

State Data

State	Minimum	25th Percentile	50th Percentile	Average	75th Percentile	Maximum	No. of Incumbents	No. of Facilities
31 Housekeeping Supervisor								
VA	25,345	31,013	32,906	32,432	35,497	37,398	5	5
WA	24,960	27,368	31,492	32,352	36,769	45,947	16	16
WI	19,885	27,113	30,971	32,513	39,261	45,053	14	14
National	18,720	25,709	29,765	30,311	34,320	56,534	398	382

32 Maintenance Supervisor

AL	28,600	37,160	39,042	40,031	41,600	61,277	17	16
AR	20,020	24,679	28,994	28,207	31,200	39,021	15	14
AZ	27,851	28,850	32,043	37,722	43,316	59,537	6	6
CA	26,988	35,432	41,600	41,995	46,520	63,211	63	61
CO	28,080	33,280	37,745	38,999	43,000	54,241	38	37
CT	26,998	44,430	45,760	49,776	56,593	78,790	23	23
DE	32,604	36,597	43,883	42,621	46,773	55,120	9	7
FL	28,825	38,040	40,310	40,923	42,676	58,365	42	40
GA	22,693	32,386	42,208	40,413	46,342	58,240	23	22
IA	20,800	28,303	31,356	32,655	34,408	60,570	43	22
ID	32,718	33,124	34,372	36,760	37,144	51,605	10	10
IL	26,957	37,357	41,683	41,904	45,718	58,282	29	29
IN	19,947	32,812	36,400	36,506	40,914	50,648	81	71
KS	15,600	25,272	28,804	30,604	33,280	48,412	25	25
KY	18,876	28,288	32,531	33,163	37,440	52,000	74	65
MA	35,438	43,680	47,133	47,948	51,304	63,502	86	83
MD	33,530	42,142	47,576	49,703	56,483	80,968	58	54
ME	31,990	33,915	35,651	35,729	36,556	40,518	11	11
MI	25,932	32,651	36,920	39,349	46,467	68,347	91	63
MN	25,730	32,562	39,229	40,580	43,472	81,619	44	35
MO	16,770	28,876	31,044	33,056	36,005	62,627	26	24
MS	22,448	30,939	36,650	36,869	42,671	53,269	11	11
NC	29,557	35,360	38,780	39,626	43,337	56,243	62	61
NE	20,800	25,740	28,579	28,809	31,614	41,413	41	40
NH	29,120	34,502	38,645	40,097	44,619	51,126	21	20
NJ	35,040	45,000	50,445	49,831	54,707	69,600	37	37
OH	24,960	33,248	37,440	37,791	40,326	63,981	103	92
PA	24,336	33,888	38,313	39,546	45,089	65,707	173	134
RI	31,200	42,053	43,743	43,325	44,394	55,162	6	6

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Charge Nurse (LPN)

For-Profit

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	25.70	25.72	26.20	72	24.54	26.05	27.22	287	24.58	25.82	27.20	359
2	15.42	17.02	19.70	165	16.85	20.92	27.46	876	16.60	19.81	25.85	1,041
3	15.62	17.22	19.76	158	17.52	19.33	21.40	1,139	17.08	19.14	21.28	1,297
4	16.53	17.05	18.35	258	17.79	19.01	21.13	858	16.97	18.37	19.41	1,116
5	15.92	16.02	16.20	190	16.03	16.91	18.28	909	15.90	16.55	17.95	1,099
6	14.72	15.76	17.28	682	14.84	15.49	18.32	428	14.74	15.71	17.37	1,110
7	--	--	--	--	15.92	16.95	19.50	315	15.89	16.95	19.25	332
8	16.09	17.75	20.00	36	21.09	23.15	24.19	153	19.64	21.57	23.61	189
9	21.07	22.67	23.84	353	20.34	22.08	25.05	294	20.85	22.58	23.90	647
Nat'l	15.46	16.98	19.49	1,931	16.87	19.26	22.81	5,259	16.09	18.20	21.68	7,190

Not-For-Profit

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	--	--	--	--	20.86	21.78	25.47	156	20.86	21.78	25.47	156
2	--	--	--	--	14.90	16.45	19.69	118	13.54	15.84	18.81	125
3	--	--	--	--	18.79	20.33	22.38	346	19.00	19.96	22.25	347
4	16.49	16.95	19.33	47	17.54	18.46	20.63	78	16.73	17.97	19.92	125
5	--	--	--	--	17.47	18.14	18.64	49	17.19	18.20	18.90	57
6	14.35	15.39	16.53	221	16.02	16.61	17.12	223	14.83	16.23	16.61	444
7	--	--	--	--	17.23	20.90	21.94	54	17.10	19.55	21.62	72
8	16.30	18.32	19.05	25	18.48	18.54	19.63	34	16.95	18.48	19.45	59
9	18.09	19.24	21.30	36	--	--	--	--	18.67	21.30	23.61	57
Nat'l	14.90	16.23	17.76	363	16.61	18.48	21.03	1,079	15.78	16.97	19.63	1,442

Combined

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	25.70	25.72	26.20	72	22.54	25.38	27.08	443	23.54	25.70	26.98	515
2	15.29	16.79	19.67	172	16.76	20.47	26.27	994	16.20	19.64	24.54	1,166
3	15.77	17.49	19.78	159	17.68	19.62	21.93	1,485	17.46	19.37	21.93	1,644
4	16.50	17.04	19.18	305	17.75	18.95	21.03	936	16.94	18.25	19.46	1,241
5	15.96	16.05	16.70	198	16.22	16.99	18.38	958	15.98	16.70	18.20	1,156
6	14.44	15.65	16.97	903	15.16	16.47	17.99	651	14.76	15.99	17.10	1,554
7	16.00	18.05	18.20	35	15.95	17.56	21.04	369	15.96	17.61	21.00	404
8	15.87	18.24	19.64	61	19.59	22.51	23.61	187	18.39	19.81	22.99	248
9	20.53	22.59	23.82	389	20.92	22.18	24.90	315	20.78	22.57	23.91	704
Nat'l	15.21	16.61	18.83	2,294	16.71	19.11	22.24	6,338	16.01	18.00	21.00	8,632

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Data reported are hourly rates

22 Activity Director

For-Profit

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	31,881	37,721	42,842	59	37,070	41,600	46,287	91	35,360	40,332	44,944	150
2	30,628	32,273	41,020	20	32,195	37,003	43,641	130	31,491	36,400	43,641	150
3	25,158	28,192	30,641	48	30,176	35,124	39,195	204	29,120	33,289	38,596	252
4	27,706	31,387	34,278	69	29,120	32,600	37,149	226	28,756	32,240	36,400	295
5	22,564	25,168	27,446	43	25,480	28,408	32,968	59	24,061	26,884	31,200	102
6	22,006	27,040	30,784	37	24,960	30,000	39,998	31	23,286	27,514	35,865	68
7	20,796	24,609	29,211	20	23,771	27,403	32,673	68	22,880	27,040	32,033	88
8	24,304	27,779	33,472	26	29,120	32,147	35,360	68	27,185	31,200	34,639	94
9	29,803	35,329	37,975	40	31,320	34,877	39,252	54	31,169	35,137	39,040	94
Nat'l	26,000	29,952	36,242	362	29,216	33,946	39,203	931	28,080	33,030	38,481	1,293

Not-For-Profit

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	--	--	--	--	39,850	41,849	50,344	12	38,105	41,700	44,840	14
2	36,250	41,568	44,157	6	38,200	45,718	63,627	24	37,750	43,135	58,744	30
3	26,116	29,432	31,242	12	32,326	35,121	44,590	27	29,250	33,301	40,790	39
4	29,490	33,164	40,438	26	30,659	37,523	43,712	43	30,347	36,774	42,400	69
5	21,150	26,200	30,659	5	25,136	27,040	34,400	9	23,090	26,620	34,325	14
6	23,774	25,709	29,605	144	29,806	33,758	36,962	31	24,128	27,352	31,522	175
7	--	--	--	--	25,168	31,830	35,110	5	21,809	24,918	32,650	8
8	22,880	24,960	33,280	13	26,957	34,724	39,130	11	24,086	27,061	35,360	24
9	29,765	30,930	31,500	6	30,186	35,360	35,486	8	29,765	31,215	35,360	14
Nat'l	24,097	27,404	32,006	217	30,509	35,978	42,908	170	25,750	30,825	37,440	387

Combined

	Up to 99 Beds				100 Beds and Over				All Bed-Sizes			
	25th	50th	75th	Incs	25th	50th	75th	Incs	25th	50th	75th	Incs
1	32,037	38,033	42,623	61	37,440	41,600	46,371	103	35,672	40,373	44,928	164
2	30,867	32,791	43,924	26	32,895	37,505	44,874	154	32,036	37,440	44,486	180
3	25,808	28,494	30,845	60	30,540	35,124	39,904	231	29,120	33,289	38,610	291
4	27,810	31,824	35,360	95	29,144	33,072	37,656	269	29,120	32,760	37,437	364
5	22,463	25,584	27,877	48	25,092	28,400	33,517	68	24,014	26,884	32,006	116
6	23,587	25,709	29,837	181	26,890	32,526	39,460	62	23,920	27,352	32,094	243
7	21,331	24,257	28,508	23	23,897	27,465	32,738	73	22,880	27,040	32,033	96
8	23,514	27,040	33,582	39	28,917	32,210	35,625	79	26,874	31,200	34,941	118
9	29,745	33,322	37,718	46	31,200	34,975	38,314	62	30,495	34,730	38,109	108
Nat'l	25,168	29,237	34,882	579	29,535	34,320	39,520	1,101	27,643	32,760	38,304	1,680

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City Data

City	Minimum	25th Percentile	50th Percentile	Average	75th Percentile	Maximum	No. of Incumbents	No. of Facilities
16 Assistant Director of Nurses								
Atlanta	53,045	58,812	62,400	60,896	63,700	65,800	9	7
Baltimore	54,500	70,369	76,184	74,872	80,313	94,000	32	26
Boston	58,170	75,920	76,220	73,295	77,126	79,040	5	5
Charlotte	53,400	58,188	60,320	61,110	64,546	70,720	22	15
Chicago	49,192	52,395	55,910	57,292	59,870	73,000	29	27
Cincinnati	39,749	48,662	52,042	52,148	55,120	66,800	25	21
Cleveland	51,106	56,000	58,885	62,187	67,694	77,929	14	7
Columbus	42,640	56,139	56,971	56,749	63,996	64,000	10	5
Denver	54,080	60,567	62,400	64,190	69,160	72,800	9	9
Detroit	60,049	63,464	67,080	66,895	69,000	74,880	5	5
Fort Lauderdale	58,730	64,234	65,780	69,456	72,191	88,400	7	6
Houston	45,762	49,660	58,836	57,479	62,920	70,720	8	8
Indianapolis	54,142	62,868	64,200	64,502	66,217	75,000	8	7
Kansas City	42,203	46,740	49,754	50,556	54,547	63,648	16	15
Louisville	46,592	48,261	56,233	57,498	63,112	74,000	13	12
Memphis	51,667	53,000	55,650	56,349	58,490	66,700	10	9
Milwaukee	43,680	62,645	65,443	64,490	70,117	76,000	17	12
Minneapolis	35,360	53,551	56,898	57,267	62,167	77,251	38	30
New York City	64,480	72,800	78,300	78,342	82,840	100,000	29	23
Omaha	44,075	45,146	47,503	48,503	47,590	58,198	6	5
Philadelphia	54,253	68,110	72,506	72,887	78,000	91,228	10	7
Pittsburgh	53,000	57,547	60,452	60,968	64,433	74,672	18	16
San Antonio	43,680	50,328	52,000	54,592	57,682	72,405	21	20
St. Louis	37,440	47,840	53,350	50,199	53,644	58,720	8	5
Wilmington	52,520	67,548	73,549	72,971	80,002	85,940	27	24

17 Nursing Supervisor (RN)

Atlanta	48,402	52,790	55,577	56,729	57,893	71,760	14	7
Baltimore	41,983	55,582	65,268	62,767	72,323	78,000	82	24
Charlotte	40,425	51,480	54,974	52,961	56,466	59,280	32	15
Chicago	37,476	48,511	49,823	50,317	52,671	62,000	134	24
Cincinnati	43,680	46,153	51,107	52,700	59,150	63,960	15	8
Cleveland	42,742	46,548	49,548	50,742	55,079	62,025	75	11
Columbus	43,689	47,850	50,960	52,333	56,000	63,211	35	9
Denver	49,488	56,211	65,271	62,077	68,879	69,160	14	6

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V. Breaks (cont'd)

2. What is the time allowed for each Break?

1,899 Facilities, or 99.5%, of the 1,908 respondents supplied the following data.

Number of Minutes	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Facilities	% of Total
10	9.2	9.1	10.4	8.5	21.0	1.4	2.5	2.2	13.4	146	7.7
15	89.2	89.4	89.6	90.8	79.0	98.0	97.5	97.8	86.6	1,744	91.8
20	1.5	1.4		0.8		0.6				9	0.5
Total # of Facilities	65	208	365	390	100	351	158	135	127	1,899	100

VI. Jury Duty Pay

1. What salary payments do employees on jury duty receive?

2,080 Facilities, or 98.3%, of the 2,117 participants responded to the question.

Jury Duty Pay	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Facilities	% of Total
A. Full Pay	54.1	64.5	62.7	65.2	72.6	88.1	86.8	61.6	67.4	1,464	70.4
B. Difference between pay & juror's fee	45.9	33.3	37.1	33.1	27.4	11.1	13.2	37.7	29.9	595	28.6
C. No salary paid		2.1	0.2	1.7		0.8		0.7	2.8	21	1.0
Total # of Facilities	74	234	415	417	106	370	174	146	144	2,080	100

VII. Educational Assistance

MANAGEMENT

1. Does the Facility have an Educational Assistance Program for COLLEGE LEVEL courses for its Management employees?

2,079 Facilities, or 98.2%, of the 2,117 participants responded to the question.

Educational Assistance	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Facilities	% of Total
Number YES	93.2	93.5	94.2	90.5	91.5	94.5	96.5	93.8	89.0	1,935	93.1
Number NO	6.8	6.5	5.8	9.5	8.5	5.5	3.5	6.2	11.0	144	6.9
Total # of Facilities	74	232	416	421	106	366	172	146	146	2,079	100