26.99	27.23	28.76	28.82	30.41	30.62	17	8
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	25.47	25.84	27.19	27.14	28.60	28.80	22	6
Pittsburgh, PA	21.64	21.97	23.37	24.51	26.66	27.96	9	5
St. Louis, MO-IL	21.90	22.34	24.43	23.67	25.00	25.07	18	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		
<b>Yes</b>	10.6	3.2	17.5	7.3	35.3	12.5	19.6	39.2	31.6	<b>136</b>	<b>19.2</b>
<b>No</b>	89.4	96.8	82.5	92.7	64.7	87.5	80.4	60.8	68.4	<b>571</b>	<b>80.8</b>
<b>Total # of Agencies</b>	<b>47</b>	<b>63</b>	<b>126</b>	<b>110</b>	<b>116</b>	<b>64</b>	<b>92</b>	<b>51</b>	<b>38</b>	<b>707</b>	<b>100</b>

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

<b>Average # of Days</b>	<b>National</b>	<b>6.9</b>
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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		
<b>A. No additional pay</b>	60.0	39.1	30.0	18.9		27.3	13.6	8.7	54.5	<b>57</b>	<b>22.4</b>
<b>B. 1 ½ x base pay</b>	20.0	13.0	16.0	7.5	100.0	18.2	77.3	73.9		<b>96</b>	<b>37.6</b>
<b>C. 2 x base pay</b>		4.3	2.0					4.3		<b>3</b>	<b>1.2</b>
<b>D. 2 ½ x base pay</b>											
<b>E. 3 x base pay</b>				1.9						<b>1</b>	<b>0.4</b>
<b>F. Equal time off</b>	20.0	43.5	52.0	71.7		54.5	9.1	13.0	45.5	<b>98</b>	<b>38.4</b>
<b>Total</b>	<b>10</b>	<b>23</b>	<b>50</b>	<b>53</b>	<b>41</b>	<b>22</b>	<b>22</b>	<b>23</b>	<b>11</b>	<b>255</b>	<b>100</b>

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

<b>Average # of Days</b>	<b>National</b>	<b>6.9</b>
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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		
<b>A. No additional pay</b>	22.2		1.9	1.8				4.0	9.1	<b>6</b>	<b>2.3</b>
<b>B. 1 ½ x base pay</b>	77.8	47.8	47.2	29.1	100.0	34.8	86.4	80.0	45.5	<b>152</b>	<b>58.0</b>
<b>C. 2 x base pay</b>		47.8	45.3	67.3		60.9	13.6	12.0	36.4	<b>96</b>	<b>36.6</b>
<b>D. 2 ½ x base pay</b>			1.9						9.1	<b>2</b>	<b>0.8</b>
<b>E. 3 x base pay</b>				1.8						<b>1</b>	<b>0.4</b>
<b>F. Equal time off</b>		4.3	3.8			4.3		4.0		<b>5</b>	<b>1.9</b>
<b>Total</b>	<b>9</b>	<b>23</b>	<b>53</b>	<b>55</b>	<b>41</b>	<b>23</b>	<b>22</b>	<b>25</b>	<b>11</b>	<b>262</b>	<b>100</b>