Hospital and Healthcare Compensation Service (HCS), the nation’s leader in healthcare compensation research, publishes eleven annual salary surveys. Each Report comprehensively covers salaries, wages, and benefits specific to its sector.

New Offering – Reports in Excel
Publisher of the Following Annual Reports:

- Physician Salary Survey Report
- Hospital Salary & Benefits Report
- Nursing Department Compensation Report
- Nursing Home Salary & Benefits Report
- Continuing Care Retirement Community Salary & Benefits Report
- Assisted Living Salary & Benefits Report
- Home Care Salary & Benefits Report
- Hospice Salary & Benefits Report
- Multi-Facility Corporate Compensation Report
- Rehabilitation Compensation Report
- Private Duty Salary & Benefits Report

Custom Salary Surveys

- Marketplace surveys of salaries and benefits
- Report data by geographic location, size or revenue
- Includes jobs and benefits tailored to the needs of the client

For detailed information, including job descriptions, sample pages, and ordering information please visit www.hhcsinc.com.
Physician Salary Survey Report 2009

Cited as an Acceptable Fair Market Value Study
in the “Stark II” Rule

Departments Covered

- 44 Physician Specialties
- Staff Physician
- Medical Director
- Assistant Medical Director
- Interns and Residents

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Covered

- Base Salary
- Bonus
- Contract Hourly Rates
- Administrative Pay
- Number of Patient Visits per week

Data Breakouts

- Governmental Status
- Nongovernmental Status
- Teaching vs. Non-teaching
- Hospital Bed Size
- Group Practice Size
- 9 Regions
- State Data

Results Include

- Salary Ranges
- Averages
- 25th, 50th and 75th Percentiles
- Minimum and Maximum Reported
- Total Compensation

Survey Profile

- Publication Date: April 2009
- Data Effective: January 2009
- 264 Pages
- 300+ Participants
- 24,000+ Physicians

Physician Report $295

Also Available*:
Report Results in Excel $300 (1)
Raw Data in Excel – Regional Data $195 (2)
Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.

(1) The Report results in Excel contain the salary/hourly data tables from the published Report. Tables include each Report section and show the average, 10th, 25th, 50th, 75th, 90th percentiles, number of incumbents, and number of facilities for each Report grouping (i.e. region, state, beds, etc.) Does not include fringe benefits.

(2) The Raw Data contains the salary/hourly data used to compile the Reports. Users can sort data by county, profit type, and revenue size by job. Does not contain fringe benefits.
The average number of weeks pay given is 1.60 for 1.38 years of service. Total # of Facilities 142

% of Facilities No 12.7%
% of Facilities Yes 87.3%

2. Is Pay Contingent Upon Years of Services?
% of Facilities No 45.1%
% of Facilities Yes 54.9%

1. Does the Facility provide Severance Pay?
84 of facilities reported that vesting is immediate.

The average number months until fully vested is 50.49 months.
166 of facilities reported that employees are eligible for enrollment upon employment.

The average eligibility period for enrollment is 9.80 months, and/or 965.24 hours.

The average facility match is $0.52 per $1.00 of employee contribution, up to an average of 4.43% of salary.
The facility matches an average of 3.78% of employees’ salary.
Total # of Facilities 300

12. 401(k)/403(b)
% of Facilities No 25.3%
% of Facilities Yes 74.7%

2. Does the Facility match employees’ contributions?
The employee contributes an average of 4.70% of salary.
Total # of Facilities 310

% of Facilities No 1.9%
% of Facilities Yes 98.1%

1. Does the Facility have a 401(k)/403(b) Plan?

For a complete listing of jobs covered, go to www.hhcsinc.com.
2008 Rehabilitation Compensation Report
Covering Therapy Positions in Long-Term Care, Hospitals and Home Health

Positions Covered
• Regional Director
• Area Director
• Director of Rehabilitation
• Physical Therapist
• Physical Therapy Assistant
• Physical Therapy Aide
• Occupational Therapist
• Certified Occupational Therapy Assistant
• Occupational Therapy Aide
• Speech Language Pathologist

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Covered
• Salary, Hourly, and Per Diem Rates
• Benefits Data

Data Breakouts
• Long-Term Care – County and State
• Hospital – State
• Home Health – County and State

Survey Profile
• 263 hospital participants
• 2,000+ Long-Term Care participants
• 765 Home Health participants
• Publication Date: August 2008
• Data Effective: May 2008

Rehab Report $250
Also Available*:
Report Results in Excel $300 (1)
Raw Data in Excel – State Data $95 (2)
Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.
Multi-Facility Corporate Compensation Report 2008-2009

Employees in Hospital, Long-Term Care, and Home Health Multi-Facility Companies

Departments Covered

- Hospital – 26 Top Corporate Positions
- Long-Term Care – 24 Top Corporate Positions
- Home Health – 23 Top Corporate Positions

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Reported Separately for Hospital, Long-Term Care and Home Health Multi-Facility Companies

Data Covered

- Base Salary
- Bonus Payments
- Data by 3 Revenue Sizes
- 25th, 50th, and 75th Percentiles
- Minimum, Average, and Maximum
- Total Compensation
- Salary Ranges
- Fringe Benefits
- Actual Percent Increases
- Planned Percent Increases

Survey Profile

- Publication Date: January 2009
- Data Effective: November 2008
- 100+ Participants
- 397,300+ Employees

25th Annual Edition - Price $595

This Report covers the top corporate positions in multi-facility companies with revenues in excess of $20,000,000.

A 50% discount ($297.50) applies to those who purchase another Report simultaneously.

*Endorsed by the American Association of Homes and Services for the Aging*

*Supported by the American Health Care Association*

#### Departments Covered
- 83 Positions
- Management, Nonmanagement
- Nursing, Therapy, Aides
- Food Services
- Environmental Services
- Marketing, Social Service
- Clerical and Accounting

For a complete listing of jobs covered, go to [www.hhcsinc.com](http://www.hhcsinc.com).

#### Data Breakouts
- For Profit
- Not-for-Profit
- State, County, 9 Regions
- Unit Size
- Revenue Size

#### Data Covered
- Salary and Bonus Payments
- Hourly Rates
- 22 Fringe Benefits
- Shift Differentials & Per Diem Rates
- Salary Ranges
- Averages
- 25th, 50th and 75th Percentiles
- Minimum and Maximum Reported

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### Nursing Home Report $295

*Also Available*:  
**Report Results in Excel $300** *(1)*  
**Raw Data in Excel – State Data $95** *(2)*  
**Raw Data in Excel – National $995** *(2)*

*Available only with the purchase of Report.*

AAHSA and AHCA  
Member Price Only $225

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*Authorized by the American Association of Homes and Services for the Aging and the American Health Care Association.*

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**Regional Average Pay Ranges**

<table>
<thead>
<tr>
<th>Region Size</th>
<th>Low Median High</th>
<th>Low Median High</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 29 Beds</td>
<td>56,438 65,444 75,000</td>
<td>713 69,000 76,693 86,309</td>
</tr>
<tr>
<td>30-99 Beds</td>
<td>58,062 63,872 73,729</td>
<td>49 65,000 72,005 79,678</td>
</tr>
<tr>
<td>100 Beds and Over</td>
<td>51,338 63,000 74,000</td>
<td>298 66,950 75,483 89,352</td>
</tr>
</tbody>
</table>

**Position Summary**

<table>
<thead>
<tr>
<th>Position</th>
<th>Avg. Min. Mid-Point Avg. Max.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charge Nursing Assistant</td>
<td>14.92 17.31 19.71</td>
</tr>
<tr>
<td>Staff Nurse (RN)</td>
<td>19.74 22.51 25.29</td>
</tr>
<tr>
<td>Charge Staff Nurse (RN)</td>
<td>19.00 21.69 24.38</td>
</tr>
<tr>
<td>Charge Nurse (LPN)</td>
<td>19.05 20.64 22.22</td>
</tr>
<tr>
<td>Certified Nurse Aide</td>
<td>8.48 10.23 11.99</td>
</tr>
</tbody>
</table>

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**Contact Information**

Hospital & Healthcare Compensation Service  
201-405-0075  
[www.hhcsinc.com](http://www.hhcsinc.com)

The ONLY Report Available on Continuing Care Retirement Community Compensation

Departments Covered

- Management
- Aides
- Social Services
- Nursing
- Food Services
- Accounting
- Clerical
- Marketing
- Activity
- Financial
- Therapy
- Environmental Services

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Breakouts

- County, State Data, 9 Regions
- Unit Size, Revenue Size

Survey Profile

- Publication Date: June 2008
- Data Effective: March 2008
- 500+ Participants
- 72,300+ Employees
- 300 Pages

Data Covered

- Base Salary and Bonus Payments
- Hourly Rates
- 22 Fringe Benefits
- Shift Differentials
- Per Diem Rates
- Salary Ranges
- Averages
- 25th, 50th and 75th Percentiles
- Minimum and Maximum Reported

CCRC Report $295

AAHSA Member Price Only $225

Also Available*:

Report Results in Excel $300 (1)

Raw Data in Excel – State Data $95 (2)

Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.

Hospital & Healthcare Compensation Service
201-405-0075
www.hhcsinc.com

Endorsed by the American Association of Homes and Services for the Aging
Supported by The National Center for Assisted Living

Departments Covered

- Management
- Aides
- Social Services
- Nursing
- Food Services
- Accounting
- Clerical
- Marketing
- Activity
- Financial
- Environmental Services

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Breakouts

- County, State Data, 9 Regions
- Unit Size, Revenue Size
- For Profit and Not-for-Profit
- Data Effective: October 2008
- Publication Date: January 2009
- 200 Pages

Data Covered

- Base Salary and Bonus
- Hourly Rates
- 21 Fringe Benefits
- Shift Differentials
- Salary Ranges
- Average Minimum and Maximum
- 25th, 50th and 75th Percentiles
- Comparison of Assisted Living, Nursing Home and CCRC Salaries
- Actual Percent Increases
- Planned Percent Increases
- Turnover Rates by Department

Survey Profile

- Publication Date: January 2009
- Data Effective: October 2008
- 200 Pages

11th Annual Edition

Assisted Living Report $295
AAHSA and NCAL Member Price Only $225

Also Available:
Report Results in Excel $300 (1)
Raw Data in Excel – State Data $95 (2)
Raw Data in Excel – National $995 (2)

*Available only with the purchase of Report.
Data Covered

• Base Salary
• Bonus Data
• Hourly Rates
• Visit Rates
• Shift Differentials
• Turnover Rates
• Average Caseload
• Fringe Benefits

Results Include

• Minimum, Average, Maximum
• 25th, 50th, and 75th Percentile
• Formal Salary Ranges

Survey Profile

HOMECARE Report
• Publication Date: October 2008
• Data Effective Date: August 2008

Hospice Report
• Publication Date: November 2008
• Data Effective Date: August 2008

Homecare Report $295
Also Available*:  
Report Results in Excel $300 (1)  
Raw Data in Excel – State Data $95 (2)  
Raw Data in Excel – National $995 (2)

*Available only with the purchase of Report.

Hospice Report $250
Also Available*:  
Report Results in Excel $300 (1)  
Raw Data in Excel – State Data $95 (2)  
Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.

Published in Cooperation with the Private Duty Homecare Association

Departments Covered

- Management
- DME
- Bereavement
- Volunteer
- Nursing
- Financial
- Clerical
- Medical Director
- Social Work
- Therapy
- Marketing
- Home Care Aides

For a complete listing of jobs covered, go to www.hhcsinc.com.

Data Breakouts

- 9 Regions
- State Data
- Auspice

Survey Profile

- Publication Date: December 2008
- Data Effective: September 2008

Data Covered

- Base Salary
- Hourly Rates, Per Visit Rates
- 22 Fringe Benefits
- Services Provided
- Certification
- Travel Allowance
- Salary/Pay Ranges
- Averages
- 25th, 50th and 75th Percentiles
- Minimum and Maximum

New Report

Private Duty Report $295

Also Available*:
Report Results in Excel $300 (1)
Raw Data in Excel – State Data $95 (2)
Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.
Nursing Department Compensation Report 2008-2009

Covering Nurses in Hospitals, Home Health, and Nursing Homes in One Report

Data Covered
- Base Salary
- Bonus Payments
- Hourly Rates
- Per Visit Rates
- Shift Differentials
- Salary/Pay Ranges
- Averages
- 25th, 50th and 75th Percentiles
- Minimum and Maximum
- Actual Percent Increases
- Planned Percent Increases

Data Breakouts
- City, State, 9 Regions
- Unit Size, Revenue Size
- Control Type

Results Include
- Data Reported separately by Hospital, Nursing Home and Home Health
- 45 Nursing Positions
- Includes RNs, LPNs, CNAs, and more!

Survey Profile
- Publication Date: November 2008
- 4,300+ Participants
- 223,500+ Employees
- 170 Pages

Nursing Department Report $250

Also Available*:
- Report Results in Excel $300 (1)
- Raw Data in Excel – State Data $95 (2)
- Raw Data in Excel – National $495 (2)

*Available only with the purchase of Report.