



## SETTING

More than three-quarters of respondents work in a skilled nursing facility, and they also have the highest average salary.

Setting	Respondents
Skilled Nursing Facility	76%
CCRC	8%
Assisted Living	6%
Rehab Facility	1%
Dementia/Alzheimer's/ Memory Care Center	1%
Other	6%

## Average Salary by Setting

Setting	Average Salary
Skilled Nursing Facility	\$96,536
CCRC	\$92,213
Assisted Living	\$61,666
Rehab Facility	\$82,500
Dementia/Alzheimer's/ Memory Care Center	\$62,500

## FACILITY TYPE

In line with our last survey, most survey respondents work in for-profit facilities by a slim margin, but their non-profit counterparts make more on average.

Facility Type	Respondents
For-Profit	48%
Non-Profit	44%
Government-Owned	8%

Facility Type	Respondents
Chain/Multi-facility	47%
Stand-alone	46%
Hospital-based	7%

If part of a chain, how many facilities are in the organization?

Facilities	Percent
2 to 9	43%
10 to 19	16%
20 to 49	14%
50+	26%

■ Average number of beds per facility: 161

■ Average number of residents per facility: 152

## Average Salary by Facility Type

Facility Type	Average Salary
For-Profit	\$93,024
Non-Profit	\$95,955
Government-Owned	\$88,573

# 2009 Long-Term Care Salary Survey

BY LIZ ROSTO

While the U.S. economy is less than stable right now and millions of Americans lost jobs this year, according to our 2009 salary survey, compensation among long-term care executives is up. Using the online survey tool Zarca, we gathered data from our Web site and received 181 qualified responses. Compared to 2007, the overall average salary jumped 9.5% from \$85,291 to \$93,377.

**JOB TITLE:** More than two-thirds of respondents are administrators—far greater than any other title—but those making the highest average salary are owners.

Title	Respondents
Administrator	67%
Executive Director	6%
CEO	4%
Vice President	3%
Assistant Administrator	3%
Director of Operations	3%
COO	2%
President	1%
Owner	1%
Other	9%

## Average Salary by Job Title

Title	Average Salary
Administrator	\$88,881
Executive Director	\$121,819
CEO	\$136,500
Vice President	\$101,200
Assistant Administrator	\$66,540
Director of Operations	\$113,800
COO	\$126,333
President	\$150,000
Owner	\$164,000

**LOCATION**

Most respondents live in suburban areas, and those working in the Northeast, Southeast and Western U.S. are earning more on average than the rest of the country.



Region (using map)	Respondents
Northeast	40%
Northcentral	20%
Southeast	17%
Southcentral	11%
Pacific	7%
West	6%

**Average Salary by Region**

Region (using map)	Average Salary
Northeast	\$98,849
Northcentral	\$88,482
Southeast	\$101,239
Southcentral	\$72,800
Pacific	\$93,428
West	\$94,900

**Area**

Area	Respondents
Suburban	43%
Rural	30%
Metropolitan	27%

**Average Salary by Area**

Area	Average Salary
Suburban	\$93,861
Rural	\$84,632
Metropolitan	\$104,512

**SEX**

While more women work at the executive level in LTC, they earn considerably less on average.

Male	44%
Female	56%

**Average Salary by Sex**

Male	\$101,670
Female	\$85,451

**AGE & EXPERIENCE**

With age and experience generally come higher earnings for long-term care executive-level leaders, but in this survey, respondents aged 31 to 40 make the most.

**Average Salary by Age**

Age	Average Salary
20 to 30	\$77,807
31 to 40	\$96,303
41 to 50	\$92,525
51 to 60	\$93,991
61+	\$95,517

- Average Age: **51 years old**
- Average Years in Current Position: **7**
- Average Number of Facilities Respondents Have Worked In: **3**
- Average Overall Years of Experience: **16**

**Average Salary by Years of Experience**

Years of Experience	Average Salary
0 to 5	\$79,663
5+ to 10	\$83,008
10+ to 20	\$97,151
20+ to 30	\$103,464
30+	\$110,040

**LICENSURE & CREDENTIALS**

The majority of respondents are licensed and credentialed, and nearly all (99 percent) say their employers don't provide additional compensation for it. Twenty-two percent have distinguished themselves as follows.

**Licensed Administrator**

Yes	86%
No	14%

**Certification Credentials**

Yes	63%
No	37%

**Credentials**

CNHA	48%
CALA	12%
CDONA	6%
Other	52%

**Fellows**

Yes	22%
No	78%

**Fellowship Credentials**

FACHCA	86%
FACHE	11%
FACDONA	6%
Other	3%

**BENEFITS**

A higher percentage of respondents are receiving health insurance benefits than in our last survey—a promising sign, especially in today's economy. Many LTC executives are also receiving professional association dues and retirement savings. Totals are greater than 100 percent because respondents could choose more than one benefit.

Benefit	Respondents
Health Insurance	83%
Professional Association Dues	67%
Retirement Savings	67%
Tuition Reimbursement	51%
Bonuses	45%
Car	9%
Profit Sharing	6%
Stock Options	4%
Other	8%

**RAISES**

Many survey takers are still receiving raises, mostly in the 1 to 6 percent range annually.

Annual Salary Increase	Respondents
None	11%
1 to 3%	42%
3+ to 6%	43%
6+ to 10%	4%
10+ to 15%	<1%

**PROFESSIONAL ASSOCIATIONS**

More than half of respondents belong to ACHCA. Totals are greater than 100 percent because respondents could choose more than one association.

Association	Respondents
ACHCA	57%
AAHSA	24%
AHCA	44%
ACHE	7%
ALFA	7%
NADONA	6%
Other	20%