



Hospital & Healthcare Compensation Service

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Press Release

Top Level HR Execs Received 4.67% Salary Increase in 2025

Oakland, NJ, December 2025 – The national average salary for Top Level Human Resources Executives in hospice agencies increased 4.67% in 2025, according to the 2025-2026 **Hospice Salary & Benefits Report**. The **Report** is published by **Hospital & Healthcare Compensation Service (HCS)** and supported by the **National Alliance for Care at Home**, as well as **LeadingAge + VNAA**.

Top Level HR Executives received a 4.67% salary increase in 2025, a notable uptick from the 3.77% increase seen in 2024; these increases are based on the salary changes from participants that submitted data for both the prior and current years' studies. While the 2024 Hospice Report indicated that the largest compensation gains were concentrated among top executives and directors (CEO, CFO, and CIO, etc.), the positions with the most pronounced salary growth in 2025 were roles responsible for the hiring, onboarding, and continuous development of personnel (Top HR Executive, HR Generalists, Coordinators, and Staff Development Liaisons).

Following agencies' continued implementation of rate increases for staff across the board, turnover and vacancy rates declined in 2025. Employee vacancy rates across all surveyed departments dropped in 2025 to 12.78%, a promising decline from the 14.03% rate observed in 2024. Executive-level stability also improved, with turnover rates for top executives declining nationally from 19.69% in 2024 to 18.51% in 2025.

Top Level Human Resources Executives

Report Year	Trend Data Percent Increase	Average Salary of those Providing Bonuses*	Average Bonus	Average Bonus to Salary Ratio
2024	3.77%	\$145,472	\$14,100	9.48%
2025	4.67%	\$150,978	\$14,750	8.65%

*Bonus data reflects only those that reported *both* salary and bonus data.

Data are from the 2024 and 2025 **HCS Hospice Salary & Benefits Reports**.

Rate increases for caregivers continued to decline after the double-digit increases seen in 2022/2023. The hourly rate for RNs increased 3.58% in 2025, down from 3.97% in 2024. RN turnover also decreased to 25.48% in 2025, down from 26.82% in 2024. Hourly rate increases for Hospice CNAs dropped slightly as well, going from 5.12% in 2024 to 4.45% in 2025. Turnover rates for Hospice CNAs saw a slight uptick, going from 28.41% in 2024 to 29.02% in 2025.

1,091 hospices participated in the annual study and provided data on more than 42,600 employees. 99.82% of respondents were Medicare certified hospice agencies. The complete 160-page **Report** covers 62 jobs total, reporting on salaries, bonuses, and hourly & per visit rates. Data are reported by state, region, CBSA, auspice, hospice type, and revenue size. The results include the 10th, 25th, 50th, 75th, 90th percentiles, average, number of agencies, and number of employees by position. Also included are 20 fringe benefits, shift differentials, actual/planned percent increases, turnover/vacancy rates, caseload size, and productivity.

The **Report** price is \$350. A separate **Home Care Salary & Benefits Report**, published October 2025, is also available. To order, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

With over 50 years' experience in national healthcare salary and benefits research, **Hospital & Healthcare Compensation Service** is recognized for its comprehensive, responsible, and reliable ten specialized studies. **HCS** provides *the* source for establishing and maintaining an effective compensation program.

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