

**2023-2024
Nursing Home
Salary & Benefits
Report**

Published by:

Hospital & Healthcare Compensation Service

In Cooperation with



Supported by



**Hospital & Healthcare
Compensation Service**

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

Nursing Home Salary & Benefits Report

Copyright© 2023 by John R. Zabka Associates, Inc. All rights reserved. No part of this Report may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without prior permission of

**Hospital & Healthcare Compensation Service
&
John R. Zabka Associates**

Publication date: July 2023
Effective date of data: March 2023

ISSN 1521-7558
ISBN 978-1-950507-65-8
Printed in the United States of America

Table of Contents

Introduction	15
Methodology/Definitions.....	16
Regional Map	17
Regional Participation	18
Executive Summary	19-35
Control Type.....	20
Type of Facility	20
Services Offered	20
Actual Percent Increases.....	21
Planned Percent Increases.....	21
Shift Differentials	21
Annual Turnover Rates.....	22
Annual Vacancy Rates	23
Contingency Staffing	23
Remote Staff	23
Sign-on Bonuses	23
Nursing Home & CCRC Salary/Hourly Rate Comparison	24,25
National Revenue Data – Additional Revenue Categories	26,27
National Trend of Average Salaries – Same Participating Facilities Year-to-Year	28-30

Section I Salary Data by Bed-Size

001 Executive Director.....	3
005 Associate Director.....	4
010 Nursing Home Administrator (Health Services).....	5
015 Nursing Home Asst. Administrator (Health Services)	6
020 Assisted Living/PC Manager.....	7
025 Director of Resident Services/IL.....	8
030 Chief Financial Officer	9
035 Controller	10
040 Infection Preventionist (RN).....	11
045 Director of Information Technology	12
050 Director of Human Resources.....	13
055 Director of Staff Development.....	14
060 Director of Marketing	15
065 Marketing Representative	16
070 Marketing Coordinator	17
075 Dir. of Resident & Facility Svc./Move-In Coordinator	18
080 Director of Home & Community-Based Services	19
085 Director of Therapy/Rehabilitation.....	20
090 Director of Nurses.....	21
095 Assistant Director of Nurses	22
100 Director of Health & Wellness	23
105 Fitness Coordinator.....	24
115 Transition Care Coordinator (RN)	25
120 Case Manager (RN)	26
125 RN Assessment Coordinator (RNAC).....	27
130 Nursing Supervisor (RN).....	28

**Section I (continued)
Salary Data by Bed-Size**

135	Head Nurse (RN)	29
140	Nursing Supervisor (LPN)	30
145	Dementia Manager	31
150	Scheduling Coordinator	32
155	MDS Coordinator	33
160	Life Enrichment Director.....	34
165	Life Enrichment Coordinator	35
170	Admissions Coordinator	36
175	Volunteer Coordinator	37
180	Director of Dining Services	38
185	Asst. Director of Dining Services.....	39
190	Director of Facilities/Plant Operations	40
195	Maintenance Supervisor.....	41
200	Security Supervisor	42
205	Housekeeping & Laundry Supervisor.....	43
210	Housekeeping Supervisor	44
215	Director of Spiritual Care	45
220	Chaplain/Spiritual Counselor.....	46
225	Director of Social Services	47

**Section II
Salary Data by Profit Type**

001	Executive Director.....	3
005	Associate Director.....	4
010	Nursing Home Administrator (Health Services)	5
015	Nursing Home Asst. Administrator (Health Services)	6
020	Assisted Living/PC Manager	7
040	Infection Preventionist (RN).....	8
050	Director of Human Resources.....	9
055	Director of Staff Development.....	10
060	Director of Marketing	11
065	Marketing Representative	12
070	Marketing Coordinator	13
075	Dir. of Resident & Facility Svc./Move-In Coordinator	14
085	Director of Therapy/Rehabilitation.....	15
090	Director of Nurses.....	16
095	Assistant Director of Nurses	17
105	Fitness Coordinator.....	18
115	Transition Care Coordinator (RN)	19
120	Case Manager (RN)	20
125	RN Assessment Coordinator (RNAC).....	21
130	Nursing Supervisor (RN).....	22
140	Nursing Supervisor (LPN)	23
145	Dementia Manager	24
150	Scheduling Coordinator	25
155	MDS Coordinator	26
160	Life Enrichment Director.....	27
165	Life Enrichment Coordinator.....	28
170	Admissions Coordinator.....	29

Section II (continued)
Salary Data by Profit Type

180	Director of Dining Services.....	30
185	Asst. Director of Dining Services	31
190	Director of Facilities/Plant Operations	32
195	Maintenance Supervisor	33
205	Housekeeping & Laundry Supervisor	34
210	Housekeeping Supervisor	35
220	Chaplain/Spiritual Counselor	36
225	Director of Social Services.....	37

Section III
Salary Data by Revenue Size

001	Executive Director.....	3
010	Nursing Home Administrator (Health Services)	4
020	Assisted Living/PC Manager.....	5
040	Infection Preventionist (RN).....	6
050	Director of Human Resources.....	7
055	Director of Staff Development.....	8
060	Director of Marketing	9
065	Marketing Representative	10
070	Marketing Coordinator	11
075	Dir. of Resident & Facility Svc./Move-In Coordinator	12
085	Director of Therapy/Rehabilitation.....	13
090	Director of Nurses.....	14
095	Assistant Director of Nurses	15
105	Fitness Coordinator.....	16
120	Case Manager (RN)	17
130	Nursing Supervisor (RN).....	18
140	Nursing Supervisor (LPN)	19
145	Dementia Manager	20
150	Scheduling Coordinator	21
155	MDS Coordinator	22
160	Life Enrichment Director.....	23
165	Life Enrichment Coordinator.....	24
170	Admissions Coordinator.....	25
180	Director of Dining Services.....	26
185	Asst. Director of Dining Services	27
190	Director of Facilities/Plant Operations	28
195	Maintenance Supervisor	29
205	Housekeeping & Laundry Supervisor	30
210	Housekeeping Supervisor	31
215	Director of Spiritual Care	32
225	Director of Social Services.....	33

Section IV
Salary Data by State

001	Executive Director	3
010	Nursing Home Administrator (Health Services)	3,4
015	Nursing Home Asst. Administrator (Health Services)	4
020	Assisted Living/PC Manager	4,5
030	Chief Financial Officer	5
040	Infection Preventionist (RN).....	5
050	Director of Human Resources	5,6
055	Director of Staff Development.....	6
060	Director of Marketing	6,7
065	Marketing Representative	7
070	Marketing Coordinator	7
075	Dir. of Resident & Facility Svc./Move-In Coordinator	7
085	Director of Therapy/Rehabilitation	8
090	Director of Nurses.....	8,9
095	Assistant Director of Nurses.....	9,10
105	Fitness Coordinator	10
120	Case Manager (RN)	10
125	RN Assessment Coordinator (RNAC).....	10
130	Nursing Supervisor (RN)	10,11
140	Nursing Supervisor (LPN)	11,12
145	Dementia Manager	12
150	Scheduling Coordinator.....	12,13
155	MDS Coordinator	13,14
160	Life Enrichment Director	14,15
165	Life Enrichment Coordinator.....	15
170	Admissions Coordinator	15,16
180	Director of Dining Services.....	16
185	Asst. Director of Dining Services	16,17
190	Director of Facilities/Plant Operations.....	17
195	Maintenance Supervisor	17,18
205	Housekeeping & Laundry Supervisor	18
210	Housekeeping Supervisor.....	19
220	Chaplain/Spiritual Counselor	19
225	Director of Social Services.....	19,20

Section V
Salary Data by CBSA (Select Jobs)

Jobs 001-225	3-12
--------------------	------

Section VI
Hourly Data by Bed-Size

501	Staff Nurse (RN)	3
505	Charge Staff Nurse (RN)	4
510	Practical Nurse (LPN)	5
515	Charge Staff Nurse (LPN)	6
520	Quality Assurance (RN)	7
530	Lead Certified Nurse Aide	8
535	Certified Nurse Aide - Nursing Facility	9
540	Non-Certified Nurse Aide - Nursing Facility	10
545	Certified Medication Technician	11
550	Certified Nurse Aide - Assisted Living	12
555	Resident Assistant - Assisted Living	13
560	Registered Clinical Dietitian	14
565	Dining Room Supervisor	15
570	Chef/Kitchen Manager	16
575	Chef	17
580	Sous Cook	18
585	Cook	19
590	Dietary Aide	20
595	Kitchen Porter	21
600	Waitperson	22
610	Occupational Therapist	23
615	Occupational Therapy Assistant (COTA)	24
620	Physical Therapist	25
625	Physical Therapy Assistant (LPTA)	26
630	Physical Therapy Aide	27
635	Respiratory Therapist	28
640	Speech Therapist	29
645	Activity Aide	30
650	Medical Social Worker (MSW)	31
655	Social Worker	32
660	Housekeeper	33
665	Housekeeping & Laundry Aide	34
670	Maintenance Helper	35
675	Maintenance Mechanic I	36
680	Maintenance Mechanic II	37
685	Groundskeeper	38
690	Security Guard	39
695	Driver	40
700	Human Resources Generalist	41
705	Human Resources Associate	42
710	Business Office Manager	43
715	Billing Specialist	44
720	Accounts Payable Clerk	45
725	Accounts Receivable Clerk	46
730	Payroll Clerk	47
735	Medical Records Clerk	48
740	Central/Medical Supply Clerk	49
745	Unit Clerk	50
750	Executive Assistant	51
755	Administrative Assistant	52
760	Receptionist	53
765	Concierge/Hospitality Assistant	54

**Section VII
Hourly Data by Profit Type**

501	Staff Nurse (RN)	3
505	Charge Staff Nurse (RN)	4
510	Practical Nurse (LPN)	5
515	Charge Staff Nurse (LPN)	6
520	Quality Assurance (RN)	7
530	Lead Certified Nurse Aide	8
535	Certified Nurse Aide - Nursing Facility	9
540	Non-Certified Nurse Aide - Nursing Facility	10
545	Certified Medication Technician	11
550	Certified Nurse Aide - Assisted Living	12
560	Registered Clinical Dietitian	13
565	Dining Room Supervisor	14
570	Chef/Kitchen Manager	15
575	Chef	16
580	Sous Cook	17
585	Cook	18
590	Dietary Aide	19
595	Kitchen Porter	20
600	Waitperson	21
610	Occupational Therapist	22
615	Occupational Therapy Assistant (COTA)	23
620	Physical Therapist	24
625	Physical Therapy Assistant (LPTA)	25
630	Physical Therapy Aide	26
635	Respiratory Therapist	27
640	Speech Therapist	28
645	Activity Aide	29
650	Medical Social Worker (MSW)	30
655	Social Worker	31
660	Housekeeper	32
665	Housekeeping & Laundry Aide	33
670	Maintenance Helper	34
675	Maintenance Mechanic I	35
680	Maintenance Mechanic II	36
690	Security Guard	37
695	Driver	38
700	Human Resources Generalist	39
705	Human Resources Associate	40
710	Business Office Manager	41
715	Billing Specialist	42
720	Accounts Payable Clerk	43
725	Accounts Receivable Clerk	44
730	Payroll Clerk	45
735	Medical Records Clerk	46
740	Central/Medical Supply Clerk	47
745	Unit Clerk	48
750	Executive Assistant	49
755	Administrative Assistant	50
760	Receptionist	51
765	Concierge/Hospitality Assistant	52

**Section VIII
Hourly Data by State**

501	Staff Nurse (RN)	3,4
505	Charge Staff Nurse (RN)	4
510	Practical Nurse (LPN)	4,5
515	Charge Staff Nurse (LPN)	5,6
530	Lead Certified Nurse Aide	6
535	Certified Nurse Aide - Nursing Facility	6,7
540	Non-Certified Nurse Aide - Nursing Facility	7,8
545	Certified Medication Technician	8,9
550	Certified Nurse Aide - Assisted Living	9
555	Resident Assistant - Assisted Living	9
560	Registered Clinical Dietitian	10
565	Dining Room Supervisor	10
570	Chef/Kitchen Manager	10
575	Chef	10
580	Sous Cook	11
585	Cook	11,12
590	Dietary Aide	12,13
595	Kitchen Porter	13
600	Waitperson	13
610	Occupational Therapist	13
615	Occupational Therapy Assistant (COTA)	14
620	Physical Therapist	14
625	Physical Therapy Assistant (LPTA)	14
630	Physical Therapy Aide	15
640	Speech Therapist	15
645	Activity Aide	15,16
650	Medical Social Worker (MSW)	16
655	Social Worker	16,17
660	Housekeeper	17,18
665	Housekeeping & Laundry Aide	18,19
670	Maintenance Helper	19,20
675	Maintenance Mechanic I	20
680	Maintenance Mechanic II	21
685	Groundskeeper	21
690	Security Guard	21
695	Driver	21,22
700	Human Resources Generalist	22,23
705	Human Resources Associate	23
710	Business Office Manager	23,24
715	Billing Specialist	24
720	Accounts Payable Clerk	24,25
725	Accounts Receivable Clerk	25
730	Payroll Clerk	25
735	Medical Records Clerk	26
740	Central/Medical Supply Clerk	27
745	Unit Clerk	27,28
750	Executive Assistant	28
755	Administrative Assistant	28
760	Receptionist	29
765	Concierge/Hospitality Assistant	30

**Section IX
Hourly Data by CBSA (Select Jobs)**

Jobs 501 through 760.....	3-19
---------------------------	------

**Section X
Salary/Pay Ranges by Region**

Jobs 001 through 760.....	3-15
---------------------------	------

**Section XI
Bonus Data (Select Jobs)**

Jobs 001 through 225.....	3
---------------------------	---

**Section XII
Fringe Benefits**

I	Percent of Nonstatutory Benefits Provided.....	3
II	Vacation Time or PTO	3,4
III	Paid Holidays.....	5,6
IV	Excused Paid Absences	7
V	Educational Assistance	7,8
VI	Life Insurance.....	9,10
VII	Accidental Death and Dismemberment Insurance.....	11,12
VIII	Long-Term Disability Insurance	13,14
IX	Health Insurance.....	15-17
X	Dental Insurance.....	18
XI	Vision Insurance.....	19
XII	Long Term Care Insurance	20
XIII	401(k)/403(b) Plan/Defined Contribution Plan	20
XIV	Severance	21
XV	Mileage	21
XVI	Cell Phone.....	22
XVII	Professional Association Dues	23
XVIII	Educational and Professional Meetings.....	23
XIX	Student Loan Assistance	24