

11 Activity Director

Profit Type

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
For-Profit								
1	35,421	40,000	43,514	43,710	45,988	51,059	45	41
2	28,587	32,809	36,435	38,402	42,830	51,780	66	66
3	27,718	30,742	34,490	36,880	40,763	48,874	179	172
4	28,108	31,746	34,213	35,816	39,738	44,752	91	90
5	25,041	26,596	28,891	31,101	32,661	39,610	31	31
6	26,420	31,668	33,187	34,457	37,634	42,884	28	28
7	26,574	29,289	32,129	32,475	34,999	39,315	95	87
8	26,475	29,016	31,506	33,211	38,511	41,607	51	47
9	27,004	31,200	34,945	35,287	39,336	44,943	174	161
National	27,040	30,650	33,946	35,809	40,000	46,248	760	723
Not-For-Profit								
1	41,600	41,600	42,848	46,641	47,157	53,579	6	5
2	32,400	40,376	46,993	48,856	52,650	56,135	12	10
3	25,272	27,695	35,282	40,169	52,806	57,497	29	20
4	33,090	35,305	40,050	43,808	52,578	57,056	21	18
5	--	--	--	--	--	--	--	--
6	37,270	38,232	43,416	45,325	48,408	53,701	8	8
7	--	--	--	--	--	--	--	--
8	33,514	35,027	38,000	38,154	40,268	42,872	6	5
9	32,000	32,000	32,300	34,047	35,935	36,968	9	5
National	29,108	33,582	40,100	42,779	50,948	57,487	91	71
Combined								
1	35,725	41,090	43,490	44,028	46,372	51,452	51	46
2	28,816	32,818	37,419	39,777	45,031	53,080	78	76
3	27,170	30,433	34,744	37,223	41,600	51,450	208	192
4	29,120	31,941	35,360	37,148	40,370	46,103	112	108
5	25,041	26,596	28,891	31,101	32,661	39,610	31	31
6	28,068	31,961	36,000	36,872	41,202	45,098	36	36
7	26,574	29,289	32,129	32,475	34,999	39,315	95	87
8	26,673	29,128	32,120	33,686	39,400	41,619	57	52
9	27,024	31,200	34,788	35,249	38,995	44,704	183	166
National	27,081	30,844	34,596	36,432	40,621	47,569	851	794

A "--" indicates insufficient data for analysis

Data reported are salary rates

10 Memory Care Program Director

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Revenue up to \$2,999,999								
1	--	--	--	--	--	--	--	--
2	43,774	44,554	46,000	49,924	47,573	58,037	5	5
3	28,440	31,590	33,872	39,167	37,440	61,910	20	19
4	37,712	40,612	45,723	44,371	48,530	49,874	6	6
5	33,867	35,776	39,000	38,404	39,750	41,500	7	7
6	--	--	--	--	--	--	--	--
7	29,644	30,444	35,360	36,481	40,680	44,233	19	19
8	27,774	30,684	34,760	40,453	49,998	58,297	7	7
9	34,748	36,590	44,089	44,085	48,880	53,600	8	8
National	29,776	33,280	37,648	40,369	45,000	54,100	74	73
Revenue \$3,000,000 to \$4,999,999								
1	50,555	51,459	54,305	56,536	59,685	62,779	7	7
2	37,006	37,596	47,000	45,608	53,500	55,900	11	11
3	32,323	34,337	38,545	40,936	43,493	51,407	45	45
4	33,408	34,939	42,780	43,036	46,441	50,360	24	24
5	34,112	35,347	42,382	43,938	50,383	57,956	9	8
6	--	--	--	--	--	--	--	--
7	35,135	35,362	39,334	39,776	42,952	45,760	30	30
8	32,041	32,500	38,252	39,099	44,532	48,195	15	14
9	36,722	39,044	44,969	44,234	50,867	53,450	24	24
National	33,137	35,449	41,122	42,616	47,362	53,723	169	167
Revenue Over \$5,000,000								
1	41,600	47,759	56,228	54,179	59,500	67,490	24	23
2	45,992	49,449	54,768	54,288	59,378	61,944	62	59
3	43,126	45,960	52,000	52,075	57,956	63,482	57	56
4	42,230	43,583	46,735	48,167	51,435	56,039	31	30
5	--	--	--	--	--	--	--	--
6	44,100	45,776	50,000	53,142	59,721	64,325	7	7
7	38,339	43,812	46,172	47,739	49,920	56,539	13	13
8	43,813	46,558	51,065	51,144	55,810	61,007	18	16
9	39,380	47,000	54,080	52,827	59,034	62,754	57	57
National	42,234	45,960	52,000	52,126	57,741	62,999	271	263
Combined								
1	41,767	50,330	54,652	54,511	59,567	67,845	33	32
2	43,468	47,000	53,555	52,872	58,159	61,980	79	76
3	32,124	36,331	45,011	46,000	53,382	61,947	125	123
4	34,233	39,774	45,000	45,748	49,420	54,812	64	63
5	33,867	35,516	39,500	41,005	44,204	50,860	18	17
6	39,780	42,000	47,133	48,787	56,000	60,761	13	13
7	30,950	35,360	39,871	40,436	44,090	49,779	62	62
8	31,164	34,760	44,625	44,564	51,500	58,770	40	37
9	37,440	43,340	50,850	49,761	55,723	61,995	91	91
National	33,671	39,261	46,748	47,312	54,919	60,991	525	514

A "----" indicates insufficient data for analysis

Data reported are salary rates



State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
47 Driver								
KS	9.23	10.20	10.98	11.11	12.06	13.10	10	8
LA	8.61	9.50	11.00	10.53	11.59	12.12	7	7
MA	11.38	11.92	12.90	13.24	14.78	15.27	20	20
MD	11.33	12.52	13.80	13.77	14.58	16.64	34	26
MI	10.32	10.50	11.11	11.98	12.82	15.12	15	8
MS	9.50	10.00	10.49	10.16	10.62	10.66	5	5
NC	8.96	9.57	10.46	10.98	12.65	13.67	43	38
NE	9.81	10.32	12.44	11.47	12.68	12.68	12	11
NJ	11.50	12.18	13.79	13.60	15.01	16.42	22	20
NV	10.35	10.66	12.50	12.10	12.96	13.76	7	7
NY	9.63	10.00	11.54	11.55	12.13	12.40	48	24
OH	9.30	9.98	10.25	10.75	10.97	12.80	33	21
OK	9.60	10.12	11.02	11.18	12.56	13.15	7	7
OR	9.77	10.11	10.35	11.02	11.98	12.57	17	15
PA	10.16	10.55	12.11	12.31	13.92	14.31	28	17
RI	12.31	12.44	12.89	12.86	13.04	13.32	11	6
SC	9.00	9.22	9.72	9.86	10.57	10.93	10	10
TN	8.86	9.63	11.90	11.00	12.13	12.50	7	7
TX	9.14	10.05	11.02	11.44	13.17	13.97	64	48
VA	8.58	9.24	11.42	11.76	13.72	15.47	38	14
WA	10.61	10.99	11.49	11.89	12.62	13.10	25	19
WI	10.75	11.24	12.39	12.31	13.26	13.76	14	6
National	9.57	10.34	11.79	12.04	13.39	15.00	983	685

48 Dining Room Supervisor

AZ	10.50	10.55	11.86	12.93	14.09	16.05	8	6
CA	13.76	15.20	18.00	17.55	20.18	20.93	36	23
FL	11.66	13.56	14.63	15.38	17.10	19.23	63	27
IL	13.07	13.59	13.99	15.85	16.44	17.51	30	14
MA	14.63	14.76	15.33	17.26	16.00	20.86	9	5
NE	18.07	18.07	18.07	18.07	18.07	18.07	5	5
NJ	13.49	15.05	20.61	19.15	23.42	23.99	7	7
OH	10.95	11.50	12.17	12.66	12.99	13.91	12	8
RI	12.71	14.00	16.00	15.20	16.46	17.29	7	5
TX	10.59	12.11	13.08	13.77	15.48	16.46	8	8

A "---" indicates insufficient data for analysis

Data reported are hourly rates

County Data

County	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
38 Medication Aide								
NJ, ESSEX	14.08	14.46	15.04	15.75	16.20	17.86	40	6
NJ, MONMOUTH	15.45	16.12	16.15	16.11	16.46	16.76	25	5
NJ, MORRIS	15.03	15.62	15.87	16.36	17.37	17.94	40	5
NV, CLARK	10.25	10.35	10.75	10.95	10.88	11.66	57	6
OK, OKLAHOMA	10.98	11.12	11.42	11.45	11.55	11.86	134	12
OK, TULSA	11.32	11.60	12.18	12.04	12.28	12.54	117	8
OR, MULTNOMAH	10.51	10.59	11.36	11.14	11.42	11.67	31	5
OR, YAMHILL	10.47	10.59	10.63	10.82	10.80	11.26	49	5
PA, ALLEGHENY	11.33	11.50	11.97	12.31	13.26	13.47	27	5
PA, MONTGOMERY	13.23	14.63	15.58	16.76	19.38	22.38	50	10
SC, GREENVILLE	9.43	9.55	9.88	9.99	10.46	10.60	58	5
TX, BEXAR	9.50	9.53	9.73	10.02	10.08	10.60	84	8
TX, COLLIN	11.13	11.28	11.67	12.23	12.49	13.88	54	8
TX, DALLAS	9.50	9.86	11.53	11.22	11.99	13.17	62	10
TX, HARRIS	10.10	10.41	10.96	11.08	11.81	12.24	99	12
TX, TARRANT	10.40	10.67	11.22	11.61	12.13	12.99	55	8
TX, TRAVIS	10.42	10.91	11.32	12.06	12.05	14.07	22	6
VA, FAIRFAX	15.01	15.51	16.10	16.36	17.11	18.13	56	8
WA, KING	11.39	12.24	12.95	12.90	13.25	14.87	75	13
WA, SNOHOMISH	12.50	12.95	13.01	13.40	13.56	14.58	30	6
WA, SPOKANE	11.31	11.31	11.34	12.27	13.27	14.10	30	6

40 Activity Aide

AZ, MARICOPA	10.00	11.00	12.34	13.04	14.00	17.41	25	13
CA, CONTRA COSTA	10.55	10.94	11.39	11.85	13.09	13.65	9	6
CA, LOS ANGELES	11.77	12.50	13.28	13.72	14.42	16.14	10	8
CA, ORANGE	11.33	11.89	12.70	13.86	16.44	17.63	10	6
CA, RIVERSIDE	10.34	10.49	11.15	11.76	12.79	13.76	17	8
CA, SACRAMENTO	11.20	12.04	12.17	12.49	13.19	14.15	6	6
CA, SAN DIEGO	10.40	11.00	12.70	12.56	12.74	14.66	17	5
CA, SONOMA	12.05	12.09	13.98	13.52	14.00	14.77	6	5
CO, DENVER	11.66	12.18	12.60	12.88	14.07	14.23	16	9
CO, EL PASO	10.66	11.00	11.59	12.98	13.00	16.00	6	5
CT, HARTFORD	8.66	9.66	14.01	12.33	14.14	15.17	8	5
FL, COLLIER	10.00	10.00	11.00	11.26	11.50	12.64	6	5
FL, DUVAL	10.17	11.00	11.03	12.07	12.00	14.50	9	5
FL, HILLSBOROUGH	9.31	10.12	10.63	10.45	10.92	11.51	7	5
FL, LEE	9.64	10.00	10.13	10.40	10.29	11.28	6	6

Data reported are hourly rates

III. Paid Holidays (cont'd)

CLINICAL

5. What is the rate of pay for HOLIDAYS worked?

Holiday Rate of Pay	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Straight Time		2.7				4.8				3	0.4
B. Time and One-Half	85.4	75.3	77.1	64.0	89.3	85.7	92.6	96.7	100.0	632	85.8
C. Double-Time	9.8	21.9	22.9	32.0	10.7	9.5	7.4	3.3		97	13.2
D. Double & One-Half	4.9			1.3						3	0.4
E. Triple Time				2.7						2	0.3
F. Equal Time Off											
Total # of Facilities	41	73	175	75	28	21	81	60	183	737	100

6. When are employees eligible for Paid Holidays?

707 Facilities, or 42.4%, of the 1,666 participants supplied the following data.

	Regional Percents									NATIONALLY	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Upon employment	79.4	72.3	74.7	61.3	89.3	90.5	92.6	98.3	98.9	599	84.7
B. After 30 days	11.8	20.0	16.5	28.0	3.6		7.4			71	10.0
C. After 60 days											
D. After 90 days	8.8	7.7	8.9	10.7	7.1	9.5		1.7	1.1	37	5.2
Total # of Facilities	34	65	158	75	28	21	81	60	185	707	100