Nursing Home Salary Report

This report provides a compilation of data collected during the 2017 LeadingAge NY Nursing Home Salary Survey. Participants reported wage and salary data as of Jan. 2017.   The figures in the report are based on 140 surveys received from not-for-profit and public nursing homes.

The report contains data for 17 management and 20 non-management positions. Separate pages for management and non-management positions can be accessed using the Excel Worsheet tabs (near the bottom of the screen) labeled "Management" and "Non-Management". After selecting the appropriate page (tab), view a desired report by selecting a job title and the desired geographic breakout using the drop down menus. Each report contains graphs and a table showing one job title at a time.
The pages are formatted to print and provide the user with a custom, single page report with data on the user-selected position narrowed to user-selected geographies.

Salary/wage data for each position may be viewed in more than 20 breakouts based on geography and sponsorship.   The "Geography" tab provides the county composition of the regional breakdowns used in the report. The number of facilities that each comparative figure is based upon is shown in each table as "Number of Homes Reporting".

To ensure the drop-down menus operate correctly, please select "enable" or "enable content" if prompted to do so when opening the file.
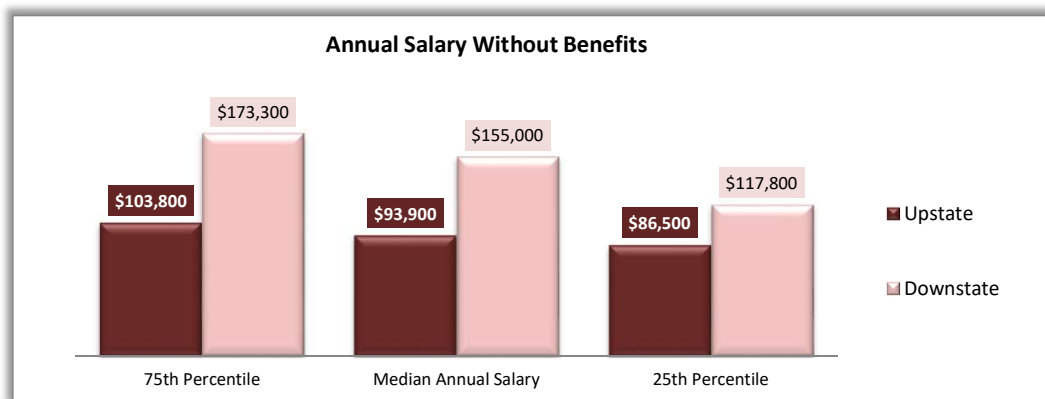
Please note that the report is copyrighted and intended for the exclusive use of LeadingAge NY member survey participants.

Questions, comments and improvement suggestions are welcome. Please e-mail:

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Director of Nursing Salary Data

2017	Upstate		Downstate	
	Annual Salary	*Salary with Benefits*	**Annual Salary**	*Salary with Benefits*
Number of Homes Reporting	97	*72*	34	*26*
Average Annual Salary	$93,700	*$124,400*	$154,000	*$211,900*
Median Annual Salary	$93,900	*$122,800*	$155,000	*$203,800*
25th Percentile	$86,500	*$113,400*	$117,800	*$154,700*
75th Percentile	$103,800	*$131,700*	$173,300	*$238,400*
Small Facility* Median	$92,000	*$122,100*	$135,000	*$187,400*
Large Facility* Median	$96,900	*$133,400*	$160,400	*$223,000*

Annual Salary Without Benefits

	Upstate	Downstate
75th Percentile	$103,800	$173,300
Median Annual Salary	$93,900	$155,000
25th Percentile	$86,500	$117,800

Notes

Percentiles were calculated by arranging salary figures from highest to lowest and dividing them into four quarters.   The 25th percentile figure marks the dividing line between the lowest quarter and the second lowest. The 75th percentile figure marks the dividing line between the highest quarter and the second highest. The median is the middle, with half of the salaries falling above this figure, half falling below. Medians are not likely to be skewed by outliers while averages may be.

The survey collected weekly salaries effective Jan. 2017 along with 2016 annual bonus information.   The annual salary figure was calculated by multiplying the 2017 weekly salary by 52 and adding the 2016 annual bonus. Only full time positions (35 hours per week or more) are included.   Blanks or "sts" indicate that the sample was too small to report (fewer than 5 responses).
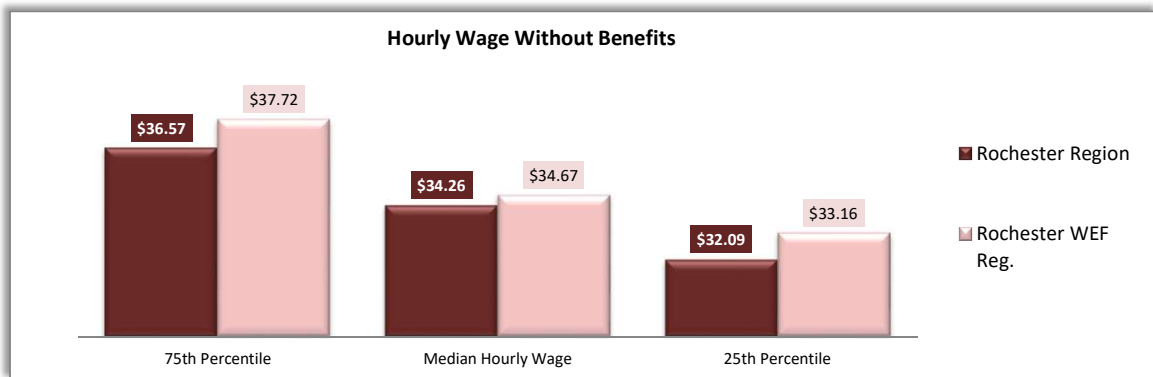
The survey also asked respondents to report average benefits as a percent of salary for all management positions using the same definition of "benefits" as used in the RHCF cost report. This benefits percentage was then applied to the annual salary. Annual bonus, if any, was added after the benefit percentage was applied. Responses that did not report benefits are included in the "Salary with Bonus" calculation but not in the "Salary with Benefits and Bonus" data.

*The "small facility" breakout includes homes with 200 or fewer beds. "Large facility" group includes homes with 180 or more beds. Homes with 180-200 beds are included in both the "small home" and the "large home" group.
Please see the "Geography" tab for a list of counties that comprise each region.

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Nurse Manager/Head Nurse (RN) Wage Data

2017	Rochester Region		Rochester WEF Reg.	
	Hourly Wage	Hourly Wage with Benefits	Hourly Wage	Hourly Wage with Benefits
Number of Homes Reporting	23	17	17	13
Average Hourly Wage	$34.40	$45.85	$35.40	$46.43
Median Hourly Wage	$34.26	$45.45	$34.67	$45.45
25th Percentile	$32.09	$41.60	$33.16	$43.28
75th Percentile	$36.57	$49.25	$37.72	$48.38
Average Starting Hourly Wage	$29.12	$38.71	$29.52	$38.94
Median Starting Hourly Wage	$28.39	$36.94	$28.75	$36.94

Hourly Wage Without Benefits

Legend: Rochester Region, Rochester WEF Reg.

- 75th Percentile: $36.57 (Rochester Region), $37.72 (Rochester WEF Reg.)
- Median Hourly Wage: $34.26 (Rochester Region), $34.67 (Rochester WEF Reg.)
- 25th Percentile: $32.09 (Rochester Region), $33.16 (Rochester WEF Reg.)

Notes

  Percentiles were calculated by arranging wage figures from highest to lowest and dividing them into four quarters. The 25th percentile figure marks the dividing line between the lowest quarter and the second lowest. The 75th percentile figure marks the dividing line between the highest quarter and the second highest. The median is the middle, with half of the wages falling above this figure, half falling below. Medians are not likely to be skewed by outliers while averages may be.

  The survey collected hourly wages effective January 2017 along with 2016 annual bonus information. The annual bonus (if any) was divided by 2080 and that amount was added to the hourly rate.

  Blanks OR "sts" indicate that the sample was too small to report (fewer than 5 responses).

  The survey asked respondents to report average benefits as a percent of salary for all non-management positions using the same definition of "benefits" as used in the RHCF cost report. This benefits percentage was then applied to the hourly wage. Annual bonus, if any, was added after the benefit percentage was applied. Responses that did not report benefits are included in the "Hourly Wage with Bonus" calculation but not in the "Hourly Wage with Benefits and Bonus" data.

Please see the "Geography" tab for a list of counties that comprise each region.

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Geographic Breakouts Used in the LeadingAge New York Salary Report

Region Name	Counties Included in Region
Albany WEF	Albany, Columbia, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Fulton counties.
Binghamton Area	Broome, Chenango, Cortland, Delaware, Otsego, Tioga and Tompkins counties.
Buffalo Region	DOH Western NY Region. Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming counties.
Central NY	DOH Central NY Region. Broome, Cayuga, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Tioga, Tomkins counties.
Central Rural, Elmira and Binghamton WEF Regions	Broome, Cayuga, Chemung, Cortland, Schuyler, Seneca, Steuben, Tompkins and Yates counties.
Downstate	Westchester, Rockland, NYC Boroughs, and Long Island.
Glens Falls & Northern Rural WEF Regions	Clinton, Essex, Franklin, St. Lawrence, Warren and Washington counties.
Hudson Valley	DOH Hudson Valley Region. Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester counties.
Long Island	Nassau and Suffolk counties.
New York City	5 NYC Boroughs.
Northeastern NY	DOH Northeastern NY Region. Albany, Clinton, Columbia, Delaware, Essex, Franklin, Fulton, Greene, Montgomery, Otsego, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington counties.
Poughkeepsie and Orange WEF Regions	Chenango, Delaware, Dutchess, Orange, Otsego, Putnam, Sullivan, and Ulster counties.
Rochester Region	DOH Finger Lakes Region. Chemung, Livingston, Monroe, Ontario, Schuyler, Seneca, Steuben, Wayne, Yates counties.
Rochester WEF	Livingston, Monroe, Ontario, Wayne counties.
Syracuse & Utica WEFs	Herkimer, Jefferson, Lewis, Madison, Onondaga, Oneida and Oswego counties.
Upstate	All counties except Westchester, Rockland, NYC Boroughs, and Long Island.
Upstate Hospital-Based Homes	Hospital-based homes in all counties except Westchester, Rockland, NYC Boroughs, and Long Island.
Upstate Public Homes	Public homes in all counties except Westchester, Rockland, NYC Boroughs, and Long Island.
Utica WEF	Herkimer, Jefferson, Lewis, Oneida, Oswego counties.
Westchester WEF	Westchester and Rockland counties.

DOH Regions