

2005 Case Management Salary Survey Results

ADVANCE and the Case Management Society of America partnered again this year to gather and present the latest salary information for case managers across the country. We received 1,294 responses to the survey, which appeared in the January/February and March/April issues of ADVANCE for Providers of Post-Acute Care, and on our Web site.

The survey asked respondents to provide their annual salaries based on ranges. Since actual dollar amounts for the salaries were not provided, figures cited are median salaries (mid-point of the ranges), and not averages. Respondents are most likely to make between \$45,000 and \$65,000 per year, with the largest number (39 percent) earning between \$55,000 and \$65,000 per year.

CASELOAD AND SALARY BY SETTINGS

SETTING	PERCENTAGE OF RESPONDENTS	MEDIAN CASELOAD	MEDIAN SALARY
Academic	1%	39	\$56,000
Acute Care	25%	28	\$57,684
Case Mgmt. Co.	12%	39	\$57,631
Government	3%	41	\$52,949
Health System	4%	43	\$57,000
Home Health	2%	34	\$53,519
Long-Term Care	2%	45	\$50,357
Managed Care	21%	48	\$57,714
Other	14%	42	\$57,430
Rehab Facility	2%	26	\$56,923
Utilization Review	2%	41	\$54,000
Workers' Comp.	11%	43	\$57,500

WORK SETTING AND SALARY

Acute care and managed care organizations were the most frequently cited settings among survey takers. Managed care also proved to be the most profitable work setting at \$57,714, but case managers in several areas earn a median salary close to \$57,000 annually.

WORK SETTING AND CASELOAD

Case managers working in managed care also carry the highest caseload, a median of 48. Since many of these respondents checked "over 60," we don't have an accurate figure of just how high those caseloads go. Those working in rehabilitation have a median caseload of only 26. Overall, 33 percent of respondents handle more than 60 cases at a time.

GEOGRAPHY AND SALARY

Most of the case managers in this survey work in the Northeast region (27 percent). Next was the Southeast (20 percent), followed by Northcentral (19 percent) and Southcentral (15 percent). The West accounts for 14 percent, and the Pacific just 5 percent. That 5 percent, though, again represents the highest earners in the country, with a median salary of \$62,719 per year. Case managers in the Northcentral region make the least, at \$53,601 median salary.

More than half (56 percent) of respondents work in metropolitan areas; 29 percent work in the suburbs and 15 percent in rural areas. Those who work in metropolitan areas reported the highest median annual salaries (\$58,547), earning 13 percent more than those who work in rural areas (\$51,622). Case managers in the suburbs earn a median annual salary of \$56,978.

SALARY BY AREA



REGION	MEDIAN SALARY
(1) Northeast	\$58,811
metro	\$60,970
suburban	\$58,134
rural	\$52,619
(2) Southeast	\$54,510
metro	\$55,350
suburban	\$54,632
rural	\$51,591
(3) Northcentral	\$53,601
metro	\$56,107
suburban	\$52,578
rural	\$46,282
(4) Southcentral	\$56,868
metro	\$58,074
suburban	\$56,875
rural	\$51,607
(5) West	\$60,546
metro	\$61,000
suburban	\$62,105
rural	\$56,356
(6) Pacific	\$62,719
metro	\$63,750
suburban	\$64,167
rural	\$56,667

CASELOAD AND SALARY

CASELOAD	MEDIAN SALARY
10 to 20	\$55,990
21 to 30	\$58,255
31 to 40	\$56,232
41 to 50	\$56,250
51 to 60	\$56,434
60+	\$57,078

In general, median annual salary increases with caseload. One very notable exception is that respondents who handle 21 to 30 cases per week reported the highest median annual earnings (\$58,255).

BENEFITS

Here's a look at the most common.

- medical insurance (89 percent)
- tuition reimbursement (67 percent)
- continuing education (63 percent)
- professional association dues (10 percent)
- profit sharing (5 percent)
- malpractice insurance (5 percent)
- retirement plan (3 percent)

EXPERIENCE AND SALARY

YRS. EXPERIENCE	MEDIAN SALARY
0 to 5	\$53,552
5+ to 10	\$57,420
10+ to 15	\$60,092
15+ to 20	\$60,338
20+ to 25	\$62,125
25+	\$65,000

Generally, salaries are expected to increase with years of experience, as the chart reflects. Respondents with more than 25 years of experience report the highest median annual salary (\$65,000).

Since multiple selections were permitted, any percentages quoted are by number of respondents, not by number of responses. Some examples of other benefits reported by respondents include bonuses, the ability to buy vacation days, long-term care insurance, disability (both long-term and short-term), dental insurance and life insurance. Interestingly, several respondents classified flexible hours and the ability to work at home as benefits.

RAISES

RAISE AMOUNT	PERCENT OF RESPONDENTS
1% to 3%	67%
3+ to 6%	31%
6+ to 10%	2%

CERTIFICATION

Fifty-nine percent of respondents are certified case managers. They make about 8 percent more annually than those who are not certified: \$58,970 vs. \$54,444.

SEX ROLES

The vast majority of case managers (96 percent) are women, but median salary by gender is skewed in favor of males, who reported earnings of 5 percent greater than females. The median annual salary is \$59,667 for men, compared to \$57,001 for women.



For additional salary information, go to www.advanceforcareers.com and click on "Salary Calculator."