

Indiana Health Care Association 2021 Midyear Compensation Survey



Gallagher

Insurance | Risk Management | Consulting

Table of Contents

	<u>Page #</u>
Survey Introduction	
Survey Highlights	1
Survey Methodology	2
Contact Information	3
Definition of Statistics	
Salary Positions	4
Hourly Positions	5
HR Policy Data	
Changes to pay rates	6
Retention/Sign-on Bonuses	7
Survey Job Index	8
Compensation Data	
Salary Positions	9
Hourly Positions	15
Survey Participants	41

Introduction

Introduction

Gallagher Surveys is pleased to present the 2021 Indiana Health Care Association Midyear Compensation Survey. The survey provides current information on a select set of executive, clinical and administrative positions. The data is effective as of July 1, 2021.

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 updated results useful. We welcome your feedback and suggestions regarding the survey, and look forward to your participation next year.

Survey Highlights

- ♦ Total Participants 174 facilities
 - ♦ Incumbents Included 10,014 incumbents
 - ♦ Positions 32 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 July to September 2021. The report was compiled and finalized in October 2021.

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 37 positions, but a few 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. *Type 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.

Thomas Cummins, CCP
Managing Director
Gallagher Surveys
1900 Crown Colony
Boston, MA 02109
Phone: 617-531-7758
Email: Thomas.Cummins@ajg.com

Definition of Statistics – Salary Positions

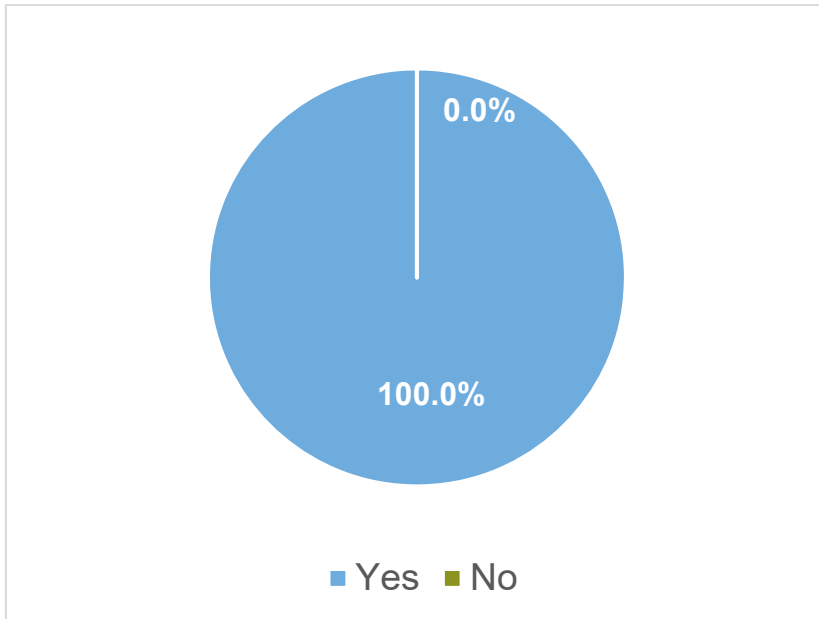
# Orgs	Number of organizations that provided pay data for the position
# Inc.	Total number of employees/incumbents reported in the position
25th Percentile	The salary where 75% of the sample is above and 25% of the sample is below
Average	The sum of the average pay rates of each position at each organization,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

Definition of Statistics – Hourly Positions

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

HR Policy

Increased base pay in response to the current labor market



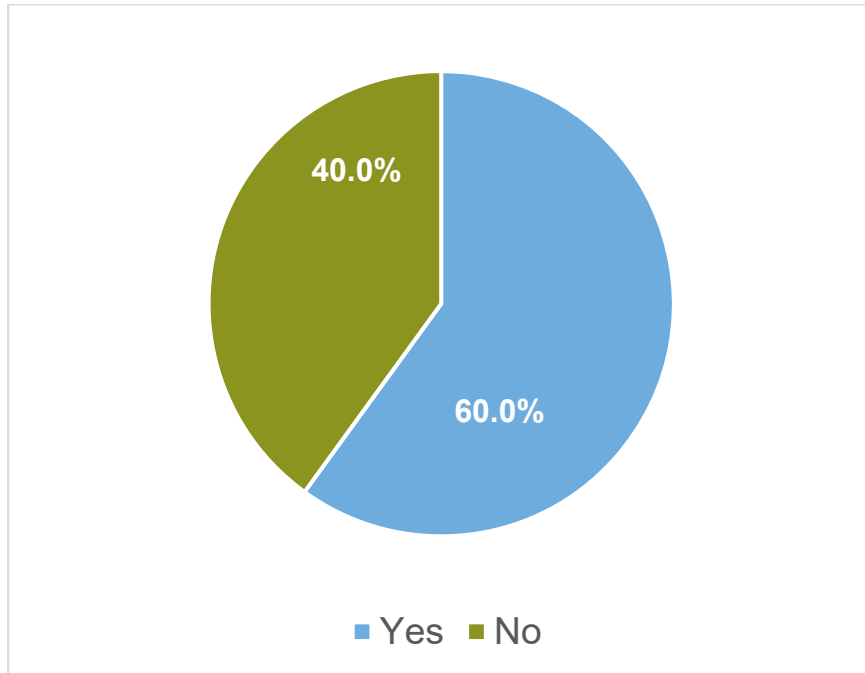
Current minimum pay rate

# Orgs	Average	Median
5	\$10.30	\$10.00

HR Policy

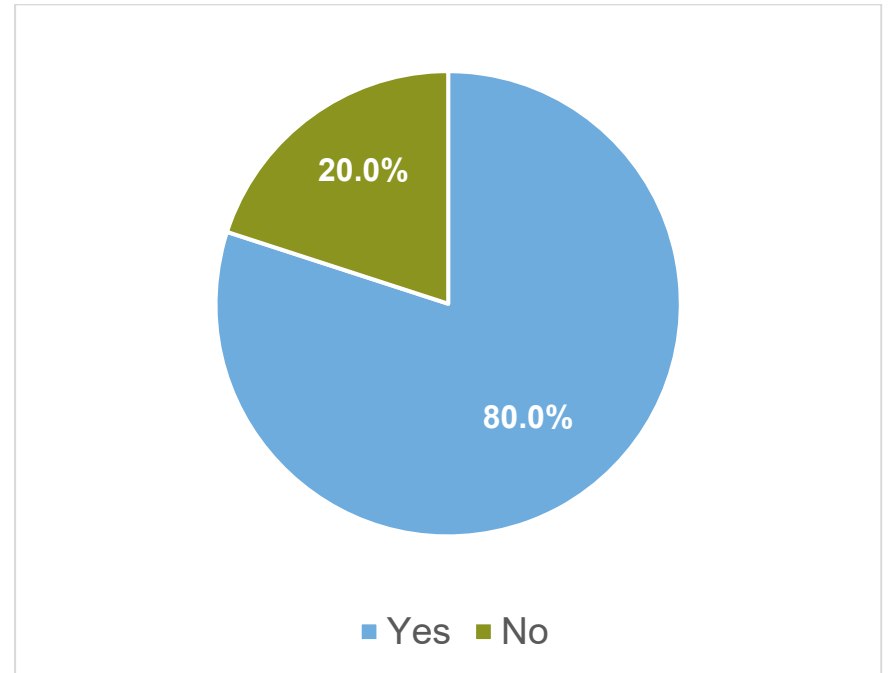
Retention Bonuses

Currently offer



Sign-on Bonuses

Currently offer



Indiana Health Care Association - 2021 Midyear Compensation Survey

Survey Job Index

<u>Jobcode</u>	<u>Position</u>	<u>Page</u>	<u>Jobcode</u>	<u>Position</u>	<u>Page</u>
2010	DIRECTOR OF MARKETING	9	3515	CASE MANAGER	31
2012	DIRECTOR OF NURSES	10	3516	RESIDENT ASSISTANT	32
2026	HOUSEKEEPING SUPERVISOR	11	3518	QUALIFIED MEDICATION AIDE	33
3024	DIRECTOR OF MARKETING	12	3532	COOK	34
3034	DIRECTOR OF NURSES	13	3534	DIETARY AIDE	35
3080	HOUSEKEEPING & LAUNDRY SUPERVISOR	14	3552	ACTIVITY AIDE	36
2500	STAFF NURSE (RN)	15	3558	HOUSEKEEPER	37
2502	PRACTICAL NURSE (LPN)	16	3560	HOUSEKEEPING AND LAUNDRY AIDE	38
2506	CERTIFIED NURSE AIDE	17	3570	DRIVER	39
2510	RESIDENT ASSISTANT	18	3586	MEDICAL RECORDS CLERK	40
2512	MEDICATION AIDE (QMA)	19			
2516	ACTIVITY AIDE	20			
2518	HOUSEKEEPING AND LAUNDRY AIDE	21			
2520	DISHWASHER	22			
2538	COOK	23			
2540	FOOD SERVICE AIDE	24			
3500	STAFF NURSE (RN)-	25			
3502	CHARGE STAFF NURSE (RN)	26			
3503	INFECTION CONTROL PRACTITIONER	27			
3504	PRACTICAL NURSE (LPN)	28			
3512	CERTIFIED NURSE AIDE	29			
3514	NON-CERTIFIED NURSE AIDE	30			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

DIRECTOR OF MARKETING

Jobcode: 2010

AL

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.

			Annual Salary					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	11	11	\$52,000	\$59,587	\$59,587	\$61,464	\$62,000	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	10	10	\$48,900	\$56,974	\$56,974	\$60,482	\$61,900	***	***
Setting									
Urban	11	11	\$52,000	\$59,587	\$59,587	\$61,464	\$62,000	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	2	2	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	1	1	***	***	***	***	***	***	***
All Participants									
	11	11	\$52,000	\$59,587	\$59,587	\$61,464	\$62,000	***	***
% Bonus Eligible	100.0%	Target Bonus %	18.0%	Avg. Bonus	***	% LTI Eligible	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

DIRECTOR OF NURSES

Jobcode: 2012

AL

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.

			<i>Annual Salary</i>					<i>Formal Range</i>	
	<i># Orgs</i>	<i># Inc.</i>	<i>25th</i>	<i>Wtd. Avg.</i>	<i>Average</i>	<i>50th</i>	<i>75th</i>	<i>Min.</i>	<i>Max.</i>
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	18	18	\$67,340	\$78,138	\$78,138	\$74,750	\$85,000	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	1	1	***	***	***	***	***	***	***
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	18	18	\$67,340	\$78,138	\$78,138	\$74,750	\$85,000	***	***
Setting									
Urban	19	19	\$66,560	\$77,420	\$77,420	\$74,500	\$85,000	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	4	***	***	***	***	***	***	***
Regions 2 and 3	6	6	\$64,480	\$73,753	\$73,753	\$73,630	\$83,150	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	5	5	\$66,300	\$70,867	\$70,867	\$70,013	\$75,860	***	***
All Participants	19	19	\$66,560	\$77,420	\$77,420	\$74,500	\$85,000	***	***
% Bonus Eligible	90.9%	Target Bonus %	18.0%	Avg. Bonus	***	% LTI Eligible	0.0%		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

HOUSEKEEPING SUPERVISOR

Jobcode: 2026

AL

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

	Annual Salary						Formal Range		
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	10	\$42,650	\$46,509	\$46,509	\$45,500	\$53,400	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	10	10	\$42,650	\$46,509	\$46,509	\$45,500	\$53,400	***	***
Setting									
Urban	10	10	\$42,650	\$46,509	\$46,509	\$45,500	\$53,400	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	3	3	***	***	***	***	***	***	***
Regions 2 and 3	3	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	3	***	***	***	***	***	***	***
Regions 5 and 12	***	***	***	***	***	***	***	***	***
All Participants	10	10	\$42,650	\$46,509	\$46,509	\$45,500	\$53,400	***	***
% Bonus Eligible	90.0%	Target Bonus %	9.0%	Avg. Bonus	***	% LTI Eligible	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

DIRECTOR OF MARKETING

Jobcode: 3024

SN

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.

			Annual Salary					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	66	73	\$50,960	\$55,943	\$56,039	\$55,225	\$61,152	\$40,390	\$69,190
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	19	22	\$50,960	\$54,822	\$55,182	\$53,040	\$60,000	***	***
100 Beds or more	46	50	\$50,480	\$56,246	\$56,190	\$55,225	\$62,735	\$40,635	\$69,459
Units									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
Setting									
Urban	55	61	\$50,960	\$56,135	\$56,226	\$55,706	\$62,234	\$40,711	\$69,933
Rural	11	12	\$50,960	\$54,964	\$55,102	\$52,449	\$58,905	***	***
Regions									
Regions 1 and 4	7	8	\$53,540	\$57,909	\$56,479	\$55,105	\$60,000	***	***
Regions 2 and 3	21	23	\$47,663	\$54,087	\$54,039	\$52,449	\$61,121	\$38,000	\$58,571
Regions 6, 9 and 10	12	14	\$51,343	\$55,797	\$56,605	\$56,118	\$60,039	***	***
Regions 7, 8 and 11	10	10	\$50,480	\$55,941	\$55,941	\$52,266	\$63,596	***	***
Regions 5 and 12	16	18	\$54,113	\$57,554	\$58,109	\$59,228	\$65,000	\$39,800	\$71,000
All Participants									
	66	73	\$50,960	\$55,943	\$56,039	\$55,225	\$61,152	\$40,390	\$69,190
% Bonus Eligible	100.0%	Target Bonus %	***	Avg. Bonus	***	% LTI Eligible	0.0%		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

DIRECTOR OF NURSES

Jobcode: 3034

SN

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.

			<i>Annual Salary</i>					<i>Formal Range</i>	
	<i># Orgs</i>	<i># Inc.</i>	<i>25th</i>	<i>Wtd. Avg.</i>	<i>Average</i>	<i>50th</i>	<i>75th</i>	<i>Min.</i>	<i>Max.</i>
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	114	125	\$90,000	\$98,440	\$98,490	\$97,158	\$109,160	\$72,500	\$116,538
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	48	54	\$81,950	\$90,762	\$90,122	\$89,372	\$96,710	\$68,333	\$120,833
100 Beds or more	66	71	\$96,064	\$103,900	\$104,168	\$101,836	\$110,935	\$73,750	\$115,250
Units									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	4	4	***	***	***	***	***	***	***
Setting									
Urban	80	89	\$95,340	\$102,929	\$103,139	\$101,117	\$110,120	\$72,391	\$117,609
Rural	35	37	\$80,322	\$87,455	\$87,665	\$88,373	\$94,640	***	***
Regions									
Regions 1 and 4	13	13	\$96,751	\$99,628	\$99,628	\$98,845	\$103,460	***	***
Regions 2 and 3	35	39	\$85,966	\$93,723	\$93,549	\$93,558	\$99,840	\$77,857	\$105,000
Regions 6, 9 and 10	24	26	\$88,496	\$95,551	\$95,314	\$93,670	\$100,460	\$68,750	\$119,375
Regions 7, 8 and 11	13	14	\$86,727	\$100,552	\$100,684	\$100,922	\$117,500	***	***
Regions 5 and 12	30	34	\$97,323	\$104,532	\$105,119	\$109,190	\$112,346	\$69,375	\$124,375
All Participants	115	126	\$90,000	\$98,385	\$98,429	\$96,907	\$109,140	\$72,500	\$116,538
% Bonus Eligible	100.0%	Target Bonus %	***	Avg. Bonus	\$10,350	% LTI Eligible	0.0%		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Salary Positions

HOUSEKEEPING & LAUNDRY SUPERVISOR

Jobcode: 3080

SN

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.

			Annual Salary					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	15	15	\$33,862	\$38,185	\$38,185	\$35,714	\$44,036	\$26,867	\$37,133
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	2	2	***	***	***	***	***	***	***
100 Beds or more	14	14	\$34,237	\$39,038	\$39,038	\$36,897	\$44,993	\$26,692	\$37,231
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
Setting									
Urban	14	14	\$33,488	\$38,469	\$38,469	\$36,897	\$44,151	\$26,769	\$37,231
Rural	2	2	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	1	1	***	***	***	***	***	***	***
Regions 2 and 3	8	8	\$32,542	\$36,166	\$36,166	\$35,381	\$37,575	\$27,286	\$37,000
Regions 6, 9 and 10	3	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	3	3	***	***	***	***	***	***	***
All Participants									
	16	16	\$34,611	\$38,744	\$38,744	\$36,897	\$44,151	\$26,867	\$37,133
% Bonus Eligible	***	Target Bonus %	***	Avg. Bonus	***	% LTI Eligible	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

STAFF NURSE (RN)

Jobcode: 2500

AL

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	15	\$25.33	\$27.02	\$27.16	\$26.29	\$28.92	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	10	15	\$25.33	\$27.02	\$27.16	\$26.29	\$28.92	***	***
Setting									
Urban	10	15	\$25.33	\$27.02	\$27.16	\$26.29	\$28.92	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	3	4	***	***	***	***	***	***	***
Regions 2 and 3	2	4	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	2	***	***	***	***	***	***	***
Regions 7, 8 and 11	2	2	***	***	***	***	***	***	***
Regions 5 and 12	1	3	***	***	***	***	***	***	***
All Participants	10	15	\$25.33	\$27.02	\$27.16	\$26.29	\$28.92	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

PRACTICAL NURSE (LPN)

Jobcode: 2502

AL

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.

			<i>Hourly Rates</i>					<i>Formal Range</i>	
	<i># Orgs</i>	<i># Inc.</i>	<i>25th</i>	<i>Wtd. Avg.</i>	<i>Average</i>	<i>50th</i>	<i>75th</i>	<i>Min.</i>	<i>Max.</i>
Facility Type									
Corporate	1	4	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	20	116	\$24.52	\$25.31	\$25.71	\$25.02	\$26.44	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	1	4	***	***	***	***	***	***	***
Units									
Under 75 Units	1	5	***	***	***	***	***	***	***
75 Units or more	19	107	\$24.60	\$25.44	\$25.87	\$25.52	\$26.67	***	***
Setting									
Urban	21	120	\$24.52	\$25.34	\$25.74	\$25.05	\$26.46	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	25	***	***	***	***	***	***	***
Regions 2 and 3	6	37	\$24.31	\$25.84	\$25.86	\$25.98	\$27.29	***	***
Regions 6, 9 and 10	3	22	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	5	***	***	***	***	***	***	***
Regions 5 and 12	5	31	\$24.58	***	\$26.00	\$25.05	\$27.88	***	***
All Participants	21	120	\$24.52	\$25.34	\$25.74	\$25.05	\$26.46	***	***
Shift Differentials									
% Union	0.0%	<i>Evening</i>	<i>Night</i>	<i>Weekend Day</i>	<i>Weekend Eve.</i>	<i>Weekend Night</i>			
% Exempt	0.0%	\$1.15	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

CERTIFIED NURSE AIDE

Jobcode: 2506

AL

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	20	192	\$12.59	\$13.35	\$13.30	\$13.29	\$13.88	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	5	***	***	***	***	***	***	***
75 Units or more	18	179	\$12.79	\$13.41	\$13.40	\$13.39	\$14.11	***	***
Setting									
Urban	20	192	\$12.59	\$13.35	\$13.30	\$13.29	\$13.88	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	48	***	***	***	***	***	***	***
Regions 2 and 3	5	55	\$12.97	***	\$13.60	\$13.82	\$14.11	***	***
Regions 6, 9 and 10	3	13	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	24	***	***	***	***	***	***	***
Regions 5 and 12	5	52	\$12.59	***	\$13.27	\$12.90	\$14.14	***	***
All Participants	20	192	\$12.59	\$13.35	\$13.30	\$13.29	\$13.88	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$0.83	\$0.43	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

RESIDENT ASSISTANT

Jobcode: 2510

AL

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.

				Hourly Rates				Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	5	16	\$9.50	***	\$11.13	\$11.00	\$12.83	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	5	16	\$9.50	***	\$11.13	\$11.00	\$12.83	***	***
Setting									
Urban	5	16	\$9.50	***	\$11.13	\$11.00	\$12.83	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	1	4	***	***	***	***	***	***	***
Regions 2 and 3	***	***	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	2	10	***	***	***	***	***	***	***
All Participants									
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

MEDICATION AIDE (QMA)

Jobcode: 2512

AL

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

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	17	96	\$16.25	\$16.77	\$16.66	\$16.64	\$17.15	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	17	96	\$16.25	\$16.77	\$16.66	\$16.64	\$17.15	***	***
Setting									
Urban	17	96	\$16.25	\$16.77	\$16.66	\$16.64	\$17.15	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	22	***	***	***	***	***	***	***
Regions 2 and 3	4	32	***	***	***	***	***	***	***
Regions 6, 9 and 10	2	11	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	16	***	***	***	***	***	***	***
Regions 5 and 12	4	15	***	***	***	***	***	***	***
All Participants	17	96	\$16.25	\$16.77	\$16.66	\$16.64	\$17.15	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$0.83	\$0.46	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

ACTIVITY AIDE

Jobcode: 2516

AL

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	18	\$13.86	\$15.13	\$15.81	\$14.72	\$16.36	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	8	15	\$13.86	\$14.40	\$14.61	\$14.22	\$15.61	***	***
Setting									
Urban	10	18	\$13.86	\$15.13	\$15.81	\$14.72	\$16.36	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	1	2	***	***	***	***	***	***	***
Regions 2 and 3	2	3	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	5	11	\$13.86	\$14.61	\$14.70	\$14.44	\$15.68	***	***
All Participants	10	18	\$13.86	\$15.13	\$15.81	\$14.72	\$16.36	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

HOUSEKEEPING AND LAUNDRY AIDE

Jobcode: 2518

AL

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	18	40	\$10.62	\$11.22	\$11.25	\$11.17	\$11.64	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	16	38	\$10.62	\$11.11	\$11.01	\$11.01	\$11.50	***	***
Setting									
Urban	18	40	\$10.62	\$11.22	\$11.25	\$11.17	\$11.64	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	9	***	***	***	***	***	***	***
Regions 2 and 3	5	14	\$10.79	\$11.37	\$11.69	\$11.50	\$12.68	***	***
Regions 6, 9 and 10	1	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	6	***	***	***	***	***	***	***
Regions 5 and 12	5	8	\$10.30	\$11.01	\$11.19	\$11.33	\$12.00	***	***
All Participants									
	18	40	\$10.62	\$11.22	\$11.25	\$11.17	\$11.64	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

DISHWASHER

Jobcode: 2520

AL

Responsible for cleaning and sanitizing dishes, glassware, utensils, pots, trays and food service equipment.

		Hourly Rates						Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	10	71	\$10.68	\$11.09	\$11.35	\$11.05	\$12.06	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	4	***	***	***	***	***	***	***
75 Units or more	8	61	\$10.68	\$10.96	\$11.21	\$11.00	\$11.55	***	***
Setting									
Urban	10	71	\$10.68	\$11.09	\$11.35	\$11.05	\$12.06	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	1	9	***	***	***	***	***	***	***
Regions 2 and 3	2	15	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	5	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	5	41	\$10.68	***	\$11.04	\$11.00	\$11.42	***	***
All Participants	10	71	\$10.68	\$11.09	\$11.35	\$11.05	\$12.06	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

COOK

Jobcode: 2538

AL

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	19	77	\$12.49	\$13.54	\$13.58	\$13.51	\$14.40	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	***	***	***	***	***	***	***	***	***
Units									
Under 75 Units	1	3	***	***	***	***	***	***	***
75 Units or more	17	71	\$12.46	\$13.45	\$13.46	\$13.21	\$14.30	***	***
Setting									
Urban	19	77	\$12.49	\$13.54	\$13.58	\$13.51	\$14.40	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	18	***	***	***	***	***	***	***
Regions 2 and 3	5	22	\$12.22	***	\$13.33	\$14.00	\$14.11	***	***
Regions 6, 9 and 10	2	7	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	8	***	***	***	***	***	***	***
Regions 5 and 12	5	22	\$13.44	***	\$14.50	\$14.75	\$15.44	***	***
All Participants	19	77	\$12.49	\$13.54	\$13.58	\$13.51	\$14.40	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

FOOD SERVICE AIDE

Jobcode: 2540

AL

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.

		<i>Hourly Rates</i>						<i>Formal Range</i>	
	<i># Orgs</i>	<i># Inc.</i>	<i>25th</i>	<i>Wtd. Avg.</i>	<i>Average</i>	<i>50th</i>	<i>75th</i>	<i>Min.</i>	<i>Max.</i>
Facility Type									
Corporate	1	17	***	***	***	***	***	***	***
Skilled Nursing	***	***	***	***	***	***	***	***	***
Assisted Living	18	52	\$10.13	\$10.90	\$11.34	\$11.36	\$12.01	***	***
Beds									
Under 100 Beds	***	***	***	***	***	***	***	***	***
100 Beds or more	1	17	***	***	***	***	***	***	***
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	17	67	\$10.13	\$11.07	\$11.20	\$11.23	\$11.95	***	***
Setting									
Urban	19	69	\$10.23	\$11.12	\$11.37	\$11.50	\$12.00	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	4	14	***	***	***	***	***	***	***
Regions 2 and 3	6	39	\$10.77	***	\$11.35	\$11.38	\$11.89	***	***
Regions 6, 9 and 10	2	3	***	***	***	***	***	***	***
Regions 7, 8 and 11	3	9	***	***	***	***	***	***	***
Regions 5 and 12	4	4	***	***	***	***	***	***	***
All Participants	19	69	\$10.23	\$11.12	\$11.37	\$11.50	\$12.00	***	***
Shift Differentials									
% Union	0.0%	<i>Evening</i>	<i>Night</i>	<i>Weekend Day</i>	<i>Weekend Eve.</i>	<i>Weekend Night</i>			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

STAFF NURSE (RN)-

Jobcode: 3500

SN

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	10	***	***	***	***	***	***	***
Skilled Nursing	127	701	\$29.26	\$32.57	\$32.25	\$33.25	\$34.93	\$24.45	\$45.35
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	52	274	\$28.62	\$31.47	\$31.48	\$31.53	\$34.30	\$24.08	\$47.14
100 Beds or more	75	427	\$30.30	\$33.17	\$32.73	\$33.62	\$35.28	\$24.53	\$44.92
Units									
Under 75 Units	2	8	***	***	***	***	***	***	***
75 Units or more	4	23	***	***	***	***	***	***	***
Setting									
Urban	91	510	\$31.32	\$33.76	\$33.32	\$34.31	\$35.28	\$24.44	\$45.51
Rural	37	201	\$27.83	\$29.48	\$29.61	\$28.91	\$31.80	***	***
Regions									
Regions 1 and 4	15	83	\$29.20	\$31.94	\$31.99	\$32.70	\$34.70	***	***
Regions 2 and 3	37	202	\$28.39	\$31.98	\$31.24	\$30.78	\$34.55	\$25.29	\$34.57
Regions 6, 9 and 10	25	121	\$29.09	\$31.66	\$31.55	\$31.41	\$33.91	\$24.28	\$47.09
Regions 7, 8 and 11	15	100	\$30.86	\$32.60	\$32.77	\$33.68	\$34.40	***	***
Regions 5 and 12	36	205	\$32.53	\$33.85	\$33.64	\$35.16	\$35.50	\$24.07	\$49.17
All Participants	128	711	\$29.33	\$32.55	\$32.24	\$33.18	\$34.91	\$24.45	\$45.35
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.95	\$1.72	\$2.24	\$2.85	\$2.61			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

CHARGE STAFF NURSE (RN)

Jobcode: 3502

SN

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.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	49	71	\$31.31	\$33.84	\$33.83	\$35.00	\$36.40	\$24.56	\$42.00
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	20	25	\$31.31	\$34.42	\$34.28	\$35.28	\$36.52	***	***
100 Beds or more	29	46	\$31.50	\$33.53	\$33.53	\$35.00	\$36.27	\$24.71	\$41.14
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
Setting									
Urban	34	48	\$33.26	\$34.91	\$34.93	\$35.42	\$36.70	\$24.43	\$43.14
Rural	15	23	\$27.75	\$31.62	\$31.35	\$30.65	\$35.00	***	***
Regions									
Regions 1 and 4	9	16	\$28.97	***	\$32.04	\$31.00	\$35.91	***	***
Regions 2 and 3	14	18	\$28.15	\$31.94	\$31.93	\$32.08	\$35.60	***	***
Regions 6, 9 and 10	7	11	\$33.50	\$36.12	\$36.35	\$36.06	\$37.26	***	***
Regions 7, 8 and 11	8	11	\$32.80	\$33.46	\$33.98	\$34.60	\$35.28	***	***
Regions 5 and 12	11	15	\$35.27	\$36.20	\$36.02	\$36.50	\$37.50	***	***
All Participants	49	71	\$31.31	\$33.84	\$33.83	\$35.00	\$36.40	\$24.56	\$42.00
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.73	\$1.30	***	\$2.17	\$1.87			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

INFECTION CONTROL PRACTITIONER

Jobcode: 3503

SN

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	69	76	\$28.76	\$32.87	\$32.81	\$34.00	\$36.53	\$22.06	\$28.25
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	26	29	\$32.72	\$33.47	\$33.63	\$34.00	\$36.35	***	***
100 Beds or more	44	48	\$26.95	\$32.40	\$32.21	\$34.13	\$36.53	\$22.14	\$28.57
Units									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	2	2	***	***	***	***	***	***	***
Setting									
Urban	61	68	\$28.20	\$32.81	\$32.73	\$34.00	\$36.78	\$22.14	\$28.57
Rural	9	9	\$29.20	\$32.78	\$32.78	\$34.17	\$35.90	***	***
Regions									
Regions 1 and 4	6	7	\$30.22	\$34.04	\$34.48	\$35.77	\$37.46	***	***
Regions 2 and 3	19	20	\$24.97	\$31.44	\$31.15	\$34.00	\$37.00	\$21.57	\$26.14
Regions 6, 9 and 10	13	14	\$26.90	\$31.68	\$31.62	\$33.00	\$35.03	***	***
Regions 7, 8 and 11	11	14	\$29.73	\$32.96	\$33.05	\$34.00	\$34.68	***	***
Regions 5 and 12	21	22	\$33.00	\$34.26	\$34.21	\$36.00	\$37.01	***	***
All Participants	70	77	\$28.20	\$32.80	\$32.74	\$34.00	\$36.53	\$22.06	\$28.25
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.95	\$1.95	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

PRACTICAL NURSE (LPN)

Jobcode: 3504

SN

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.

			<i>Hourly Rates</i>					<i>Formal Range</i>	
	<i># Orgs</i>	<i># Inc.</i>	<i>25th</i>	<i>Wtd. Avg.</i>	<i>Average</i>	<i>50th</i>	<i>75th</i>	<i>Min.</i>	<i>Max.</i>
Facility Type									
Corporate	1	24	***	***	***	***	***	***	***
Skilled Nursing	115	1307	\$24.80	\$26.53	\$26.10	\$26.14	\$27.46	\$19.36	\$41.03
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	51	467	\$24.00	\$25.64	\$25.19	\$25.13	\$26.42	***	***
100 Beds or more	64	850	\$25.43	\$27.00	\$26.81	\$27.06	\$27.88	\$19.38	\$41.08
Units									
Under 75 Units	2	18	***	***	***	***	***	***	***
75 Units or more	4	56	***	***	***	***	***	***	***
Setting									
Urban	80	1038	\$25.97	\$27.14	\$26.95	\$27.06	\$27.84	\$19.38	\$41.09
Rural	36	293	\$23.08	\$24.31	\$24.22	\$24.35	\$25.36	***	***
Regions									
Regions 1 and 4	15	179	\$25.02	\$26.50	\$26.34	\$26.72	\$27.65	***	***
Regions 2 and 3	31	350	\$23.94	\$26.21	\$25.61	\$25.15	\$27.46	***	***
Regions 6, 9 and 10	22	255	\$24.94	\$26.12	\$25.61	\$26.03	\$27.25	\$19.41	\$41.18
Regions 7, 8 and 11	15	162	\$24.04	\$25.78	\$25.40	\$25.48	\$27.37	***	***
Regions 5 and 12	33	385	\$26.04	\$27.37	\$27.09	\$27.08	\$27.97	\$19.41	\$41.16
All Participants	116	1331	\$24.82	\$26.52	\$26.10	\$26.12	\$27.46	\$19.36	\$41.03
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.99	\$1.45	\$2.56	\$3.17	\$2.87			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

CERTIFIED NURSE AIDE

Jobcode: 3512

SN

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

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	60	***	***	***	***	***	***	***
Skilled Nursing	130	3305	\$13.07	\$14.49	\$14.18	\$14.46	\$14.90	\$10.41	\$18.92
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	53	1259	\$12.87	\$14.02	\$13.80	\$13.94	\$14.56	\$10.00	\$19.58
100 Beds or more	77	2062	\$13.94	\$14.83	\$14.46	\$14.66	\$15.12	\$10.50	\$18.78
Units									
Under 75 Units	2	41	***	***	***	***	***	***	***
75 Units or more	4	153	***	***	***	***	***	***	***
Setting									
Urban	93	2530	\$14.16	\$14.99	\$14.63	\$14.65	\$15.12	\$10.35	\$19.10
Rural	38	835	\$12.36	\$13.08	\$13.10	\$12.87	\$14.05	***	***
Regions									
Regions 1 and 4	16	437	\$13.13	\$14.00	\$14.02	\$14.35	\$14.77	***	***
Regions 2 and 3	38	910	\$12.43	\$14.03	\$13.72	\$13.97	\$14.91	\$11.38	\$15.81
Regions 6, 9 and 10	25	642	\$13.03	\$14.74	\$14.10	\$14.17	\$14.96	\$10.06	\$19.67
Regions 7, 8 and 11	16	443	\$13.92	\$14.31	\$14.19	\$14.38	\$14.57	***	***
Regions 5 and 12	36	933	\$14.36	\$15.17	\$14.82	\$14.71	\$15.17	\$10.00	\$20.41
All Participants	131	3365	\$13.08	\$14.52	\$14.19	\$14.47	\$14.90	\$10.41	\$18.92
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.85	\$1.47	\$2.01	\$2.60	\$2.40			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

NON-CERTIFIED NURSE AIDE

Jobcode: 3514

SN

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	57	180	\$12.00	\$12.72	\$12.51	\$12.40	\$13.04	\$9.10	\$17.94
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	17	33	\$12.00	\$12.35	\$12.13	\$12.00	\$12.68	***	***
100 Beds or more	39	138	\$12.00	\$12.80	\$12.67	\$12.56	\$13.20	\$9.13	\$17.58
Units									
Under 75 Units	1	5	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
Setting									
Urban	54	176	\$12.00	\$12.74	\$12.53	\$12.32	\$13.11	\$9.10	\$17.94
Rural	3	4	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	7	31	\$12.00	***	\$12.31	\$12.40	\$12.56	***	***
Regions 2 and 3	13	35	\$10.25	\$12.50	\$11.85	\$12.00	\$12.92	***	***
Regions 6, 9 and 10	13	35	\$11.00	***	\$12.34	\$12.00	\$13.00	\$9.17	\$18.08
Regions 7, 8 and 11	6	18	\$11.75	***	\$12.52	\$12.10	\$13.71	***	***
Regions 5 and 12	18	61	\$12.00	\$13.22	\$13.19	\$12.78	\$13.59	\$9.03	\$19.04
All Participants	57	180	\$12.00	\$12.72	\$12.51	\$12.40	\$13.04	\$9.10	\$17.94
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

CASE MANAGER

Jobcode: 3515

SN

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.

	Hourly Rates							Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	8	8	\$33.00	\$34.89	\$34.89	\$36.00	\$36.87	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	1	1	***	***	***	***	***	***	***
100 Beds or more	7	7	\$35.90	\$35.95	\$35.95	\$36.41	\$37.04	***	***
Units									
Under 75 Units	***	***	***	***	***	***	***	***	***
75 Units or more	1	1	***	***	***	***	***	***	***
Setting									
Urban	9	9	\$33.00	\$35.05	\$35.05	\$36.09	\$36.87	***	***
Rural	***	***	***	***	***	***	***	***	***
Regions									
Regions 1 and 4	***	***	***	***	***	***	***	***	***
Regions 2 and 3	4	4	***	***	***	***	***	***	***
Regions 6, 9 and 10	1	1	***	***	***	***	***	***	***
Regions 7, 8 and 11	1	1	***	***	***	***	***	***	***
Regions 5 and 12	3	3	***	***	***	***	***	***	***
All Participants	9	9	\$33.00	\$35.05	\$35.05	\$36.09	\$36.87	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

RESIDENT ASSISTANT

Jobcode: 3516

SN

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.

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	64	434	\$11.81	\$12.06	\$12.13	\$12.00	\$12.55	***	***
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	24	122	\$11.75	\$12.06	\$12.05	\$12.00	\$12.50	***	***
100 Beds or more	39	298	\$11.94	\$12.08	\$12.19	\$12.07	\$12.73	***	***
Units									
Under 75 Units	2	17	***	***	***	***	***	***	***
75 Units or more	2	14	***	***	***	***	***	***	***
Setting									
Urban	55	408	\$11.94	\$12.05	\$12.16	\$12.00	\$12.68	***	***
Rural	9	26	\$11.25	***	\$11.91	\$12.00	\$12.50	***	***
Regions									
Regions 1 and 4	7	42	\$11.94	\$11.85	\$11.98	\$12.00	\$12.17	***	***
Regions 2 and 3	14	99	\$11.05	\$11.69	\$11.74	\$12.00	\$12.18	***	***
Regions 6, 9 and 10	13	77	\$12.00	\$12.50	\$12.62	\$12.75	\$13.30	***	***
Regions 7, 8 and 11	8	32	\$11.75	***	\$12.32	\$12.50	\$12.62	***	***
Regions 5 and 12	22	184	\$11.47	\$12.04	\$12.05	\$12.03	\$12.55	***	***
All Participants	64	434	\$11.81	\$12.06	\$12.13	\$12.00	\$12.55	***	***
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

QUALIFIED MEDICATION AIDE

Jobcode: 3518

SN

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

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	17	***	***	***	***	***	***	***
Skilled Nursing	122	555	\$15.85	\$16.84	\$16.60	\$16.48	\$17.39	\$11.07	\$19.77
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	47	157	\$15.63	\$16.43	\$16.33	\$16.02	\$17.32	\$10.33	\$20.33
100 Beds or more	75	406	\$16.00	\$17.03	\$16.79	\$16.82	\$17.43	\$11.24	\$19.63
Units									
Under 75 Units	2	14	***	***	***	***	***	***	***
75 Units or more	4	27	***	***	***	***	***	***	***
Setting									
Urban	87	402	\$15.84	\$17.06	\$16.73	\$16.83	\$17.61	\$11.01	\$19.88
Rural	36	170	\$16.00	\$16.34	\$16.30	\$16.03	\$16.64	***	***
Regions									
Regions 1 and 4	15	87	\$16.00	\$16.63	\$16.41	\$16.43	\$16.82	***	***
Regions 2 and 3	38	183	\$15.62	\$16.51	\$16.26	\$16.18	\$17.08	\$12.50	\$17.63
Regions 6, 9 and 10	23	67	\$15.62	\$16.51	\$16.66	\$16.40	\$17.43	\$10.66	\$20.13
Regions 7, 8 and 11	11	44	\$16.00	***	\$16.81	\$16.90	\$17.36	***	***
Regions 5 and 12	36	191	\$16.18	\$17.29	\$16.96	\$17.03	\$17.86	\$10.45	\$20.95
All Participants	123	572	\$15.86	\$16.84	\$16.61	\$16.51	\$17.38	\$11.07	\$19.77
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	\$1.84	\$1.52	\$1.78	\$2.38	\$2.22			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

COOK

Jobcode: 3532

SN

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.
Facility Type									
Corporate	1	8	***	***	***	***	***	***	***
Skilled Nursing	112	505	\$11.88	\$12.60	\$12.66	\$12.48	\$13.53	\$11.40	\$14.27
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	49	213	\$11.39	\$12.22	\$12.21	\$12.16	\$12.63	***	***
100 Beds or more	63	294	\$12.12	\$12.93	\$13.04	\$13.06	\$13.89	\$11.46	\$14.31
Units									
Under 75 Units	2	11	***	***	***	***	***	***	***
75 Units or more	2	13	***	***	***	***	***	***	***
Setting									
Urban	76	321	\$12.17	\$13.22	\$13.12	\$13.24	\$13.94	\$11.46	\$14.31
Rural	37	192	\$10.87	\$11.68	\$11.77	\$12.00	\$12.41	***	***
Regions									
Regions 1 and 4	14	75	\$11.52	\$11.95	\$12.39	\$12.38	\$13.28	***	***
Regions 2 and 3	37	171	\$11.57	\$12.47	\$12.57	\$12.34	\$13.47	\$11.00	\$14.14
Regions 6, 9 and 10	19	68	\$11.13	\$12.45	\$12.09	\$12.19	\$12.83	***	***
Regions 7, 8 and 11	15	76	\$12.00	\$12.78	\$12.83	\$12.59	\$13.59	***	***
Regions 5 and 12	28	123	\$12.22	\$13.32	\$13.30	\$13.53	\$14.14	***	***
All Participants	113	513	\$11.88	\$12.64	\$12.68	\$12.48	\$13.55	\$11.40	\$14.27
Shift Differentials									
% Union	0.0%		Evening	Night	Weekend Day	Weekend Eve.	Weekend Night		
% Exempt	0.0%		***	***	***	***	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

DIETARY AIDE

Jobcode: 3534

SN

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.
Facility Type									
Corporate	1	27	***	***	***	***	***	***	***
Skilled Nursing	109	511	\$10.19	\$10.75	\$10.93	\$10.70	\$11.49	\$9.87	\$12.20
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	46	185	\$9.84	\$10.60	\$10.58	\$10.45	\$11.29	***	***
100 Beds or more	63	346	\$10.36	\$10.90	\$11.19	\$10.99	\$11.70	\$9.92	\$12.23
Units									
Under 75 Units	2	9	***	***	***	***	***	***	***
75 Units or more	2	31	***	***	***	***	***	***	***
Setting									
Urban	76	400	\$10.44	\$11.05	\$11.27	\$11.02	\$11.71	\$10.00	\$12.23
Rural	34	138	\$9.26	\$10.03	\$10.18	\$9.93	\$10.76	***	***
Regions									
Regions 1 and 4	14	68	\$9.23	\$10.27	\$10.43	\$10.37	\$11.19	***	***
Regions 2 and 3	36	193	\$9.84	\$10.65	\$10.74	\$10.53	\$11.36	\$9.71	\$11.86
Regions 6, 9 and 10	18	70	\$10.09	\$10.78	\$10.81	\$10.73	\$11.44	***	***
Regions 7, 8 and 11	14	70	\$10.36	\$11.33	\$11.47	\$11.33	\$12.79	***	***
Regions 5 and 12	28	137	\$10.41	\$10.97	\$11.24	\$10.95	\$11.76	***	***
All Participants	110	538	\$10.19	\$10.79	\$10.93	\$10.71	\$11.55	\$9.87	\$12.20
Shift Differentials									
% Union	0.0%		Evening	Night	Weekend Day	Weekend Eve.	Weekend Night		
% Exempt	0.0%		***	***	***	***	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

ACTIVITY AIDE

Jobcode: 3552

SN

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.
Facility Type									
Corporate	1	16	***	***	***	***	***	***	***
Skilled Nursing	125	314	\$10.84	\$12.42	\$12.39	\$11.96	\$13.18	\$10.39	\$17.54
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	50	100	\$10.52	\$11.69	\$11.79	\$11.50	\$12.70	\$10.33	\$18.00
100 Beds or more	75	228	\$11.01	\$12.78	\$12.80	\$12.24	\$13.42	\$10.40	\$17.44
Units									
Under 75 Units	2	5	***	***	***	***	***	***	***
75 Units or more	4	21	***	***	***	***	***	***	***
Setting									
Urban	90	246	\$11.06	\$12.84	\$12.75	\$12.13	\$13.63	\$10.22	\$17.70
Rural	36	84	\$10.51	\$11.27	\$11.49	\$11.01	\$12.17	***	***
Regions									
Regions 1 and 4	14	45	\$10.98	\$12.27	\$12.31	\$11.37	\$13.52	***	***
Regions 2 and 3	37	109	\$10.53	\$11.91	\$11.58	\$11.61	\$12.55	\$9.63	\$13.38
Regions 6, 9 and 10	23	45	\$10.40	\$12.82	\$12.63	\$11.75	\$14.88	\$10.95	\$18.68
Regions 7, 8 and 11	16	43	\$10.90	\$11.41	\$11.87	\$11.46	\$12.50	***	***
Regions 5 and 12	36	88	\$11.35	\$13.49	\$13.32	\$12.46	\$14.23	\$10.84	\$19.68
All Participants	126	330	\$10.84	\$12.44	\$12.39	\$11.98	\$13.18	\$10.39	\$17.54
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

HOUSEKEEPER

Jobcode: 3558

SN

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.
Facility Type									
Corporate	1	16	***	***	***	***	***	***	***
Skilled Nursing	81	364	\$10.32	\$10.93	\$10.89	\$10.76	\$11.30	\$9.80	\$11.97
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	30	120	\$10.23	\$10.54	\$10.57	\$10.57	\$10.81	***	***
100 Beds or more	51	250	\$10.46	\$11.31	\$11.15	\$11.09	\$11.69	\$9.85	\$11.96
Units									
Under 75 Units	2	13	***	***	***	***	***	***	***
75 Units or more	2	21	***	***	***	***	***	***	***
Setting									
Urban	71	348	\$10.35	\$11.09	\$10.98	\$10.79	\$11.50	\$9.92	\$11.96
Rural	11	32	\$10.27	\$10.47	\$10.56	\$10.59	\$11.00	***	***
Regions									
Regions 1 and 4	8	32	\$10.37	\$10.94	\$10.83	\$10.79	\$11.18	***	***
Regions 2 and 3	23	105	\$10.10	\$11.11	\$10.80	\$10.69	\$11.44	\$9.71	\$11.71
Regions 6, 9 and 10	14	64	\$10.05	\$10.83	\$10.65	\$10.49	\$11.28	***	***
Regions 7, 8 and 11	13	57	\$10.50	\$10.67	\$10.71	\$10.73	\$11.00	***	***
Regions 5 and 12	24	122	\$10.65	\$11.29	\$11.35	\$11.16	\$12.01	***	***
All Participants	82	380	\$10.32	\$11.04	\$10.92	\$10.76	\$11.35	\$9.80	\$11.97
Shift Differentials									
% Union	0.0%		Evening	Night	Weekend Day	Weekend Eve.	Weekend Night		
% Exempt	0.0%		***	***	***	***	***		

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

HOUSEKEEPING AND LAUNDRY AIDE

Jobcode: 3560

SN

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.
Facility Type									
Corporate	1	4	***	***	***	***	***	***	***
Skilled Nursing	104	335	\$10.19	\$10.58	\$10.75	\$10.55	\$11.40	\$9.80	\$11.97
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	46	152	\$9.80	\$10.19	\$10.32	\$10.23	\$10.82	***	***
100 Beds or more	58	186	\$10.35	\$10.95	\$11.14	\$10.93	\$11.90	\$9.85	\$11.96
Units									
Under 75 Units	2	6	***	***	***	***	***	***	***
75 Units or more	1	4	***	***	***	***	***	***	***
Setting									
Urban	69	182	\$10.30	\$11.04	\$11.08	\$10.93	\$11.59	\$9.92	\$11.96
Rural	36	157	\$9.60	\$10.11	\$10.19	\$10.23	\$10.64	***	***
Regions									
Regions 1 and 4	12	57	\$9.51	\$10.29	\$10.33	\$10.32	\$10.73	***	***
Regions 2 and 3	35	125	\$10.00	\$10.65	\$10.80	\$10.38	\$11.58	\$9.71	\$11.71
Regions 6, 9 and 10	19	49	\$10.20	\$10.37	\$10.47	\$10.51	\$11.32	***	***
Regions 7, 8 and 11	13	39	\$10.20	\$10.57	\$11.05	\$10.56	\$11.62	***	***
Regions 5 and 12	26	69	\$10.39	\$10.98	\$11.01	\$11.04	\$11.48	***	***
All Participants	105	339	\$10.19	\$10.61	\$10.77	\$10.56	\$11.43	\$9.80	\$11.97
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

DRIVER

Jobcode: 3570

SN

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

			Hourly Rates					Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	1	1	***	***	***	***	***	***	***
Skilled Nursing	60	69	\$13.50	\$14.60	\$14.62	\$14.70	\$15.95	\$12.31	\$16.58
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	18	23	\$12.43	\$13.89	\$13.96	\$14.10	\$15.01	***	***
100 Beds or more	42	46	\$13.68	\$15.20	\$15.18	\$14.97	\$16.94	\$12.31	\$16.58
Units									
Under 75 Units	2	2	***	***	***	***	***	***	***
75 Units or more	3	3	***	***	***	***	***	***	***
Setting									
Urban	54	61	\$13.50	\$14.73	\$14.83	\$14.81	\$16.05	\$12.58	\$16.96
Rural	7	9	\$12.50	\$14.72	\$14.35	\$14.20	\$16.91	***	***
Regions									
Regions 1 and 4	6	7	\$13.46	\$14.26	\$14.47	\$14.00	\$15.96	***	***
Regions 2 and 3	13	18	\$11.51	\$14.70	\$14.65	\$14.28	\$16.15	***	***
Regions 6, 9 and 10	11	13	\$12.50	\$13.35	\$13.45	\$14.00	\$14.75	***	***
Regions 7, 8 and 11	7	8	\$13.59	\$15.14	\$14.86	\$15.00	\$15.24	***	***
Regions 5 and 12	24	24	\$14.00	\$15.50	\$15.50	\$15.60	\$17.00	\$13.50	\$18.62
All Participants	61	70	\$13.50	\$14.73	\$14.78	\$14.75	\$16.05	\$12.31	\$16.58
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association - 2021 Midyear Compensation Survey

Hourly Positions

MEDICAL RECORDS CLERK

Jobcode: 3586

SN

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.

	Hourly Rates							Formal Range	
	# Orgs	# Inc.	25th	Wtd. Avg.	Average	50th	75th	Min.	Max.
Facility Type									
Corporate	***	***	***	***	***	***	***	***	***
Skilled Nursing	102	122	\$24.60	\$26.35	\$26.31	\$26.34	\$29.00	\$20.79	\$30.50
Assisted Living	***	***	***	***	***	***	***	***	***
Beds									
Under 100 Beds	42	50	\$23.15	\$24.81	\$24.53	\$25.50	\$26.83	***	***
100 Beds or more	59	71	\$25.50	\$27.41	\$27.54	\$28.00	\$29.44	\$21.03	\$30.53
Units									
Under 75 Units	1	1	***	***	***	***	***	***	***
75 Units or more	2	3	***	***	***	***	***	***	***
Setting									
Urban	72	89	\$25.50	\$27.42	\$27.53	\$28.00	\$29.48	\$20.81	\$30.47
Rural	30	33	\$20.41	\$23.49	\$23.39	\$24.54	\$26.00	***	***
Regions									
Regions 1 and 4	13	14	\$24.75	\$27.76	\$28.21	\$28.05	\$31.21	***	***
Regions 2 and 3	34	40	\$23.15	\$25.17	\$24.68	\$25.62	\$28.24	\$20.86	\$26.43
Regions 6, 9 and 10	15	18	\$25.25	\$26.33	\$26.23	\$26.00	\$27.45	***	***
Regions 7, 8 and 11	15	19	\$25.50	\$27.06	\$26.59	\$26.40	\$29.00	***	***
Regions 5 and 12	25	31	\$25.00	\$26.83	\$27.42	\$28.19	\$29.33	\$21.08	\$34.25
All Participants	102	122	\$24.60	\$26.35	\$26.31	\$26.34	\$29.00	\$20.79	\$30.50
Shift Differentials									
% Union	0.0%	Evening	Night	Weekend Day	Weekend Eve.	Weekend Night			
% Exempt	0.0%	***	***	***	***	***			

Indiana Health Care Association

Participants

Allison Pointe Healthcare Center	Cardinal Nursing & Rehab	Forest Hills Commons
Allisonville Assisted Living	Caroleton Healthcare Center	Franklin Meadows
Allisonville Meadows	Clark Nursing & Rehab	Glenbrook Rehab & Skilled Nursing
American Senior Communities	Clinton Gardens	Good Samaritan
American Village	Columbia Healthcare	Great Lakes Healthcare Center
Arbor Grove	Communicare Family of Companies	Greenfield Healthcare Center
ASC Assisted Living Central Billing	Community Nursing & Rehab	Greenwood Healthcare Center
ASC Skilled Nursing Central Billing	Countryside Meadows	Greenwood Meadows
ASC Therapy & Wellness Division	Coventry Meadows	Harcourt Terrace
Aster Place	Coventry Meadows Assisted Living	Harrison Healthcare Center
Autumn Ridge	Creeside Village	Harrison Terrace
Avalon Village	Cypress Grove	Heritage House
Beech Grove Meadows - Beech Grove	Danville Regional	Heritage Park
Ben Hur	Eagle Creek Healthcare Center	Heritage Park Commons
Bethany Assisted Living	Eagle Valley Meadows	Hillcrest Village
Bethany Village	East Lake Nursing & Rehab	Homestead Healthcare Center
Bethlehem Woods	Eastgate Manor	Indian Creek Healthcare Center
Betz Nursing Home	Edgewater Woods	Kokomo Healthcare Center
Bridgewater Healthcare Center	Elkhart Rehab Center	Lake Pointe Village
Brownsburg Assisted Living	Evergreen Crossing	Lincoln Lodge
Brownsburg Meadows	Fairway Village	Lowell Healthcare
Canterbury Nursing & Rehab	Forest Creek Village	Maple Park Village

Indiana Health Care Association

Participants

Markle Health & Rehab	Miller's Merry Manor - New Carlisle	Riverview Village
Meadow Lakes	Miller's Merry Manor - Peru	Riverwalk Communities
Meadow View	Miller's Merry Manor - Plymouth	Riverwalk Village
Miller's at Oak Pointe	Miller's Merry Manor - Portage	Rolling Hills Healthcare Center
Miller's Health & Rehabilitation	Miller's Merry Manor - Rockport	Rosebud Village
Miller's Health Systems	Miller's Merry Manor - Rushville	Rosegate Commons
Miller's Merry Manor - Chesterfield	Miller's Merry Manor - Sullivan	Rosegate Village
Miller's Merry Manor - Columbia City	Miller's Merry Manor - Syracuse	Rosewalk Lutherwood
Miller's Merry Manor - Culver	Miller's Merry Manor - Tipton	Rosewalk Village at Lafayette
Miller's Merry Manor - Dunkirk	Miller's Merry Manor - Wabash	Rosewalk Village Indy
Miller's Merry Manor - Fort Wayne	Miller's Merry Manor - Wabash East	Saint Anne Communities
Miller's Merry Manor - Garrett	Miller's Merry Manor - Wakarusa	Salem Crossing
Miller's Merry Manor - Hartford City	Miller's Merry Manor - Walerton	Sellersburg Healthcare Center
Miller's Merry Manor - Hobart	Miller's Merry Manor - Warsaw	Seymour Crossing
Miller's Merry Manor - Hope	Monticello Healthcare	Silver Birch at Cook Rd
Miller's Merry Manor - Huntington	Mount Vernon Nursing & Rehab	Silver Birch of Evansville
Miller's Merry Manor - Indianapolis	North Capitol Nursing & Rehab	Silver Birch of Fort Wayne
Miller's Merry Manor - LaGrange	North Park Nursing Center	Silver Birch of Hammond
Miller's Merry Manor - Logansport	North Woods Village	Silver Birch of Kokomo
Miller's Merry Manor - Marion	Park Terrace Village	Silver Birch of Michigan City
Miller's Merry Manor - Middletown	Prairie Village	Silver Birch of Mishawaka
Miller's Merry Manor - Mooresville	Riverside Village	Silver Birch of Muncie

Indiana Health Care Association Participants

Silver Birch of Terre Haute	TLC Management - Mason
SouthPointe Healthcare Center	TLC Management - Ossian
Southwood Healthcare Center	TLC Management - Parker
Spring Mill Meadows	TLC Management - Rolling Meadows
Springhill Village	TLC Management - Wesleyan
Springs Valley Meadows	Todd Dickey Nursing & Rehab Center
Stonebrooke Rehab	Trail Point Village
Summit City Nursing & Rehab	University Nursing Center
Swiss Villa Nursing & Rehab	Valley View Healthcare Center
The Mansion on Main	Valparaiso Care & Rehab
The Timbers of Jasper	Washington Healthcare
TLC Management	Waters Edge Village
TLC Management - Addison Pointe	Wedgewood Healthcare Center
TLC Management - Albany	West Bend Nursing & Rehab
TLC Management - Ashton Creek	Westview Nursing & Rehab
TLC Management - Avon	Wildwood Healthcare Center
TLC Management - Bethel Pointe	Williamsport Nursing & Rehab
TLC Management - Colonial Oaks	Willowdale Village
TLC Management - Creekside	Zionsville Meadows
TLC Management - Englewood	
TLC Management - Hamilton Pointe	
TLC Management - Homeview	

Indiana Health Care Association – 2021 Midyear Compensation Survey

Confidentiality Guarantee

Gallagher Surveys ensures that all organization-specific data collected from survey participants remains strictly confidential. Individual organization names appear in the participant lists but no correlation to their data will be provided. This is also the case when organizational data is used in other custom survey reports.

Anti-Trust Statement

All Gallagher surveys are conducted in complete compliance with applicable Justice Department/Federal Trade Commission guidelines. This ensures the results fall within the “safe harbor” with regards to anti-trust issues while boosting the statistical validity of the data.

Disclaimer

The intent of this report is to provide you with general information regarding current practices within the employee compensation and benefits environment, obtained via a survey process. The data does not constitute recommendations or other advice regarding employee benefit programs, and the user is in no way obligated to accept or implement any information for use within their organization(s). The decision to utilize any information provided rests solely with the user, and application of the data contained does not guarantee compliance with applicable laws or regulations regarding employee benefits. Information provided in this report, even if generally applicable, cannot possibly take into account all of the various factors that may affect a specific individual or situation. Additionally, practices described within the report are not intended to provide legal advice, and should not be construed as such.

Purchasers and participants of this survey report are designated Licensees. As such, the Licensee agrees to the following statements upon receipt of the survey report. This survey report contains aggregated confidential compensation data, pay practice data, and other information supplied by survey participants (the “Content”). All included analyses and any summary of such data shall be permitted for internal use by Licensee in the course of Licensee’s business, to include manipulating and referencing the provided Content. Licensee shall not share the survey report, or any related Content files or information, with any third party prior to the existence of an executed non-disclosure agreement (“NDA”) between the third party and Gallagher. Any and all Content provided in the survey report used in the course of Licensee’s regular business, whether internal or shared with a third party pursuant to a NDA, must reference Gallagher Benefit Services, Inc. as the source of such Content.

The report and its content do not constitute accounting, consulting, investment, insurance, legal, tax or any other type of professional advice, and should be used only in conjunction with the services of a Gallagher consultant and any other appropriate professional advisors who have full knowledge of the user’s situation. Gallagher does not represent or warrant that the content will be correct, accurate, timely or otherwise reliable. Gallagher may make changes to the content at any time. Gallagher assumes no responsibility of any kind, oral or written, express or implied, including but not limited to fitness for a particular purpose, accuracy, omissions and completeness of information. Gallagher shall in no event whatsoever be liable to licensee or any other party for any indirect, special, consequential, incidental or similar damages, including damages for lost data or economic loss, even if Gallagher has been notified of the possibility of such loss. For the purposes of this section the term “Gallagher” shall be construed so as to include Arthur J. Gallagher & Co. and all of its affiliates.

Copyright 2021 by Arthur J. Gallagher & Co.

All rights reserved. No part of this report, including the text, data, graphics, interior design and cover design may be reproduced or transmitted in any form or by any means without the prior written permission of the publisher.