

Nursing Home Salary Report

This report provides a compilation of data collected during the 2024 LeadingAge NY Nursing Home Salary Survey. Participants reported wage and salary data as of Jan. 2024. The figures in the report are based on 79 surveys received from not-for-profit and public nursing homes.

The report contains data for 19 management and 26 non-management positions. Separate pages for management and non-management positions can be accessed using the Excel Worksheet 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 10 different breakouts based on geography. 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.

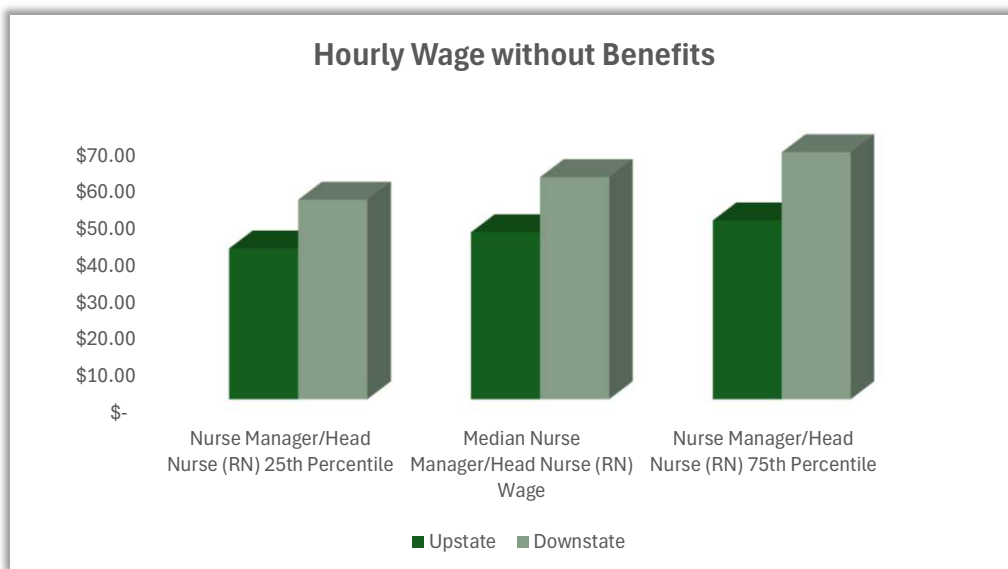
Questions, comments and improvement suggestions are welcome. Please e-mail:

edumas@leadingageny.org



Nurse Manager/Head Nurse (RN) Wage Data

2024	Upstate		Downstate	
	Hourly Wage	Hourly Wage with Benefits	Hourly Wage	Hourly Wage with Benefits
Number of Homes Reporting	36	28	15	12
Average Hourly Wage	\$ 46.26	\$ 59.81	\$ 61.50	\$ 92.04
Median Hourly Wage	\$ 45.17	\$ 55.77	\$ 60.10	\$ 84.63
25th Percentile	\$ 40.80	\$ 52.11	\$ 53.98	\$ 76.92
75th Percentile	\$ 48.38	\$ 61.93	\$ 66.84	\$ 101.87
Average Starting Hourly Wage	\$ 40.30	\$ 49.89	\$ 55.92	\$ 82.30
Median Starting Hourly Wage	\$ 39.00	\$ 47.60	\$ 53.96	\$ 84.15



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 2024 along with 2023 annual bonus information.

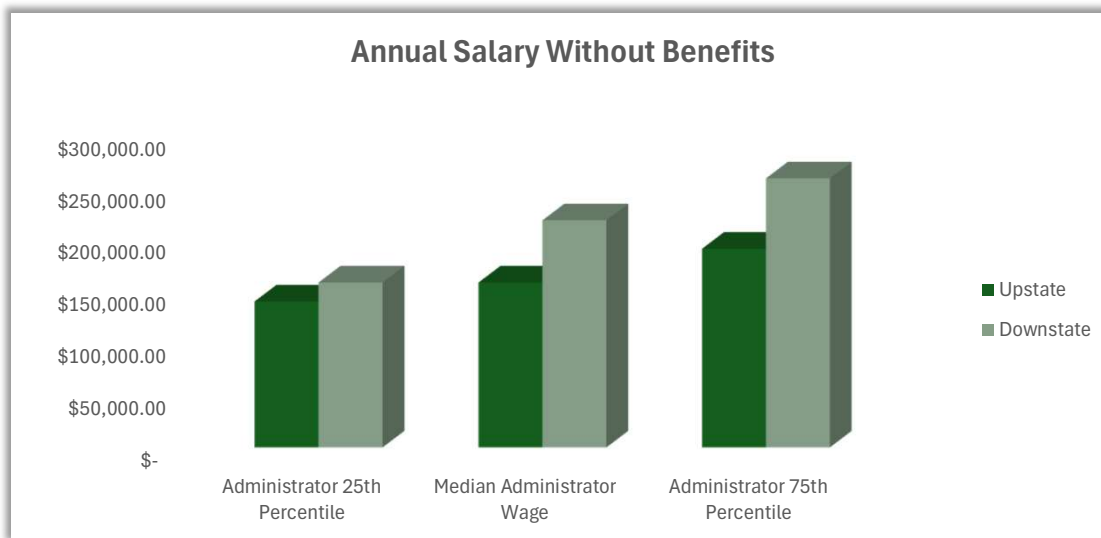
Blanks OR "sts" indicate that the sample was too small to report (fewer than 5 responses).

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.

Administrator Salary Data

2024	Upstate		Downstate	
	Annual Salary	Salary with Benefits	Annual Salary	Salary with Benefits
Number of Homes Reporting	46	37	16	16
Average Annual Salary	\$ 168,265	\$ 219,781	\$ 220,350	\$ 285,600
Median Annual Salary	\$ 158,600	\$ 208,000	\$ 218,400	\$ 275,600
25th Percentile	\$ 140,400	\$ 180,700	\$ 158,600	\$ 218,400
75th Percentile	\$ 191,100	\$ 253,500	\$ 258,700	\$ 327,600
Small Facility* Median	\$ 148,200	\$ 187,200	\$ 221,000	\$ 327,600
Large Facility* Median	\$ 182,000	\$ 275,600	\$ 205,400	\$ 232,700



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. 2024 along with 2023 annual bonus information. The annual salary figure was calculated by multiplying the 2024 weekly salary by 52. 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).

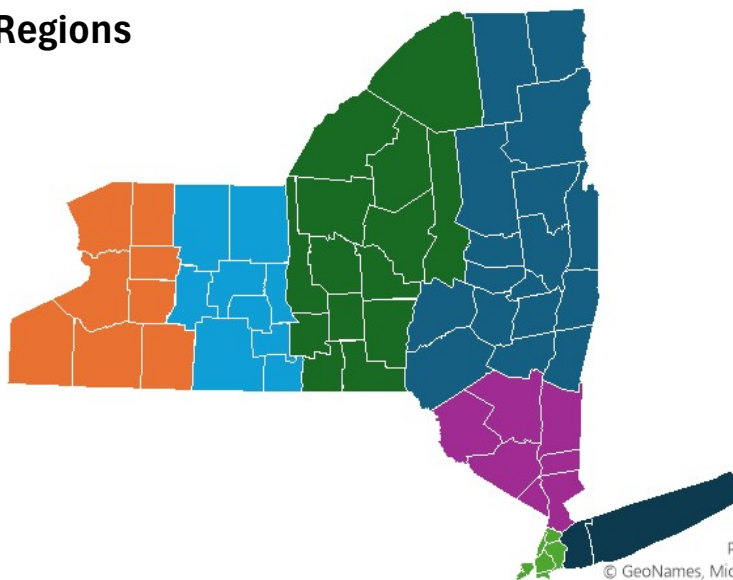
The survey also asked respondents to report average benefits as a percent of salary for all management positions using the same definition of "benefits" as used in the RHCF cost report. This benefits percentage was then applied to the annual salary. Annual bonus, if any, was added after the benefit percentage was applied.

*The "small facility" breakout includes homes with fewer than 200 beds. "Large facility" group includes homes with 200 or more beds. Please see the "Geography" tab for a list of counties that comprise each region.

Geographic Breakouts Used in the LeadingAge New York Salary Report

Region Name	Counties Included in Region
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, Tompkins counties.
Downstate	Westchester, Rockland, NYC Boroughs, and Long Island.
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.
Rochester Region	DOH Finger Lakes Region. Chemung, Livingston, Monroe, Ontario, Schuyler, Seneca, Steuben, Wayne, Yates counties.
Upstate	All counties except Westchester, Rockland, NYC Boroughs, and Long Island.

DOH Regions



Powered by Bing
© GeoNames, Microsoft, TomTom

LeadingAge®
New York