

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
19 Account Executive								
1	66,882	69,625	73,748	73,639	78,972	80,995	52	24
2	54,194	57,580	64,000	62,742	67,374	72,640	64	27
3	50,519	56,667	61,375	61,513	65,000	71,883	292	81
4	49,990	55,553	61,206	60,754	65,533	71,395	232	68
5	50,000	55,000	58,003	58,404	62,839	65,300	78	58
6	55,150	57,000	62,355	62,764	68,405	70,868	81	33
7	52,500	58,500	62,570	62,665	66,731	72,500	159	50
8	53,624	57,625	64,584	62,379	66,571	69,820	40	26
9	65,175	66,000	71,338	69,757	75,000	80,834	47	21
National	51,794	57,000	62,500	62,510	67,687	73,366	1,045	388
20 Case Manager/Team Leader								
1	71,385	72,442	73,742	78,181	86,090	89,539	148	14
2	55,213	60,687	70,235	71,800	75,500	84,151	123	31
3	57,741	64,870	67,651	68,540	73,552	77,045	293	50
4	53,090	60,422	64,650	64,279	69,071	75,534	272	64
5	48,893	51,384	56,031	56,118	59,105	63,425	49	22
6	46,501	52,503	56,631	59,726	68,000	73,294	136	33
7	59,335	61,562	67,336	66,817	70,804	74,006	90	20
8	60,000	61,350	64,818	65,954	69,391	72,000	64	10
9	75,099	81,121	90,707	89,207	97,136	101,285	154	24
National	53,103	59,456	66,563	67,924	73,810	83,829	1,329	268
21 Clinical Supervisor								
1	71,200	74,763	80,039	79,830	85,000	90,000	102	33
2	58,767	62,220	65,759	70,019	77,070	81,022	107	25
3	57,950	61,715	66,879	71,809	76,066	88,017	89	38
4	60,982	64,388	69,632	70,597	74,326	82,840	174	32
5	51,434	53,608	57,957	59,109	61,478	67,131	85	39
6	58,772	61,360	68,180	69,527	75,386	80,601	57	27
7	61,942	65,025	67,844	68,705	69,750	75,316	21	10
8	70,309	74,207	80,605	82,096	87,890	96,079	37	11
9	67,945	82,500	90,740	86,232	93,388	95,700	37	12
National	56,833	61,510	69,000	71,278	80,000	89,681	709	227

A "---" indicates insufficient data for analysis

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13 Director of Clinical Services

Revenue

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Revenue \$0 - \$4,999,999								
1	82,760	83,877	92,259	95,464	101,651	109,718	8	6
2	68,170	70,393	75,000	80,123	87,380	91,000	18	15
3	61,320	66,500	73,326	73,162	78,460	84,524	36	32
4	69,404	70,000	74,784	76,966	79,734	88,464	30	26
5	61,910	63,320	65,003	68,042	72,000	80,000	33	29
6	65,904	66,634	71,640	73,266	74,865	82,123	28	26
7	67,546	73,000	75,000	75,944	79,140	85,039	19	17
8	64,369	76,250	82,301	80,250	84,442	88,772	9	8
9	76,409	81,250	92,000	95,226	107,987	109,877	12	11
National	63,823	68,000	73,243	76,327	82,300	90,000	193	170
Revenue \$5,000,000+								
1	90,104	96,106	101,100	106,666	118,246	127,025	16	7
2	69,820	75,000	80,080	86,743	88,863	96,055	39	21
3	72,973	77,000	80,323	86,896	94,404	110,000	67	33
4	69,080	75,000	81,000	83,874	92,000	99,225	82	49
5	62,012	66,263	68,768	73,178	76,694	84,666	17	8
6	69,732	71,225	81,598	90,001	100,693	114,292	15	13
7	68,988	70,730	74,000	76,479	78,666	90,960	34	17
8	71,393	73,250	77,654	77,258	80,944	84,548	16	11
9	86,011	97,839	107,827	113,536	131,000	141,500	22	15
National	69,173	74,020	80,259	87,093	94,535	110,000	308	174
Combined								
1	81,128	86,507	98,010	99,085	108,014	120,606	31	17
2	69,108	71,486	80,040	83,792	88,147	93,290	59	38
3	65,000	71,059	78,289	81,444	87,138	96,839	110	70
4	69,045	71,000	77,546	80,896	88,400	96,550	123	85
5	61,428	63,080	66,998	69,205	73,100	80,000	55	42
6	65,936	69,434	73,003	77,861	80,385	100,074	58	52
7	68,224	73,000	75,000	77,874	83,618	90,000	61	42
8	69,086	73,500	80,000	79,388	84,844	86,892	27	21
9	78,171	84,750	107,200	104,538	113,947	137,900	36	27
National	65,896	70,221	78,015	81,628	87,244	102,719	560	394

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46 Home Care Aide III (HCA III)/CNA

Patient Days

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Up to 29,999 Days								
1	13.87	14.91	16.12	15.76	17.00	17.27	176	21
2	10.65	11.75	12.21	12.27	13.38	13.95	109	17
3	10.61	11.38	12.06	12.14	12.91	13.72	185	39
4	11.15	11.67	12.27	12.38	13.54	13.97	239	27
5	8.20	8.79	10.39	10.50	11.82	13.04	143	35
6	10.03	10.77	12.00	12.36	13.99	14.82	136	25
7	9.97	11.23	11.93	11.97	12.94	13.51	72	18
8	12.78	13.04	13.68	13.76	14.69	14.97	71	10
9	12.60	14.36	14.98	15.16	16.40	17.14	58	12
National	9.67	11.17	12.27	12.54	13.92	15.66	1,189	204
30,000 Days and Over								
1	15.00	15.51	15.87	15.93	16.47	16.85	337	12
2	11.72	12.57	13.43	13.25	14.08	15.28	486	19
3	11.64	12.24	13.27	13.48	14.91	15.66	471	23
4	11.10	11.79	12.66	12.71	13.44	14.36	685	42
5	10.49	10.74	10.88	10.86	11.00	11.24	51	7
6	11.82	12.35	13.34	13.50	14.56	15.21	202	14
7	10.89	11.40	12.01	12.27	13.24	13.92	54	6
8	12.47	12.94	14.27	13.87	14.86	14.94	71	8
9	14.40	15.03	16.70	16.33	17.84	18.66	146	8
National	10.98	12.10	13.18	13.43	14.78	15.87	2,503	139
Combined								
1	13.86	14.94	15.87	15.66	16.69	17.06	950	42
2	11.61	12.16	13.44	13.25	14.12	15.21	869	50
3	10.83	11.46	12.21	12.60	13.59	15.51	1,342	108
4	11.39	12.08	12.91	12.99	13.88	14.95	1,717	112
5	8.25	10.12	10.83	10.88	11.77	13.02	404	74
6	10.69	11.54	12.58	12.85	13.95	15.29	472	63
7	10.84	11.50	12.38	12.34	13.24	14.06	663	65
8	12.16	13.00	13.67	13.84	14.88	15.71	302	35
9	12.44	13.44	15.02	15.31	17.22	18.37	744	44
National	10.67	11.63	12.78	13.00	14.25	15.98	7,463	593

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State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
36 Registered Nurse (RN)								
MN	27.41	29.87	32.38	32.12	34.37	36.59	172	6
MO	25.12	26.52	27.46	27.53	28.87	30.87	428	26
MS	24.98	25.64	26.33	26.35	26.66	27.12	64	15
NC	26.01	26.76	27.83	28.00	28.82	29.63	569	18
NH	29.77	30.67	30.95	31.15	31.50	32.60	158	7
NJ	32.00	33.19	35.69	36.30	40.28	40.76	312	10
NM	27.27	27.98	28.64	29.73	31.46	32.63	45	7
NY	24.06	25.03	27.56	30.37	31.72	38.22	955	6
OH	24.73	26.98	28.17	28.12	29.65	30.64	547	28
OK	28.00	28.38	28.75	28.84	29.62	29.84	35	6
OR	30.78	31.02	33.95	34.69	36.98	38.92	139	6
PA	26.55	27.34	28.67	29.88	32.77	34.07	660	34
RI	31.91	32.05	32.45	32.91	32.68	34.04	138	6
SC	26.62	26.98	27.53	27.82	28.81	29.36	131	16
TN	24.46	25.38	26.09	26.30	27.50	27.84	164	17
TX	28.30	29.97	31.00	31.00	31.84	33.81	571	41
UT	27.30	27.59	27.93	27.92	28.11	28.49	112	6
VA	27.36	27.91	28.67	29.93	32.09	34.11	115	14
WA	26.94	27.88	28.84	30.03	30.52	33.71	41	5
WI	27.30	27.72	28.42	28.98	30.16	31.24	248	15
WV	23.80	24.31	24.99	25.56	25.68	27.61	53	7
National	25.71	27.15	29.22	29.98	32.04	35.11	10,583	567

37 Hi Tech Nurse

MA	36.71	38.00	38.54	42.65	49.52	50.66	35	5
National	31.00	31.88	33.25	35.39	38.14	43.21	166	20

38 Practical Nurse (LPN)

AL	17.69	19.04	20.01	19.81	21.00	21.84	13	5
AZ	22.02	23.70	24.41	26.62	24.81	32.33	9	5
CA	21.86	22.79	25.00	25.91	29.02	30.74	541	29
FL	18.04	18.51	19.39	19.51	20.16	21.78	511	23
GA	17.40	18.23	20.70	20.39	21.98	22.96	56	12
IL	20.84	21.41	25.37	23.93	26.30	26.63	132	10
IN	18.09	20.84	21.26	21.74	23.17	25.46	34	12

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III. Paid Holidays (cont'd)

CLINICIANS

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

49 Agencies, or 92.5%, of the 53 respondents supplied the following data.

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	16.7		11.1	36.4					25.0	7	14.3
B. Time and One-Half	50.0	78.6	55.6	27.3		50.0	100.0		50.0	27	55.1
C. Double-Time	16.7	14.3	22.2	27.3				100.0		9	18.4
D. Double & One-Half	16.7								25.0	2	4.1
E. Triple Time											
F. Equal Time Off		7.1	11.1	9.1		50.0				4	8.2
Total # of Agencies	6	14	9	11		2	2	1	4	49	100

6. When are employees eligible for Paid Holidays?

48 Agencies, or 90.6%, of the 53 respondents supplied the following data.

	Regional Percents									NATIONALLY	
	1	2	3	4	5	6	7	8	9	Number of Agencies	% of Total
A. Upon employment	75.0	85.7	88.9	72.7		50.0	50.0		80.0	37	77.1
B. After 30 days		14.3	11.1	18.2			50.0	100.0	20.0	8	16.7
C. After 60 days	25.0					50.0				2	4.2
D. After 90 days				9.1						1	2.1
Total # of Agencies	4	14	9	11		2	2	1	5	48	100