



# Benchmark of the Month

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# Report Summary

- Conducted by Hospital & Healthcare Compensation Service (HCS) in conjunction with NAHC
- Published in Q4 with mid-year effective date of data
- 1,018 home health agencies participated in 2023 study
- Separate reports for home health and hospice
- Primary goal is to provide benchmarking information for agencies to use when wage-setting across their organization
- To order visit [www.hhcsinc.com](http://www.hhcsinc.com) or call (201) 405-0075

# Category Breakouts

- Wage Type: Salaried vs. Hourly vs. Per Visit/Per Diem
- Location: National, Region, State, CBSA
- Agency Type: For-profit, Not-for-profit, Hospital-based, VNA/VNS
- Direct Care Staff vs. Administrative Support
- Annual Revenue Levels: < \$4.0M, \$4.0M-\$7.5M, \$7.5M-\$12.5M, \$12.5M-\$24.5M, \$25.0M-\$50.0M, \$50.0M+

# Additional Information

- Average Sign-on Bonus by Discipline
- Average Annual Bonus for Leadership
- Percent Increase in Salary Year-over-Year
- Turnover Rates
- Average Caseloads and Visit Productivity
- Benefit Levels Provided

# 2023-2024 Home Care Report Highlights

- National average hourly rate for RNs was \$38.37 (3.88% increase in 2023)
  - Varies by state, ranging from \$58.85 (CA) to \$31.76 (MS)
  - Average higher in VNS/VNAs compared to other agency types
- Turnover rates declined for second year in a row for RNs (-10.3%), LPNs (-5.3%), and HHAs (-12.8%)

# Provider Overview

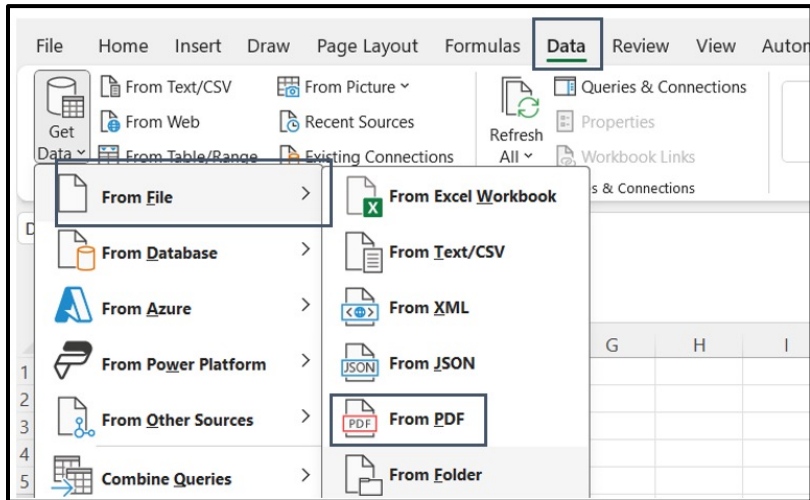
- Beneficial for hourly and per visit rates
- Discipline/Employee type specific rates
- Developing rate analysis compared to State, Region and/or CBSA

# Analysis of NAHC Salary Report (1/2)

- Completing analysis of Salary report
  - Substantial amounts of data
  - Working through PDFs
  - Completing discipline/employee type analysis

Regional Data								
Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
Discipline Data Example								
1	31.50	36.37	38.64	38.44	42.00	43.10	72	20
2	28.35	30.27	32.09	34.19	39.28	41.39	62	13
3	26.51	28.00	30.67	31.46	33.84	36.57	461	141
4	28.00	28.50	30.84	32.30	35.00	38.81	114	31
5	24.99	26.39	28.04	28.39	30.19	32.42	295	97
6	29.00	29.50	33.63	32.34	34.11	34.55	30	8
7	27.00	28.05	30.00	30.77	32.00	37.26	88	33
8	--	--	--	--	--	--	--	--
9	--	--	--	--	--	--	--	--
National	26.21	27.78	30.00	31.26	33.93	38.78	1,149	349

# Analysis of NAHC Salary Report (2/2)



- Moving from a PDF to excel
- Placing data into table without manual work allows for comparison of internal rates to that of the market
- Developing charts to tell the story
- Region map located on report website

Region	10thPercentile	25thPercentile	50thPercentile	Average	75thPercentile	90thPercentile	No. ofIncumbents	No. ofFacilities
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# Summary



- Have an idea of which discipline and location you are performing analysis on
  - State
  - CBSA
  - Region
  - RN, LVN, PT, etc.
- Getting the data to a point that visuals can be created for yourself or audience