

14 Director of Nurses

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	76,122	88,326	94,944	58	91,323	95,472	102,005	107	86,594	93,600	100,006	165
2	81,687	90,014	101,000	26	86,482	95,087	102,500	136	84,933	94,320	102,149	162
3	75,870	80,706	87,596	71	85,010	92,079	102,112	259	82,000	89,100	100,000	330
4	72,643	77,824	83,234	136	79,471	84,995	90,064	180	75,438	81,556	87,988	316
5	69,495	74,050	78,003	41	74,056	80,091	88,058	94	73,000	78,222	85,008	135
6	60,198	66,206	73,685	96	71,400	80,000	84,219	37	61,290	69,785	76,500	133
7	78,050	84,638	90,000	27	80,000	87,590	92,150	49	79,525	87,000	91,900	76
8	72,000	78,499	86,757	45	80,000	85,000	91,461	68	77,048	84,667	89,624	113
9	93,430	101,400	107,679	49	98,615	109,943	119,150	49	94,927	103,327	112,200	98
Nat'l	71,988	78,614	88,004	549	81,581	90,000	98,745	979	76,950	85,557	95,228	1,528

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	84,873	87,609	98,771	8	81,700	95,618	121,856	10	82,934	93,493	108,498	18
2	79,500	90,837	94,300	13	90,002	103,625	120,600	50	88,532	99,336	112,850	63
3	78,742	104,040	109,865	11	84,250	92,872	101,307	29	82,000	93,163	104,272	40
4	69,412	75,175	83,750	28	77,500	81,994	90,834	43	73,144	79,850	87,646	71
5	--	--	--	--	67,361	71,573	78,002	7	66,500	70,387	78,002	11
6	59,188	62,566	69,089	86	61,844	74,627	85,592	46	60,037	64,886	71,824	132
7	--	--	--	--	78,000	85,675	92,685	21	73,887	84,838	92,764	24
8	70,262	73,902	75,868	9	77,501	81,765	89,000	17	72,691	78,302	82,000	26
9	63,550	70,825	72,324	10	79,000	83,512	96,100	7	71,949	78,000	83,542	17
Nat'l	61,921	69,410	78,042	172	76,218	86,000	98,000	230	66,485	78,394	91,376	402

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	76,488	88,152	95,847	66	91,172	95,545	103,072	117	85,642	93,600	100,360	183
2	81,256	90,025	98,500	39	87,250	95,620	105,000	186	85,031	95,000	104,022	225
3	76,080	80,749	88,277	82	85,003	92,330	102,112	288	82,000	90,000	100,023	370
4	71,992	77,768	83,525	164	78,620	84,900	90,409	223	75,000	81,000	87,976	387
5	68,002	73,695	78,003	45	73,440	80,000	86,676	101	72,010	78,000	85,000	146
6	60,000	64,368	70,816	182	66,560	75,416	84,989	83	60,541	67,152	75,017	265
7	77,700	84,094	90,000	30	80,000	87,000	92,602	70	78,022	86,000	92,041	100
8	70,875	77,831	85,166	54	80,000	84,989	91,555	85	75,676	82,000	89,003	139
9	87,743	97,843	106,849	59	96,028	106,496	118,153	56	93,078	101,646	111,903	115
Nat'l	69,094	76,824	86,700	721	80,061	89,250	98,666	1,209	75,000	85,000	95,000	1,930

A "--" indicates insufficient data for analysis

Data reported are salary rates

22 Activity Director

Revenue

Revenue \$0 - \$2,999,999

Revenue \$3,000,000 - \$4,999,999

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	--	--	--	--	--	--	1	32,490	39,645	39,444	45,193	6	6
2	--	--	--	--	--	--	2	41,600	52,300	47,506	52,900	5	5
3	30,650	32,661	33,275	35,469	12	10	3	--	--	--	--	--	--
4	31,086	33,509	34,043	38,381	20	20	4	31,211	33,278	35,648	39,624	17	17
5	--	--	--	--	--	--	5	28,332	30,222	30,167	32,086	7	7
6	27,583	30,222	31,213	33,218	124	118	6	27,435	30,763	32,017	35,422	20	20
7	29,838	31,512	31,073	32,448	8	5	7	--	--	--	--	--	--
8	30,836	34,975	35,576	38,329	25	22	8	28,469	29,411	30,369	32,227	19	19
9	31,703	34,944	34,038	37,648	12	9	9	--	--	--	--	--	--
National	28,501	31,512	32,462	35,152	206	189	National	29,118	31,620	33,951	35,360	83	82

Revenue \$5,000,000 - \$9,999,999

Revenue \$10,000,000 - \$14,999,999

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	36,400	40,020	41,170	43,713	75	73	1	40,268	45,552	46,721	51,792	65	58
2	33,345	39,316	40,459	45,739	30	30	2	38,852	42,224	43,772	47,999	61	59
3	30,768	33,325	35,265	38,886	107	82	3	36,092	40,276	41,477	45,865	123	102
4	32,167	35,360	36,652	38,917	163	162	4	35,360	40,310	40,647	43,846	71	69
5	28,799	31,983	32,191	35,404	40	38	5	31,668	34,958	37,314	38,009	20	20
6	32,046	36,257	35,517	39,317	30	28	6	37,110	39,168	38,812	41,411	10	10
7	31,070	35,818	35,616	39,239	20	20	7	--	--	--	--	--	--
8	30,160	34,788	35,107	40,310	35	33	8	33,165	35,102	36,137	38,938	14	14
9	31,232	34,381	36,125	40,553	35	34	9	37,731	40,165	42,992	49,026	33	29
National	31,691	35,502	36,731	40,312	535	500	National	36,057	40,732	42,172	47,379	400	364

Revenue \$15,000,000+

All Revenues Combined

Region	25th	50th	Avg	75th	Incs	Fac	Region	25th	50th	Avg	75th	Incs	Fac
1	47,020	50,034	49,330	52,764	22	22	1	38,210	43,507	44,450	49,920	176	167
2	37,440	45,000	47,838	53,570	79	69	2	37,403	43,005	44,964	49,889	192	178
3	37,752	45,978	45,617	51,298	41	41	3	33,128	38,420	39,790	45,760	289	241
4	37,440	40,635	42,109	47,466	26	21	4	33,203	36,526	37,699	41,283	302	294
5	--	--	--	--	--	--	5	30,176	32,602	34,613	36,802	72	70
6	44,158	45,933	47,342	47,382	5	5	6	28,413	31,427	32,801	36,416	190	182
7	--	--	--	--	--	--	7	30,703	34,455	35,928	41,205	38	34
8	--	--	--	--	--	--	8	30,427	33,800	35,241	38,480	102	97
9	40,126	42,846	44,284	45,666	16	15	9	33,613	37,874	39,376	44,744	99	90
National	38,563	45,760	46,529	51,530	197	181	National	32,206	37,440	38,933	43,451	1,460	1,353

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
91 Payroll Clerk								
FL	14.30	14.95	16.00	16.73	18.57	19.13	42	31
GA	15.96	17.09	18.00	18.22	19.56	21.38	7	7
ID	14.51	15.64	17.55	17.54	19.21	20.04	8	8
IL	13.44	14.72	17.34	17.29	20.56	20.98	13	13
IN	13.39	14.21	15.04	15.35	16.32	17.34	66	65
KS	12.84	13.38	13.84	14.56	15.74	17.30	7	7
KY	13.28	13.69	15.80	16.02	18.33	19.79	27	27
MA	16.79	18.32	20.02	19.95	21.15	23.67	26	24
MD	16.32	17.51	19.91	19.65	21.69	22.70	41	40
ME	15.08	15.89	16.74	16.21	16.88	17.07	5	5
MI	15.90	16.25	17.17	17.88	18.55	20.99	29	29
MN	15.55	16.14	18.88	18.45	20.55	21.37	8	8
MO	10.18	10.27	10.50	11.06	10.58	12.03	8	7
MS	11.60	11.77	12.45	13.69	13.91	15.58	8	8
MT	11.86	12.46	13.21	13.46	14.73	15.37	6	6
NC	13.75	14.48	15.47	16.00	16.63	18.83	35	19
NE	12.21	12.79	13.70	15.20	14.86	21.62	14	13
NH	13.61	13.91	15.29	15.70	17.66	17.96	12	12
NJ	17.26	17.67	19.25	19.78	22.18	23.11	22	21
NM	13.00	13.48	16.01	15.79	17.65	18.01	10	10
NY	16.20	18.36	24.02	23.20	26.91	30.33	15	12
OH	14.35	15.00	15.78	16.69	17.74	19.81	53	50
PA	13.95	15.55	16.92	17.30	18.16	21.09	41	39
TN	12.86	13.63	15.48	15.77	16.79	18.45	11	10
VA	15.50	15.67	17.97	18.49	20.87	22.60	27	10
WA	15.48	15.86	17.50	17.81	19.87	20.54	9	9
WI	15.77	16.17	17.16	18.02	18.57	20.47	7	7
WV	12.42	13.26	14.81	15.01	15.41	18.57	35	34
National	12.64	14.45	16.32	16.91	18.88	21.90	750	662

92 Medical Records Clerk

CA	13.53	13.88	14.01	16.64	18.21	21.39	14	12
CO	13.13	14.50	16.00	15.53	16.91	17.01	10	9
FL	12.24	13.60	15.96	16.34	19.51	20.95	46	42
GA	15.25	16.96	20.02	20.09	22.16	24.71	7	6

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
58 Certified Nurse Aide								
IN, MARION	11.14	11.26	11.37	11.45	11.65	11.98	504	11
KS, JOHNSON	10.75	10.76	11.14	11.18	11.62	11.66	236	6
KY, JEFFERSON	11.88	12.32	12.56	12.41	12.84	12.93	459	11
KY, WARREN	10.68	10.88	11.83	12.25	12.43	14.05	86	5
MA, BRISTOL	11.77	12.23	13.21	13.23	13.88	14.74	720	14
MA, ESSEX	12.87	13.36	13.75	13.91	14.00	15.43	479	17
MA, HAMPDEN	12.11	12.21	12.42	12.69	13.00	13.86	243	8
MA, MIDDLESEX	13.11	13.41	13.85	14.42	15.30	16.37	551	15
MA, NORFOLK	12.41	13.06	13.79	14.23	15.32	16.23	492	14
MA, WORCESTER	12.66	13.10	13.32	13.72	14.21	14.34	296	11
MD, BALTIMORE	12.09	12.50	13.04	12.76	13.15	13.24	242	7
MD, MONTGOMERY	12.03	12.56	13.59	13.52	14.50	14.85	315	7
MD, PRINCE GEORGE	12.35	12.69	13.00	13.45	14.35	14.79	192	5
MI, GENESEE	10.46	10.74	12.76	12.57	13.88	14.60	336	8
MI, KENT	12.53	12.80	13.40	13.30	13.63	13.93	303	6
MI, OAKLAND	11.70	11.81	13.65	13.15	14.11	14.38	298	9
MI, WAYNE	12.05	12.50	13.48	13.14	14.12	14.29	321	9
MN, HENNEPIN	12.26	12.57	12.88	13.16	13.65	14.12	434	10
NC, NEW HANOVER	9.96	10.27	10.38	10.29	10.51	10.58	247	5
NE, DOUGLAS	11.83	11.99	12.35	12.79	12.84	13.96	276	6
NE, HALL	10.69	11.02	11.52	11.39	11.96	12.02	102	5
NJ, CAMDEN	11.69	11.72	12.18	12.34	12.96	13.15	205	6
NJ, MIDDLESEX	13.66	13.75	14.01	14.47	14.85	15.61	293	6
OH, CUYAHOGA	10.84	11.34	12.55	12.36	13.02	14.03	441	12
OH, FRANKLIN	10.97	11.13	11.29	11.28	11.54	11.60	227	6
OH, HAMILTON	11.49	11.65	12.00	11.98	12.16	12.46	209	5
OH, LUCAS	10.24	10.42	11.21	11.63	13.05	13.46	209	6
OH, MONTGOMERY	11.09	11.52	11.66	11.57	11.85	11.98	208	7
PA, ALLEGHENY	12.28	12.55	13.16	13.30	13.82	14.49	748	17
PA, BERKS	12.24	12.27	12.69	12.90	13.32	13.66	356	8
PA, BUCKS	12.38	12.55	13.25	13.60	14.28	15.05	224	6
PA, DELAWARE	12.35	12.44	12.60	12.79	13.03	13.25	287	8
PA, LACKAWANNA	12.75	12.77	12.84	13.21	12.98	13.85	286	6
PA, LUZERNE	12.87	13.01	13.02	13.30	13.54	13.89	207	5
PA, LYCOMING	11.81	11.89	11.90	12.34	12.92	13.10	184	5
PA, MONTGOMERY	12.09	12.36	12.97	12.84	13.07	13.71	598	16
PA, PHILADELPHIA	12.56	12.73	13.17	13.08	13.44	13.53	264	6
SD, MINNEHAHA	11.83	11.98	12.01	12.01	12.04	12.18	187	5

Data reported are hourly rates

XI. Vision Insurance (cont'd)

3. Are dependents covered under the Vision Plan?

	Regional Percents									Number of 9 Facilities	% of Total
	1	2	3	4	5	6	7	8	9		
Number YES	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.2	100.0	1,702	99.9
Number NO								0.8		1	0.1
Total # of Facilities	132	207	310	344	98	306	102	128	76	1,703	100

4. How is the Vision Insurance coverage of dependents paid?

	Regional Percents									ALL REGIONS	
	1	2	3	4	5	6	7	8	9	Number of Facilities	% of Total
A. Facility pays		1.9		0.9						7	0.4
B. Employee pays	100.0	90.8	97.7	96.4	100.0	99.0	100.0	99.1	98.6	1,617	97.4
C. Facility and employee share cost		7.3	2.3	2.7		1.0		0.9	1.4	36	2.2
Total # of Facilities	132	206	308	337	98	289	102	116	72	1,660	100
Avg % Paid by Facility										National	65.8%

5. When are employees eligible for Vision Insurance?

1,695 Facilities, or 97.6%, of the 1,736 respondents supplied the following data.

	Regional Percents									NATIONALLY	
	1	2	3	4	5	6	7	8	9	Number of Facilities	% of Total
A. Upon employment		5.9	0.6	0.9		0.7			1.3	20	1.2
B. After 30 days	17.6	23.9	34.8	25.2	49.0	42.3	60.4	34.4	42.1	580	34.2
C. After 60 days		5.4	3.2	29.0	12.2	49.5	19.8	32.0	9.2	351	20.7
D. After 90 days	82.4	62.9	61.3	44.9	38.8	7.5	19.8	33.6	47.4	740	43.7
E. After 6 months		0.5								1	0.1
F. After 1 year		1.5								3	0.2
Total # of Facilities	131	205	310	341	98	305	101	128	76	1,695	100