

**MEDICAID NURSING FACILITY
ALLOWABLE COMPENSATION RANGES
EFFECTIVE WITH FYE 6/30/25 THROUGH FYE 5/31/26**

*Base amounts effective 7/1/24 adjusted by the 3/31/25 Skilled Nursing Facility Market Basket Index of 3.0%.

1200-13-6-.11 NURSING FACILITY ALLOWABLE COMPENSATION RANGES

A. ALLOWABLE COMPENSATION RANGES FOR OWNERS AND/OR THEIR RELATIVES EMPLOYED IN AN INDIVIDUAL NURSING FACILITY.

1. Administrator:

| Bed Size | Base Allowance | Amount Per Each Bed | In Excess of | To a Maximum of |
|-------------|----------------|---------------------|--------------|-----------------|
| 25 or under | \$56,615 | | | \$56,615 |
| 26 - 50 | \$57,710 | \$1,092.55 | 26 beds | \$83,931 |
| 51 - 75 | \$84,945 | \$1,013.78 | 51 beds | \$109,277 |
| 76 - 100 | \$109,744 | \$474.93 | 76 beds | \$121,142 |
| 101 - 150 | \$121,369 | \$221.75 | 101 beds | \$132,233 |
| 151 & above | \$132,455 | \$221.75 | 151 beds | \$165,886 |

2. Other Positions:

| | 1-50 Beds | 51-100 Beds | 101-150 Beds | 151 & Above Beds |
|---|-----------|-------------|--------------|------------------|
| Assistant or Co-Administrator | | \$73,241 | \$75,621 | \$78,789 |
| Bookkeeper | \$48,698 | \$56,614 | \$62,552 | \$68,492 |
| Licensed Dietician | \$66,516 | \$68,888 | \$70,869 | \$74,832 |
| Dietary Supervisor | \$43,942 | \$49,493 | \$54,636 | \$60,172 |
| Dietary Worker | \$40,381 | \$40,381 | \$40,381 | \$40,381 |
| Housekeeping Supervisc | \$41,574 | \$46,323 | \$50,274 | \$55,031 |
| Housekeeper | \$40,381 | \$40,381 | \$40,381 | \$40,381 |
| Laundry Supervisor | | | \$48,698 | \$50,274 |
| Laundry & Linen Worker | \$40,381 | \$40,381 | \$40,381 | \$40,381 |
| Maintenance Man | \$55,031 | \$55,031 | \$55,031 | \$55,031 |
| Medical Director | \$93,436 | \$93,436 | \$93,436 | \$93,436 |
| Director of Nursing | \$76,010 | \$79,179 | \$83,931 | \$93,436 |
| Registered Nurse | \$70,075 | \$72,451 | \$74,832 | \$78,385 |
| Licensed Practical Nurse | \$54,239 | \$56,616 | \$58,197 | \$60,172 |
| Speech, Occupational, Physical, Recreational, Therapist | \$74,832 | \$74,832 | \$74,832 | \$74,832 |
| Attendants, Orderlies, Ai | \$43,942 | \$43,942 | \$43,942 | \$43,942 |
| Recreational Director | | | | |
| Activity Coordinator | | | | |
| Social Activities Direc | \$45,925 | \$45,925 | \$45,925 | \$45,925 |
| Medical Records Clerk | \$49,493 | \$51,470 | \$53,451 | \$55,031 |
| Secretary | \$57,414 | \$57,414 | \$57,415 | \$57,414 |

3. The above are maximum limits of allowable compensation to owners and/or relatives who are actually performing these duties 100% of a normal work week. Part-time performance will be computed on percentage of time spent. For purposes of this rule, a normal work week is defined as 40 hours.

4. If the facility has under 51 beds, only (1) Administrator and/or Business Manager is allowed, and the rate is set according to bed size/Administrator table.

5. Allowances for any position not specifically listed herein will be based on other comparable positions and other available information.

6. Allowances for any position shall not exceed the administrator's compensation.

7. Other items of consideration to be used in adjustments to these maximum allowances are:

- a. necessity of services provided and duties performed by the individual,
- b. the time period during which these duties were performed,
- c. accounting period bed changes based on dates of change,
- d. other relevant circumstances and data verified by the Comptroller of the Treasury.

8. Allowable compensation amounts shown above will be increased annually effective with cost reports ending June 30 and later based on the preliminary Skilled Nursing Facility Market Basket Index as computed by Health Care Financing Administration, Office of the Actuary, Division of National Cost Estimate, current as of June 30, but in no case will the annual compensation adjustment exceed 100%.

Rule 1200-13-6-.12 ALLOWABLE COMPENSATION RANGES FOR OWNERS AND/OR THEIR RELATIVES EMPLOYED BY PARENT COMPANIES WHOSE SUBSIDIARY OR DIVISION PARTICIPATES IN THE MEDICAID NURSING FACILITY PROGRAM

1. Chief Operating Executive:

| Bed Size | Base Allowance | Amount Per Each Bed | In Excess of | To a Maximum of |
|----------------|----------------|---------------------|--------------|-----------------|
| 200 and under | \$77,601 | | | \$77,601 |
| 201 - 500 | \$77,649 | \$55.41 | 201 beds | \$94,223 |
| 501 - 1,000 | \$94,275 | \$52.26 | 501 beds | \$120,354 |
| 1,001 - 2,000 | \$120,403 | \$51.06 | 1,001 beds | \$171,427 |
| 2,001 and over | \$171,474 | \$48.28 | 2,001 beds | \$448,952 |

2. Other Positions:

| | Allowance as % of Chief Operating Executive Compensation | Maximum |
|--|--|-----------|
| Medical Director (M. D.) | 90% | N/A |
| Assistant Chief Operating Executive, Controller, Corporate Secretary, Treasurer, Attorney | 75% | N/A |
| Accountant, Business Manager, Purchasing Agent, Regional Administrator, Regional Vice-President, Regional Executive | 70% | \$101,744 |
| Consultants, (Social Activities, Dietary, (R.D.), Physical Therapist (RPT), Medical Records (RRA), Nursing (B.S.R.N.)) | 65% | \$81,557 |
| Secretaries/Clerks | | \$57,415 |
| Bookkeepers | | \$68,491 |

3. The above are maximum limits of allowable cost for owners and/or relatives who are actually performing these duties 100% of a normal work week. Part-time performance will be computed according to time spent. For purposes of this rule, a normal work week is defined as 40 hours.

4. No assistant operating executive will be authorized for a chain with 200 beds or less.

5. If chief operating executive is a licensed administrator and is actually performing the duties of administrator in one of the facilities, those owner/administrator guidelines will apply.

6. Other items of consideration to be used in adjustments to these maximum allowances:

- a. services provided to the facilities by home office,
- b. positions filled and duties performed by other personnel in the home office compared to related positions and duties performed by other personnel in the individual facilities,
- c. comparable salaries that would have to be paid to non-owners for the same services,
- d. accounting period bed changes based on dates of change, and
- e. other relevant circumstances and data verified by the Comptroller of the Treasury.

7. Allowable compensation amounts will be increased annually using the same percentage that is developed under 1200-13-6-.11(8).