

2025 ANFP Skilled Nursing Facility Benchmarking Program

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The data in this report represents results based on the entire data set with no filters applied.

The report displays the 25th, Median/50th, and 75th Percentiles.

The report also displays details on the number of facilities reporting data for each question.

Skilled Nursing 2025 Study (Data for Jan 1, 2024 - Dec 31, 2024)

Private and Confidential	ANFP SNF Salary Summary - All Regions		
	All Regions		
	25th Percentile	50th Percentile	75th Percentile
Annual Salary Data by Position			
Foodservice Director	\$55,000	\$64,833	\$72,800
Dietary Aide	\$27,040	\$31,200	\$35,360
Foodservice Worker	\$27,170	\$31,200	\$35,360
Dishwasher	\$27,040	\$31,200	\$33,582
Lead Cook/Chef	\$32,240	\$35,360	\$41,600
Line/Prep Cook	\$30,680	\$34,320	\$39,988
Profile			
Facility Demographics			
Number of Facility Residents	51	70	108
Dietary Staff			
Dietary Staff			
Full-time Dietary Staff	5	8	10
Part-time Dietary Staff	3	5	9
Total Dietary Staff (Headcount)	9	12	18
Dietary Staff Turnover			
Staff Turnover Rate	11.76%	25.54%	50.83%
Staffing Summary			
Total Dietary Labor Hours Daily	38	52	68
Dietary FTE's	5	7	9
Total Dietary Labor Hours Daily Per Resident	0.55	0.77	0.96
Total Dietary Labor Hours Per Meal	0.19	0.26	0.37
Business Operations			
Business Operations			
Number of Vendors Used in Foodservice Operations	2	3	4
Dietary Costs			
Food Cost Per Resident Per Day - ACTUAL	\$6.52	\$8.00	\$10.00
Supplement Cost Per Resident Per Day - ACTUAL	\$0.31	\$0.66	\$2.00
Non-Food/Supplies Cost Per Resident Per Day -	\$0.50	\$1.00	\$2.54
Annual Food Cost	\$141,890	\$219,000	\$293,825
Annual Supplement Cost	\$7,807	\$18,652	\$52,606

Annual Non-Food/Supplies Cost	\$11,498	\$26,098	\$58,400
NEW! Total Annual Dietary Labor Cost	\$122,250	\$314,360	\$430,066
NEW! Labor Cost Per Resident Day	\$5.48	\$11.59	\$17.63
NEW! Labor Cost Per Meal	\$1.83	\$4.03	\$6.32
Foodservice Director Position in the Facility			
Director Level (of multiple facilities)		8%	
Director Level (of one facility)		68%	
Manager Level		22%	
Supervisor		2%	
Other		0%	
Employees Supervised by Foodservice Director Position			
None		0%	
1-5		7%	
6-10		32%	
11-15		26%	
16-20		17%	
21-30		10%	
31-50		2%	
51-100		5%	
Over 100		1%	
Foodservice Director's Highest Level of Education			
High School Diploma		2%	
Dietary Manager Training Program		60%	
Associate's Degree		24%	
Bachelor's Degree		11%	
Master's Degree		2%	
Other		2%	
Foodservice Director's Professional Experience			
0-5 Years		5%	
6-10 Years		6%	
11-15 Years		15%	
16-20 Years		16%	
21-25 Years		12%	
26-30 Years		11%	
Over 30 Years		35%	
Projected Change in Foodservice Staff within Next Two Years			
Increase		28%	
Decreast		4%	
Stay the Same		68%	

1, 2024)

ANFP SNF Salary Summary - Region 1				
CT, MA, ME, NH, RI, VT				
# of Responses	25th Percentile	50th Percentile	75th Percentile	# of Responses
121	\$70,000	\$72,000	\$73,000	5
117	-	-	-	
70	-	-	-	
68	-	-	-	
109	-	-	-	
83	-	-	-	
134	82	90	100	5
123	7	8	9	5
109	6	6	10	5
123	12	15	18	5
120	20.00%	33.33%	91.67%	5
112	56	56	58	5
112	7	7	7	5
111	0.48	0.62	0.68	5
112	0.22	0.31	0.48	5
116	5	5	5	5
101	-	-	-	
91	-	-	-	
91	-	-	-	
101	-	-	-	
91	-	-	-	

ANFP SNF Salary Summary - Region 2				
NJ, NY, PR, USVI				
25th Percentile	50th Percentile	75th Percentile	# of Responses	25th Percentile
\$55,000	\$80,000	\$81,000	5	\$59,250
\$31,928	\$32,032	\$33,114	5	\$26,780
\$32,032	\$32,240	\$33,114	5	\$28,080
\$31,928	\$32,032	\$33,114	5	\$28,080
\$33,280	\$34,736	\$47,840	5	\$31,980
-	-	-		\$29,120
80	81	165	5	58
9	9	12	5	7
4	6	12	5	3
14	18	21	5	10
27.78%	90.91%	100.00%	5	0.00%
63	72	88	5	36
8	9	11	5	5
0.39	0.53	0.79	5	0.46
0.20	0.24	0.26	5	0.15
1	5	8	5	3
\$6.52	\$7.00	\$8.00	5	\$6.00
\$0.42	\$0.80	\$1.88	5	\$0.05
\$0.38	\$0.61	\$1.50	5	\$0.37
\$204,400	\$392,032	\$441,285	5	\$131,491
\$12,264	\$23,360	\$55,582	5	\$903

NFP SNF Salary Summary - Region 3			ANFP SNF Salary Summary - Region 3	
DC, DE, MD, PA, VA, WV			AL, FL, GA, KY, NC, TN	
50th Percentile	75th Percentile	# of Responses	25th Percentile	50th Percentile
\$64,500	\$68,000	16	\$59,000	\$66,000
\$30,160	\$32,521	16	\$24,960	\$29,120
\$31,200	\$35,620	8	\$24,960	\$29,120
\$31,200	\$33,467	7	\$24,960	\$29,120
\$35,360	\$39,520	15	\$31,070	\$33,280
\$32,240	\$37,378	10	\$30,420	\$32,240
100	132	19	70	112
9	10	18	9	12
5	10	17	2	2
16	20	18	11	14
12.83%	39.09%	18	12.00%	30.36%
50	82	15	49	59
6	10	15	6	7
0.64	0.94	15	0.50	0.61
0.23	0.28	15	0.16	0.23
4	7	15	2	3
\$6.55	\$7.22	13	\$6.44	\$7.45
\$0.66	\$1.95	11	\$0.33	\$1.02
\$0.84	\$3.30	11	\$0.69	\$1.13
\$221,365	\$258,420	13	\$241,676	\$283,788
\$27,594	\$47,589	11	\$10,019	\$30,751

Summary - Region 4		ANFP SNF Salary Summary - Region 5		
MS, NC, SC, TN		IL, IN, MI, MN, OH, WI		
75th Percentile	# of Responses	25th Percentile	50th Percentile	75th Percentile
\$78,000	21	\$51,500	\$64,240	\$71,532
\$31,200	21	\$29,708	\$31,200	\$35,360
\$31,200	17	\$31,387	\$34,996	\$38,220
\$31,200	16	\$31,200	\$32,614	\$37,258
\$38,480	20	\$35,360	\$37,960	\$41,990
\$34,840	18	\$31,200	\$37,440	\$41,600
130	26	49	64	77
15	22	4	6	8
6	19	4	7	10
18	22	9	12	18
55.00%	20	16.67%	30.00%	50.00%
88	19	39	46	59
11	19	5	6	7
0.81	19	0.54	0.80	0.97
0.31	19	0.19	0.27	0.41
5	21	2	3	4
\$10.13	16	\$6.65	\$7.75	\$10.38
\$1.83	14	\$0.33	\$0.71	\$1.81
\$2.92	14	\$0.46	\$1.62	\$2.03
\$389,263	16	\$148,601	\$192,857	\$234,330
\$48,682	14	\$8,134	\$16,973	\$43,389

ANFP SNF Salary Summary - Region 6				
AR, LA, NM, OK, TX				
# of Responses	25th Percentile	50th Percentile	75th Percentile	# of Responses
30	-	-	-	
30	-	-	-	
10	-	-	-	
10	-	-	-	
26	-	-	-	
16	-	-	-	
35	-	-	-	
30	-	-	-	
29	-	-	-	
30	-	-	-	
29	-	-	-	
27	-	-	-	
27	-	-	-	
27	-	-	-	
27	-	-	-	
28	-	-	-	
24	-	-	-	
20	-	-	-	
20	-	-	-	
24	-	-	-	
20	-	-	-	

ANFP SNF Salary Summary - Region 7				
IA, KS, MO, NE				
25th Percentile	50th Percentile	75th Percentile	# of Responses	25th Percentile
\$50,000	\$59,000	\$66,000	21	\$51,500
\$27,300	\$29,120	\$30,940	18	\$28,080
\$27,040	\$29,120	\$30,160	15	-
\$27,040	\$29,120	\$29,900	14	-
\$31,200	\$33,280	\$37,440	20	\$39,520
\$28,210	\$31,200	\$35,360	16	\$35,880
36	58	75	22	50
3	6	10	21	7
4	5	10	20	5
9	11	17	21	12
20.00%	22.22%	36.36%	21	25.95%
29	46	57	19	49
4	6	7	19	6
0.71	0.88	0.97	18	0.80
0.25	0.32	0.42	19	0.27
2	2	3	21	3
\$7.35	\$8.50	\$9.63	19	\$8.91
\$0.00	\$0.50	\$4.50	18	\$0.25
\$0.27	\$0.82	\$3.00	18	\$0.51
\$118,844	\$198,743	\$228,070	19	\$228,257
\$0	\$9,264	\$59,000	18	\$8,037

NFP SNF Salary Summary - Region 8 CO, MT, ND, SD, UT, WY			ANFP SNF Salary Summary AS, AZ, CA, HI, IL, IN, IA, KS, KY, LA, MA, MD, MI, MN, MO, MS, MT, NC, NE, NH, NJ, NM, NV, NY, OH, OK, OR, PA, RI, SC, TN, TX, VA, VT, WA, WI, WY	
50th Percentile	75th Percentile	# of Responses	25th Percentile	50th Percentile
\$56,000	\$82,000	7	\$65,150	\$66,080
\$31,200	\$34,310	7	\$34,705	\$35,360
-	-		-	-
-	-		-	-
\$41,600	\$45,240	6	-	-
\$39,520	\$41,709	6	-	-
68	78	7	53	59
8	9	7	7	8
5	8	7	-	-
14	15	7	8	8
33.33%	66.67%	7	0.00%	18.75%
57	67	7	42	48
7	8	7	5	6
0.88	1.15	7	0.71	0.81
0.32	0.39	7	0.25	0.32
3	4	7	3	4
\$9.48	\$10.26	6	\$6.60	\$8.00
\$0.78	\$1.48	6	\$0.54	\$0.54
\$0.81	\$1.05	6	\$0.80	\$1.00
\$236,420	\$281,620	6	\$136,656	\$147,369
\$9,089	\$27,942	6	\$10,052	\$11,629

Summary - Region 9		ANFP SNF Salary Summary - Region 1		
GU, HI, NV		AK, ID, OR, WA		
75th Percentile	# of Responses	25th Percentile	50th Percentile	75th Percentile
\$76,640	6	\$58,000	\$74,000	\$104,000
\$38,184	6	\$37,440	\$41,600	\$45,760
-		-	-	-
-		-	-	-
-		-	-	-
-		-	-	-
79	6	34	70	75
10	6	3	5	6
-		-	-	-
10	6	6	10	10
84.38%	6	0.00%	16.67%	20.00%
54	6	39	39	48
7	6	5	5	6
0.91	6	0.56	0.77	0.94
0.32	6	0.17	0.25	1.41
4	6	-	-	-
\$9.63	6	-	-	-
\$3.00	5	-	-	-
\$1.23	5	-	-	-
\$247,132	6	-	-	-
\$54,750	5	-	-	-

