

Rehab
Salary & Benefits Report
Sample Pages

Extracted from the
2021-2022
Annual Edition

Rehabilitation Salary & Benefits Report 2021 - 2022



Published by
Hospital & Healthcare Compensation Service
John R. Zabka Associates, Inc.
www.hhcsinc.com



**Hospital & Healthcare
Compensation Service**

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

Introduction

The 15th annual **Rehabilitation Salary & Benefits Report** is based on responses from 373 hospitals, 943 home health agencies, and 1,806 long-term care facilities. The Report consists of three major groupings: Long-Term Care data (Sections I – IV), Hospital data (Sections V – VIII), and Home Health data (Sections IX – XII). The number of participants by region and healthcare type may be found on pages I - 1, V - 1, and IX - 1.

Electronic and printed questionnaires were sent to Rehab facilities throughout the United States. The effective date of data is June 1, 2021. All data rates reflect base pay only, and do not include bonus or benefits. To ensure individual participant confidentiality, no information is reported when the facility count equals less than five.

Statistical process control is used in all **HCS** surveys. **HCS** has been conducting salary and benefits studies since 1971. All data submitted goes through one of the industry's most rigorous proofing and validation processes. The process includes compiling data; screening data; answering questions arising from the initial screening process; preparing micro- and macro-reports that provides review of a single facility's data responses, as well as analyses of facility responses on similar positions. The result is a comprehensive database which **HCS** uses to prepare the final results, which ensures users will be confident of the decisions they make from the results of **HCS** surveys.

The following is a guide to the Sections of the **Report**. Each Section follows the same format: Salary data, hourly data, and per diem data. Base salaries are reported for jobs 1 – 9. Hourly rates are reported next for jobs 10 – 19, followed by per diem/per visit data for jobs 10 – 19. Some jobs were excluded due to insufficient data.

Long-Term Care	Hospital	Home Health
Section I - Regional Data	Section V - Regional Data	Section IX - Regional Data
Section II - State Data	Section VI - State Data	Section X - State Data
Section III – CBSA	Section VII – CBSA	Section XI – CBSA
Section IV - Benefits Data	Section VIII - Benefits Data	Section XII - Benefits Data

Definitions

Percentiles: Percentile salaries indicate the percentage of employees that earn less than the given salary and the percentage that earn more. Data reported are the 10th, 25th, 50th, 75th, and 90th percentiles. These are obtained by sorting the salary data in an array from lowest to highest and then calculating the percentiles. The array is tabulated by the number of facilities, not incumbents/employees. Reporting the array by facility will provide data from a wider spectrum as each participant's data is evenly weighted and counted as one.

A salary of \$125,000 at the 25% percentile represents that 25% of salaries reported are less than \$125,000 while 75% are more than \$125,000.

No information is reported when the count equals less than five. This assures confidentiality of data from individual participants.

Incumbents (Incs): Number of employees.

Note: A "--" represents insufficient data for reporting purposes.

CBSA: Core-based statistical data, as defined by the Office of Management and Budget (OMB), consists of one or more counties (or equivalents) anchored by an urban center of at least 10,000 people plus adjacent counties that are socioeconomically tied to the urban center by commuting.

Salary Data

Regional Data

Long-Term Care

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
004 Director of Rehab./Rehab. Mgr. (All Disciplines)								
1	78,440	91,916	99,047	96,395	103,635	106,528	22	22
2	97,293	98,418	103,000	101,934	106,016	106,860	11	11
3	84,864	95,895	101,536	99,189	103,991	107,429	77	75
4	64,618	68,968	78,144	79,655	88,450	95,727	110	109
5	67,891	73,456	83,731	83,270	90,040	96,073	20	20
6	--	--	--	--	--	--	--	--
7	96,080	99,715	103,470	102,949	106,038	110,323	49	49
8	79,356	91,520	95,680	95,053	100,970	104,714	22	22
9	109,408	110,760	113,360	112,716	114,620	115,408	6	6
National	68,960	80,621	95,680	91,764	103,504	106,898	320	316

005 Director of Rehab./Rehab. Mgr. (PT)

1	92,945	94,375	95,680	96,192	98,266	100,522	26	17
2	89,904	91,520	93,600	95,323	99,715	104,545	27	21
3	87,503	91,520	94,640	94,871	97,823	100,435	76	63
4	87,360	90,296	93,600	94,088	98,558	102,679	46	39
5	87,584	90,760	92,560	91,871	93,600	95,680	8	6
6	83,381	86,011	93,038	91,956	97,130	99,466	23	23
7	92,060	93,600	95,680	95,796	98,157	99,741	13	12
8	--	--	--	--	--	--	--	--
9	92,137	93,997	98,037	99,521	101,564	110,430	20	15
National	87,360	91,520	94,682	94,848	98,456	101,719	242	199

006 Director of Rehab./Rehab. Mgr. (OT)

1	88,429	89,440	92,820	92,671	95,050	97,656	24	19
2	89,440	90,025	93,024	94,024	97,760	99,428	34	24
3	81,209	86,978	91,520	91,433	95,576	100,164	77	71
4	83,200	87,701	92,200	92,582	97,815	100,829	34	32
5	77,056	86,840	91,568	89,647	94,570	97,467	13	12
6	83,565	86,850	92,000	91,374	94,749	98,079	32	31
7	81,113	84,681	91,520	92,537	94,640	102,544	7	7
8	82,942	87,360	90,000	91,122	93,600	97,396	9	9
9	85,280	91,889	95,680	97,794	102,367	114,535	19	15
National	83,200	87,360	92,179	92,340	96,306	100,880	249	220

A "--" indicates insufficient data for analysis

Data reported are salary rates

Hourly Data

State Data

Hospital

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
011 Physical Therapy Assistant								
MA	30.08	32.22	33.88	34.29	38.14	38.24	31	8
MI	23.90	24.82	25.34	25.45	26.69	27.07	36	5
MO	25.94	27.39	28.95	29.07	30.53	34.09	80	10
NC	25.69	26.21	27.61	28.65	30.56	33.08	61	12
NY	23.86	23.90	29.12	27.53	29.26	30.41	78	5
OH	24.88	25.47	28.00	27.62	30.12	30.17	10	5
PA	22.79	24.17	25.71	25.92	27.17	28.56	205	23
SC	24.63	25.22	26.85	27.08	29.28	29.59	29	8
TN	24.29	25.85	27.88	27.63	29.38	30.15	17	8
TX	25.91	27.75	29.65	29.29	31.41	32.20	92	31
VA	26.81	27.31	29.00	29.74	31.26	33.93	117	11
WV	21.00	21.25	23.55	24.14	26.22	27.62	13	6
National	24.30	26.41	28.65	28.79	30.61	33.13	1,296	241

013 Occupational Therapist

AL	36.96	37.05	38.97	39.07	40.98	42.58	62	10
AR	38.32	39.34	43.46	41.58	43.83	44.38	48	7
AZ	34.99	36.86	38.30	39.43	42.54	44.33	51	9
CA	43.78	46.84	48.89	50.68	55.81	57.10	169	14
FL	36.91	38.65	40.66	40.38	41.84	43.19	177	20
GA	35.79	39.12	40.16	40.44	40.88	44.27	56	10
IL	40.63	41.76	44.29	44.29	47.17	50.35	81	10
IN	37.13	38.12	38.80	39.21	39.69	41.50	100	5
KS	35.88	35.97	36.06	41.07	42.38	48.78	32	5
KY	36.99	38.55	41.91	40.22	42.37	42.61	43	5
MA	33.10	36.33	41.52	40.90	45.21	45.90	184	11
MD	35.35	36.14	39.83	39.77	42.44	43.89	64	6
MI	33.98	36.96	40.93	40.19	42.70	45.33	93	10
MO	34.34	41.07	43.67	43.47	47.71	49.63	181	12
NC	37.62	39.81	41.12	41.48	42.63	46.68	212	18
NJ	40.14	41.76	44.22	44.50	45.19	48.59	55	6
NV	43.38	44.47	45.04	47.13	48.67	52.55	50	6
NY	40.03	44.10	45.31	44.46	47.61	48.21	102	8
OH	35.16	35.73	43.38	40.97	44.80	45.18	63	9
PA	31.58	34.51	37.14	37.98	41.21	44.15	371	30
SC	32.46	33.89	37.20	37.79	40.73	44.05	51	8

Data reported are hourly rates

Hourly Data

CBSA Data

Home Health

CBSA	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incs.	No. of Fac.
010 Physical Therapist								
Atlanta-Sandy Springs-Marietta, GA	40.71	43.43	48.85	48.25	52.46	54.95	71	17
Austin-Round Rock, TX	46.19	47.19	47.70	48.71	49.02	50.66	56	8
Birmingham-Hoover, AL	44.63	47.27	52.57	51.64	55.89	57.94	13	7
Boston-Cambridge-Quincy, MA-NH	44.88	46.00	46.39	46.97	49.27	50.71	74	10
Bridgeport-Stamford-Norwalk, CT	45.70	46.39	48.06	51.95	57.29	60.15	51	5
Chicago-Naperville-Joliet, IL-IN-WI	36.97	41.57	46.63	44.81	48.57	49.37	177	8
Dallas-Fort Worth-Arlington, TX	45.08	45.52	47.50	47.37	49.09	49.66	86	16
Houston-Sugar Land-Baytown, TX	45.14	45.86	47.19	46.96	47.81	48.20	44	10
Indianapolis-Carmel, IN	39.50	40.88	42.00	42.17	42.17	44.64	65	6
Jackson, MS	39.65	39.87	44.27	44.84	49.86	50.58	25	6
Kansas City, MO-KS	40.76	42.52	46.00	46.41	48.38	51.92	47	6
Miami-Fort Lauderdale-Miami Beach, FL	44.85	45.00	45.34	45.34	45.67	45.90	32	7
Milwaukee-Waukesha-West Allis, WI	37.64	37.64	38.00	40.73	38.60	45.18	100	5
Minneapolis-St. Paul-Bloomington, MN-WI	36.00	39.04	40.92	41.63	42.47	44.52	77	20
Nashville-Davidson--Murfreesboro, TN	46.94	47.54	49.22	49.68	49.52	52.24	19	6
New York-Northern New Jersey-Long Island, NY-NJ	48.35	51.69	53.13	53.37	54.00	58.53	144	5
Phoenix-Mesa-Scottsdale, AZ	45.20	47.73	49.82	49.50	49.91	53.65	79	5
Pittsburgh, PA	38.65	41.04	42.84	42.85	44.18	47.06	125	5
Providence-New Bedford-Fall River, RI-MA	44.52	45.27	45.60	46.75	47.76	49.93	60	7
Richmond, VA	46.26	46.47	47.36	47.67	48.19	49.20	31	6
Tampa-St. Petersburg-Clearwater, FL	43.96	45.06	45.76	46.80	46.66	48.70	157	8
Washington-Arlington-Alexandria, DC-VA-MD-WV	44.89	46.82	51.10	52.51	53.34	60.15	25	6
011 Physical Therapy Assistant								
Atlanta-Sandy Springs-Marietta, GA	27.57	33.60	35.01	34.70	38.61	40.00	42	16
Austin-Round Rock, TX	31.98	32.60	34.87	34.71	36.23	37.47	50	8
Birmingham-Hoover, AL	32.15	32.37	32.73	32.79	32.94	33.40	17	6
Boston-Cambridge-Quincy, MA-NH	32.89	33.48	34.00	34.71	35.32	37.03	42	8
Chicago-Naperville-Joliet, IL-IN-WI	29.99	30.10	31.50	31.66	33.32	33.49	52	9
Dallas-Fort Worth-Arlington, TX	31.08	32.95	34.32	34.05	35.50	35.94	74	16
Houston-Sugar Land-Baytown, TX	31.63	32.90	33.90	33.75	34.41	36.08	57	11
Indianapolis-Carmel, IN	26.93	27.00	29.07	28.49	29.50	29.75	27	5
Jackson, MS	28.23	28.49	31.41	31.62	34.64	35.18	20	6
Kansas City, MO-KS	26.15	27.86	29.44	29.77	31.08	33.54	18	6
Louisville-Jefferson County, KY-IN	31.01	31.93	33.07	32.75	33.94	34.30	11	6
Minneapolis-St. Paul-Bloomington, MN-WI	24.09	24.31	27.11	26.84	28.37	28.95	62	20
Nashville-Davidson--Murfreesboro, TN	32.22	32.43	34.06	34.32	36.34	36.56	19	5
Providence-New Bedford-Fall River, RI-MA	32.01	32.86	34.00	34.55	37.03	37.34	38	7
Richmond, VA	33.34	33.86	34.45	34.40	34.66	35.44	21	5
Tampa-St. Petersburg-Clearwater, FL	30.59	32.63	36.00	34.60	36.92	37.39	50	6

Data reported are hourly rates

II. Paid Holidays (cont.)

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

Number of Holidays		Number of Agencies	% of Total
1 to 5	11.1		11.1
6	55.4		55.4
7	30.6		30.6
8	1.2		1.2
9	1.0		1.0
10	0.3		0.3
11 or MORE	0.3		0.3
Total # of Agencies	894	894	100
Avg. No. of Days	7.0		

3. How many **Religious Holidays** (Excluding Christmas) are paid though not worked?

Number of Religious Holidays		Number of Agencies	% of Total
NONE	99.0		99.0
1	0.7		0.7
2			
3			
4	0.1		0.1
Over 4	0.3		0.3
Total # of Agencies	769	769	100

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

Holiday Rate of Pay		Number of Agencies	% of Total
A. Straight Time	12.4		12.4
B. Time and One-Half	50.3		50.3
C. Double-Time	35.3		35.3
D. Double & One-Half			
E. Triple Time	0.3		0.3
F. Equal Time Off	1.7		1.7
Total # of Agencies	598	598	100