

2025

ANFP Association of
Nutrition & Foodservice
Professionals

BENCHMARKING STUDY HIGHLIGHTS

BY LEANN BARLOW, BS, MBA
SENIOR ANFP VICE PRESIDENT OF STRATEGIC INITIATIVES
AND ANALYTICS, AND NFEF EXECUTIVE DIRECTOR

WANT TO KNOW LABOR HOURS

per meal in facilities such as yours to decide if you are properly staffed? Perhaps you are curious if turnover is increasing or decreasing in the industry. Worried about what to pay? You can find this data in ANFP's benchmarking program.

Wondering what the average per resident day costs are in your area? You can log in and filter results to show your administrator. This information and more stats are updated annually in ANFP's benchmarking studies.

The 2025 Benchmarking Study, based on data from the 2024 calendar year, was completed this spring and can assist Foodservice Directors when budgeting for food costs, salary increases, and in planning for hiring and labor.

ANFP shares high-level trend data across the industry freely. Benchmarking participants enjoy deeper access to benchmarks, and can run results on demand 24/7, with the ability to drill down and view results for specific facility sizes, demographic areas, facility ownership type, and type of location – among other filters.

The study also includes annual benchmarks for salary ranges of the foodservice director, as well as positions that are critical to running the foodservice operation. This data can be paired with ANFP's 2022 comprehensive salary survey and 2025 mini-salary survey to help set salaries in your department.

Registration and participation in the benchmarking studies is free, with results and drill-down available on demand to any facility completing at

least 70 percent of the questions. The study is still open for new participants through October 31. To register and complete the survey to gain access to the complete results, go to <https://www.anfponline.org/news-resources/benchmark-program>.

SKILLED NURSING RESULTS

Food Cost Per Resident Per Day ranged from \$6.52 in the 25th percentile up to \$10.00 in the 75th percentile. The Median Food Cost Per Resident Per Day was \$7.95.

Compared with the prior year, median food cost per resident per day increased 5.4 percent, going from \$7.54 in 2023 to \$7.95 in 2024.

New this year to the skilled nursing study is a calculation for Dietary Labor Cost Per Meal, which ranged from \$2 in



Register Today!

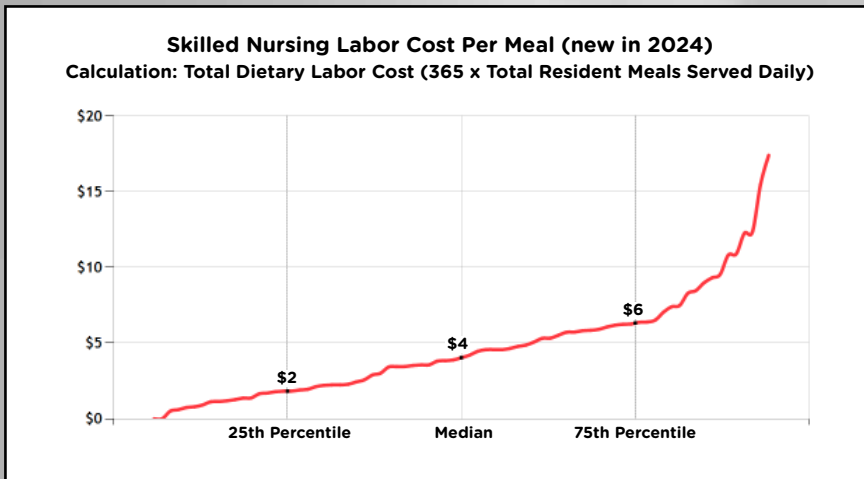
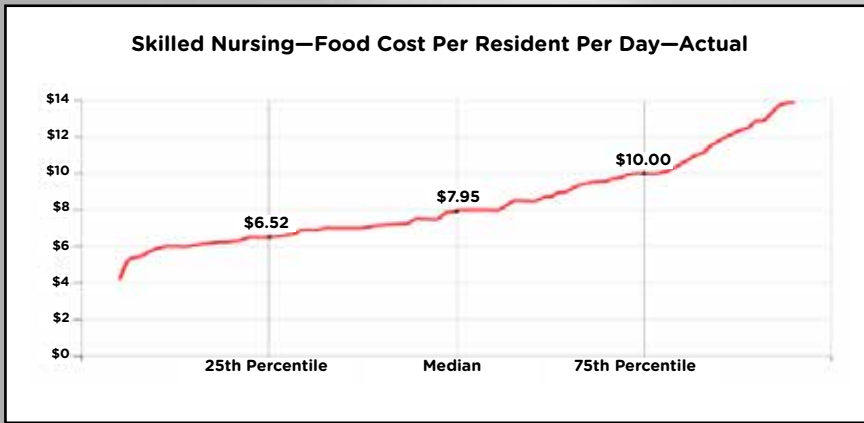
ANFP'S FREE BENCHMARKING PROGRAMS

There's still time to register for ANFP's free benchmarking program for skilled nursing facilities.

The study is open to new participants through Oct. 31, 2025. If you register and complete the survey, you'll gain access to the full results.

Visit

www.ANFPonline.org/news-resources/benchmark-program



the 25th percentile up to \$6 in the 75th percentile. The median dietary labor cost per resident per day was \$4.

Labor Hours Per Meal in skilled nursing ranged from .19 hours per meal to .37 hours per, with the median set at .27 hours per meal, a slight decline from the 2024 study.

Staff Turnover in skilled nursing facilities ranged from 11.76 percent in the 25th percentile to a high of 50.83 percent in the 75th percentile. The 50th percentile experienced a 25.54 percent turnover rate. Turnover rate declined in all percentiles with a 22.6

percent decline at the 50th percentile when compared to the 2024 study.

Salaries varied widely from the 25th to the 75th percentiles and across regions. Nationally, the 50th percentile salary for a Foodservice Director working in a skilled nursing setting is \$64,917 in the 2024 calendar year, which is up over 6.4 percent compared to the prior year study.

ACUTE CARE RESULTS

Median Total Food Cost Per Meal in acute care facilities decreased to \$4.30 in 2024.

Labor Cost Per Meal also decreased for acute care facilities. The middle 50th percentile was \$7.20 in the 2025 study.

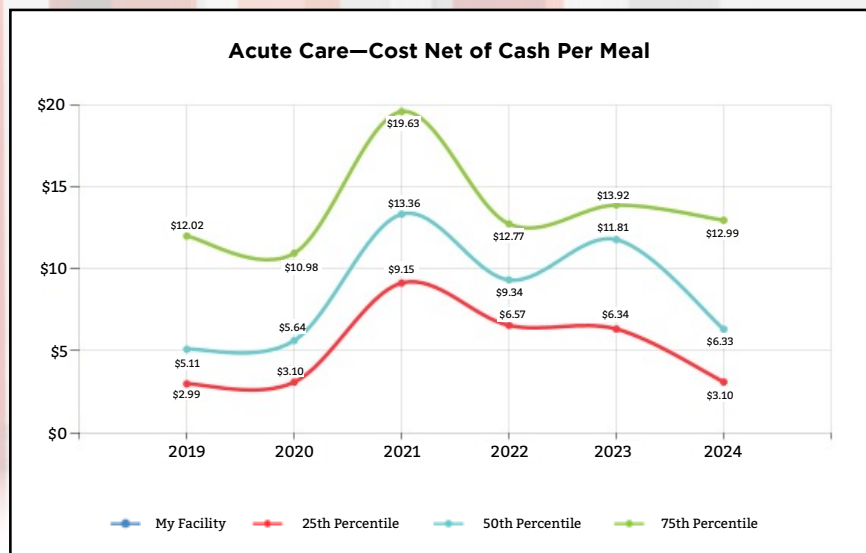
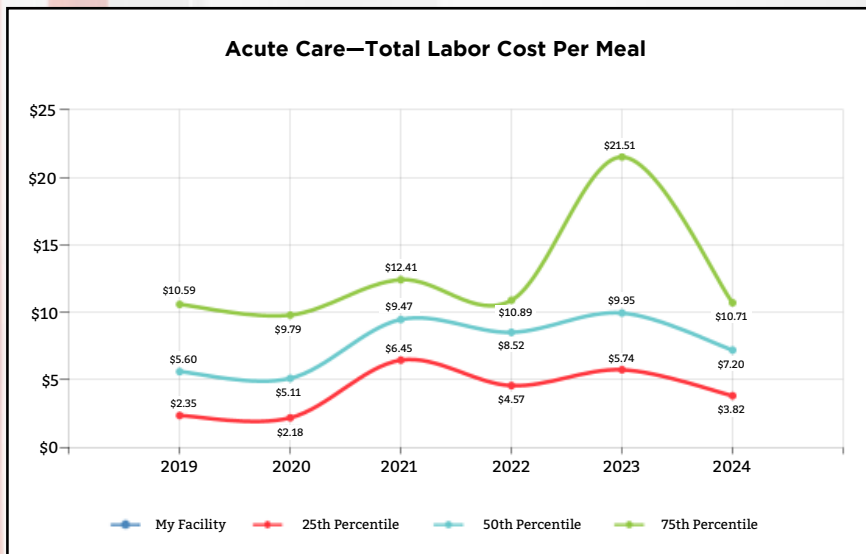
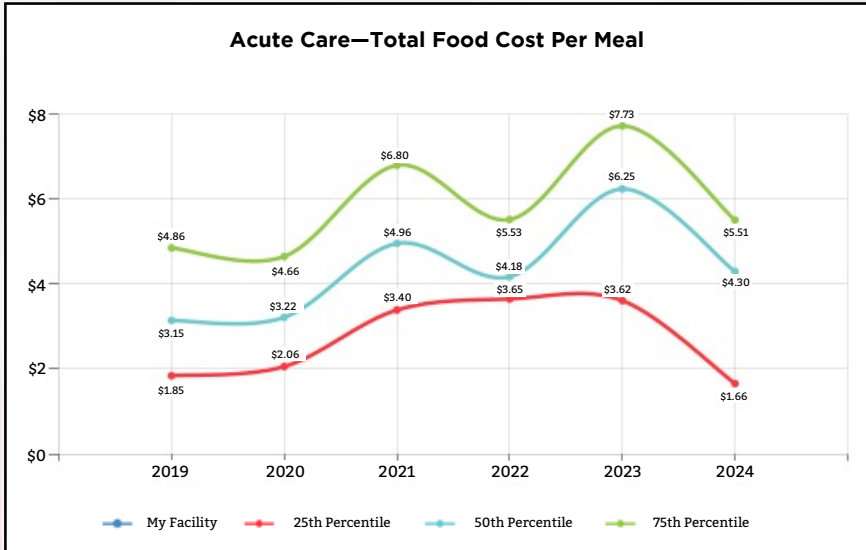
Median Cost Net of Cash Per Meal also decreased to \$6.33.

Skilled Nursing Salaries Across Regions

Title	Salary
Foodservice Director	\$64,917
Dietary Aide	\$31,200
Foodservice Worker	\$31,200
Dishwasher	\$31,200
Lead Cook/Chef	\$35,360
Line/Prep Cook	\$34,528

Staff Turnover in Skilled Nursing Facilities

Dietary Staff Turnover	25th Percentile	50th Percentile	75th Percentile
Staff Turnover Rate	11.76%	25.54%	50.83%



Acute Care Salaries Across Regions

Title	Salary
Foodservice Director Annual Wage	\$76,000
Dietary Aide Hourly Wage	\$15.25/hr
Foodservice Worker Hourly Wage	\$16.00/hr
Dishwasher Hourly Wage	\$15.00/hr
Lead Cook/Chef Hourly Wage	\$18.25/hr
Line/Prep Cook Hourly Wage	\$16.50/hr

SALARY SUMMARY

Salaries varied widely from the 25th to the 75th percentiles and across regions. Nationally, the 50th percentile salary for a Foodservice Director working in Acute Care is \$76,000 in the 2024 calendar year, an increase of 5.6 percent over the prior year. Salaries across all positions did not vary widely compared to the prior year study which increased from 0 percent to 1.5 percent.



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