



# UTAH ASSOCIATION for HOME CARE 2005 Salary Survey

1. Type of Ownership of Home Care/Hospice Organization *(optional)*  
 Voluntary     Private     Government     Hospital-Based     Home Infusion Therapy
  
2. Geographic Location  
 Rural     Metropolitan
  
3. Type of Home Care Programs  
 Home Health     Hospice     Support Care     Personal Care     Home Infusion Therapy
  
4. Services *(optional)*  
 Adult Day Services     Medicaid     Pediatric Home Care     Private Duty  
 Dietitian Services     Medicare     Pediatric Hospice     Respiratory Therapy  
 DME     Nursing (RN, LPN)     Pharmacy     Social Services  
 Home Care Aide     Occupational Therapy     Physical Therapy     Speech Pathology  
 Infusion Services     Pastoral Care     Physician Care     Volunteer
  
5. What criteria are used for granting increases:  

|                          | Management               | Non-management           | RNs                      | Therapists               | Social Workers           | HCAs                     |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| A. Cost of Living (COLA) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Merit                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C. Step                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D. Other                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

## Home Care & Hospice Job Summary Descriptions - Salaried Positions

|   | Salaries as of 8/1 to nearest \$100 |                       |                     | Average Annual Bonus Paid |         |
|---|-------------------------------------|-----------------------|---------------------|---------------------------|---------|
|   | Number of FTEs                      | Average Annual Salary | Formal Salary Range |                           |         |
|   |                                     |                       | Minimum             |                           | Maximum |
| 1. <b>Account Executive</b> – Responsible for developing a specific Territory for marketing and selling home healthcare services in the private pay sector. Participates in the development of the overall marketing program.   |                                     |                       |                     |                           |         |
| 2. <b>Home Care Clinical Supervisor</b> – Provides direct supervision And clinical oversight of home care visiting staff. Responsible for case assignments, follow-up with interdisciplinary staff, communication with patients, physicians, and referral sources. Serves as a clinical resource and educator for field staff.  |                                     |                       |                     |                           |         |
| 3. <b>Case Manager</b> – A Registered Nurse is responsible for planning, coordinating, providing and documenting care for a geographically assigned caseload of patients from day of admission through day of discharge. Utilizing physicians' orders and professional skills, the Case manger RN develops and implements a home health plan that meets each patient's specific needs and is in compliance with local, Federal and State regulations, reimbursement guidelines as well as agency policies and procedures. |                                     |                       |                     |                           |         |

## Home Care & Hospice Job Summary Descriptions - Hourly & Per Visit Rate Positions

4. **Occupational Therapist** – Plans and provides occupational therapy program for the treatment of physical and psychological dysfunctions. Involves such activities as arts and crafts, practice in functional prevocational and vocational skills, and activities of daily living. Adapts programs according to needs of individual clients. Studies clients' reactions and prepares reports reflecting clients' progress. Meets state educational and licensure requirements to practice.
5. **Physical Therapist** – Organizes and conducts medically prescribed therapy program for clients involving exercise, massage, heat, water, light, and electricity. Applies diagnostic and prognostic muscle, nerve, joint, and functional ability tests. Directs and aids clients in active and passive exercises. Evaluates, records, and reports client progress. Meets state educational and licensure requirements to practice.
6. **Therapy Assistant OT & PT** – Under general supervision of Physical Therapist or Occupational Therapist, exercises client as instructed. Special training required for this position. Meets state educational and licensure requirements to practice.
7. **Registered Nurse (RN)** – Provides services for clients consistent with the agency's philosophy, policies, and standards of care. Meets state educational and licensure requirements to practice.
8. **Homemaker** - Assists with environmental services such as Housekeeping and homemaking services in order to preserve a safe, sanitary home and enhance family life. Does NOT provide Personal care.
9. **Certified Nursing Assistant** – Provides personal care services under a medically supervised plan of care. Meets federal and/or state training and licensure requirements. May also be called home health aide.

| Hourly & Per Visit Rates as of 8/1 |                     |                     |         |              |                         |                        |         |
|------------------------------------|---------------------|---------------------|---------|--------------|-------------------------|------------------------|---------|
| # Hourly FTEs                      | Average Hourly Rate | Formal Hourly Range |         | # Visit FTEs | Average Per Visit Rate* | Formal Per Visit Range |         |
|                                    |                     | Minimum             | Maximum |              |                         | Minimum                | Maximum |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |
|                                    |                     |                     |         |              |                         |                        |         |

## Home Care & Hospice Job Summary Descriptions - Hourly Rate Positions

10. **Billing Clerk** – Processes, verifies, bills and coordinates billing matters including Medicare or Medicaid, if applicable. Records payments and reconciles remittance advices. Follow-up on claims denials, pending and aged claims. Performs various functions in the preparation of Medicare/Medicaid billing.

| Number of FTEs | Hourly Rate as of 8/1 |                     |         |
|----------------|-----------------------|---------------------|---------|
|                | Average Hourly Rate*  | Formal Hourly Range |         |
|                |                       | Minimum             | Maximum |
|                |                       |                     |         |