

# Indiana Health Care Association 2022 Compensation Survey



**Gallagher**

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## Introduction

### Introduction

Gallagher Surveys is pleased to present the 2022 Indiana Health Care Association Compensation Survey. The survey provides detailed information on executive, clinical and administrative positions. The data is effective as of January 1, 2022.

Gallagher Surveys and the Indiana Health Care Association would like to thank all of the organizations that participated in this survey. Gallagher appreciates the opportunity to serve the IHCA, and hopes you find these results useful. We welcome your feedback and suggestions regarding the survey, and look forward to your participation next year.

### Survey Highlights

- ◆ Total Participants                      254 facilities
  - ◆ Incumbents Included                    18,382 incumbents
  - ◆ Positions                                    101 titles
  - ◆ Data Cuts                                    15 data cuts per title, including regional, type and size cuts
- Statewide:    All Participants
- Regions:      5 regions based on Indiana DWD regions –  
Regions 1 & 4, Regions 2 & 3, Regions 6, 9 & 10  
Regions 7, 8 and 11, Regions 5 & 12
- Size:            Beds – Under 100, 100 or more  
                    Units – Under 75, 75 or more
- Setting:        Urban, Rural
- Type:            Corporate, Skilled Nursing and Assisted Living

### Introduction

#### Survey Methodology

Survey participation ran from February to March 2022. In April 2022, the data was verified and final results were aggregated by Gallagher Surveys, an independent consultant. The report was compiled and finalized in June 2022.

This Survey is produced in full compliance with the U.S. Department of Justice/Federal Trade Commission guidelines on salary surveys. All data are presented in aggregate form; no individual participant is identified anywhere in the report; and all data are at least 3 months old. In all cases in which fewer than 5 participants provided data for a statistic, a message of “\*\*\*” or “Unable to Report Data” is shown.

#### Data Collection

The survey collects salary data by individual incumbents, in addition to the traditional organization averages. This collection method allows the survey to report more accurate data in regards to the distribution of salaries in the market. When data is collected using averages for each position, the underlying distribution of salaries within the organization is “averaged out” and only the approximate middle of the salary distribution is reported. When combined with the averages of the other institutions, the resulting distribution is only an approximation of the true distribution. Survey statistics based on individual incumbent data reflect the true distribution of salaries in the market since they are based on the actual individual salaries, not averages.

The survey questionnaire originally contained 178 positions, but many of those positions did not meet the minimum reporting requirements of the Justice Department Guidelines outlined in the previous section. Those positions have not been included in the report since nothing could be displayed for these positions.

#### Reporting Format

The survey provides data cuts in six categories based on reported scope measures, geographic location, and type of organization. The following is an explanation of the six categories for which data cuts are provided.

1. *ALL* – Includes data for all organizations participating in the survey and therefore represents the total region.
2. *Geographic regions* – Participants are grouped into five geographic regions that are based on the Indiana Department of Workforce Development regions. These are Regions 1 & 4, Regions 2 & 3, Regions 6, 9 & 10, Regions 7, 8 & 11 and Regions 5 & 12.
3. *Organization size as measured by Beds* – The two size groupings based on beds are Under 100 and 100 or more.
4. *Organization size as measured by Units* – The two size groupings based on units are Under 75 and 75 or more.
5. *Setting* – Urban or Rural
6. *Types of Facility* – Corporate, Skilled Nursing and Assisted Living.

Introduction

Questions regarding the methodology and use of this survey may be addressed to Thomas Cummins at Gallagher Surveys.

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National Survey Practice  
Gallagher Surveys  
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Email: [Thomas.Cummins@ajg.com](mailto:Thomas.Cummins@ajg.com)

Definition of Statistics – Salary Positions

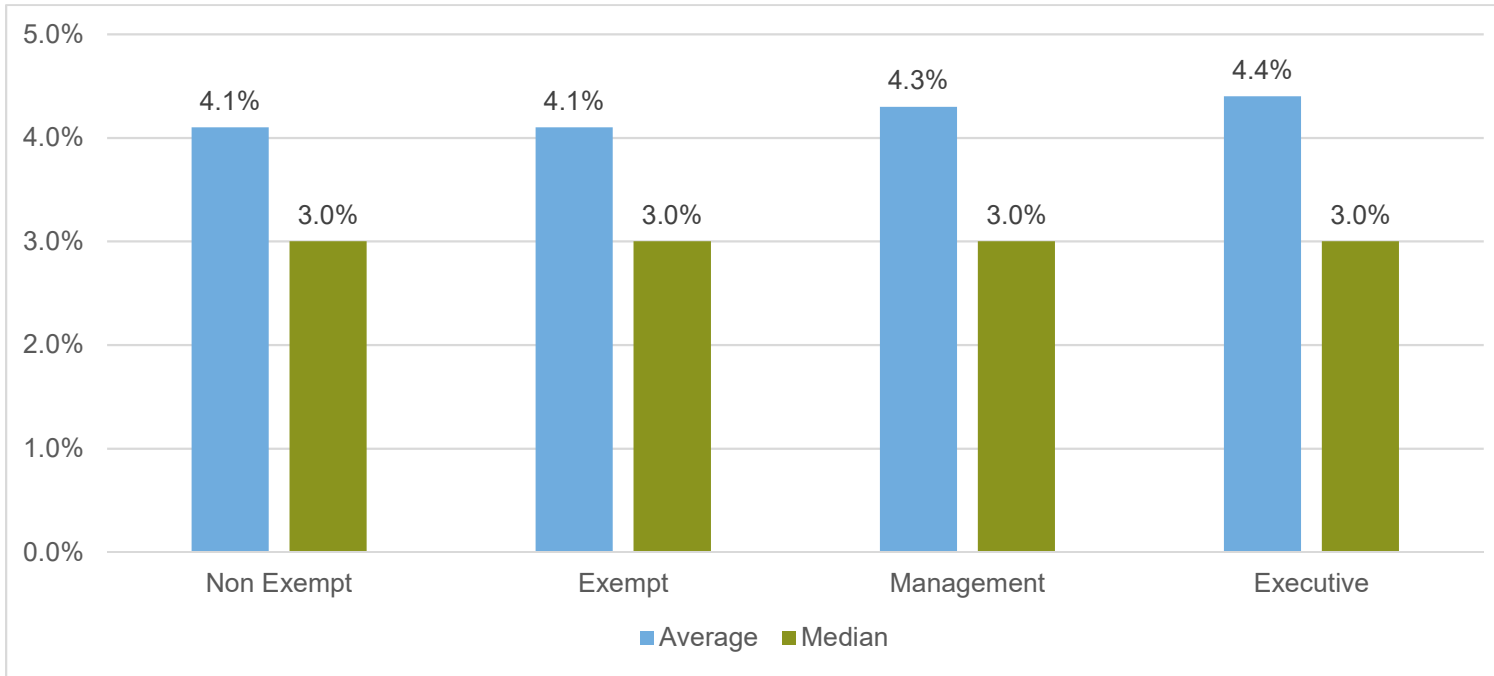
<b># Orgs</b>	Number of organizations that provided pay data for the position
<b># Inc.</b>	Total number of employees/incumbents reported in the position
<b>25th Percentile</b>	The salary where 75% of the sample is above and 25% of the sample is below
<b>Average</b>	The sum of the average pay rates of each position at each organization, divided by number of organizations.
<b>Weighted Average</b>	The sum of all of the salaries divided by the number of employees
<b>50<sup>th</sup> Percentile/Median</b>	The salary in the exact middle of the sample, where half of sample is larger and half is smaller.
<b>75th Percentile</b>	The salary where 25% of the sample is above and 75% of the sample is below
<b>Formal Range: Minimum and Maximum</b>	The average range minimum and maximum reported by organizations with formal ranges
<b>% Bonus Eligible</b>	The percentage of organizations reporting the position as eligible for participation in a formal, short-term incentive or bonus plan
<b>***</b>	Unable to report data, due to compliance with U.S. Department of Justice/Federal Trade Commission salary survey guidelines

Definition of Statistics – Hourly Positions

<b># Orgs</b>	Number of organizations which furnished average pay data for the position
<b># Incs</b>	Total number of full and part-time employees/incumbents reported in the position
<b>25th Percentile</b>	The rate where 75% of the sample is above and 25% of the sample is below
<b>Average</b>	The average of each organization's average hourly rates divided by the number of organizations
<b>Weighted Average</b>	The sum of all of the pay rates divided by the number of employees
<b>50<sup>th</sup> Percentile/Median</b>	The rate where 50% of the sample is above and 50% is below
<b>75th Percentile</b>	The rate where 25% of the sample is above and 75% of the sample is below
<b>Formal Range: Minimum and Maximum</b>	The average range minimum and maximum reported by organizations with formal ranges. This data is based on organizations, not individual incumbents.
<b>Shift Differentials</b>	The average evening, night and weekend shift differential reported. The weekend differentials are divided into day, evening and night. The amount shown for each of these divisions represents the TOTAL AMOUNT of differentials paid for the shift.
<b>% Union</b>	The percentage of organizations reporting this position covered by a collective bargaining agreement
<b>% Exempt</b>	The percentage of organizations reporting this position as exempt under the Fair Labor Standards Act
<b>% Bonus Eligible</b>	The percentage of organizations reporting this position as eligible for a bonus
<b>***</b>	Unable to report data, due to compliance with U.S. Department of Justice/Federal Trade Commission salary survey guidelines

Policy Data

Total Salary Budget Increase

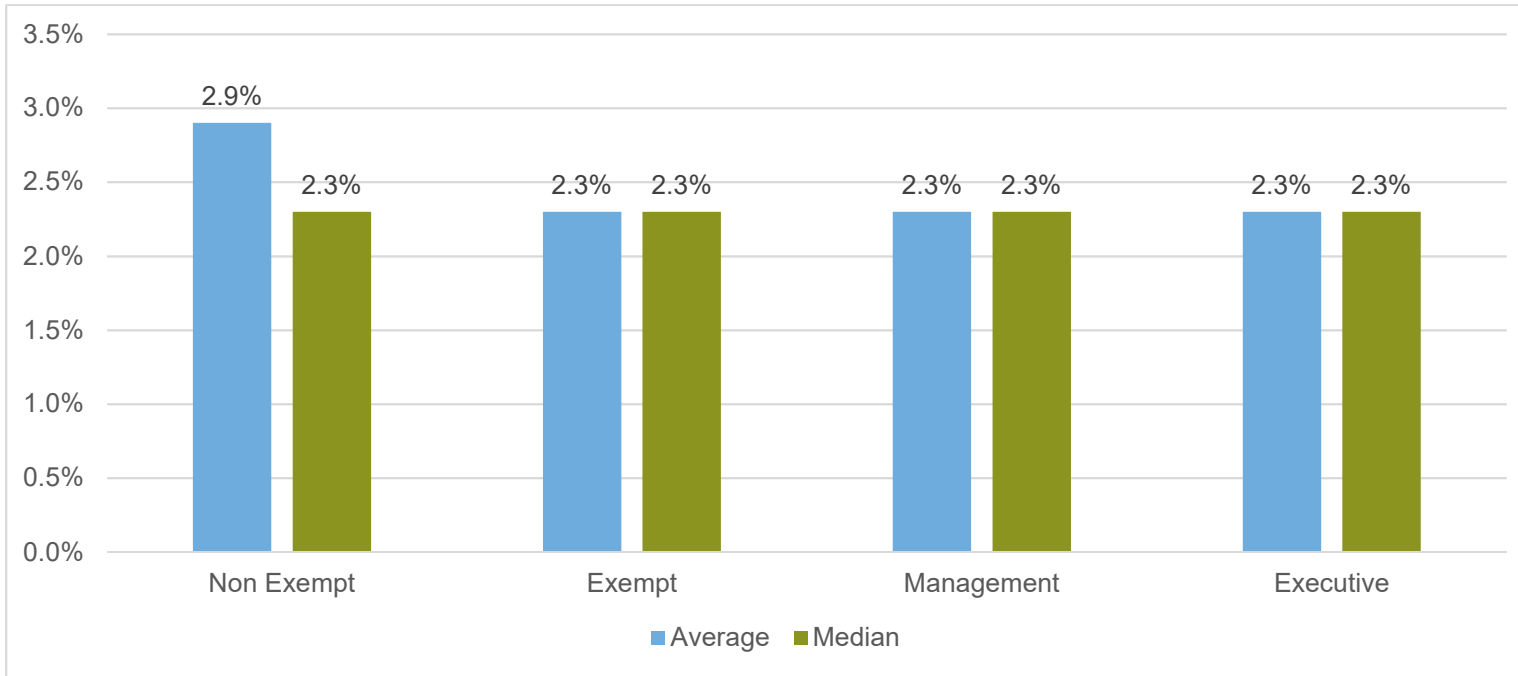


Type	Average	Median
Non Exempt	4.1%	3.0%
Exempt	4.1%	3.0%
Management	4.3%	3.0%
Executive	4.4%	3.0%



Policy Data

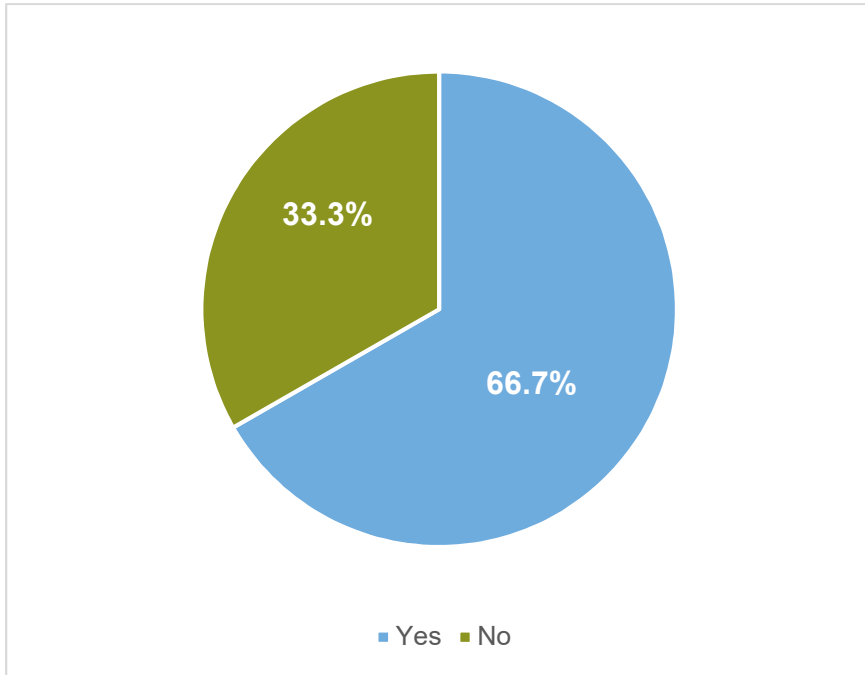
Formal Salary Range Midpoint % Increase for FY 2022



Type	Average	Median
Non Exempt	2.9%	2.7%
Exempt	2.3%	2.3%
Management	2.3%	2.3%
Executive	2.3%	2.3%

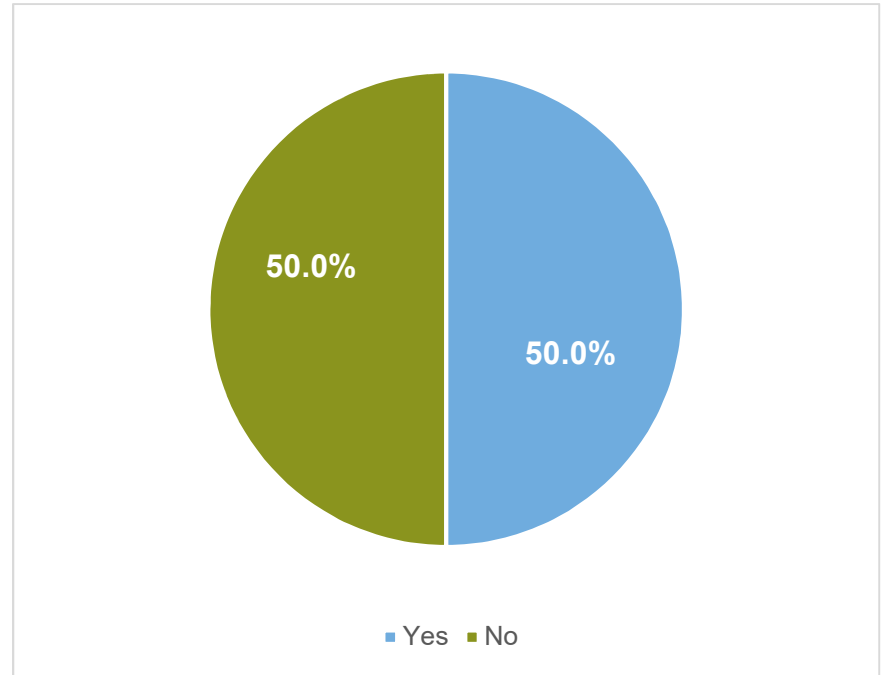
Policy Data

Currently offer Hiring/Signing Bonuses



Yes	No
66.7%	33.3%

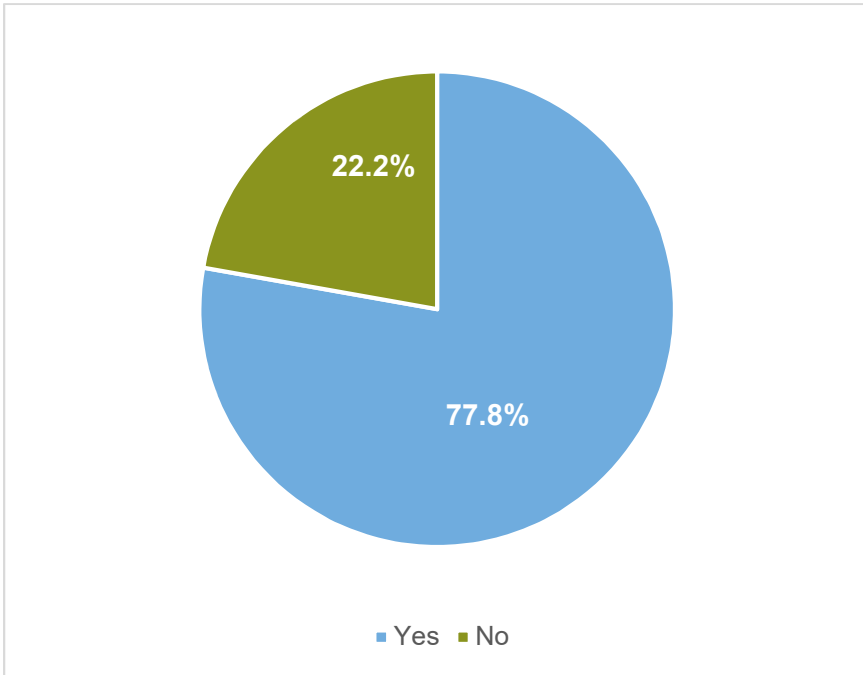
Use outside recruiters



Yes	No
50.0%	50.0%

Policy Data

Used Travel/Agency Nurses in 2021



Yes	No
77.8%	22.2%

Policy Data

2021 Turnover Data

	All	RNs	LPNs	CNAs
Average	63.0%	51.8%	62.1%	71.6%
Median	45.0%	43.8%	40.0%	51.8%

# Indiana Health Care Association - 2022 Compensation Survey

## Survey Job Index

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
2002	ASSISTED LIVING ADMINISTRATOR	14	3036	ASSISTANT DIRECTOR OF NURSES	35
2006	DIRECTOR OF HUMAN RESOURCES	15	3038	DIRECTOR OF HEALTH & WELLNESS	36
2010	DIRECTOR OF MARKETING	16	3044	TRANSITION CARE COORDINATOR (RN)	37
2012	DIRECTOR OF NURSES	17	3046	CASE MANAGER (RN)	38
2018	MEMORY CARE PROGRAM DIRECTOR	18	3048	RN ASSESSMENT COORDINATOR (RNAC)	39
2020	ACTIVITY DIRECTOR	19	3050	NURSING SUPERVISOR (RN)	40
2022	DIRECTOR OF DINING/FOOD SERVICES	20	3052	HEAD NURSE (RN)	41
2024	DIR. OF ENVIRONMENTAL SERVICES/FACILITIES MANAGER	21	3054	NURSING SUPERVISOR (LPN)	42
2026	HOUSEKEEPING SUPERVISOR	22	3056	DEMENTIA MANAGER	43
2028	MAINTENANCE SUPERVISOR	23	3058	SCHEDULING COORDINATOR	44
2032	ADMISSIONS COORDINATOR	24	3060	MDS COORDINATOR	45
2034	SOCIAL SERVICE DIRECTOR	25	3062	ACTIVITY DIRECTOR	46
3000	EXECUTIVE DIRECTOR	26	3064	ACTIVITIES COORDINATOR	47
3004	NURSING HOME ADMINISTRATOR	27	3066	ADMISSIONS COORDINATOR	48
3008	DIRECTOR OF ASSISTED LIVING/PERSONAL CARE	28	3070	DIRECTOR OF DINING/FOOD SERVICES	49
3014	CONTROLLER	29	3072	ASST. DIRECTOR OF DINING/FOOD SERVICES	50
3020	DIRECTOR OF HUMAN RESOURCES	30	3074	FACILITY/MAINTENANCE DIRECTOR	51
3022	DIRECTOR OF STAFF DEVELOPMENT	31	3076	MAINTENANCE SUPERVISOR	52
3024	DIRECTOR OF MARKETING	32	3080	HOUSEKEEPING & LAUNDRY SUPERVISOR	53
3032	DIRECTOR OF THERAPY/REHABILITATION	33	3082	HOUSEKEEPING SUPERVISOR	54
3034	DIRECTOR OF NURSES	34	3086	SOCIAL SERVICE DIRECTOR	55
			2500	STAFF NURSE (RN)	56

# Indiana Health Care Association - 2022 Compensation Survey

## Survey Job Index

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
2502	PRACTICAL NURSE (LPN)	57	3508	QUALITY ASSURANCE RN	79
2506	CERTIFIED NURSE AIDE	58	3510	LEAD CERTIFIED NURSE AIDE	80
2510	RESIDENT ASSISTANT	59	3512	CERTIFIED NURSE AIDE	81
2512	MEDICATION AIDE (QMA)	60	3514	NON-CERTIFIED NURSE AIDE	82
2516	ACTIVITY AIDE	61	3515	CASE MANAGER	83
2518	HOUSEKEEPING AND LAUNDRY AIDE	62	3516	RESIDENT ASSISTANT	84
2522	MAINTENANCE HELPER	63	3518	QUALIFIED MEDICATION AIDE	85
2524	MAINTENANCE MECHANIC	64	3522	REGISTERED CLINICAL DIETITIAN	86
2526	SECURITY GUARD	65	3524	DINING ROOM SUPERVISOR	87
2528	DRIVER	66	3526	CHEF/KITCHEN MANAGER	88
2532	CHEF/KITCHEN MANAGER	67	3530	SOUS COOK	89
2538	COOK	68	3532	COOK	90
2540	FOOD SERVICE AIDE	69	3534	DIETARY AIDE	91
2542	WAITPERSON	70	3540	OCCUPATIONAL THERAPIST	92
2544	BUSINESS OFFICE MANAGER	71	3542	OCCUPATIONAL THERAPY ASSISTANT	93
2550	ADMINISTRATIVE ASSISTANT	72	3544	PHYSICAL THERAPIST	94
2552	RECEPTIONIST	73	3546	PHYSICAL THERAPY AIDE	95
3500	STAFF NURSE (RN)	74	3548	RESPIRATORY THERAPIST	96
3502	CHARGE STAFF NURSE (RN)	75	3550	SPEECH THERAPIST	97
3503	INFECTION CONTROL PRACTITIONER	76	3552	ACTIVITY AIDE	98
3504	PRACTICAL NURSE (LPN)	77	3554	MEDICAL SOCIAL WORKER (MSW)	99
3506	CHARGE NURSE (LPN)	78	3556	SOCIAL WORKER (BS)	100

# Indiana Health Care Association - 2022 Compensation Survey

## Survey Job Index

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
3558	HOUSEKEEPER	101			
3560	HOUSEKEEPING AND LAUNDRY AIDE	102			
3562	MAINTENANCE HELPER	103			
3564	MAINTENANCE MECHANIC	104			
3570	DRIVER	105			
3572	HUMAN RESOURCES GENERALIST	106			
3576	BUSINESS OFFICE MANAGER	107			
3580	ACCOUNTS PAYABLE CLERK	108			
3582	ACCOUNTS RECEIVABLE CLERK	109			
3584	PAYROLL CLERK	110			
3586	MEDICAL RECORDS CLERK	111			
3588	CENTRAL/MEDICAL SUPPLY CLERK	112			
3594	ADMINISTRATIVE ASSISTANT	113			
3596	RECEPTIONIST	114			

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### ASSISTED LIVING ADMINISTRATOR

Jobcode: 2002

*Assisted Living*

Responsible for the daily operations of assisted living. Directs and supervises the work of staff in providing for the care and needs of the residents. Includes scheduling of staff work.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	1	1	***	***	***	***	***	***	***
Assisted Living	18	19	\$92,500	\$105,968	\$106,437	\$107,500	\$118,300	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	2	2	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	5	5	\$89,148	\$107,684	\$107,684	\$105,000	\$127,562	***	***
75 Units or more	15	16	\$88,883	\$99,997	\$100,162	\$105,000	\$116,600	***	***
<b>Setting</b>									
Urban	20	21	\$89,441	\$101,828	\$102,043	\$105,000	\$116,037	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	6	6	\$74,142	\$100,626	\$100,626	\$110,000	\$117,737	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	8	9	\$89,441	\$100,264	\$100,607	\$96,260	\$114,400	***	***
<b>All Participants</b>	20	21	\$89,441	\$101,828	\$102,043	\$105,000	\$116,037	***	***
<b>% Bonus Eligible</b>	95.0%								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF HUMAN RESOURCES**

Jobcode: 2006

*Assisted Living*

Plans, develops, and administers the Personnel and Labor Relations Program within the basic policies of the facility. Formulates, implements, and supervises policies and programs relative to selection, orientation,

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	11	11	\$50,000	\$56,522	\$56,522	\$55,000	\$60,777	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	6	6	\$48,181	\$53,670	\$53,670	\$53,906	\$58,922	***	***
<b>Units</b>									
Under 75 Units	9	9	\$49,300	\$55,006	\$55,006	\$52,812	\$58,922	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	10	10	\$49,300	\$57,170	\$57,170	\$56,422	\$63,342	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	4	4	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$50,706	\$55,839	\$55,839	\$56,422	\$60,389	***	***
<b>All Participants</b>	11	11	\$50,000	\$56,522	\$56,522	\$55,000	\$60,777	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF MARKETING**

Jobcode: 2010

*Assisted Living*

Responsible for marketing/selling to viable markets. Fulfills marketing goals by generating new business and maintaining existing business. Explores new business opportunities through referral sources as well as promoting existing business. Responsible for preparation and implementation of an annual marketing plan.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	28	28	\$54,168	\$58,200	\$58,200	\$58,750	\$63,760	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	5	5	\$49,853	\$53,466	\$53,466	\$53,337	\$57,145	***	***
<b>Units</b>									
Under 75 Units	12	12	\$54,168	\$58,941	\$58,941	\$58,000	\$65,975	***	***
75 Units or more	14	14	\$48,900	\$56,809	\$56,809	\$58,750	\$62,832	***	***
<b>Setting</b>									
Urban	27	27	\$53,337	\$57,949	\$57,949	\$58,000	\$63,665	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	5	5	\$49,550	\$55,960	\$55,960	\$56,200	\$62,250	***	***
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	6	6	\$51,900	\$60,968	\$60,968	\$63,500	\$67,503	***	***
Regions 5 and 12	11	11	\$53,337	\$58,982	\$58,982	\$60,000	\$63,856	***	***
<b>All Participants</b>	28	28	\$54,168	\$58,200	\$58,200	\$58,750	\$63,760	***	***
<b>% Bonus Eligible</b>	71.4%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF NURSES**

Jobcode: 2012

#### *Assisted Living*

Responsible for administration of nursing services. Directs, plans, and coordinates service activities of professional nursing and auxiliary nursing personnel in rendering resident care. Interprets policy and regulations to all nursing personnel and ensures compliance. Analyzes and evaluates nursing and related services.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	4	4	***	***	***	***	***	***	***
Assisted Living	35	35	\$74,880	\$87,197	\$87,197	\$82,688	\$95,000	\$78,133	\$120,000
<b>Beds</b>									
Under 100 Beds	3	3	***	***	***	***	***	***	***
100 Beds or more	8	8	\$81,791	\$100,295	\$100,295	\$105,750	\$119,618	***	***
<b>Units</b>									
Under 75 Units	16	16	\$72,800	\$91,797	\$91,797	\$88,620	\$107,870	***	***
75 Units or more	22	22	\$74,880	\$81,797	\$81,797	\$79,000	\$89,521	\$77,850	\$119,297
<b>Setting</b>									
Urban	38	38	\$74,690	\$85,086	\$85,086	\$80,161	\$92,800	\$78,545	\$121,023
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	7	7	\$70,720	\$77,975	\$77,975	\$80,000	\$83,085	***	***
Regions 6, 9 and 10	5	5	\$74,940	\$81,960	\$81,960	\$75,000	\$92,459	***	***
Regions 7, 8 and 11	4	4	***	***	***	***	***	***	***
Regions 5 and 12	19	19	\$73,164	\$87,447	\$87,447	\$80,322	\$101,500	\$80,400	\$125,625
<b>All Participants</b>	39	39	\$74,880	\$85,615	\$85,615	\$80,322	\$94,500	\$78,545	\$121,023
<b>% Bonus Eligible</b>	76.9%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### MEMORY CARE PROGRAM DIRECTOR

Jobcode: 2018

*Assisted Living*

Responsible for managing memory care programs. Plans, implements and oversees the dementia program. Supervises staff that supports and assists residents in activities of daily living and participation.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	7	7	\$48,680	\$58,506	\$58,506	\$58,240	\$68,300	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	7	7	\$48,680	\$58,506	\$58,506	\$58,240	\$68,300	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	1	1	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	***	***	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$44,840	\$52,168	\$52,168	\$50,000	\$60,580	***	***
<b>All Participants</b>	7	7	\$48,680	\$58,506	\$58,506	\$58,240	\$68,300	***	***
<b>% Bonus Eligible</b>	0.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **ACTIVITY DIRECTOR**

Jobcode: 2020

#### *Assisted Living*

Responsible for planning, implementation, scope, and emphasis of activity programs to encourage and

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	12	13	\$37,000	\$43,123	\$42,683	\$41,496	\$47,080	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	2	2	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	8	9	\$36,700	\$42,688	\$41,974	\$41,600	\$47,080	***	***
75 Units or more	4	4	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	11	12	\$37,000	\$43,250	\$42,782	\$41,392	\$48,400	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	2	2	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	6	7	\$39,196	\$47,327	\$47,148	\$45,000	\$57,249	***	***
<b>All Participants</b>	12	13	\$37,000	\$43,123	\$42,683	\$41,496	\$47,080	***	***
<b>% Bonus Eligible</b>	0.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF DINING/FOOD SERVICES**

Jobcode: 2022

*Assisted Living*

Plans, organizes, and directs the Dining Services Department in providing the residents' facility with a high quality dining program. Develops, maintains and implements policies and procedures for service of food;

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	20	20	\$51,550	\$58,897	\$58,897	\$55,750	\$66,485	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	5	5	\$51,525	\$62,464	\$62,464	\$56,500	\$76,384	***	***
75 Units or more	13	13	\$50,050	\$55,892	\$55,892	\$53,000	\$64,050	***	***
<b>Setting</b>									
Urban	20	20	\$51,550	\$58,897	\$58,897	\$55,750	\$66,485	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	5	5	\$47,350	\$54,410	\$54,410	\$52,000	\$62,675	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	4	4	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$51,525	\$59,270	\$59,270	\$60,275	\$66,010	***	***
<b>All Participants</b>	20	20	\$51,550	\$58,897	\$58,897	\$55,750	\$66,485	***	***
<b>% Bonus Eligible</b>	55.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### DIR. OF ENVIRONMENTAL SERVICES/FACILITIES MANAGER

Jobcode: 2024

*Assisted Living*

Performs administrative and supervisory work directing the operation, maintenance, and security of the facility. Responsible for planning, scheduling, supervising, participating in, and inspecting the work of departmental employees engaged in the operations, maintenance

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	10	\$56,375	\$63,690	\$63,690	\$59,812	\$73,844	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	5	5	\$55,125	\$62,897	\$62,897	\$60,000	\$72,119	***	***
75 Units or more	5	5	\$56,768	\$64,482	\$64,482	\$59,623	\$74,626	***	***
<b>Setting</b>									
Urban	10	10	\$56,375	\$63,690	\$63,690	\$59,812	\$73,844	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	2	2	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	***	***	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$53,750	\$62,154	\$62,154	\$59,812	\$72,901	***	***
<b>All Participants</b>	10	10	\$56,375	\$63,690	\$63,690	\$59,812	\$73,844	***	***
<b>% Bonus Eligible</b>	20.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **HOUSEKEEPING SUPERVISOR**

Jobcode: 2026

*Assisted Living*

Supervises and administers housekeeping program to maintain facility in sanitary and orderly condition. Establishes standards, work methods, and schedules.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	2	2	***	***	***	***	***	***	***
Assisted Living	7	7	\$29,266	\$35,426	\$35,426	\$32,240	\$35,538	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	6	6	\$29,015	\$30,857	\$30,857	\$30,818	\$32,739	***	***
<b>Setting</b>									
Urban	9	9	\$29,015	\$33,805	\$33,805	\$31,200	\$34,388	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$29,015	\$35,918	\$35,918	\$31,720	\$47,019	***	***
<b>All Participants</b>	9	9	\$29,015	\$33,805	\$33,805	\$31,200	\$34,388	***	***
<b>% Bonus Eligible</b>	100.0%								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **MAINTENANCE SUPERVISOR**

Jobcode: 2028

*Assisted Living*

Supervises a variety of activities in maintenance of physical plant and grounds of the facility. Plans maintenance schedule and work requirements in conformance with current and projected needs. Functionally responsible

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	10	\$44,550	\$50,160	\$50,160	\$49,000	\$56,000	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	10	10	\$44,550	\$50,160	\$50,160	\$49,000	\$56,000	***	***
<b>Setting</b>									
Urban	10	10	\$44,550	\$50,160	\$50,160	\$49,000	\$56,000	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	***	***	***	***	***	***	***	***	***
<b>All Participants</b>	10	10	\$44,550	\$50,160	\$50,160	\$49,000	\$56,000	***	***
<b>% Bonus Eligible</b>	90.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **ADMISSIONS COORDINATOR**

Jobcode: 2032

*Assisted Living*

Coordinates all aspects of resident care including admissions, discharges, resident assessments, care plans, etc. with residents, residents' families, staff, and administration.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	16	16	\$39,447	\$42,163	\$42,163	\$42,000	\$43,284	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	13	13	\$40,760	\$43,424	\$43,424	\$42,500	\$44,684	***	***
<b>Setting</b>									
Urban	16	16	\$39,447	\$42,163	\$42,163	\$42,000	\$43,284	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	5	5	\$37,440	\$42,016	\$42,016	\$42,000	\$46,600	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	4	4	***	***	***	***	***	***	***
<b>All Participants</b>	16	16	\$39,447	\$42,163	\$42,163	\$42,000	\$43,284	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **SOCIAL SERVICE DIRECTOR**

Jobcode: 2034

*Assisted Living*

Responsible for planning and administering social service programs. Supervises facility social workers. Assists In development of policies regarding participation in facility planning for health and welfare services.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	8	8	\$50,961	\$55,879	\$55,879	\$55,788	\$58,627	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	4	4	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	6	6	\$45,498	\$52,289	\$52,289	\$53,961	\$57,408	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	7	7	\$52,921	\$56,862	\$56,862	\$56,576	\$59,015	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$53,961	\$56,350	\$56,350	\$56,576	\$58,627	***	***
<b>All Participants</b>	8	8	\$50,961	\$55,879	\$55,879	\$55,788	\$58,627	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **EXECUTIVE DIRECTOR**

Jobcode: 3000

#### *Skilled Nursing*

Responsible for all operations of the community. Hired by the Board of Directors; reports to board regarding strategic planning and policy making activities.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	60	75	\$112,270	\$127,390	\$126,214	\$121,334	\$137,274	\$99,278	\$148,702
Assisted Living	2	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	27	32	\$108,212	\$118,788	\$117,025	\$115,000	\$122,955	\$89,415	\$133,749
100 Beds or more	32	42	\$117,327	\$133,560	\$133,426	\$131,152	\$152,004	\$106,850	\$160,186
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	51	66	\$115,000	\$130,130	\$129,552	\$123,235	\$143,500	\$103,412	\$155,004
Rural	11	11	\$106,090	\$112,331	\$112,331	\$111,240	\$120,000	\$80,473	\$119,982
<b>Regions</b>									
Regions 1 and 4	7	7	\$103,799	\$117,449	\$117,449	\$113,622	\$121,263	\$91,500	\$136,786
Regions 2 and 3	13	16	\$111,680	\$130,724	\$127,064	\$121,092	\$147,933	\$98,423	\$147,441
Regions 6, 9 and 10	12	16	\$105,014	\$119,912	\$117,334	\$117,488	\$128,842	\$88,144	\$131,817
Regions 7, 8 and 11	10	12	\$107,742	\$122,450	\$121,719	\$121,017	\$135,468	\$94,005	\$140,805
Regions 5 and 12	20	26	\$116,848	\$135,482	\$137,182	\$135,117	\$156,145	\$112,071	\$168,046
<b>All Participants</b>	62	77	\$110,701	\$127,588	\$126,497	\$121,334	\$138,510	\$99,342	\$148,790
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **NURSING HOME ADMINISTRATOR**

Jobcode: 3004

*Skilled Nursing*

Responsible for planning and is accountable for all activities and departments of the Nursing Home subject to rules and regulations promulgated by government agencies to ensure proper health care services to residents. Administers, directs, and coordinates all activities of Nursing Home to carry out its objectives in providing resident care.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	85	98	\$100,000	\$113,731	\$112,315	\$110,240	\$119,890	\$89,315	\$133,973
Assisted Living	2	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	15	17	\$94,994	\$102,785	\$103,026	\$105,082	\$115,000	\$89,315	\$133,973
100 Beds or more	68	77	\$100,679	\$115,880	\$114,171	\$110,406	\$120,200	\$89,315	\$133,973
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	68	78	\$102,943	\$115,844	\$114,334	\$111,780	\$120,456	\$89,315	\$133,973
Rural	19	22	\$95,000	\$106,003	\$104,964	\$105,089	\$111,384	\$89,315	\$133,973
<b>Regions</b>									
Regions 1 and 4	12	12	\$98,511	\$109,150	\$109,150	\$107,135	\$115,978	\$89,315	\$133,973
Regions 2 and 3	15	15	\$85,000	\$103,981	\$103,981	\$106,050	\$116,034	\$89,315	\$133,973
Regions 6, 9 and 10	18	21	\$98,626	\$111,450	\$111,021	\$109,365	\$120,240	\$89,315	\$133,973
Regions 7, 8 and 11	19	22	\$97,397	\$112,081	\$110,709	\$105,089	\$112,855	\$89,315	\$133,973
Regions 5 and 12	23	30	\$108,213	\$123,073	\$121,639	\$116,678	\$131,314	\$89,315	\$133,973
<b>All Participants</b>	87	100	\$100,000	\$113,679	\$112,288	\$110,240	\$119,781	\$89,315	\$133,973
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF ASSISTED LIVING/PERSONAL CARE**

Jobcode: 3008

*Skilled Nursing*

Responsible for the daily operations of assisted living. Directs and supervises the work of staff in providing for the care and needs of the residents. Includes scheduling of staff work.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	42	43	\$61,090	\$64,010	\$64,107	\$64,241	\$67,423	\$54,964	\$79,190
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	8	8	\$57,678	\$64,667	\$64,667	\$65,624	\$71,614	\$53,339	\$76,791
100 Beds or more	34	35	\$61,173	\$63,860	\$63,975	\$63,721	\$67,059	\$55,346	\$79,754
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	29	30	\$61,256	\$65,023	\$65,198	\$64,272	\$68,557	\$55,856	\$80,501
Rural	14	14	\$57,637	\$61,541	\$61,541	\$62,868	\$65,967	\$53,434	\$76,926
<b>Regions</b>									
Regions 1 and 4	8	8	\$63,159	\$67,967	\$67,967	\$67,382	\$73,726	\$57,330	\$82,823
Regions 2 and 3	5	5	\$61,173	\$67,571	\$67,571	\$64,272	\$75,618	\$54,013	\$77,767
Regions 6, 9 and 10	9	9	\$57,678	\$60,077	\$60,077	\$61,069	\$65,728	\$54,313	\$78,192
Regions 7, 8 and 11	15	15	\$58,677	\$62,511	\$62,511	\$62,941	\$64,958	\$53,829	\$77,502
Regions 5 and 12	6	7	\$60,694	\$64,617	\$65,395	\$65,562	\$69,930	\$57,155	\$82,302
<b>All Participants</b>	43	44	\$61,069	\$63,915	\$64,007	\$64,210	\$67,059	\$55,067	\$79,337
<b>% Bonus Eligible</b>	0.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **CONTROLLER**

Jobcode: 3014

#### *Skilled Nursing*

Manages the financial operation of the facility, including keeping of fiscal records and control of funds. Provides guidance to management on financial affairs. (The Controller function also includes responsibility for Business Office Manager.)

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	11	18	\$53,572	\$56,992	\$56,965	\$55,364	\$60,000	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	10	15	\$53,654	\$57,475	\$57,844	\$57,354	\$60,958	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	2	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	10	16	\$53,654	\$57,946	\$58,123	\$57,354	\$62,312	***	***
Rural	2	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	1	1	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	5	***	***	***	***	***	***	***
Regions 5 and 12	7	12	\$54,375	\$58,376	\$58,206	\$59,345	\$61,915	***	***
<b>All Participants</b>	12	19	\$53,654	\$57,538	\$57,832	\$57,354	\$60,958	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF HUMAN RESOURCES**

Jobcode: 3020

#### *Skilled Nursing*

Plans, develops, and administers the Personnel and Labor Relations Program within the basic policies of the facility. Formulates, implements, and supervises policies and programs relative to selection, orientation, training, promotion, and welfare of all personnel and all employer-employee relationships.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	12	13	\$51,000	\$62,889	\$60,317	\$57,848	\$64,780	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	11	12	\$50,003	\$62,880	\$60,073	\$57,500	\$66,560	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	10	11	\$50,002	\$63,741	\$60,740	\$57,848	\$66,518	***	***
Rural	3	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	2	2	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	7	8	\$55,000	\$66,390	\$62,481	\$58,195	\$63,000	***	***
<b>All Participants</b>	13	14	\$50,002	\$61,968	\$59,523	\$57,500	\$64,780	***	***
<b>% Bonus Eligible</b>	92.3%								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF STAFF DEVELOPMENT**

Jobcode: 3022

*Skilled Nursing*

Develops and manages the orientation in-service program and development of staff in accordance with the facility's educational goals.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	26	27	\$58,240	\$64,071	\$64,015	\$64,730	\$69,992	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	17	18	\$57,762	\$63,217	\$63,082	\$64,480	\$70,720	***	***
100 Beds or more	9	9	\$61,620	\$65,779	\$65,779	\$65,894	\$69,212	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	4	4	***	***	***	***	***	***	***
Rural	22	23	\$58,240	\$63,690	\$63,606	\$64,730	\$69,992	***	***
<b>Regions</b>									
Regions 1 and 4	5	5	\$64,730	\$66,735	\$66,735	\$65,894	\$69,160	***	***
Regions 2 and 3	11	11	\$57,283	\$62,443	\$62,443	\$60,840	\$70,720	***	***
Regions 6, 9 and 10	5	6	\$62,400	***	\$65,657	\$65,520	\$68,983	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	3	3	***	***	***	***	***	***	***
<b>All Participants</b>	26	27	\$58,240	\$64,071	\$64,015	\$64,730	\$69,992	***	***
<b>% Bonus Eligible</b>	0.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF MARKETING**

Jobcode: 3024

#### *Skilled Nursing*

Responsible for marketing/selling to viable markets. Fulfills marketing goals by generating new business and maintaining existing business. Explores new business opportunities through referral sources as well as promoting existing business. Responsible for preparation and implementation of an annual marketing plan.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	123	142	\$54,995	\$60,659	\$60,776	\$60,000	\$65,407	\$48,220	\$67,495
Assisted Living	5	9	\$55,194	***	\$63,187	\$59,760	\$72,893	***	***
<b>Beds</b>									
Under 100 Beds	33	35	\$52,239	\$58,508	\$58,312	\$59,597	\$64,082	\$48,220	\$67,495
100 Beds or more	88	102	\$55,321	\$61,397	\$61,589	\$60,294	\$66,890	\$48,169	\$67,346
<b>Units</b>									
Under 75 Units	2	4	***	***	***	***	***	***	***
75 Units or more	6	11	\$50,377	\$59,201	\$60,126	\$59,201	\$70,800	***	***
<b>Setting</b>									
Urban	97	118	\$55,000	\$60,483	\$61,119	\$60,000	\$66,459	\$48,163	\$67,328
Rural	32	34	\$54,396	\$60,656	\$59,709	\$59,938	\$64,074	\$48,220	\$67,495
<b>Regions</b>									
Regions 1 and 4	17	19	\$57,509	\$64,191	\$64,197	\$62,760	\$68,240	\$48,220	\$67,495
Regions 2 and 3	20	21	\$53,838	\$62,061	\$61,663	\$61,506	\$70,180	\$47,868	\$66,470
Regions 6, 9 and 10	30	33	\$53,943	\$59,801	\$60,162	\$59,535	\$66,262	\$48,220	\$67,495
Regions 7, 8 and 11	30	35	\$54,500	\$61,584	\$60,327	\$60,805	\$66,656	\$48,220	\$67,495
Regions 5 and 12	32	44	\$54,545	\$57,899	\$59,373	\$59,511	\$63,758	\$48,220	\$67,495
<b>All Participants</b>	129	152	\$54,944	\$60,522	\$60,769	\$60,000	\$65,816	\$48,179	\$67,377
<b>% Bonus Eligible</b>	52.7%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF THERAPY/REHABILITATION**

Jobcode: 3032

*Skilled Nursing*

Directs department(s) of Occupational, Physical, Recreational and Speech Therapies, in treatment and rehabilitation of patients. Assigns patients to staff therapists for treatment and reviews patients' progress. Communicates results of patient care to other services/departments .

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	50	64	\$89,367	\$94,169	\$95,145	\$94,381	\$102,683	***	***
Assisted Living	2	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	15	16	\$91,780	\$98,486	\$98,445	\$99,096	\$104,446	***	***
100 Beds or more	32	43	\$86,327	\$92,430	\$93,408	\$93,026	\$100,714	***	***
<b>Units</b>									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	3	4	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	45	58	\$89,367	\$94,473	\$95,642	\$95,673	\$103,880	***	***
Rural	7	8	\$90,474	\$94,626	\$94,713	\$94,022	\$100,498	***	***
<b>Regions</b>									
Regions 1 and 4	5	5	\$95,149	\$101,424	\$101,424	\$101,754	\$107,534	***	***
Regions 2 and 3	8	9	\$89,260	\$93,633	\$92,950	\$94,194	\$97,543	***	***
Regions 6, 9 and 10	11	13	\$91,780	\$99,727	\$100,048	\$103,875	\$105,518	***	***
Regions 7, 8 and 11	10	12	\$88,447	\$95,046	\$94,862	\$93,869	\$100,519	***	***
Regions 5 and 12	18	27	\$84,490	\$90,727	\$92,612	\$92,703	\$103,646	***	***
<b>All Participants</b>	52	66	\$90,404	\$94,492	\$95,517	\$94,974	\$103,418	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF NURSES**

Jobcode: 3034

#### *Skilled Nursing*

Responsible for administration of nursing services. Directs, plans, and coordinates service activities of professional nursing and auxiliary nursing personnel in rendering resident care. Interprets policy and regulations to all nursing personnel and ensures compliance. Analyzes and evaluates nursing and related services rendered to ensure quality of resident care.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	137	153	\$96,904	\$104,077	\$104,175	\$102,109	\$110,240	\$79,039	\$119,454
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	36	42	\$90,851	\$97,648	\$96,896	\$96,500	\$100,603	\$79,022	\$121,050
100 Beds or more	99	109	\$98,615	\$106,242	\$106,481	\$105,000	\$111,879	\$79,030	\$118,738
<b>Units</b>									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	4	4	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	110	124	\$97,850	\$105,324	\$105,432	\$103,570	\$111,632	\$79,146	\$119,570
Rural	29	31	\$93,129	\$99,084	\$99,398	\$97,850	\$106,516	\$78,585	\$118,906
<b>Regions</b>									
Regions 1 and 4	18	18	\$99,274	\$104,949	\$104,949	\$104,485	\$109,958	\$79,173	\$118,768
Regions 2 and 3	25	28	\$96,340	\$104,920	\$104,318	\$104,000	\$110,225	\$80,813	\$117,586
Regions 6, 9 and 10	28	34	\$94,777	\$100,943	\$100,955	\$99,870	\$102,986	\$78,150	\$118,810
Regions 7, 8 and 11	31	34	\$92,000	\$102,417	\$102,041	\$100,922	\$109,969	\$78,740	\$119,548
Regions 5 and 12	37	41	\$99,558	\$107,090	\$107,919	\$109,990	\$114,502	\$78,567	\$121,744
<b>All Participants</b>	139	155	\$96,907	\$104,076	\$104,173	\$102,257	\$110,240	\$79,027	\$119,429
<b>% Bonus Eligible</b>	100.0%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **ASSISTANT DIRECTOR OF NURSES**

Jobcode: 3036

##### *Skilled Nursing*

Second highest level position in the Nursing Department. Reports to the Director of Nurses. This position takes in some of the responsibilities of the Nursing Department as may be delegated. Provides assistance in the functioning of the Nursing Department

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	62	62	\$70,408	\$78,420	\$78,420	\$79,032	\$86,790	\$61,795	\$90,463
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	17	17	\$64,480	\$71,911	\$71,911	\$70,720	\$79,300	\$62,655	\$92,420
100 Beds or more	45	45	\$74,984	\$80,879	\$80,879	\$80,340	\$88,844	\$61,623	\$90,072
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	39	39	\$78,000	\$81,994	\$81,994	\$81,518	\$89,107	\$61,981	\$90,156
Rural	24	24	\$65,520	\$72,735	\$72,735	\$72,145	\$79,676	\$61,200	\$91,800
<b>Regions</b>									
Regions 1 and 4	10	10	\$66,040	\$77,326	\$77,326	\$75,920	\$88,781	\$62,320	\$93,480
Regions 2 and 3	11	11	\$64,480	\$71,911	\$71,911	\$68,640	\$78,260	\$58,720	\$78,913
Regions 6, 9 and 10	15	15	\$72,800	\$78,144	\$78,144	\$79,269	\$81,354	\$62,732	\$92,175
Regions 7, 8 and 11	18	18	\$77,898	\$80,078	\$80,078	\$80,670	\$87,558	\$62,050	\$92,638
Regions 5 and 12	9	9	\$79,759	\$85,063	\$85,063	\$84,475	\$91,499	\$61,804	\$90,484
<b>All Participants</b>	63	63	\$70,720	\$78,467	\$78,467	\$79,269	\$86,302	\$61,806	\$90,525
<b>% Bonus Eligible</b>	22.2%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **DIRECTOR OF HEALTH & WELLNESS**

Jobcode: 3038

##### *Skilled Nursing*

Responsible for establishing and maintaining a wellness program based on all dimensions for wellness. The program includes wellness/fitness assessment , service coordination, and case management of residents to promote wellness and maintain independence.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	8	8	\$57,200	\$65,510	\$65,510	\$61,360	\$68,848	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	3	3	***	***	***	***	***	***	***
100 Beds or more	5	5	\$61,360	\$70,705	\$70,705	\$63,440	\$83,681	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	2	2	***	***	***	***	***	***	***
Rural	6	6	\$56,680	\$61,776	\$61,776	\$59,800	\$68,848	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	2	2	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	2	2	***	***	***	***	***	***	***
<b>All Participants</b>	8	8	\$57,200	\$65,510	\$65,510	\$61,360	\$68,848	***	***
<b>% Bonus Eligible</b>	12.5%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### TRANSITION CARE COORDINATOR (RN)

Jobcode: 3044

*Skilled Nursing*

Assists patients with the case management of transitions of levels of care within the community from the hospital to nursing home/IL/home, etc. Makes sure physicians, therapists and other caregivers have the information necessary to deliver patient care. Communicates with the patient and their family. RN required.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	14	15	\$66,686	\$77,033	\$77,038	\$75,080	\$89,560	\$53,000	\$78,000
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	13	14	\$66,686	\$76,020	\$75,948	\$73,200	\$87,176	\$53,000	\$78,000
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	12	12	\$67,016	\$77,936	\$77,936	\$77,160	\$89,560	\$53,000	\$78,000
Rural	2	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	4	***	***	***	***	***	***	***
Regions 5 and 12	9	9	\$67,016	\$76,546	\$76,546	\$73,200	\$87,256	***	***
<b>All Participants</b>	14	15	\$66,686	\$77,033	\$77,038	\$75,080	\$89,560	\$53,000	\$78,000
<b>% Bonus Eligible</b>	50.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### CASE MANAGER (RN)

Jobcode: 3046

#### Skilled Nursing

Responsible for assignment and coordination of activities for a multidisciplinary team (physicians, nurses, therapists, and social workers). Communicates with referral sources, patients, and payors. Provides continuity of essential clinical and financial information to ensure effective patient care management by professional staff members of the team. Monitors productivity and patient outcomes. Facilitates admission and discharge processes.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	6	6	\$70,058	\$77,880	\$77,880	\$77,081	\$86,500	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	6	6	\$70,058	\$77,502	\$77,502	\$75,948	\$86,500	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	5	5	\$71,866	\$78,179	\$78,179	\$76,162	\$85,500	***	***
Rural	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	1	1	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	3	3	***	***	***	***	***	***	***
<b>All Participants</b>	7	7	\$72,116	\$77,573	\$77,573	\$76,162	\$80,000	***	***
<b>% Bonus Eligible</b>	100.0%								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **RN ASSESSMENT COORDINATOR (RNAC)**

Jobcode: 3048

*Skilled Nursing*

Coordinates the Resident Assessment Instrument (RAI) process including scheduling of Minimum Data Set (MDS) assessments, completion of assessments, and monitoring for accuracy in accordance with Medicare/ Medicaid.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	11	11	\$70,720	\$78,415	\$78,415	\$79,040	\$86,440	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	9	9	\$72,532	\$78,379	\$78,379	\$79,040	\$86,214	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	9	9	\$69,940	\$77,734	\$77,734	\$76,531	\$87,471	***	***
Rural	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	7	7	\$69,160	\$76,662	\$76,662	\$75,904	\$88,502	***	***
<b>All Participants</b>	11	11	\$70,720	\$78,415	\$78,415	\$79,040	\$86,440	***	***
<b>% Bonus Eligible</b>	***								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **NURSING SUPERVISOR (RN)**

Jobcode: 3050

##### *Skilled Nursing*

Supervises and coordinates activities of personnel assigned to a specific shift . Communicates and applies policies, practices, procedures, objectives, and goals necessary for attainment of satisfactory resident care. Demonstrates clinical expertise of Standards of Practice accorded by license as a Registered Nurse.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	28	29	\$72,259	\$75,239	\$75,176	\$75,140	\$80,964	\$69,588	\$102,295
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	5	5	\$53,820	\$71,835	\$71,835	\$78,125	\$86,705	***	***
100 Beds or more	23	24	\$72,488	\$75,948	\$75,902	\$75,026	\$80,829	\$69,820	\$102,636
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	21	21	\$72,259	\$77,115	\$77,115	\$75,962	\$82,753	\$70,244	\$103,256
Rural	7	8	\$66,560	\$70,314	\$69,359	\$73,882	\$77,002	\$66,964	\$98,451
<b>Regions</b>									
Regions 1 and 4	5	5	\$62,400	\$73,391	\$73,391	\$78,125	\$82,014	***	***
Regions 2 and 3	2	2	***	***	***	***	***	***	***
Regions 6, 9 and 10	9	9	\$70,418	\$76,299	\$76,299	\$73,840	\$83,793	\$67,117	\$98,675
Regions 7, 8 and 11	7	8	\$73,029	\$75,647	\$75,453	\$75,026	\$77,002	\$69,528	\$102,205
Regions 5 and 12	5	5	\$74,495	\$83,092	\$83,092	\$81,099	\$92,685	\$73,179	\$107,565
<b>All Participants</b>	28	29	\$72,259	\$75,239	\$75,176	\$75,140	\$80,964	\$69,588	\$102,295
<b>% Bonus Eligible</b>	10.7%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### HEAD NURSE (RN)

Jobcode: 3052

#### Skilled Nursing

Directs nursing service activities including the preparation of nursing care plans, and instructs nurses in an organized patient care unit. Assigns duties to professional and ancillary nursing personnel based on patients' needs, available staff, and unit needs. Supervises and evaluates work performance in terms of patient care, staff relations, and efficiency of service. (This position normally reports to the Nursing Supervisor (RN), above).

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	10	14	\$71,240	\$74,222	\$75,047	\$75,421	\$78,260	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	9	12	\$71,500	\$74,806	\$75,527	\$75,920	\$78,260	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	8	12	\$71,240	\$73,392	\$74,008	\$73,341	\$76,572	***	***
Rural	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	7	10	\$71,240	\$73,823	\$74,404	\$74,922	\$77,223	***	***
<b>All Participants</b>	10	14	\$71,240	\$74,222	\$75,047	\$75,421	\$78,260	***	***
<b>% Bonus Eligible</b>	***								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **NURSING SUPERVISOR (LPN)**

Jobcode: 3054

*Skilled Nursing*

Supervises and coordinates activities of personnel assigned to a specific shift . Communicates and applies policies, practices, procedures, objectives, and goals necessary for attainment of satisfactory resident care.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	22	46	\$60,514	\$63,974	\$64,030	\$63,158	\$67,421	\$55,806	\$80,357
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	3	***	***	***	***	***	***	***
100 Beds or more	19	40	\$61,187	\$63,822	\$64,146	\$62,828	\$67,590	\$55,896	\$80,486
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	17	36	\$61,789	\$64,050	\$64,375	\$63,487	\$67,600	\$56,105	\$80,792
Rural	5	10	\$59,561	\$63,701	\$62,856	\$61,187	\$66,986	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	2	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	3	6	***	***	***	***	***	***	***
Regions 7, 8 and 11	5	9	\$59,152	***	\$64,077	\$66,383	\$67,850	***	***
Regions 5 and 12	9	25	\$61,789	\$63,998	\$64,685	\$62,828	\$67,600	***	***
<b>All Participants</b>	22	46	\$60,514	\$63,974	\$64,030	\$63,158	\$67,421	\$55,806	\$80,357
<b>% Bonus Eligible</b>	0.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DEMENTIA MANAGER**

Jobcode: 3056

*Skilled Nursing*

Responsible for managing dementia programs as part of long-term care services. Plans, implements and oversees the dementia program. Supervises staff that supports and assists residents in activities of daily living and participation.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	19	19	\$44,776	\$50,290	\$50,290	\$51,215	\$53,870	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	6	6	\$40,899	\$50,072	\$50,072	\$48,299	\$61,019	***	***
100 Beds or more	13	13	\$47,420	\$50,390	\$50,390	\$51,215	\$53,849	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	18	18	\$47,420	\$51,539	\$51,539	\$51,910	\$54,184	***	***
Rural	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	5	5	\$45,163	\$51,018	\$51,018	\$51,215	\$56,775	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	9	9	\$47,446	\$52,014	\$52,014	\$52,260	\$53,933	***	***
<b>All Participants</b>	20	20	\$45,888	\$50,475	\$50,475	\$51,518	\$53,933	***	***
<b>% Bonus Eligible</b>	100.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **SCHEDULING COORDINATOR**

Jobcode: 3058

*Skilled Nursing*

Responsible for the design and implementation of staffing schedules for nursing personnel and scheduling of unit staff.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	25	27	\$39,125	\$44,431	\$43,945	\$43,680	\$48,191	\$33,667	\$42,533
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	22	24	\$39,010	\$44,719	\$44,193	\$44,096	\$50,315	\$33,692	\$42,923
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	21	22	\$38,615	\$43,478	\$43,307	\$42,640	\$47,421	\$33,462	\$42,462
Rural	4	5	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	7	7	\$38,501	\$40,120	\$40,120	\$39,624	\$41,600	\$34,571	\$41,857
Regions 6, 9 and 10	4	4	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	4	***	***	***	***	***	***	***
Regions 5 and 12	10	11	\$43,160	\$47,293	\$47,316	\$47,200	\$52,260	***	***
<b>All Participants</b>	25	27	\$39,125	\$44,431	\$43,945	\$43,680	\$48,191	\$33,667	\$42,533
<b>% Bonus Eligible</b>	0.0%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **MDS COORDINATOR**

Jobcode: 3060

#### *Skilled Nursing*

Responsibilities include oversight of the generation of a Minimum Data Set (MDS) for each Medicare patient and electronic transmission of required data by timeframe mandated by the State.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	75	78	\$64,293	\$70,253	\$70,316	\$69,243	\$74,880	\$57,341	\$79,351
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	14	15	\$66,622	\$71,535	\$71,331	\$70,918	\$74,641	\$57,336	\$80,165
100 Beds or more	62	64	\$63,508	\$70,089	\$70,227	\$69,243	\$76,814	\$57,290	\$79,296
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	57	58	\$63,996	\$70,810	\$70,935	\$69,243	\$77,293	\$57,335	\$78,932
Rural	20	22	\$65,510	\$69,132	\$68,929	\$68,786	\$72,436	\$56,967	\$80,724
<b>Regions</b>									
Regions 1 and 4	12	14	\$63,996	\$68,720	\$68,665	\$66,643	\$74,121	\$53,277	\$75,689
Regions 2 and 3	14	14	\$62,858	\$69,471	\$69,471	\$69,982	\$75,244	\$59,446	\$77,699
Regions 6, 9 and 10	19	20	\$66,643	\$71,979	\$72,193	\$69,160	\$80,246	\$57,776	\$81,143
Regions 7, 8 and 11	19	19	\$59,405	\$68,012	\$68,012	\$69,243	\$73,590	\$56,525	\$80,896
Regions 5 and 12	13	13	\$66,466	\$73,957	\$73,957	\$69,638	\$79,123	\$58,782	\$79,909
<b>All Participants</b>	77	80	\$64,293	\$70,349	\$70,414	\$69,243	\$75,244	\$57,240	\$79,398
<b>% Bonus Eligible</b>	1.3%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **ACTIVITY DIRECTOR**

Jobcode: 3062

#### *Skilled Nursing*

Responsible for planning, implementation, scope, and emphasis of activity programs to encourage and stimulate residents to fuller and richer lives. Plans and assists in research projects.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	173	266	\$37,138	\$42,381	\$41,756	\$41,563	\$45,770	\$33,350	\$45,910
Assisted Living	2	3	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	57	98	\$33,108	\$39,322	\$38,391	\$39,002	\$43,114	\$33,048	\$45,442
100 Beds or more	114	165	\$39,285	\$44,239	\$43,531	\$43,254	\$47,109	\$33,765	\$46,704
<b>Units</b>									
Under 75 Units	3	6	***	***	***	***	***	***	***
75 Units or more	4	5	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	118	196	\$39,723	\$43,788	\$43,488	\$43,233	\$46,613	\$34,011	\$46,986
Rural	58	74	\$32,323	\$39,089	\$38,703	\$38,181	\$43,576	\$32,665	\$45,189
<b>Regions</b>									
Regions 1 and 4	25	34	\$39,253	\$42,426	\$42,102	\$41,891	\$44,142	\$33,921	\$47,551
Regions 2 and 3	39	59	\$35,360	\$42,513	\$41,427	\$41,055	\$45,760	\$34,661	\$46,695
Regions 6, 9 and 10	38	60	\$36,585	\$40,705	\$40,382	\$40,511	\$45,105	\$32,766	\$44,877
Regions 7, 8 and 11	36	53	\$35,881	\$40,979	\$41,017	\$40,685	\$44,684	\$32,986	\$46,035
Regions 5 and 12	38	64	\$40,992	\$45,471	\$44,659	\$43,898	\$48,040	\$34,842	\$48,559
<b>All Participants</b>	176	270	\$37,369	\$42,500	\$41,911	\$41,829	\$45,901	\$33,661	\$46,519
<b>% Bonus Eligible</b>	40.3%								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **ACTIVITIES COORDINATOR**

Jobcode: 3064

#### *Skilled Nursing*

Coordinates the activity program to meet the needs, interests, and capabilities of the residents. Serves as team leader of Activity Aides.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	21	23	\$41,359	\$50,251	\$51,111	\$48,421	\$56,286	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	17	18	\$41,359	\$51,195	\$52,116	\$48,421	\$59,243	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	20	22	\$43,083	\$49,648	\$50,491	\$48,210	\$54,961	***	***
Rural	2	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	3	***	***	***	***	***	***	***
Regions 5 and 12	14	15	\$46,130	\$52,427	\$52,821	\$50,210	\$56,286	***	***
<b>All Participants</b>	22	24	\$41,359	\$50,047	\$50,849	\$48,210	\$56,286	***	***
<b>% Bonus Eligible</b>	90.9%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### ADMISSIONS COORDINATOR

Jobcode: 3066

#### *Skilled Nursing*

Coordinates all aspects of resident care including admissions, discharges, resident assessments, care plans, etc. with residents, residents' families, staff, and administration.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	24	26	\$41,871	\$48,313	\$48,755	\$49,700	\$52,541	\$38,613	\$58,989
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	8	10	\$36,868	\$45,018	\$45,521	\$45,355	\$52,021	***	***
100 Beds or more	17	17	\$45,692	\$52,324	\$52,324	\$50,980	\$58,420	\$39,663	\$61,443
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	14	14	\$43,716	\$52,870	\$52,870	\$51,489	\$59,631	\$40,234	\$61,586
Rural	11	13	\$36,608	\$46,116	\$46,682	\$47,902	\$53,040	***	***
<b>Regions</b>									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	13	14	\$40,326	\$50,683	\$50,782	\$49,400	\$56,000	\$40,885	\$63,670
Regions 6, 9 and 10	5	6	\$39,520	***	\$49,305	\$52,043	\$57,720	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	3	3	***	***	***	***	***	***	***
<b>All Participants</b>	25	27	\$41,871	\$49,618	\$50,147	\$50,000	\$54,940	\$39,580	\$60,763
<b>% Bonus Eligible</b>	4.0%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **DIRECTOR OF DINING/FOOD SERVICES**

Jobcode: 3070

*Skilled Nursing*

Plans, organizes, and directs the Dining Services/Food Services Department in providing the residents' facility with a high quality dining program. Develops, maintains, and implements policies and procedures for service of food; reviews menus, and supervises food service staff.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	73	87	\$55,069	\$57,389	\$59,753	\$59,842	\$65,666	\$49,507	\$71,532
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	14	16	\$54,246	\$56,872	\$59,200	\$59,623	\$66,747	\$50,351	\$72,796
100 Beds or more	59	71	\$54,413	\$57,700	\$60,120	\$59,842	\$65,437	\$49,380	\$71,499
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	58	70	\$53,061	\$57,764	\$60,398	\$60,466	\$66,768	\$49,436	\$71,631
Rural	17	19	\$57,117	\$58,158	\$59,678	\$59,842	\$64,324	\$50,660	\$73,049
<b>Regions</b>									
Regions 1 and 4	14	14	\$58,157	\$62,043	\$62,043	\$61,620	\$68,068	\$53,998	\$77,729
Regions 2 and 3	14	21	\$44,926	\$51,919	\$55,616	\$51,683	\$66,435	\$42,590	\$61,377
Regions 6, 9 and 10	17	20	\$54,246	\$57,505	\$60,220	\$62,150	\$68,702	\$48,999	\$71,512
Regions 7, 8 and 11	16	17	\$56,462	\$58,656	\$59,442	\$58,022	\$63,409	\$52,261	\$75,135
Regions 5 and 12	14	17	\$56,421	\$61,313	\$63,970	\$61,776	\$65,957	\$50,930	\$74,235
<b>All Participants</b>	75	89	\$55,725	\$57,848	\$60,235	\$59,842	\$66,019	\$49,708	\$71,946
<b>% Bonus Eligible</b>	5.3%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **ASST. DIRECTOR OF DINING/FOOD SERVICES**

Jobcode: 3072

##### *Skilled Nursing*

Assists in planning and supervising activities of the Department to provide service to residents, employees, and visitors. Assists in providing technical guidance and administrative direction over dietary planning, menu formulation, and preparation and serving of regular therapeutic diets. Orders food and kitchen supplies.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	73	89	\$38,948	\$47,008	\$44,897	\$42,474	\$49,046	\$37,655	\$51,177
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	11	11	\$39,062	\$45,427	\$45,427	\$44,325	\$52,000	\$37,311	\$51,097
100 Beds or more	60	74	\$38,834	\$46,440	\$44,234	\$41,912	\$45,396	\$37,729	\$51,194
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	56	69	\$39,042	\$47,340	\$45,238	\$42,349	\$50,253	\$38,071	\$51,589
Rural	18	21	\$37,970	\$45,875	\$43,903	\$42,723	\$44,782	\$36,729	\$50,425
<b>Regions</b>									
Regions 1 and 4	13	15	\$40,789	\$44,081	\$43,800	\$44,013	\$46,634	\$39,460	\$53,829
Regions 2 and 3	10	12	\$32,885	\$40,579	\$40,150	\$39,676	\$47,476	\$35,125	\$47,424
Regions 6, 9 and 10	17	18	\$38,834	\$45,183	\$44,400	\$43,576	\$51,667	\$36,677	\$50,264
Regions 7, 8 and 11	18	21	\$36,878	\$47,156	\$44,105	\$40,789	\$43,898	\$37,790	\$51,616
Regions 5 and 12	16	24	\$41,673	\$53,255	\$50,250	\$45,526	\$57,879	\$39,895	\$53,221
<b>All Participants</b>	74	90	\$38,948	\$46,998	\$44,913	\$42,484	\$49,046	\$37,730	\$51,293
<b>% Bonus Eligible</b>	14.9%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **FACILITY/MAINTENANCE DIRECTOR**

Jobcode: 3074

##### *Skilled Nursing*

Performs administrative and supervisory work directing the operation, maintenance, and security of the facility. Responsible for planning, scheduling, supervising, participating in, and inspecting the work of departmental employees engaged in the operations, maintenance, repair, and safeguarding of facility. Can also be called Director of Physical Plant.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	57	59	\$53,498	\$57,002	\$56,906	\$56,243	\$59,519	\$44,876	\$63,090
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	13	13	\$50,731	\$54,061	\$54,061	\$54,517	\$57,512	\$44,346	\$62,352
100 Beds or more	45	47	\$53,747	\$58,278	\$58,213	\$56,493	\$61,214	\$45,242	\$63,859
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	43	45	\$53,747	\$58,023	\$57,944	\$56,493	\$61,256	\$45,638	\$64,422
Rural	16	16	\$53,134	\$54,985	\$54,985	\$54,964	\$57,512	\$43,683	\$61,433
<b>Regions</b>									
Regions 1 and 4	12	14	\$54,278	\$57,613	\$57,261	\$57,616	\$59,914	\$45,760	\$64,312
Regions 2 and 3	7	7	\$53,685	\$61,247	\$61,247	\$59,987	\$63,357	\$45,736	\$65,927
Regions 6, 9 and 10	15	15	\$51,147	\$54,750	\$54,750	\$54,912	\$58,573	\$44,063	\$61,965
Regions 7, 8 and 11	15	15	\$51,667	\$54,977	\$54,977	\$56,181	\$57,741	\$44,063	\$61,958
Regions 5 and 12	10	10	\$53,529	\$60,958	\$60,958	\$56,014	\$64,345	\$47,174	\$66,287
<b>All Participants</b>	59	61	\$53,310	\$57,226	\$57,141	\$56,243	\$59,987	\$45,099	\$63,597
<b>% Bonus Eligible</b>	3.4%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **MAINTENANCE SUPERVISOR**

Jobcode: 3076

##### *Skilled Nursing*

Supervises a variety of activities in maintenance of physical plant and grounds of the facility. Plans maintenance schedule and work requirements in conformance with current and projected needs. Functionally responsible for proper provision of all light, heat, and service facilities for all buildings and physical plant .

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	30	41	\$48,589	\$54,885	\$54,104	\$53,250	\$60,161	\$35,800	\$50,867
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	5	5	\$42,203	\$51,962	\$51,962	\$52,260	\$61,573	***	***
100 Beds or more	24	33	\$48,786	\$54,882	\$54,071	\$52,780	\$59,042	\$36,769	\$52,023
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	2	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	25	35	\$47,996	\$54,996	\$54,192	\$53,461	\$61,574	\$36,626	\$51,809
Rural	6	7	\$48,034	\$53,376	\$52,751	\$52,390	\$57,829	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	10	10	\$45,718	\$51,504	\$51,504	\$52,260	\$54,974	\$36,845	\$51,540
Regions 6, 9 and 10	5	6	\$44,439	***	\$52,681	\$51,480	\$61,525	***	***
Regions 7, 8 and 11	5	7	\$48,424	\$54,004	\$53,488	\$53,461	\$58,567	***	***
Regions 5 and 12	10	18	\$50,149	\$57,205	\$57,761	\$59,194	\$63,440	***	***
<b>All Participants</b>	31	42	\$48,194	\$54,726	\$53,913	\$53,040	\$60,008	\$36,423	\$51,458
<b>% Bonus Eligible</b>	40.0%								

## Indiana Health Care Association - 2022 Compensation Survey

### Salary Positions

#### **HOUSEKEEPING & LAUNDRY SUPERVISOR**

Jobcode: 3080

##### *Skilled Nursing*

Supervises a variety of activities in housekeeping and laundry in maintaining the facility in an orderly, clean, and sanitary condition and in processing linens, garments, and other washables.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	134	143	\$33,134	\$38,514	\$38,511	\$38,534	\$43,222	\$33,723	\$47,311
Assisted Living	2	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	48	51	\$30,374	\$35,021	\$35,071	\$33,280	\$39,408	\$33,486	\$47,061
100 Beds or more	85	91	\$36,560	\$40,388	\$40,364	\$39,915	\$43,846	\$33,794	\$47,385
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	93	102	\$36,760	\$40,366	\$40,540	\$40,560	\$44,279	\$34,064	\$47,754
Rural	43	43	\$30,436	\$34,272	\$34,272	\$33,280	\$38,480	\$32,935	\$46,312
<b>Regions</b>									
Regions 1 and 4	21	21	\$33,888	\$38,868	\$38,868	\$39,520	\$44,075	\$33,931	\$47,212
Regions 2 and 3	26	27	\$30,525	\$36,690	\$36,480	\$35,448	\$42,396	\$33,363	\$46,880
Regions 6, 9 and 10	30	33	\$30,551	\$36,736	\$36,860	\$37,565	\$41,371	\$33,246	\$46,735
Regions 7, 8 and 11	27	29	\$35,880	\$39,028	\$39,007	\$38,480	\$41,829	\$33,175	\$46,645
Regions 5 and 12	32	35	\$35,647	\$41,145	\$41,259	\$41,714	\$44,585	\$35,595	\$50,026
<b>All Participants</b>	136	145	\$33,280	\$38,559	\$38,559	\$38,597	\$43,222	\$33,772	\$47,381
<b>% Bonus Eligible</b>	40.4%								

# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### HOUSEKEEPING SUPERVISOR

Jobcode: 3082

*Skilled Nursing*

Supervises and administers housekeeping program to maintain facility in sanitary and orderly condition. Establishes standards, work methods, and schedules.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	11	20	\$38,002	\$41,550	\$41,872	\$39,759	\$45,463	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	9	16	\$37,618	\$41,398	\$41,808	\$39,759	\$47,204	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	9	16	\$37,618	\$41,340	\$41,756	\$38,854	\$47,951	***	***
Rural	2	4	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	6	***	***	***	***	***	***	***
Regions 5 and 12	7	12	\$37,234	\$41,209	\$41,762	\$38,854	\$50,440	***	***
<b>All Participants</b>	11	20	\$38,002	\$41,550	\$41,872	\$39,759	\$45,463	***	***
<b>% Bonus Eligible</b>	***								



# Indiana Health Care Association - 2022 Compensation Survey

## Salary Positions

### **SOCIAL SERVICE DIRECTOR**

Jobcode: 3086

*Skilled Nursing*

Responsible for planning and administering social service programs. Supervises facility Social Workers. Assists in development of policies regarding participation in facility planning for health and welfare services.

	# Orgs	# Inc.	Annual Salary					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	78	83	\$50,086	\$54,070	\$54,078	\$53,785	\$57,610	\$43,070	\$60,286
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	13	13	\$47,663	\$53,126	\$53,126	\$53,581	\$58,022	\$43,099	\$60,678
100 Beds or more	64	69	\$50,596	\$54,317	\$54,346	\$53,966	\$57,610	\$43,063	\$60,198
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	61	66	\$50,020	\$53,918	\$53,915	\$53,760	\$57,610	\$43,285	\$60,586
Rural	18	18	\$51,730	\$55,047	\$55,047	\$54,714	\$59,223	\$42,697	\$59,784
<b>Regions</b>									
Regions 1 and 4	13	15	\$51,329	\$54,783	\$54,926	\$55,120	\$57,211	\$45,000	\$62,984
Regions 2 and 3	13	13	\$49,970	\$53,084	\$53,084	\$50,294	\$60,128	\$40,544	\$56,121
Regions 6, 9 and 10	17	18	\$48,042	\$52,520	\$52,467	\$53,425	\$55,869	\$42,513	\$59,990
Regions 7, 8 and 11	20	21	\$50,814	\$54,152	\$54,325	\$53,934	\$56,898	\$43,868	\$61,614
Regions 5 and 12	16	17	\$50,977	\$56,177	\$56,069	\$57,610	\$61,142	\$43,827	\$61,027
<b>All Participants</b>	79	84	\$50,107	\$54,160	\$54,173	\$53,810	\$57,699	\$43,146	\$60,396
<b>% Bonus Eligible</b>	8.9%								

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### STAFF NURSE (RN)

Jobcode: 2500

#### *Assisted Living*

Renders professional nursing care to residents. Performs nursing techniques for the comfort and well-being of the resident. Administers prescribed medications. Maintains residents' medical records on nursing observations. May assist physician during treatment and examination of resident.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	2	4	***	***	***	***	***	***	***
Assisted Living	12	21	\$29.23	\$30.78	\$31.73	\$31.75	\$33.49	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	4	5	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	7	10	\$30.00	\$31.84	\$32.72	\$32.50	\$37.69	***	***
75 Units or more	7	15	\$27.75	\$29.43	\$29.78	\$29.77	\$31.50	***	***
<b>Setting</b>									
Urban	13	24	\$28.23	\$30.08	\$30.73	\$30.08	\$32.74	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	7	***	***	***	***	***	***	***
Regions 2 and 3	2	5	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	6	9	\$27.67	\$31.33	\$31.27	\$31.04	\$35.10	***	***
<b>All Participants</b>	14	25	\$28.23	\$30.39	\$31.25	\$30.79	\$33.49	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **PRACTICAL NURSE (LPN)**

Jobcode: 2502

#### *Assisted Living*

Performs assigned nursing procedures for the comfort and well-being of residents such as assisting in admission of new residents, bathing and feeding, making beds, helping residents into and out of bed, and collecting specimens. Administers specified medication. Provides a wide variety of resident care activities as accorded by licensure.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	4	***	***	***	***	***	***	***
Skilled Nursing	9	18	\$24.00	***	\$25.42	\$24.47	\$27.11	***	***
Assisted Living	26	167	\$25.71	\$27.39	\$27.44	\$27.50	\$28.85	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	8	15	\$24.00	\$26.01	\$25.47	\$25.19	\$26.84	***	***
<b>Units</b>									
Under 75 Units	8	56	\$26.35	\$27.08	\$27.20	\$26.99	\$27.78	***	***
75 Units or more	23	128	\$25.32	\$27.34	\$27.31	\$27.46	\$28.75	***	***
<b>Setting</b>									
Urban	35	188	\$25.18	\$27.20	\$26.99	\$27.20	\$28.01	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	19	***	***	***	***	***	***	***
Regions 2 and 3	8	52	\$26.31	\$27.44	\$27.55	\$27.90	\$28.85	***	***
Regions 6, 9 and 10	4	20	***	***	***	***	***	***	***
Regions 7, 8 and 11	4	7	***	***	***	***	***	***	***
Regions 5 and 12	16	91	\$24.80	\$27.09	\$26.41	\$26.60	\$27.50	***	***
<b>All Participants</b>	36	189	\$25.16	\$27.19	\$26.91	\$27.10	\$28.00	***	***
<b>Shift Differentials</b>									
% Union	0.0%	<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>			
% Exempt	0.0%	\$1.40	\$0.65	***	***	***			

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **CERTIFIED NURSE AIDE**

Jobcode: 2506

#### *Assisted Living*

Performs various resident care activities and related nonprofessional services essential to caring for personal needs and comfort of residents. Function may not exceed Standards of Practice as accorded by certification.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	8	***	***	***	***	***	***	***
Skilled Nursing	5	24	\$14.38	***	\$14.86	\$14.54	\$15.50	***	***
Assisted Living	39	389	\$14.54	\$15.72	\$15.89	\$16.00	\$17.13	***	***
<b>Beds</b>									
Under 100 Beds	4	19	***	***	***	***	***	***	***
100 Beds or more	10	41	\$15.50	\$17.06	\$16.95	\$17.39	\$18.09	***	***
<b>Units</b>									
Under 75 Units	18	149	\$14.88	\$16.20	\$16.45	\$16.54	\$17.91	***	***
75 Units or more	24	258	\$14.09	\$15.37	\$15.26	\$15.09	\$16.51	***	***
<b>Setting</b>									
Urban	44	417	\$14.47	\$15.67	\$15.76	\$15.66	\$16.97	***	***
Rural	1	4	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	44	***	***	***	***	***	***	***
Regions 2 and 3	8	104	\$14.66	***	\$15.44	\$15.11	\$16.60	***	***
Regions 6, 9 and 10	5	40	\$14.41	***	\$15.96	\$16.00	\$17.50	***	***
Regions 7, 8 and 11	7	41	\$14.40	\$15.38	\$16.03	\$16.50	\$17.31	***	***
Regions 5 and 12	21	192	\$14.46	\$16.11	\$15.99	\$16.03	\$17.39	***	***
<b>All Participants</b>	45	421	\$14.47	\$15.68	\$15.80	\$15.79	\$17.08	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$0.92	\$0.81	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### RESIDENT ASSISTANT

Jobcode: 2510

#### *Assisted Living*

Performs various resident care activities and related nonprofessional services essential to caring for personal needs and comfort of residents. (Includes Universal Workers.) Function does not include activities accorded a Certified Nurse Aide.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	3	11	***	***	***	***	***	***	***
Assisted Living	18	45	\$12.38	\$13.13	\$13.26	\$13.44	\$14.23	***	***
<b>Beds</b>									
Under 100 Beds	4	13	***	***	***	***	***	***	***
100 Beds or more	7	13	\$12.38	\$12.94	\$12.97	\$12.88	\$13.75	***	***
<b>Units</b>									
Under 75 Units	11	26	\$12.38	\$12.91	\$13.14	\$13.37	\$13.83	***	***
75 Units or more	7	19	\$12.39	\$12.90	\$12.96	\$13.00	\$13.61	***	***
<b>Setting</b>									
Urban	20	54	\$12.39	\$13.03	\$13.18	\$13.14	\$14.02	***	***
Rural	1	2	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	4	***	***	***	***	***	***	***
Regions 2 and 3	1	6	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	5	16	\$13.25	***	\$14.03	\$14.21	\$14.72	***	***
Regions 5 and 12	12	27	\$12.39	\$12.98	\$13.04	\$12.94	\$13.79	***	***
<b>All Participants</b>	21	56	\$12.39	\$13.06	\$13.20	\$13.28	\$14.02	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### MEDICATION AIDE (QMA)

Jobcode: 2512

#### *Assisted Living*

A trained, non-professional who administers medication under the supervision of a nurse, consistent with state law and regulations.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	4	***	***	***	***	***	***	***
Skilled Nursing	5	15	\$15.62	***	\$17.54	\$18.80	\$18.84	***	***
Assisted Living	25	139	\$17.43	\$18.41	\$18.38	\$18.29	\$19.48	***	***
<b>Beds</b>									
Under 100 Beds	1	3	***	***	***	***	***	***	***
100 Beds or more	4	10	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	9	39	\$16.13	\$18.37	\$17.64	\$18.25	\$19.17	***	***
75 Units or more	21	116	\$17.15	\$18.21	\$18.43	\$18.29	\$19.48	***	***
<b>Setting</b>									
Urban	31	158	\$17.26	\$18.26	\$18.21	\$18.29	\$19.28	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	17	***	***	***	***	***	***	***
Regions 2 and 3	8	41	\$17.53	\$18.42	\$17.86	\$18.21	\$19.10	***	***
Regions 6, 9 and 10	3	14	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	19	***	***	***	***	***	***	***
Regions 5 and 12	13	67	\$16.85	\$18.45	\$18.26	\$18.25	\$19.17	***	***
<b>All Participants</b>	31	158	\$17.26	\$18.26	\$18.21	\$18.29	\$19.28	***	***
<b>Shift Differentials</b>									
% Union	0.0%	<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>			
% Exempt	0.0%	\$1.04	\$0.92	***	***	***			

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ACTIVITY AIDE

Jobcode: 2516

#### *Assisted Living*

Assists in the planning, organization, and directing of activity programs for residents. Prepares reports on residents' progress as may be required. Activities may include sports, dramatics, nature study, social activities, games, and arts and crafts in accordance with residents' needs.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	3	***	***	***	***	***	***	***
Skilled Nursing	5	9	\$15.83	***	\$16.84	\$16.58	\$17.98	***	***
Assisted Living	35	43	\$14.00	\$15.13	\$15.31	\$15.00	\$16.40	***	***
<b>Beds</b>									
Under 100 Beds	4	6	***	***	***	***	***	***	***
100 Beds or more	10	13	\$13.25	\$15.88	\$16.03	\$14.39	\$17.98	***	***
<b>Units</b>									
Under 75 Units	18	21	\$12.50	\$14.94	\$14.79	\$14.46	\$15.66	***	***
75 Units or more	21	30	\$14.52	\$15.56	\$16.07	\$16.00	\$17.75	***	***
<b>Setting</b>									
Urban	40	54	\$14.00	\$15.35	\$15.51	\$15.20	\$16.70	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	8	13	\$12.19	***	\$14.56	\$14.77	\$16.70	***	***
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	5	7	\$13.08	***	\$14.45	\$14.50	\$15.80	***	***
Regions 5 and 12	21	28	\$14.13	\$15.43	\$15.29	\$15.00	\$16.29	***	***
<b>All Participants</b>	<b>41</b>	<b>55</b>	<b>\$14.00</b>	<b>\$15.33</b>	<b>\$15.48</b>	<b>\$15.00</b>	<b>\$16.70</b>	<b>***</b>	<b>***</b>
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### HOUSEKEEPING AND LAUNDRY AIDE

Jobcode: 2518

#### *Assisted Living*

Provides a variety of housekeeping and/or laundry duties in maintaining the facility in an orderly, sanitary condition and in the collection and laundering of linens, garments and washables.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	2	5	***	***	***	***	***	***	***
Assisted Living	36	71	\$12.00	\$12.79	\$12.88	\$12.81	\$13.73	***	***
<b>Beds</b>									
Under 100 Beds	3	3	***	***	***	***	***	***	***
100 Beds or more	8	8	\$12.53	\$12.96	\$12.96	\$13.22	\$13.60	***	***
<b>Units</b>									
Under 75 Units	17	24	\$12.41	\$13.45	\$13.42	\$13.25	\$14.35	***	***
75 Units or more	20	51	\$11.77	\$12.53	\$12.50	\$12.21	\$13.35	***	***
<b>Setting</b>									
Urban	38	76	\$12.00	\$12.82	\$12.90	\$13.00	\$13.85	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	7	***	***	***	***	***	***	***
Regions 2 and 3	8	19	\$12.19	\$12.34	\$12.63	\$12.41	\$13.25	***	***
Regions 6, 9 and 10	4	6	***	***	***	***	***	***	***
Regions 7, 8 and 11	6	10	\$11.55	\$12.64	\$13.16	\$12.56	\$15.38	***	***
Regions 5 and 12	17	35	\$12.81	\$13.45	\$13.34	\$13.25	\$14.37	***	***
<b>All Participants</b>	<b>39</b>	<b>77</b>	<b>\$12.00</b>	<b>\$12.83</b>	<b>\$12.93</b>	<b>\$13.00</b>	<b>\$13.75</b>	<b>***</b>	<b>***</b>
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **MAINTENANCE HELPER**

Jobcode: 2522

*Assisted Living*

Provides a variety of routine and unskilled tasks in the maintenance and repair of facility grounds and facility.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	14	18	\$14.85	\$16.34	\$16.32	\$15.95	\$17.75	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	5	7	\$15.29	\$16.31	\$16.38	\$16.08	\$17.63	***	***
75 Units or more	9	11	\$14.60	\$16.36	\$16.29	\$15.90	\$17.75	***	***
<b>Setting</b>									
Urban	14	18	\$14.85	\$16.34	\$16.32	\$15.95	\$17.75	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	3	5	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	***	***	***	***	***	***	***	***	***
Regions 5 and 12	7	9	\$16.08	\$17.69	\$17.78	\$17.50	\$18.00	***	***
<b>All Participants</b>	14	18	\$14.85	\$16.34	\$16.32	\$15.95	\$17.75	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### MAINTENANCE MECHANIC

Jobcode: 2524

#### *Assisted Living*

Performs a variety of non-routine and skilled maintenance and repair activities on the facility buildings and equipment.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	1	1	***	***	***	***	***	***	***
Assisted Living	6	7	\$20.48	\$23.06	\$22.68	\$22.33	\$25.22	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	7	8	\$21.96	\$23.00	\$22.66	\$22.48	\$25.13	***	***
<b>Setting</b>									
Urban	8	9	\$22.07	\$23.11	\$22.83	\$22.53	\$24.56	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	1	1	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	4	5	***	***	***	***	***	***	***
<b>All Participants</b>	8	9	\$22.07	\$23.11	\$22.83	\$22.53	\$24.56	***	***
<b>Shift Differentials</b>									
% Union	0.0%	<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>			
% Exempt	0.0%	***	***	***	***	***			

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### SECURITY GUARD

Jobcode: 2526

*Assisted Living*

Polices buildings and grounds in the prevention of fire, theft, vandalism, and illegal entry.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	10	\$11.50	\$13.28	\$13.28	\$12.67	\$15.99	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	6	6	\$12.03	\$13.07	\$13.07	\$12.67	\$14.49	***	***
<b>Units</b>									
Under 75 Units	8	8	\$12.03	\$13.19	\$13.19	\$12.67	\$14.49	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	9	9	\$12.03	\$13.52	\$13.52	\$12.91	\$15.99	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$12.40	\$13.78	\$13.78	\$12.96	\$15.99	***	***
<b>All Participants</b>	10	10	\$11.50	\$13.28	\$13.28	\$12.67	\$15.99	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### DRIVER

Jobcode: 2528

#### Assisted Living

Transports residents in cars and vans to appointments and provides assistance to the residents.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	1	1	***	***	***	***	***	***	***
Assisted Living	8	9	\$12.81	\$14.38	\$14.40	\$14.28	\$16.25	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	5	6	\$11.77	***	\$13.72	\$14.22	\$15.43	***	***
75 Units or more	4	4	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	9	10	\$12.81	\$14.37	\$14.39	\$14.35	\$16.25	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	1	1	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	***	***	***	***	***	***	***	***	***
Regions 5 and 12	7	8	\$14.22	\$14.77	\$14.85	\$14.35	\$16.50	***	***
<b>All Participants</b>	9	10	\$12.81	\$14.37	\$14.39	\$14.35	\$16.25	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CHEF/KITCHEN MANAGER

Jobcode: 2532

*Assisted Living*

Oversees the work of the kitchen staff. Assures that all foods are prepared and cooked in accordance with specified recipes and procedures. Assures that foods served to residents and guests are of a high quality,

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	3	3	***	***	***	***	***	***	***
Assisted Living	8	9	\$24.62	\$25.89	\$25.74	\$25.88	\$26.63	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	2	2	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	7	8	\$25.13	\$25.98	\$25.82	\$26.13	\$28.00	***	***
<b>Setting</b>									
Urban	12	13	\$23.87	\$25.33	\$25.18	\$25.88	\$27.57	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	5	6	\$24.87	***	\$26.62	\$27.14	\$28.11	***	***
<b>All Participants</b>	12	13	\$23.87	\$25.33	\$25.18	\$25.88	\$27.57	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### COOK

Jobcode: 2538

#### *Assisted Living*

Prepares and cooks a limited variety of food for residents, employees, and visitors. May oversee the work of other food service personnel involved in cooking.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	3	6	***	***	***	***	***	***	***
Assisted Living	35	89	\$13.63	\$15.28	\$15.59	\$15.31	\$17.00	***	***
<b>Beds</b>									
Under 100 Beds	3	5	***	***	***	***	***	***	***
100 Beds or more	5	5	\$15.53	\$18.00	\$18.00	\$17.15	\$20.91	***	***
<b>Units</b>									
Under 75 Units	14	28	\$14.97	\$16.11	\$16.80	\$16.37	\$18.58	***	***
75 Units or more	21	62	\$13.03	\$14.97	\$14.93	\$14.57	\$16.58	***	***
<b>Setting</b>									
Urban	37	94	\$13.66	\$15.24	\$15.52	\$15.00	\$17.00	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	14	***	***	***	***	***	***	***
Regions 2 and 3	7	19	\$12.79	\$14.49	\$14.89	\$14.88	\$16.67	***	***
Regions 6, 9 and 10	3	9	***	***	***	***	***	***	***
Regions 7, 8 and 11	7	13	\$13.63	\$13.93	\$14.40	\$14.00	\$15.46	***	***
Regions 5 and 12	17	40	\$14.79	\$16.54	\$16.74	\$16.48	\$18.31	***	***
<b>All Participants</b>	38	95	\$13.66	\$15.25	\$15.54	\$15.15	\$17.00	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **FOOD SERVICE AIDE**

Jobcode: 2540

#### *Assisted Living*

Performs a variety of food service functions in maintaining clean and sanitary conditions of food service areas, facilities, and equipment. May assist in some aspects of food preparation.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	27	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	20	62	\$10.73	\$11.13	\$11.60	\$11.35	\$12.55	***	***
<b>Beds</b>									
Under 100 Beds	3	5	***	***	***	***	***	***	***
100 Beds or more	7	39	\$10.88	***	\$11.50	\$11.50	\$12.10	***	***
<b>Units</b>									
Under 75 Units	9	16	\$11.00	\$11.82	\$11.95	\$12.00	\$12.55	***	***
75 Units or more	10	69	\$10.38	***	\$11.07	\$10.80	\$11.92	***	***
<b>Setting</b>									
Urban	20	88	\$10.73	***	\$11.58	\$11.35	\$12.55	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	13	***	***	***	***	***	***	***
Regions 2 and 3	4	37	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	5	***	***	***	***	***	***	***
Regions 7, 8 and 11	6	20	\$10.39	***	\$12.00	\$12.30	\$13.30	***	***
Regions 5 and 12	7	14	\$10.88	\$11.78	\$11.78	\$12.10	\$12.50	***	***
<b>All Participants</b>	21	89	\$10.73	***	\$11.60	\$11.50	\$12.55	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### WAITPERSON

Jobcode: 2542

#### Assisted Living

Serves residents' meals in a timely manner and resets tables for the next meal.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	5	21	\$11.67	***	\$12.51	\$12.68	\$13.26	***	***
Assisted Living	30	207	\$11.19	\$12.24	\$12.23	\$12.39	\$13.16	***	***
<b>Beds</b>									
Under 100 Beds	4	13	***	***	***	***	***	***	***
100 Beds or more	9	20	\$11.69	\$12.49	\$12.37	\$12.50	\$13.24	***	***
<b>Units</b>									
Under 75 Units	18	94	\$11.35	\$12.47	\$12.28	\$12.53	\$13.16	***	***
75 Units or more	14	126	\$12.03	\$12.19	\$12.60	\$12.74	\$13.49	***	***
<b>Setting</b>									
Urban	34	225	\$11.19	\$12.25	\$12.26	\$12.52	\$13.22	***	***
Rural	1	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	10	***	***	***	***	***	***	***
Regions 2 and 3	4	54	***	***	***	***	***	***	***
Regions 6, 9 and 10	4	21	***	***	***	***	***	***	***
Regions 7, 8 and 11	5	15	\$10.67	\$11.24	\$11.25	\$11.00	\$11.95	***	***
Regions 5 and 12	21	128	\$11.95	\$12.77	\$12.49	\$12.78	\$13.23	***	***
<b>All Participants</b>	35	228	\$11.33	\$12.26	\$12.27	\$12.54	\$13.21	***	***
<b>Shift Differentials</b>									
% Union	0.0%	<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>			
% Exempt	0.0%	***	***	***	***	***			



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **BUSINESS OFFICE MANAGER**

Jobcode: 2544

*Assisted Living*

Prepares budgets, financial statements, and various reports. Responsible for general accounting function, including accounts payable, receivable, payroll, and bank reconciliations. Handles and records cash transactions. (This

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	1	1	***	***	***	***	***	***	***
Assisted Living	19	19	\$22.08	\$23.13	\$23.13	\$23.34	\$24.33	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	4	4	***	***	***	***	***	***	***
75 Units or more	15	15	\$22.08	\$23.22	\$23.22	\$23.34	\$24.33	***	***
<b>Setting</b>									
Urban	20	20	\$21.38	\$22.84	\$22.84	\$23.28	\$24.21	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	4	4	***	***	***	***	***	***	***
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$21.41	\$23.25	\$23.25	\$23.69	\$24.64	***	***
<b>All Participants</b>	20	20	\$21.38	\$22.84	\$22.84	\$23.28	\$24.21	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	100.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ADMINISTRATIVE ASSISTANT

Jobcode: 2550

#### *Assisted Living*

Performs secretarial duties which are routine in nature. Types correspondence. Maintains files, arranges meetings, and screens calls.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	6	6	\$12.76	\$17.34	\$17.34	\$16.75	\$22.50	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	4	4	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	4	4	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	6	6	\$12.76	\$17.34	\$17.34	\$16.75	\$22.50	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$12.76	\$16.80	\$16.80	\$16.00	\$21.25	***	***
<b>All Participants</b>	6	6	\$12.76	\$17.34	\$17.34	\$16.75	\$22.50	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### RECEPTIONIST

Jobcode: 2552

#### *Assisted Living*

Greets and directs visitors entering the facility. Operates console to take and relay incoming calls. May perform simple, routine, clerical and typing tasks.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	2	4	***	***	***	***	***	***	***
Assisted Living	38	123	\$11.64	\$12.67	\$12.83	\$12.60	\$14.00	***	***
<b>Beds</b>									
Under 100 Beds	4	9	***	***	***	***	***	***	***
100 Beds or more	6	14	\$11.87	\$13.28	\$13.21	\$13.70	\$14.06	***	***
<b>Units</b>									
Under 75 Units	15	45	\$12.30	\$13.72	\$13.63	\$13.99	\$15.00	***	***
75 Units or more	22	77	\$11.24	\$12.00	\$12.20	\$12.08	\$13.09	***	***
<b>Setting</b>									
Urban	39	124	\$11.72	\$12.63	\$12.85	\$12.57	\$13.99	***	***
Rural	1	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	4	12	***	***	***	***	***	***	***
Regions 2 and 3	6	25	\$10.92	***	\$11.56	\$11.73	\$12.03	***	***
Regions 6, 9 and 10	5	16	\$12.41	***	\$13.43	\$13.50	\$14.41	***	***
Regions 7, 8 and 11	7	16	\$12.20	\$13.83	\$14.00	\$15.00	\$15.17	***	***
Regions 5 and 12	18	58	\$12.18	\$13.18	\$13.17	\$13.08	\$14.06	***	***
<b>All Participants</b>	40	127	\$11.73	\$12.69	\$12.90	\$12.63	\$14.00	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **STAFF NURSE (RN)**

Jobcode: 3500

#### *Skilled Nursing*

Renders professional nursing care to patients within an assigned unit. Performs nursing techniques for the comfort and well-being of the patient. Administers prescribed medications. Maintains patients' medical records on nursing observations. May assist physician during treatment and examination of patient.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	11	***	***	***	***	***	***	***
Skilled Nursing	185	984	\$32.18	\$33.94	\$33.84	\$34.21	\$35.70	\$28.77	\$38.27
Assisted Living	2	18	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	59	295	\$30.00	\$33.12	\$33.05	\$34.11	\$35.32	\$27.89	\$34.40
100 Beds or more	124	666	\$32.63	\$34.27	\$34.20	\$34.35	\$35.80	\$29.09	\$39.85
<b>Units</b>									
Under 75 Units	3	24	***	***	***	***	***	***	***
75 Units or more	4	38	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	128	720	\$33.21	\$34.86	\$34.76	\$34.79	\$36.07	\$29.73	\$41.24
Rural	60	293	\$29.74	\$32.12	\$32.05	\$32.50	\$34.19	\$27.43	\$34.27
<b>Regions</b>									
Regions 1 and 4	27	142	\$32.80	\$33.93	\$33.98	\$34.40	\$35.30	\$28.82	\$39.21
Regions 2 and 3	43	178	\$30.00	\$33.34	\$32.89	\$33.37	\$35.59	\$27.25	\$33.52
Regions 6, 9 and 10	37	191	\$32.02	\$33.77	\$33.81	\$33.86	\$35.39	\$29.55	\$39.44
Regions 7, 8 and 11	35	210	\$31.92	\$33.52	\$33.48	\$33.78	\$34.57	\$28.73	\$40.37
Regions 5 and 12	46	292	\$33.06	\$35.18	\$35.16	\$35.65	\$36.86	\$30.25	\$41.50
<b>All Participants</b>	188	1013	\$32.22	\$34.07	\$33.89	\$34.22	\$35.72	\$28.77	\$38.33
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$1.88	\$1.87	\$1.30	\$2.53	\$2.53		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CHARGE STAFF NURSE (RN)

Jobcode: 3502

*Skilled Nursing*

Serves as a Nurse (RN) in charge of a nursing unit. All other job functions are the same as the Staff Nurse (RN).

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	66	136	\$34.37	\$34.66	\$35.62	\$36.36	\$38.08	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	23	32	\$35.96	\$36.59	\$36.73	\$36.94	\$37.79	***	***
100 Beds or more	40	94	\$33.98	\$34.55	\$35.37	\$36.05	\$38.28	***	***
<b>Units</b>									
Under 75 Units	2	4	***	***	***	***	***	***	***
75 Units or more	3	8	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	50	113	\$34.26	\$34.74	\$35.61	\$36.09	\$38.28	***	***
Rural	16	23	\$35.97	\$34.27	\$35.65	\$36.48	\$37.17	***	***
<b>Regions</b>									
Regions 1 and 4	7	15	\$37.07	\$38.07	\$37.92	\$37.54	\$38.88	***	***
Regions 2 and 3	10	19	\$35.81	\$36.63	\$36.97	\$37.00	\$38.11	***	***
Regions 6, 9 and 10	13	22	\$35.42	\$35.98	\$36.65	\$36.94	\$38.97	***	***
Regions 7, 8 and 11	14	27	\$29.33	\$32.07	\$33.56	\$35.32	\$36.31	***	***
Regions 5 and 12	22	53	\$31.38	\$33.77	\$34.97	\$36.08	\$38.69	***	***
<b>All Participants</b>	66	136	\$34.37	\$34.66	\$35.62	\$36.36	\$38.08	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **INFECTION CONTROL PRACTITIONER**

Jobcode: 3503

*Skilled Nursing*

Monitors known and suspected sources of infection. Coordinates facility's infection control program in compliance with CDC and other regulatory requirements. May require nursing degree; requires clinical background.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	12	12	\$34.26	\$36.04	\$36.04	\$36.62	\$37.67	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	5	5	\$32.84	\$35.23	\$35.23	\$34.17	\$38.15	***	***
100 Beds or more	6	6	\$35.11	\$36.56	\$36.56	\$36.76	\$37.82	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	11	11	\$34.17	\$35.82	\$35.82	\$36.33	\$37.45	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	2	2	***	***	***	***	***	***	***
<b>All Participants</b>	12	12	\$34.26	\$36.04	\$36.04	\$36.62	\$37.67	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### PRACTICAL NURSE (LPN)

Jobcode: 3504

#### Skilled Nursing

Performs assigned nursing procedures for the comfort and well-being of patients such as assisting in admission of new patients, bathing and feeding, making beds, helping patients into and out of bed, and collecting specimens. Administers specified medication. Provides a wide variety of patient care activities as accorded by licensure.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	14	***	***	***	***	***	***	***
Skilled Nursing	188	1582	\$25.92	\$27.66	\$27.33	\$27.33	\$28.50	\$23.02	\$30.03
Assisted Living	2	46	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	62	457	\$25.22	\$26.59	\$26.39	\$26.55	\$27.88	\$22.23	\$27.69
100 Beds or more	124	1082	\$26.50	\$28.07	\$27.77	\$27.55	\$28.89	\$23.34	\$31.06
<b>Units</b>									
Under 75 Units	3	52	***	***	***	***	***	***	***
75 Units or more	4	52	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	129	1194	\$26.75	\$28.53	\$28.06	\$27.85	\$29.04	\$23.74	\$32.09
Rural	62	448	\$25.13	\$26.17	\$26.00	\$26.14	\$27.14	\$22.02	\$27.30
<b>Regions</b>									
Regions 1 and 4	27	211	\$26.74	\$27.84	\$27.72	\$27.80	\$28.48	\$23.27	\$30.82
Regions 2 and 3	45	322	\$25.38	\$27.48	\$26.97	\$26.98	\$28.78	\$22.47	\$27.39
Regions 6, 9 and 10	37	344	\$25.48	\$26.94	\$26.37	\$26.49	\$27.35	\$22.89	\$30.25
Regions 7, 8 and 11	36	284	\$25.51	\$27.28	\$26.70	\$26.60	\$27.54	\$22.58	\$31.24
Regions 5 and 12	46	481	\$27.53	\$29.22	\$28.98	\$28.49	\$30.23	\$24.44	\$32.30
<b>All Participants</b>	191	1642	\$25.93	\$27.89	\$27.39	\$27.34	\$28.68	\$23.02	\$30.08
<b>Shift Differentials</b>									
			<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Union	0.0%								
% Exempt	0.0%		\$1.74	\$1.73	\$1.18	\$2.29	\$2.29		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CHARGE NURSE (LPN)

Jobcode: 3506

#### Skilled Nursing

Serves as a Nurse (LPN) in charge of a nursing unit. All other job functions are the same as the Practical Nurse (LPN).

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	75	196	\$29.43	\$30.83	\$31.01	\$30.37	\$32.76	***	***
Assisted Living	1	3	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	26	60	\$28.39	\$29.80	\$29.87	\$29.59	\$31.01	***	***
100 Beds or more	48	133	\$29.63	\$31.28	\$31.60	\$30.95	\$33.17	***	***
<b>Units</b>									
Under 75 Units	3	11	***	***	***	***	***	***	***
75 Units or more	4	6	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	61	172	\$29.52	\$30.95	\$31.07	\$30.64	\$33.13	***	***
Rural	16	28	\$28.67	\$30.26	\$30.97	\$29.63	\$32.08	***	***
<b>Regions</b>									
Regions 1 and 4	7	21	\$29.62	\$30.53	\$30.48	\$30.86	\$31.36	***	***
Regions 2 and 3	20	43	\$29.19	\$31.15	\$31.03	\$30.33	\$32.76	***	***
Regions 6, 9 and 10	12	29	\$28.69	\$29.46	\$29.60	\$29.47	\$29.59	***	***
Regions 7, 8 and 11	13	28	\$29.49	\$31.13	\$32.00	\$30.37	\$34.09	***	***
Regions 5 and 12	25	79	\$29.82	\$31.19	\$31.43	\$31.10	\$33.38	***	***
<b>All Participants</b>	<b>77</b>	<b>200</b>	<b>\$29.44</b>	<b>\$30.85</b>	<b>\$31.05</b>	<b>\$30.42</b>	<b>\$32.76</b>	<b>***</b>	<b>***</b>
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### QUALITY ASSURANCE RN

Jobcode: 3508

#### Skilled Nursing

Monitors nursing practices to ensure compliance with facility policies and regulatory requirements . Responsible for auditing and training of nursing staff on best practices. Formulates and evaluates policies and procedures to improve patient care needs.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	36	37	\$31.41	\$34.15	\$34.09	\$34.84	\$37.00	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	7	7	\$30.15	\$32.93	\$32.93	\$32.06	\$36.00	***	***
100 Beds or more	26	27	\$31.41	\$34.16	\$34.08	\$34.03	\$37.09	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	32	33	\$31.80	\$34.81	\$34.77	\$35.89	\$37.22	***	***
Rural	5	5	\$26.88	\$31.05	\$31.05	\$32.16	\$34.67	***	***
<b>Regions</b>									
Regions 1 and 4	5	5	\$31.16	\$35.20	\$35.20	\$36.25	\$38.72	***	***
Regions 2 and 3	7	7	\$31.66	\$34.07	\$34.07	\$32.94	\$37.00	***	***
Regions 6, 9 and 10	5	5	\$28.93	\$31.60	\$31.60	\$31.16	\$34.48	***	***
Regions 7, 8 and 11	6	7	\$27.77	\$33.16	\$32.67	\$34.19	\$36.05	***	***
Regions 5 and 12	14	14	\$32.06	\$35.66	\$35.66	\$36.79	\$38.36	***	***
<b>All Participants</b>	37	38	\$31.41	\$34.31	\$34.26	\$35.00	\$37.09	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### LEAD CERTIFIED NURSE AIDE

Jobcode: 3510

*Skilled Nursing*

Serves as Head/Team Leader/Preceptor of Certified Nurse Aides.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	53	154	\$16.08	\$17.35	\$17.18	\$16.88	\$18.34	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	21	54	\$15.73	\$16.52	\$16.55	\$16.40	\$17.43	***	***
100 Beds or more	31	98	\$16.34	\$17.72	\$17.46	\$17.15	\$18.40	***	***
<b>Units</b>									
Under 75 Units	3	7	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	42	136	\$16.14	\$17.44	\$17.28	\$17.00	\$18.34	***	***
Rural	12	19	\$15.97	\$16.60	\$16.73	\$16.13	\$18.00	***	***
<b>Regions</b>									
Regions 1 and 4	7	15	\$16.54	***	\$17.36	\$16.98	\$18.41	***	***
Regions 2 and 3	11	30	\$15.58	\$16.90	\$16.59	\$17.07	\$17.59	***	***
Regions 6, 9 and 10	10	37	\$15.54	***	\$16.29	\$16.00	\$17.39	***	***
Regions 7, 8 and 11	10	24	\$16.30	***	\$17.35	\$17.30	\$18.37	***	***
Regions 5 and 12	16	49	\$16.22	\$18.20	\$17.87	\$17.32	\$19.51	***	***
<b>All Participants</b>	54	155	\$16.07	\$17.34	\$17.15	\$16.83	\$18.34	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CERTIFIED NURSE AIDE

Jobcode: 3512

#### Skilled Nursing

Performs various resident care activities and related nonprofessional services essential to caring for personal needs and comfort of residents.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	37	***	***	***	***	***	***	***
Skilled Nursing	187	3823	\$14.84	\$16.11	\$15.83	\$15.93	\$16.65	\$14.31	\$18.46
Assisted Living	2	54	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	60	1069	\$13.99	\$14.87	\$15.05	\$15.22	\$16.17	\$13.48	\$16.80
100 Beds or more	125	2637	\$15.25	\$16.49	\$16.14	\$16.07	\$16.96	\$14.66	\$19.16
<b>Units</b>									
Under 75 Units	3	69	***	***	***	***	***	***	***
75 Units or more	4	134	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	129	2707	\$15.55	\$16.65	\$16.32	\$16.21	\$17.09	\$15.12	\$19.90
Rural	61	1207	\$13.72	\$14.89	\$14.83	\$14.98	\$16.05	\$13.23	\$16.55
<b>Regions</b>									
Regions 1 and 4	27	518	\$15.74	\$15.40	\$15.69	\$16.26	\$16.65	\$14.36	\$18.56
Regions 2 and 3	45	761	\$14.08	\$14.85	\$14.93	\$15.01	\$15.98	\$13.41	\$16.65
Regions 6, 9 and 10	37	753	\$14.34	\$15.70	\$15.49	\$15.52	\$16.35	\$14.29	\$18.65
Regions 7, 8 and 11	35	723	\$15.53	\$16.47	\$16.13	\$16.21	\$16.58	\$14.77	\$19.67
Regions 5 and 12	46	1159	\$15.68	\$17.29	\$16.87	\$16.68	\$18.42	\$15.51	\$20.17
<b>All Participants</b>	190	3914	\$14.90	\$16.11	\$15.84	\$15.93	\$16.69	\$14.34	\$18.51
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$1.36	\$1.35	\$0.82	\$1.67	\$1.67		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### NON-CERTIFIED NURSE AIDE

Jobcode: 3514

#### *Skilled Nursing*

Performs various resident care activities and related nonprofessional services essential to caring for personal needs and comfort of residents. Function does not include activities accorded a Certified Nurse Aide.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	93	488	\$13.00	\$13.72	\$13.63	\$13.74	\$14.36	\$12.40	\$16.49
Assisted Living	1	9	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	21	116	\$12.59	\$13.37	\$13.41	\$13.21	\$14.22	\$12.40	\$16.49
100 Beds or more	70	369	\$13.11	\$13.85	\$13.74	\$13.76	\$14.49	\$12.40	\$16.49
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	71	372	\$13.00	\$13.72	\$13.66	\$13.74	\$14.56	\$12.40	\$16.49
Rural	23	125	\$13.21	\$13.87	\$13.59	\$13.74	\$14.13	\$12.40	\$16.49
<b>Regions</b>									
Regions 1 and 4	15	97	\$13.50	\$14.32	\$14.25	\$14.00	\$15.10	\$12.40	\$16.49
Regions 2 and 3	15	94	\$12.00	\$12.80	\$12.93	\$12.50	\$13.83	\$12.40	\$16.49
Regions 6, 9 and 10	25	136	\$13.00	\$13.80	\$13.56	\$13.80	\$14.23	\$12.40	\$16.49
Regions 7, 8 and 11	22	107	\$13.04	\$13.85	\$13.55	\$13.49	\$14.02	\$12.40	\$16.49
Regions 5 and 12	17	63	\$13.11	\$14.05	\$13.98	\$13.81	\$15.02	\$12.40	\$16.49
<b>All Participants</b>	94	497	\$13.00	\$13.76	\$13.65	\$13.74	\$14.45	\$12.40	\$16.49
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$0.50	\$0.50	***	\$0.50	\$0.50		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CASE MANAGER

Jobcode: 3515

#### Skilled Nursing

Reviews and coordinates all aspects of care on assigned cases to ensure appropriate utilization, reimbursement and quality. Is liaison with insurers, providers and managed care representatives. Requires BSW or other clinical proficiency.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	8	8	\$29.69	\$31.29	\$31.29	\$30.96	\$32.95	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	6	6	\$29.32	\$31.53	\$31.53	\$30.96	\$34.32	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	7	7	\$30.12	\$31.68	\$31.68	\$31.02	\$34.06	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$29.69	\$31.78	\$31.78	\$30.91	\$34.32	***	***
<b>All Participants</b>	8	8	\$29.69	\$31.29	\$31.29	\$30.96	\$32.95	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### RESIDENT ASSISTANT

Jobcode: 3516

#### Skilled Nursing

Performs various resident care activities and assists residents with ADLs in the Assisted Living/Personal Care residence . Function does not include activities accorded a Certified Nurse Aide.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	79	405	\$12.00	\$12.34	\$12.47	\$12.43	\$12.82	\$11.95	\$13.39
Assisted Living	1	10	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	28	136	\$12.00	\$12.19	\$12.22	\$12.45	\$12.62	***	***
100 Beds or more	48	260	\$12.00	\$12.36	\$12.53	\$12.31	\$12.86	***	***
<b>Units</b>									
Under 75 Units	3	21	***	***	***	***	***	***	***
75 Units or more	3	9	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	62	327	\$12.00	\$12.41	\$12.59	\$12.50	\$13.00	***	***
Rural	18	88	\$11.43	\$12.02	\$12.05	\$12.07	\$12.53	***	***
<b>Regions</b>									
Regions 1 and 4	8	46	\$12.16	\$12.27	\$12.36	\$12.27	\$12.50	***	***
Regions 2 and 3	19	112	\$11.35	\$11.90	\$12.00	\$12.06	\$12.53	***	***
Regions 6, 9 and 10	12	58	\$12.01	\$12.25	\$12.19	\$12.10	\$12.52	***	***
Regions 7, 8 and 11	13	60	\$12.52	\$12.86	\$12.71	\$12.68	\$13.09	***	***
Regions 5 and 12	28	139	\$12.00	\$12.50	\$12.82	\$12.50	\$13.46	***	***
<b>All Participants</b>	80	415	\$12.00	\$12.33	\$12.47	\$12.42	\$12.78	\$11.95	\$13.39
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$0.87	\$0.87	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### QUALIFIED MEDICATION AIDE

Jobcode: 3518

#### Skilled Nursing

Dispenses medication to residents under the direction of the Nursing Staff. Function may not exceed Standard of Practice as accorded by Certification

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	9	***	***	***	***	***	***	***
Skilled Nursing	169	721	\$17.17	\$18.27	\$18.20	\$18.14	\$18.97	\$16.24	\$20.58
Assisted Living	2	10	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	57	201	\$16.80	\$17.74	\$17.69	\$17.75	\$18.56	\$15.73	\$18.93
100 Beds or more	112	522	\$17.43	\$18.40	\$18.42	\$18.38	\$19.32	\$16.46	\$21.29
<b>Units</b>									
Under 75 Units	3	19	***	***	***	***	***	***	***
75 Units or more	3	17	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	113	469	\$17.54	\$18.60	\$18.49	\$18.38	\$19.33	\$16.73	\$21.98
Rural	59	271	\$16.63	\$17.67	\$17.67	\$17.75	\$18.54	\$15.65	\$18.86
<b>Regions</b>									
Regions 1 and 4	27	133	\$17.55	\$18.08	\$18.28	\$18.36	\$19.03	\$16.36	\$20.95
Regions 2 and 3	46	216	\$16.27	\$17.67	\$17.66	\$17.43	\$19.18	\$15.61	\$18.71
Regions 6, 9 and 10	29	98	\$16.85	\$17.98	\$17.81	\$17.76	\$18.59	\$16.16	\$20.86
Regions 7, 8 and 11	31	114	\$17.73	\$18.45	\$18.17	\$18.12	\$18.58	\$16.44	\$21.73
Regions 5 and 12	39	179	\$17.78	\$19.13	\$19.15	\$18.72	\$20.11	\$17.25	\$22.14
<b>All Participants</b>	172	740	\$17.20	\$18.26	\$18.21	\$18.13	\$18.97	\$16.26	\$20.63
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$1.39	\$1.37	\$0.80	\$1.68	\$1.68		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **REGISTERED CLINICAL DIETITIAN**

Jobcode: 3522

#### *Skilled Nursing*

Responsible for the assessment and achievement of defined nutritional goals and residents' nutritional needs. Must have current state licensure requirements to practice.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	27	29	\$22.75	\$26.85	\$26.67	\$25.63	\$30.75	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	4	5	***	***	***	***	***	***	***
100 Beds or more	22	23	\$22.61	\$26.85	\$26.87	\$25.88	\$29.87	***	***
<b>Units</b>									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	22	24	\$25.13	\$28.32	\$28.23	\$26.52	\$31.84	***	***
Rural	5	5	\$18.07	\$19.79	\$19.79	\$20.00	\$21.42	***	***
<b>Regions</b>									
Regions 1 and 4	1	2	***	***	***	***	***	***	***
Regions 2 and 3	8	8	\$20.04	\$24.17	\$24.17	\$22.81	\$27.38	***	***
Regions 6, 9 and 10	6	6	\$19.07	\$27.18	\$27.18	\$23.94	\$38.53	***	***
Regions 7, 8 and 11	2	3	***	***	***	***	***	***	***
Regions 5 and 12	10	10	\$25.26	\$27.87	\$27.87	\$26.13	\$31.11	***	***
<b>All Participants</b>	27	29	\$22.75	\$26.85	\$26.67	\$25.63	\$30.75	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **DINING ROOM SUPERVISOR**

Jobcode: 3524

*Skilled Nursing*

Responsible for supervision of waitpersons and dining room staff in the setting up of tables, serving food, cleaning and maintenance of the dining room and customer service, etc. Ensures that food is handled in accordance with sanitary standards and recognized food serving standards.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	2	***	***	***	***	***	***	***
Skilled Nursing	35	55	\$17.00	\$19.09	\$19.12	\$18.50	\$21.37	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	19	30	\$17.00	\$18.32	\$18.32	\$18.12	\$19.80	***	***
100 Beds or more	17	27	\$17.75	\$20.07	\$20.10	\$20.10	\$22.31	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	1	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	9	12	\$18.29	\$21.39	\$21.25	\$20.71	\$23.66	***	***
Rural	27	45	\$16.75	\$18.55	\$18.46	\$18.12	\$19.93	***	***
<b>Regions</b>									
Regions 1 and 4	6	11	\$16.54	\$18.65	\$18.81	\$19.15	\$20.74	***	***
Regions 2 and 3	16	28	\$17.12	\$19.42	\$19.26	\$18.76	\$21.11	***	***
Regions 6, 9 and 10	5	7	\$16.35	\$18.74	\$18.39	\$17.25	\$21.00	***	***
Regions 7, 8 and 11	3	5	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$17.07	\$20.63	\$20.63	\$19.95	\$24.87	***	***
<b>All Participants</b>	36	57	\$17.13	\$19.15	\$19.16	\$18.51	\$21.04	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CHEF/KITCHEN MANAGER

Jobcode: 3526

#### Skilled Nursing

Oversees the work of the kitchen staff. Assures that all foods are prepared and cooked in accordance with specified recipes and procedures. Assures that foods served to residents and guests are of a high quality, meeting standards of portion, doneness, freshness, and presentation. Can also be called Maitre'd.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	64	91	\$20.10	\$22.93	\$23.18	\$22.11	\$26.14	***	***
Assisted Living	1	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	27	39	\$19.10	\$21.28	\$21.67	\$21.11	\$22.61	***	***
100 Beds or more	36	50	\$20.90	\$24.29	\$24.36	\$24.48	\$27.67	***	***
<b>Units</b>									
Under 75 Units	3	5	***	***	***	***	***	***	***
75 Units or more	2	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	54	79	\$20.10	\$23.27	\$23.57	\$22.68	\$26.97	***	***
Rural	11	14	\$19.54	\$21.11	\$21.26	\$21.11	\$22.61	***	***
<b>Regions</b>									
Regions 1 and 4	6	9	\$20.05	\$21.80	\$22.30	\$21.06	\$25.79	***	***
Regions 2 and 3	15	22	\$20.00	\$21.57	\$21.55	\$21.53	\$22.99	***	***
Regions 6, 9 and 10	12	19	\$20.32	\$23.02	\$23.32	\$23.74	\$26.14	***	***
Regions 7, 8 and 11	11	15	\$18.72	\$22.20	\$22.47	\$21.26	\$28.62	***	***
Regions 5 and 12	21	28	\$21.30	\$24.74	\$24.89	\$24.00	\$29.12	***	***
<b>All Participants</b>	65	93	\$20.10	\$22.94	\$23.18	\$22.11	\$26.14	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **SOUS COOK**

Jobcode: 3530

#### *Skilled Nursing*

Responsible for preparing and cooking a wide variety of food for residents, employees, and visitors. May oversee the work of other food service personnel involved in cooking.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	67	289	\$14.22	\$14.73	\$14.76	\$15.02	\$15.35	***	***
Assisted Living	1	4	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	28	121	\$14.01	\$14.46	\$14.54	\$15.01	\$15.22	***	***
100 Beds or more	38	164	\$14.23	\$14.90	\$14.89	\$14.97	\$15.62	***	***
<b>Units</b>									
Under 75 Units	3	15	***	***	***	***	***	***	***
75 Units or more	2	6	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	55	239	\$14.36	\$14.80	\$14.86	\$15.05	\$15.54	***	***
Rural	13	54	\$13.74	\$14.50	\$14.41	\$14.56	\$15.23	***	***
<b>Regions</b>									
Regions 1 and 4	7	20	\$14.91	\$15.05	\$15.12	\$15.08	\$15.33	***	***
Regions 2 and 3	15	58	\$13.69	\$14.38	\$14.53	\$14.86	\$15.13	***	***
Regions 6, 9 and 10	12	64	\$12.58	\$13.87	\$13.55	\$13.62	\$14.29	***	***
Regions 7, 8 and 11	12	54	\$15.12	\$15.16	\$15.11	\$15.21	\$15.32	***	***
Regions 5 and 12	22	97	\$14.67	\$15.25	\$15.32	\$15.31	\$15.88	***	***
<b>All Participants</b>	68	293	\$14.23	\$14.75	\$14.78	\$15.03	\$15.36	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### COOK

Jobcode: 3532

#### Skilled Nursing

Prepares and cooks a limited variety of food for residents, employees, and visitors. May oversee the work of other food service personnel involved in cooking.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	6	***	***	***	***	***	***	***
Skilled Nursing	144	568	\$13.50	\$14.80	\$14.92	\$15.50	\$16.25	\$13.67	\$17.64
Assisted Living	2	10	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	42	134	\$12.07	\$13.63	\$13.92	\$13.55	\$15.87	\$12.68	\$15.84
100 Beds or more	101	421	\$14.48	\$15.16	\$15.33	\$15.82	\$16.42	\$14.07	\$18.41
<b>Units</b>									
Under 75 Units	2	8	***	***	***	***	***	***	***
75 Units or more	3	17	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	96	345	\$15.05	\$15.89	\$15.65	\$15.93	\$16.51	\$14.58	\$19.22
Rural	51	239	\$12.09	\$13.41	\$13.68	\$13.09	\$15.67	\$12.40	\$15.50
<b>Regions</b>									
Regions 1 and 4	23	119	\$13.50	\$14.41	\$15.07	\$15.97	\$16.58	\$13.88	\$18.12
Regions 2 and 3	35	123	\$12.30	\$13.63	\$13.81	\$13.10	\$15.25	\$12.37	\$15.54
Regions 6, 9 and 10	31	92	\$13.50	\$14.85	\$14.84	\$15.28	\$16.45	\$13.67	\$17.67
Regions 7, 8 and 11	27	108	\$15.02	\$15.58	\$15.52	\$15.91	\$16.10	\$14.46	\$19.12
Regions 5 and 12	31	142	\$15.07	\$15.81	\$15.84	\$16.11	\$16.73	\$14.74	\$19.13
<b>All Participants</b>	147	584	\$13.50	\$14.87	\$14.96	\$15.52	\$16.28	\$13.67	\$17.67
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	\$0.72	\$0.72		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### DIETARY AIDE

Jobcode: 3534

#### *Skilled Nursing*

May assist in some aspects of food preparation. Performs a variety of food service functions in maintaining clean and sanitary conditions of food service areas, facilities, and equipment.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	22	***	***	***	***	***	***	***
Skilled Nursing	187	1097	\$11.68	\$13.01	\$12.72	\$13.05	\$14.02	\$12.14	\$16.43
Assisted Living	3	26	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	62	281	\$10.63	\$12.36	\$12.04	\$12.52	\$13.27	\$10.96	\$14.30
100 Beds or more	123	798	\$12.08	\$13.24	\$13.05	\$13.28	\$14.32	\$12.64	\$17.36
<b>Units</b>									
Under 75 Units	3	22	***	***	***	***	***	***	***
75 Units or more	5	50	\$12.63	***	\$13.39	\$13.02	\$14.34	***	***
<b>Setting</b>									
Urban	130	838	\$12.42	\$13.40	\$13.24	\$13.24	\$14.27	\$13.17	\$18.26
Rural	61	307	\$9.58	\$12.05	\$11.70	\$11.88	\$13.54	\$10.70	\$13.91
<b>Regions</b>									
Regions 1 and 4	27	153	\$12.87	\$13.70	\$13.26	\$13.49	\$14.68	\$12.42	\$17.10
Regions 2 and 3	44	242	\$10.28	\$11.87	\$11.58	\$11.57	\$12.89	\$10.72	\$13.65
Regions 6, 9 and 10	38	215	\$11.15	\$12.91	\$12.54	\$12.66	\$14.00	\$12.21	\$16.72
Regions 7, 8 and 11	36	218	\$12.96	\$13.57	\$13.40	\$13.29	\$14.31	\$13.05	\$18.18
Regions 5 and 12	46	317	\$12.46	\$13.33	\$13.23	\$13.14	\$14.23	\$13.05	\$18.01
<b>All Participants</b>	191	1145	\$11.75	\$13.04	\$12.75	\$13.05	\$14.04	\$12.14	\$16.46
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	\$0.72	\$0.72		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### OCCUPATIONAL THERAPIST

Jobcode: 3540

#### *Skilled Nursing*

Plans occupational therapy programs for patients involving such activities as manual arts and crafts, practice in prevocational and vocational skills, and activities of daily living. Studies patients' reactions and assesses patients' progress.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	63	146	\$38.82	\$42.44	\$41.51	\$41.41	\$44.60	***	***
Assisted Living	1	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	18	22	\$37.88	\$41.89	\$41.85	\$41.51	\$46.33	***	***
100 Beds or more	42	109	\$38.66	\$42.62	\$41.34	\$40.99	\$44.57	***	***
<b>Units</b>									
Under 75 Units	3	5	***	***	***	***	***	***	***
75 Units or more	3	10	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	53	126	\$38.66	\$42.09	\$41.15	\$41.37	\$44.04	***	***
Rural	11	22	\$38.71	***	\$42.71	\$44.85	\$47.22	***	***
<b>Regions</b>									
Regions 1 and 4	7	9	\$39.26	\$43.82	\$43.23	\$44.00	\$46.27	***	***
Regions 2 and 3	9	12	\$40.23	\$44.18	\$43.62	\$45.53	\$46.67	***	***
Regions 6, 9 and 10	9	17	\$36.62	***	\$39.28	\$37.59	\$41.33	***	***
Regions 7, 8 and 11	13	33	\$38.77	\$42.96	\$41.72	\$41.62	\$45.04	***	***
Regions 5 and 12	26	77	\$37.66	\$41.79	\$40.77	\$41.19	\$43.75	***	***
<b>All Participants</b>	64	148	\$38.77	\$42.35	\$41.42	\$41.39	\$44.57	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### OCCUPATIONAL THERAPY ASSISTANT

Jobcode: 3542

*Skilled Nursing*

Assists OT in administering occupational therapy program. Assists in evaluation of patients' daily living skills and capacities to determine extent of abilities and limitations .

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	69	184	\$20.15	\$24.74	\$23.45	\$22.55	\$27.17	***	***
Assisted Living	1	4	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	21	44	\$16.69	\$20.95	\$20.89	\$21.03	\$22.93	***	***
100 Beds or more	45	127	\$21.35	\$25.67	\$24.36	\$22.95	\$27.96	***	***
<b>Units</b>									
Under 75 Units	3	7	***	***	***	***	***	***	***
75 Units or more	3	10	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	59	164	\$20.99	\$24.78	\$23.80	\$22.58	\$27.17	***	***
Rural	11	24	\$16.37	\$23.93	\$21.42	\$21.08	\$24.35	***	***
<b>Regions</b>									
Regions 1 and 4	6	9	\$16.73	\$21.18	\$20.81	\$21.58	\$24.12	***	***
Regions 2 and 3	11	27	\$21.03	\$22.68	\$23.70	\$22.55	\$27.17	***	***
Regions 6, 9 and 10	12	30	\$19.58	\$22.93	\$22.02	\$21.54	\$23.82	***	***
Regions 7, 8 and 11	14	37	\$16.56	\$24.32	\$22.86	\$22.30	\$28.73	***	***
Regions 5 and 12	27	85	\$21.65	\$26.44	\$24.80	\$22.93	\$30.54	***	***
<b>All Participants</b>	70	188	\$20.15	\$24.67	\$23.42	\$22.53	\$27.17	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### PHYSICAL THERAPIST

Jobcode: 3544

#### *Skilled Nursing*

Organizes and conducts prescribed therapy programs for patients involving exercise, heat, water, light, and electricity. Applies diagnostic and prognostic muscle, nerve, joint, and functional ability tests. Directs and aids patients in active and passive exercises. Evaluates, records, and reports patients' progress.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	58	132	\$42.21	\$45.43	\$44.32	\$44.52	\$46.46	***	***
Assisted Living	1	3	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	15	19	\$41.39	\$44.76	\$44.44	\$44.85	\$48.70	***	***
100 Beds or more	40	99	\$42.41	\$45.36	\$44.13	\$43.92	\$45.97	***	***
<b>Units</b>									
Under 75 Units	3	6	***	***	***	***	***	***	***
75 Units or more	3	9	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	52	117	\$42.21	\$45.29	\$44.18	\$44.14	\$46.07	***	***
Rural	7	18	\$42.84	***	\$45.49	\$46.36	\$47.85	***	***
<b>Regions</b>									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	12	17	\$41.96	\$44.43	\$44.62	\$44.93	\$47.53	***	***
Regions 6, 9 and 10	7	14	\$41.39	***	\$43.70	\$43.00	\$47.15	***	***
Regions 7, 8 and 11	10	28	\$42.82	\$46.72	\$45.98	\$46.13	\$48.30	***	***
Regions 5 and 12	26	72	\$42.21	\$45.38	\$44.05	\$43.92	\$46.07	***	***
<b>All Participants</b>	59	135	\$42.24	\$45.43	\$44.34	\$44.85	\$46.43	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **PHYSICAL THERAPY AIDE**

Jobcode: 3546

#### *Skilled Nursing*

Assists the Physical Therapist by assembling equipment, carrying out specified treatment programs, and helping with complex treatment procedures. Other duties may include the personal care of patients, safety precautions, and related duties.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	58	135	\$27.15	\$30.68	\$29.69	\$29.97	\$32.12	***	***
Assisted Living	1	2	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	16	21	\$27.05	\$29.71	\$29.73	\$30.45	\$33.40	***	***
100 Beds or more	39	100	\$27.14	\$30.52	\$29.38	\$29.71	\$31.48	***	***
<b>Units</b>									
Under 75 Units	2	3	***	***	***	***	***	***	***
75 Units or more	3	9	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	51	120	\$27.14	\$30.45	\$29.50	\$30.00	\$32.06	***	***
Rural	8	17	\$28.15	***	\$30.90	\$30.84	\$33.95	***	***
<b>Regions</b>									
Regions 1 and 4	5	7	\$26.48	\$29.89	\$29.19	\$29.54	\$31.72	***	***
Regions 2 and 3	9	18	\$26.97	\$28.66	\$28.85	\$28.60	\$30.60	***	***
Regions 6, 9 and 10	10	19	\$27.50	***	\$30.09	\$30.16	\$32.63	***	***
Regions 7, 8 and 11	12	27	\$26.66	\$31.71	\$30.12	\$31.50	\$33.41	***	***
Regions 5 and 12	23	66	\$27.14	\$30.96	\$29.73	\$30.03	\$32.08	***	***
<b>All Participants</b>	59	137	\$27.15	\$30.67	\$29.69	\$30.00	\$32.08	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### RESPIRATORY THERAPIST

Jobcode: 3548

#### Skilled Nursing

Performs respiratory modalities such as pressure breathing, mechanical ventilation, positive pressure breathing, humidity/medicated aerosol therapy, medical gas administration, pulmonary drainage procedures, and cardiopulmonary resuscitation. Sets up and operates various types of oxygen and other therapeutic gas and mist equipment.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	5	38	\$29.83	\$32.42	\$32.03	\$30.96	\$34.78	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	1	11	***	***	***	***	***	***	***
100 Beds or more	4	27	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	5	38	\$29.83	\$32.42	\$32.03	\$30.96	\$34.78	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	10	***	***	***	***	***	***	***
Regions 2 and 3	3	20	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	***	***	***	***	***	***	***	***	***
Regions 5 and 12	1	8	***	***	***	***	***	***	***
<b>All Participants</b>	5	38	\$29.83	\$32.42	\$32.03	\$30.96	\$34.78	***	***
<b>Shift Differentials</b>									
% Union	0.0%	<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>			
% Exempt	0.0%	***	***	***	***	***			

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **SPEECH THERAPIST**

Jobcode: 3550

*Skilled Nursing*

Diagnoses and treats speech and language disorders by evaluating causes and test results. Interprets findings to all concerned with the patient. Plans, directs, or conducts remedial program designed to improve or restore communicative efficiency. Determines need for referral to specialist.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	52	99	\$37.69	\$42.16	\$40.97	\$39.64	\$43.88	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	11	13	\$38.15	\$41.09	\$41.57	\$40.16	\$45.44	***	***
100 Beds or more	38	76	\$37.50	\$42.22	\$40.67	\$39.56	\$43.71	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	3	6	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	44	84	\$37.50	\$41.73	\$40.49	\$39.56	\$43.36	***	***
Rural	9	16	\$38.84	***	\$43.87	\$45.44	\$46.62	***	***
<b>Regions</b>									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	8	9	\$37.01	\$39.91	\$40.32	\$38.93	\$44.22	***	***
Regions 6, 9 and 10	8	13	\$37.68	***	\$39.20	\$39.47	\$40.48	***	***
Regions 7, 8 and 11	7	17	\$39.29	\$43.57	\$43.17	\$43.94	\$47.00	***	***
Regions 5 and 12	26	57	\$37.69	\$42.75	\$41.33	\$42.20	\$44.18	***	***
<b>All Participants</b>	53	100	\$37.69	\$42.20	\$41.07	\$39.66	\$43.97	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ACTIVITY AIDE

Jobcode: 3552

#### *Skilled Nursing*

Assists in the daily running of activity programs for patients. Prepares reports on patients' progress as may be required. Activities may include sports, dramatics, nature study, social activities, games, and arts and crafts in accordance with patients' needs.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	14	***	***	***	***	***	***	***
Skilled Nursing	171	517	\$11.75	\$13.05	\$12.96	\$13.20	\$14.11	\$11.41	\$14.94
Assisted Living	4	12	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	55	105	\$10.40	\$12.32	\$12.33	\$12.50	\$14.06	\$10.64	\$13.75
100 Beds or more	114	415	\$12.49	\$13.17	\$13.20	\$13.29	\$14.17	\$11.68	\$15.39
<b>Units</b>									
Under 75 Units	2	6	***	***	***	***	***	***	***
75 Units or more	5	25	\$12.56	***	\$15.21	\$15.71	\$17.60	***	***
<b>Setting</b>									
Urban	121	396	\$12.32	\$13.15	\$13.24	\$13.25	\$14.26	\$11.88	\$15.62
Rural	55	147	\$10.50	\$12.82	\$12.51	\$12.86	\$14.00	\$10.56	\$13.76
<b>Regions</b>									
Regions 1 and 4	26	90	\$11.41	\$13.13	\$12.90	\$13.17	\$14.22	\$11.41	\$15.02
Regions 2 and 3	41	102	\$10.50	\$12.27	\$12.22	\$12.40	\$13.53	\$10.55	\$13.61
Regions 6, 9 and 10	35	96	\$12.00	\$13.20	\$13.20	\$13.51	\$14.73	\$11.60	\$15.18
Regions 7, 8 and 11	34	126	\$12.53	\$13.21	\$13.19	\$13.36	\$14.03	\$11.93	\$15.87
Regions 5 and 12	40	129	\$12.58	\$13.39	\$13.60	\$13.53	\$14.39	\$11.74	\$15.37
<b>All Participants</b>	176	543	\$11.88	\$13.06	\$13.02	\$13.23	\$14.12	\$11.41	\$14.95
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		\$0.50	\$0.50	\$0.33	\$0.80	\$0.80		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### MEDICAL SOCIAL WORKER (MSW)

Jobcode: 3554

#### Skilled Nursing

Identifies and analyzes the social and emotional factors underlying resident illness and communicates these factors to the health team. Assists patients and their families in understanding and accepting treatment to permanent and temporary effects of illness. Provides direct and indirect social work services. Master's Degree required.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	5	6	\$26.41	***	\$29.56	\$28.00	\$33.50	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	4	5	***	***	***	***	***	***	***
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	3	3	***	***	***	***	***	***	***
Rural	2	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	***	***	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	4	***	***	***	***	***	***	***
Regions 5 and 12	2	2	***	***	***	***	***	***	***
<b>All Participants</b>	5	6	\$26.41	***	\$29.56	\$28.00	\$33.50	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### SOCIAL WORKER (BS)

Jobcode: 3556

#### Skilled Nursing

Identifies and analyzes the social and emotional factors underlying resident illness and communicates these factors to the health team. Assists patients and their families in understanding and accepting treatment to permanent and temporary effects of illness. Provides direct and indirect social work services. Bachelor's Degree required .

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	2	***	***	***	***	***	***	***
Skilled Nursing	63	82	\$19.99	\$21.80	\$21.96	\$21.60	\$24.00	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	24	26	\$18.75	\$22.12	\$22.02	\$21.14	\$25.16	***	***
100 Beds or more	38	54	\$20.47	\$21.67	\$21.94	\$21.77	\$23.12	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	3	5	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	38	50	\$20.26	\$21.81	\$22.01	\$21.96	\$23.66	***	***
Rural	27	35	\$19.00	\$21.94	\$22.03	\$21.25	\$24.82	***	***
<b>Regions</b>									
Regions 1 and 4	8	10	\$21.00	\$23.50	\$23.87	\$24.91	\$25.95	***	***
Regions 2 and 3	20	26	\$20.49	\$22.13	\$22.37	\$22.05	\$24.88	***	***
Regions 6, 9 and 10	10	11	\$17.22	\$19.64	\$19.66	\$19.41	\$22.11	***	***
Regions 7, 8 and 11	8	12	\$20.07	\$21.63	\$21.27	\$21.39	\$22.45	***	***
Regions 5 and 12	19	26	\$20.57	\$22.02	\$22.43	\$22.11	\$24.00	***	***
<b>All Participants</b>	65	85	\$19.99	\$21.86	\$22.02	\$21.74	\$24.00	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### HOUSEKEEPER

Jobcode: 3558

#### Skilled Nursing

Performs a variety of housekeeping duties in maintaining the facility in an orderly and sanitary condition.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	91	498	\$11.75	\$12.63	\$12.47	\$12.68	\$13.16	\$11.20	\$13.67
Assisted Living	1	9	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	28	128	\$11.55	\$12.16	\$12.29	\$12.68	\$13.02	***	***
100 Beds or more	60	337	\$11.90	\$12.73	\$12.50	\$12.67	\$13.15	\$11.31	\$13.77
<b>Units</b>									
Under 75 Units	3	20	***	***	***	***	***	***	***
75 Units or more	3	25	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	75	420	\$11.92	\$12.72	\$12.55	\$12.68	\$13.25	\$11.31	\$13.77
Rural	17	87	\$10.95	\$12.26	\$12.13	\$12.69	\$13.00	***	***
<b>Regions</b>									
Regions 1 and 4	8	35	\$12.08	\$12.91	\$12.82	\$13.00	\$13.43	***	***
Regions 2 and 3	22	80	\$11.25	\$11.97	\$12.16	\$12.38	\$13.00	\$11.43	\$14.00
Regions 6, 9 and 10	16	85	\$10.73	\$11.84	\$11.47	\$11.45	\$12.08	***	***
Regions 7, 8 and 11	15	96	\$12.69	\$12.86	\$12.84	\$12.84	\$13.03	***	***
Regions 5 and 12	31	211	\$12.47	\$13.07	\$12.95	\$13.08	\$13.58	***	***
<b>All Participants</b>	92	507	\$11.78	\$12.64	\$12.47	\$12.68	\$13.15	\$11.20	\$13.67
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### HOUSEKEEPING AND LAUNDRY AIDE

Jobcode: 3560

#### *Skilled Nursing*

Provides a variety of housekeeping and/or laundry duties in maintaining the facility in an orderly, sanitary condition and in the collection and laundering of linens, garments and washables

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	20	***	***	***	***	***	***	***
Skilled Nursing	181	798	\$11.36	\$13.37	\$12.93	\$13.10	\$14.41	\$12.14	\$16.37
Assisted Living	2	8	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	58	216	\$10.57	\$12.44	\$12.31	\$12.71	\$14.13	\$11.05	\$14.33
100 Beds or more	121	594	\$12.06	\$13.77	\$13.24	\$13.46	\$14.53	\$12.57	\$17.24
<b>Units</b>									
Under 75 Units	3	8	***	***	***	***	***	***	***
75 Units or more	3	24	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	124	541	\$12.48	\$14.01	\$13.44	\$13.53	\$14.63	\$13.15	\$18.23
Rural	60	285	\$10.47	\$12.32	\$11.96	\$11.24	\$13.76	\$10.75	\$13.91
<b>Regions</b>									
Regions 1 and 4	26	153	\$11.35	\$13.83	\$13.25	\$13.93	\$14.88	\$12.30	\$16.72
Regions 2 and 3	42	170	\$10.52	\$12.40	\$12.15	\$11.82	\$13.54	\$10.83	\$13.82
Regions 6, 9 and 10	37	161	\$10.70	\$13.28	\$12.63	\$13.57	\$14.50	\$12.15	\$16.62
Regions 7, 8 and 11	36	173	\$12.89	\$13.99	\$13.59	\$13.57	\$14.45	\$13.01	\$18.18
Regions 5 and 12	43	169	\$12.19	\$13.65	\$13.32	\$13.10	\$14.47	\$13.11	\$18.03
<b>All Participants</b>	184	826	\$11.48	\$13.42	\$12.95	\$13.11	\$14.43	\$12.14	\$16.42
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	\$0.72	\$0.72		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **MAINTENANCE HELPER**

Jobcode: 3562

#### *Skilled Nursing*

Provides a variety of routine and unskilled tasks in the maintenance and repair of facility grounds and facility.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	67	91	\$14.00	\$15.11	\$15.12	\$15.08	\$16.50	\$12.93	\$16.37
Assisted Living	1	3	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	18	25	\$12.44	\$14.59	\$14.37	\$14.40	\$16.58	***	***
100 Beds or more	46	63	\$14.33	\$15.37	\$15.48	\$15.26	\$17.00	\$12.93	\$16.47
<b>Units</b>									
Under 75 Units	3	5	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	46	59	\$14.05	\$15.38	\$15.28	\$15.06	\$16.70	\$13.58	\$16.33
Rural	22	35	\$12.44	\$14.66	\$14.78	\$15.15	\$16.58	\$11.75	\$16.44
<b>Regions</b>									
Regions 1 and 4	11	15	\$12.38	\$14.08	\$13.78	\$14.73	\$15.08	***	***
Regions 2 and 3	19	28	\$13.77	\$15.24	\$15.36	\$15.00	\$17.28	\$12.04	\$16.17
Regions 6, 9 and 10	7	8	\$14.50	\$14.95	\$15.01	\$15.22	\$16.50	***	***
Regions 7, 8 and 11	8	12	\$13.43	\$14.71	\$14.61	\$14.26	\$16.11	***	***
Regions 5 and 12	23	31	\$14.54	\$15.69	\$15.77	\$15.83	\$17.00	***	***
<b>All Participants</b>	68	94	\$14.01	\$15.11	\$15.12	\$15.06	\$16.50	\$12.93	\$16.37
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### MAINTENANCE MECHANIC

Jobcode: 3564

#### Skilled Nursing

Performs a variety of non-routine and skilled maintenance and repair activities on the facility buildings and equipment.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	5	***	***	***	***	***	***	***
Skilled Nursing	105	128	\$20.05	\$22.51	\$22.60	\$22.61	\$25.13	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	45	50	\$20.76	\$22.74	\$22.61	\$22.45	\$24.18	***	***
100 Beds or more	58	79	\$19.87	\$22.23	\$22.63	\$22.90	\$25.53	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	4	9	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	68	88	\$20.70	\$22.60	\$22.97	\$23.15	\$25.56	***	***
Rural	39	46	\$19.93	\$21.88	\$21.86	\$21.75	\$23.00	***	***
<b>Regions</b>									
Regions 1 and 4	13	15	\$19.69	\$21.92	\$22.26	\$21.35	\$25.06	***	***
Regions 2 and 3	30	38	\$20.00	\$21.76	\$22.16	\$22.33	\$23.22	***	***
Regions 6, 9 and 10	16	22	\$21.98	\$22.42	\$22.39	\$22.58	\$23.35	***	***
Regions 7, 8 and 11	16	20	\$19.96	\$23.80	\$23.81	\$24.36	\$27.68	***	***
Regions 5 and 12	32	39	\$20.05	\$22.32	\$22.53	\$23.25	\$25.82	***	***
<b>All Participants</b>	107	134	\$20.00	\$22.35	\$22.56	\$22.61	\$25.13	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### DRIVER

Jobcode: 3570

#### Skilled Nursing

Transports residents in cars and vans to appointments and provides assistance to the residents.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	97	131	\$13.84	\$15.32	\$15.08	\$15.00	\$16.28	\$12.10	\$15.97
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	23	29	\$14.00	\$14.99	\$14.74	\$14.64	\$16.20	\$12.40	\$16.49
100 Beds or more	73	98	\$13.62	\$15.37	\$15.23	\$15.08	\$16.30	\$12.10	\$15.92
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	3	4	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	81	107	\$13.99	\$15.54	\$15.30	\$15.08	\$16.59	\$12.18	\$16.01
Rural	18	26	\$13.33	\$14.75	\$14.58	\$14.66	\$16.03	\$12.09	\$16.08
<b>Regions</b>									
Regions 1 and 4	15	18	\$13.75	\$14.87	\$14.92	\$14.79	\$16.20	\$12.40	\$16.49
Regions 2 and 3	22	27	\$12.78	\$14.93	\$14.86	\$14.54	\$16.41	\$12.04	\$15.63
Regions 6, 9 and 10	14	19	\$13.07	\$14.29	\$14.40	\$14.64	\$15.04	\$11.92	\$15.79
Regions 7, 8 and 11	19	25	\$13.93	\$15.04	\$14.91	\$15.08	\$15.78	\$12.26	\$16.14
Regions 5 and 12	29	44	\$14.14	\$16.55	\$16.08	\$15.73	\$17.94	\$12.00	\$15.99
<b>All Participants</b>	99	133	\$13.93	\$15.39	\$15.17	\$15.08	\$16.37	\$12.15	\$16.03
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### HUMAN RESOURCES GENERALIST

Jobcode: 3572

#### *Skilled Nursing*

Provides support in areas of Human Resources including, but not limited to, recruitment and employment, personnel records, employee relations, job evaluation, compensation management, benefits administration, organization development, and training. Assists in the development and implementation of HR policies and procedures

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	23	23	\$16.29	\$20.18	\$20.18	\$20.00	\$22.89	\$16.33	\$23.00
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	19	19	\$16.29	\$19.80	\$19.80	\$19.38	\$20.83	\$16.38	\$23.23
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	21	21	\$16.08	\$20.26	\$20.26	\$20.00	\$23.04	\$16.38	\$23.46
Rural	3	3	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	7	7	\$18.50	\$21.02	\$21.02	\$20.35	\$22.89	\$16.86	\$22.79
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	9	9	\$16.04	\$18.10	\$18.10	\$16.08	\$19.55	***	***
<b>All Participants</b>	24	24	\$16.19	\$20.01	\$20.01	\$19.69	\$22.16	\$16.33	\$23.00
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **BUSINESS OFFICE MANAGER**

Jobcode: 3576

*Skilled Nursing*

Prepares budgets, financial statements, and various reports. Responsible for general accounting function, including accounts payable, receivable, payroll, and bank reconciliations. Handles and records cash transactions. May be called Bookkeeper in small facilities.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	158	168	\$22.84	\$25.19	\$25.40	\$25.48	\$28.00	\$20.68	\$29.09
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	59	64	\$20.25	\$23.76	\$23.93	\$23.85	\$26.45	\$20.81	\$29.11
100 Beds or more	98	103	\$23.73	\$26.16	\$26.38	\$26.39	\$28.79	\$20.65	\$29.08
<b>Units</b>									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	103	104	\$23.88	\$26.46	\$26.49	\$26.72	\$28.71	\$20.79	\$29.25
Rural	56	65	\$20.31	\$23.19	\$23.43	\$23.23	\$25.70	\$20.50	\$28.79
<b>Regions</b>									
Regions 1 and 4	26	29	\$23.93	\$25.62	\$26.00	\$26.35	\$28.44	\$21.59	\$30.83
Regions 2 and 3	39	41	\$20.60	\$23.35	\$23.47	\$23.82	\$26.06	\$19.23	\$26.70
Regions 6, 9 and 10	36	37	\$22.51	\$25.42	\$25.59	\$26.14	\$28.22	\$20.62	\$28.92
Regions 7, 8 and 11	27	29	\$23.77	\$25.92	\$26.09	\$25.80	\$27.72	\$20.96	\$29.52
Regions 5 and 12	31	33	\$23.12	\$26.26	\$26.57	\$27.14	\$29.99	\$21.34	\$29.95
<b>All Participants</b>	159	169	\$22.84	\$25.20	\$25.42	\$25.63	\$28.00	\$20.72	\$29.14
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ACCOUNTS PAYABLE CLERK

Jobcode: 3580

#### *Skilled Nursing*

Performs various functions in the verification and payment of invoices. Verifies receipt of goods against packing slip, invoice, and purchase order preparatory to payment. May perform a variety of complicated, non-routine tasks.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	2	***	***	***	***	***	***	***
Skilled Nursing	13	13	\$13.71	\$15.38	\$15.38	\$15.53	\$16.81	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	11	12	\$13.07	\$16.45	\$15.87	\$15.53	\$17.68	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	2	3	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	13	14	\$14.71	\$16.60	\$16.12	\$16.00	\$17.34	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	3	4	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$14.94	\$16.11	\$16.11	\$16.00	\$17.34	***	***
<b>All Participants</b>	14	15	\$13.71	\$16.36	\$15.91	\$15.76	\$17.34	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ACCOUNTS RECEIVABLE CLERK

Jobcode: 3582

#### *Skilled Nursing*

Performs various functions in the billings to a variety of payers. May perform a variety of complicated, non-routine tasks.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	11	11	\$17.79	\$22.03	\$22.03	\$20.00	\$24.35	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	9	9	\$18.27	\$22.43	\$22.43	\$20.00	\$24.73	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	10	10	\$17.51	\$22.24	\$22.24	\$21.61	\$24.73	***	***
Rural	1	1	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	6	6	\$18.27	\$24.26	\$24.26	\$24.05	\$30.46	***	***
<b>All Participants</b>	11	11	\$17.79	\$22.03	\$22.03	\$20.00	\$24.35	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### PAYROLL CLERK

Jobcode: 3584

#### *Skilled Nursing*

Performs various calculations of payrolls including withholding and deductions and other payroll functions. Job duties may be coordinated with automated payroll computer service. Job requires coding payroll data for computer processing.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	61	69	\$16.61	\$18.64	\$18.60	\$18.35	\$20.10	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	24	27	\$16.49	\$17.27	\$17.19	\$17.09	\$18.01	***	***
100 Beds or more	36	41	\$18.22	\$19.56	\$19.56	\$19.14	\$21.06	***	***
<b>Units</b>									
Under 75 Units	3	3	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	50	58	\$17.56	\$19.08	\$19.10	\$18.77	\$20.46	***	***
Rural	12	12	\$16.35	\$16.89	\$16.89	\$16.68	\$17.88	***	***
<b>Regions</b>									
Regions 1 and 4	8	8	\$18.20	\$19.44	\$19.44	\$19.05	\$21.40	***	***
Regions 2 and 3	15	17	\$16.06	\$17.91	\$17.80	\$16.58	\$19.64	***	***
Regions 6, 9 and 10	9	11	\$16.66	\$17.88	\$17.84	\$18.09	\$18.94	***	***
Regions 7, 8 and 11	11	12	\$16.58	\$17.48	\$17.35	\$17.09	\$18.09	***	***
Regions 5 and 12	19	22	\$18.59	\$20.13	\$20.20	\$19.56	\$22.18	***	***
<b>All Participants</b>	62	70	\$16.61	\$18.70	\$18.67	\$18.40	\$20.10	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		



# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### MEDICAL RECORDS CLERK

Jobcode: 3586

#### Skilled Nursing

Performs a variety of clerical tasks related to the admission/discharge process and records. Assigns new codes to the admission process. Verifies discharge information as reported on discharge form. Processes and verifies fees.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	52	82	\$23.70	\$25.63	\$25.94	\$26.39	\$28.50	\$23.17	\$28.08
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	19	32	\$26.00	\$27.00	\$27.07	\$27.04	\$28.63	***	***
100 Beds or more	31	47	\$22.25	\$24.86	\$25.45	\$26.00	\$28.50	\$23.20	\$28.10
<b>Units</b>									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	23	30	\$23.00	\$25.30	\$25.55	\$26.00	\$29.13	\$23.09	\$28.09
Rural	29	52	\$24.59	\$25.82	\$26.25	\$26.60	\$28.45	***	***
<b>Regions</b>									
Regions 1 and 4	6	10	\$25.52	\$27.78	\$27.97	\$28.01	\$30.38	***	***
Regions 2 and 3	19	34	\$24.53	\$25.27	\$25.94	\$26.23	\$27.00	\$23.20	\$28.40
Regions 6, 9 and 10	8	10	\$26.36	\$26.16	\$27.39	\$27.88	\$30.50	***	***
Regions 7, 8 and 11	6	8	\$19.96	\$24.36	\$23.94	\$22.29	\$29.59	***	***
Regions 5 and 12	13	20	\$21.50	\$25.40	\$25.03	\$25.25	\$28.82	***	***
<b>All Participants</b>	52	82	\$23.70	\$25.63	\$25.94	\$26.39	\$28.50	\$23.17	\$28.08
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### CENTRAL/MEDICAL SUPPLY CLERK

Jobcode: 3588

#### Skilled Nursing

Responsible for ordering, distributing, and maintaining supplies and equipment for continuous and timely resident care related services. Stocks and accounts for medical supplies and billing .

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	10	10	\$16.33	\$18.65	\$18.65	\$17.79	\$20.77	***	***
Assisted Living	1	1	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	8	8	\$16.33	\$17.35	\$17.35	\$17.02	\$18.71	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	***	***	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	11	11	\$16.08	\$18.39	\$18.39	\$17.16	\$19.11	***	***
Rural	***	***	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	4	4	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	2	2	***	***	***	***	***	***	***
<b>All Participants</b>	11	11	\$16.08	\$18.39	\$18.39	\$17.16	\$19.11	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### ADMINISTRATIVE ASSISTANT

Jobcode: 3594

#### Skilled Nursing

Performs secretarial duties which are routine in nature. Types correspondence. Maintains personal files, arranges meetings, and screens calls.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	1	3	***	***	***	***	***	***	***
Skilled Nursing	26	34	\$13.60	\$16.19	\$16.97	\$16.47	\$20.05	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	8	13	\$14.01	\$16.79	\$18.09	\$16.81	\$21.62	***	***
100 Beds or more	18	23	\$12.88	\$16.27	\$16.61	\$16.41	\$20.00	***	***
<b>Units</b>									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	3	5	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	23	33	\$13.46	\$16.06	\$16.57	\$16.08	\$19.62	***	***
Rural	4	4	***	***	***	***	***	***	***
<b>Regions</b>									
Regions 1 and 4	3	6	***	***	***	***	***	***	***
Regions 2 and 3	3	5	***	***	***	***	***	***	***
Regions 6, 9 and 10	7	12	\$13.75	\$16.29	\$17.41	\$17.53	\$22.00	***	***
Regions 7, 8 and 11	6	6	\$14.39	\$16.99	\$16.99	\$16.54	\$20.05	***	***
Regions 5 and 12	8	8	\$12.88	\$15.33	\$15.33	\$15.23	\$18.23	***	***
<b>All Participants</b>	27	37	\$13.75	\$16.47	\$17.06	\$16.86	\$20.00	***	***
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

# Indiana Health Care Association - 2022 Compensation Survey

## Hourly Positions

### **RECEPTIONIST**

Jobcode: 3596

#### *Skilled Nursing*

Greets and directs visitors entering the facility. Operates console to take and relay incoming calls. May perform simple, routine, clerical and typing tasks.

	# Orgs	# Inc.	Hourly Rates					Formal Range	
			25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
<b>Facility Type</b>									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	71	152	\$12.45	\$13.16	\$13.25	\$13.27	\$14.06	\$10.92	\$13.74
Assisted Living	1	3	***	***	***	***	***	***	***
<b>Beds</b>									
Under 100 Beds	13	27	\$10.60	\$12.51	\$11.96	\$11.00	\$13.35	***	***
100 Beds or more	55	116	\$12.94	\$13.34	\$13.58	\$13.53	\$14.28	\$10.91	\$13.78
<b>Units</b>									
Under 75 Units	3	8	***	***	***	***	***	***	***
75 Units or more	3	7	***	***	***	***	***	***	***
<b>Setting</b>									
Urban	62	141	\$12.38	\$13.17	\$13.26	\$13.33	\$14.05	\$11.08	\$13.88
Rural	10	14	\$11.65	\$13.22	\$13.25	\$13.28	\$14.94	***	***
<b>Regions</b>									
Regions 1 and 4	6	9	\$12.50	***	\$13.78	\$13.80	\$15.04	***	***
Regions 2 and 3	16	40	\$12.56	\$13.22	\$13.53	\$13.10	\$14.25	\$10.50	\$13.93
Regions 6, 9 and 10	11	20	\$10.87	\$13.15	\$12.97	\$13.53	\$14.39	***	***
Regions 7, 8 and 11	7	14	\$11.00	\$12.78	\$12.62	\$13.00	\$13.40	***	***
Regions 5 and 12	32	72	\$12.59	\$13.22	\$13.26	\$13.41	\$13.90	***	***
<b>All Participants</b>	72	155	\$12.48	\$13.17	\$13.26	\$13.33	\$14.05	\$10.92	\$13.74
<b>Shift Differentials</b>									
% Union	0.0%		<b>Evening</b>	<b>Night</b>	<b>Weekend Day</b>	<b>Weekend Eve.</b>	<b>Weekend Night</b>		
% Exempt	0.0%		***	***	***	***	***		

## Indiana Health Care Association

### Participants

Allisonville Assisted Living	Bethany Assisted Living	Columbia Healthcare
Allisonville Meadows	Bethany Pointe Health Campus	Community Nursing & Rehab
Altenheim	Bethany Village	Copper Trace
Amber Manor Care Center	Bethlehem Woods	Countryside Manor Health
American Senior Communities - Home Office	Betz Nursing Home	Countryside Meadows
American Village	Blair Ridge Health Campus	Coventry Meadows
Arbor Grove	BridgePointe Health Campus	Coventry Meadows Assisted Living
Arbor Trace Health and Living	Brookside Village	Covered Bridge Health Campus
Arlington Place Health Campus	Brown County Health and Living	Creasy Springs Health Campus
ASC Therapy & Wellness Division	Brownsburg Assisted Living	Creekside Village
Ashford Place Health Campus	Brownsburg Meadows	Cumberland Pointe
Aspen Place	Canterbury Nursing & Rehab	Cumberland Trace
Aspen Trace	Cardinal Nursing & Rehab	Cypress Grove
Aster Place	CarDon and Associates Corp	Danville Regional
Autumn Ridge	Carmel Health and Living	Eagle Valley Meadows
Autumn Woods Health Campus	Cedar Creek	East Lake Nursing & Rehab
Avalon Springs Health Campus	Central Billing Office AL	Eastgate Manor
Avalon Village	Central Billing Office SNF	Edgewater Woods
Beech Grove Meadows	Clark Nursing & Rehab	Elkhart Rehab Center
Bell Trace Health and Living	Clearvista Lake Health Campus	Fairway Village
Bell Trace Inc	Clinton Gardens	Forest Creek Village
Ben Hur	Cobblestone Crossings	Forest Hills Commons

## Indiana Health Care Association

### Participants

Forest Park Health Campus	Lake Pointe Village	Miller's Merry Manor - Hobart
Franklin Meadows	LifeSpan Home Health	Miller's Merry Manor - Hope
Glen Oaks Health Campus	Lincoln Hills	Miller's Merry Manor - Huntington
Glenbrook Rehab & Skilled Nursing	Lincoln Lodge	Miller's Merry Manor - Indianapolis
Good Samaritan	Lowell Healthcare	Miller's Merry Manor - LaGrange
Greenleaf Health Campus	Maple Park Village	Miller's Merry Manor - Logansport
Greenwood Health and Living	Maples at Waterford Crossing	Miller's Merry Manor - Marion
Greenwood Meadows	Markle Health & Rehab	Miller's Merry Manor - Middletown
Hamilton Trace at Fishers	Meadow Brook Senior Living	Miller's Merry Manor - Mooresville
Hampton Oaks Health Campus	Meadow Lakes	Miller's Merry Manor - New Carlisle
Harbor Manor Health Living	Meadow View	Miller's Merry Manor - Peru
Harcourt Terrace	Mill Pond Health Campus	Miller's Merry Manor - Plymouth
Harrison Springs Health Campus	Miller's at Oak Pointe	Miller's Merry Manor - Portage
Harrison Terrace	Miller's Health & Rehab	Miller's Merry Manor - Rockport
Harrison Trail Health Campus	Miller's Health Systems(Corp Off)	Miller's Merry Manor - Rushville
Harrison's Crossing HC	Miller's Merry Manor - Chesterfield	Miller's Merry Manor - Sullivan
Hearthstone Health Campus	Miller's Merry Manor - Culver	Miller's Merry Manor - Syracuse
Heritage House	Miller's Merry Manor - Columbia City	Miller's Merry Manor - Tipton
Heritage Park	Miller's Merry Manor - Dunkirk	Miller's Merry Manor - Wabash
Heritage Park Commons	Miller's Merry Manor - Fort Wayne	Miller's Merry Manor - Wabash East
Hillcrest Village	Miller's Merry Manor - Garrett	Miller's Merry Manor - Wakarusa
Homewood Health Campus	Miller's Merry Manor - Hartford City	Miller's Merry Manor - Walkerton

## Indiana Health Care Association

### Participants

Miller's Merry Manor - Warsaw	River Pointe Health Campus	Silver Birch of Kokomo
Monticello Healthcare	River Terrace Health Campus	Silver Birch of Michigan City
Morrison Woods Health Campus	RiverOaks Health Campus	Silver Birch of Mishawaka
Morristown Manor	Riverside Village	Silver Birch of Muncie
Mount Vernon Nursing & Rehab	Riverview Village	Silver Birch of Terre Haute
North Capitol Nursing & Rehab	Riverwalk Village	Silver Oaks Health Campus
North Park Nursing Center	Rosebud Village	Silvercrest
North River Health Campus	Rosegate Commons	Solarbron Pointe
North Woods Village	Rosegate Village	Solarbron Terrace
Oakwood Health Campus	Rosewalk Lutherwood	Spring Mill Meadows
Orchard Pointe Health Campus	Rosewalk Village at Lafayette	Springhill Village
Owen Valley Health Campus	Rosewalk Village Indy	Springhurst Health Campus
Paddock Springs	Saint Anne Communities	Springs Valley Meadows
Paoli Health and Living	Salem Crossing	St Andrews Health Campus
Park Place Senior Living	Scenic Hills Care Center	St Charles Health Campus
Park Terrace Village	Senior Living at Forest Ridge	St Elizabeth Healthcare
Prairie Lakes Health Campus	Seymour Crossing	St Mary Healthcare
Prairie Village	Silver Birch at Cook Rd	Stonebridge Health Campus
Rawlins House Health Living	Silver Birch Living	Stonebrooke Rehab
Reserve at Hamilton Trace	Silver Birch of Evansville	Stonecroft Health Campus
Residence @ Waterford Crossing	Silver Birch of Fort Wayne	Summit City Nursing & Rehab
Ridgewood Health Campus	Silver Birch of Hammond	Swiss Villa Nursing & Rehab

## Indiana Health Care Association

### Participants

The Mansion on Main	TLC Management - Wesleyan	Wellbrooke of Wabash
The Springs at Lafayette	Todd Dickey Nursing & Rehab Center	Wellbrooke of Westfield
The Springs of Mooresville	Traditions at Brookside	West Bend Nursing & Rehab
The Springs of Richmond	Traditions at Hunter Station	West River Health Campus
The Timbers of Jasper	Traditions at North Willow	Westview Nursing & Rehab
The Villages at Oak Ridge	Traditions at Reagan Park	White Oak Health Campus
Thornton Terrace Health Campus	Traditions at Solana	Williamsport Nursing & Rehab
TLC Management	Traditions Management Corporate	Willowdale Village
TLC Management - Addison Pointe	Traditions of Columbus	WoodBridge Health Campus
TLC Management - Albany	Trail Point Village	Woodmont Health Campus
TLC Management - Ashton Creek	Trilogy Health Services, LLC	Zionsville Meadows
TLC Management - Avon	University Heights	
TLC Management - Bethel Pointe	University Nursing Center	
TLC Management - Colonial Oaks	Valparaiso Care & Rehab	
TLC Management - Creekside	Washington Healthcare	
TLC Management - Englewood	Waterford Place Health Campus	
TLC Management - Hamilton Pointe	Waters Edge Village	
TLC Management - Homeview	Wellbrooke of Avon	
TLC Management - Mason	Wellbrooke of Carmel	
TLC Management - Ossian	Wellbrooke of Crawfordsville	
TLC Management - Parker	Wellbrooke of Kokomo	
TLC Management - Rolling Meadows	Wellbrooke of South Bend	



## Indiana Health Care Association – 2022 Compensation Survey

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