



Research and Planning Consultants, LP

**THE REASONABLE CHARGE FOR
HOME HEALTH CARE IN LIFE CARE PLANS**

October 15, 2024

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Introduction

1. The cost for recommended future home health care is often the largest component of economic damages in catastrophic personal injury cases. Depending on factors such as the type of care needed, the hours per day of care needed, the age of the person when the need arises, and the person's life expectancy, the lifetime cost of home health care can be tens of millions of dollars.

2. Life care planners usually obtain reasonable charges for medical goods and services using databases such as Fair Health, Context4Healthcare, or Medical Fees in the United States. These databases rarely have charges for home health services, however. Instead, life care planners commonly conduct a survey of area home health agencies to determine the average hourly rate for the recommended type of provider. The total cost of home health care is then calculated by multiplying this hourly rate by the number of hours of care required per year and by the individual's life expectancy.

3. This survey approach ignores the option individuals have to hire home health care workers directly instead of hiring them through an agency. This alternative is less costly and has been shown to lead to higher consumer and caretaker satisfaction. This paper shows life care planners should consider the cost of privately hiring some or all home health care instead of relying only on the agency cost.

4. This paper discusses two alternatives for obtaining long-term home health services: "agency hire," when home health care workers are hired from a home health agency, or "private hire," when the patient or someone acting on their behalf hires home health care workers directly. The literature may also use the term "direct hire" to indicate when the patient or family directly hires home health care, regardless of who pays for the care. We define the term "private hire" to indicate the patient or family hired the home health care directly and is also responsible for paying for the care.

5. First, we address the question of how often individuals needing home health care private-hire by estimating the likelihood using data from the Medical Expenditure Panel Survey

(MEPS). The results of this analysis show patients and their families are far more likely to private-hire home health care if the care is self-funded.

6. Next, we estimate the costs in addition to wages to private-hire home health care. We build a cost model to estimate the total cost of private-hire home health care, defined as “comprehensive rates.” The private-hire cost model accounts for wages, fringe benefits, payroll and unemployment taxes, recruiting costs, background checks, payroll management, and tax management. Comprehensive rates are estimated for private-hire home health aides, licensed vocational/practical nurses (LVNs/LPNs), and registered nurses (RNs) for both part-time and full-time work by state. Rates are calculated by metropolitan statistical area (MSA) and by state. Comprehensive rates for private-hire home health care are 40% to 60% less than agency-hire rates. Life care plans relying on agency-hire rates likely overstate the lifetime cost of home health care by 170% to 250%. Comprehensive rates do not consider the possible cost of additional case management services that may be required for private-hire home health care.

Background

7. The United States spent \$467.4 billion for home health care in 2021.¹ Home health aides accounted for 31% of the spending and were the most common providers of care to individuals at home.²

Literature Review

8. Existing studies indicate direct hire of home health workers leads to:

- More satisfied patients than agency-hire care³
- More patient choice and control⁴

¹ “Who Pays for Long-Term Services and Support?” Congressional Research Service, updated September 19, 2023, <https://crsreports.congress.gov/product/pdf/IF/IF10343>.

² Laura Freeman, “Home-Sweet-Home Health Care,” US Bureau of Labor Statistics Monthly Labor Review (March 1995), <https://www.bls.gov/opub/mlr/1995/article/home-sweet-home-health-care.htm>.

³ J. Wiener, W. Anderson, and G. Khatutsky, “Are Consumer-Directed Home Care Beneficiaries Satisfied? Evidence from Washington State,” *The Gerontologist* 47, no. 6 (Dec. 2007): 763–774, <https://doi.org/10.1093/geront/47.6.763>.

⁴ P. Doty, J. Kasper, and S. Litvak, “Consumer-Directed Models of Personal Care: Lessons from Medicaid,” *The Milbank Quarterly* 74, no. 3 (1996): 377–409. Also available at https://aspe.hhs.gov/sites/default/files/migrated_legacy_files/41246/lessons.pdf.

- More positive outcomes, as measured by safety, unmet needs, and service satisfaction⁵
 - Fewer medical problems and hospitalizations, and better perceived health⁶
 - More satisfaction with life⁷
9. From the perspective of the home health workers, direct hire leads to:
- Similar wages to agency workers, but more satisfaction with pay⁸
 - Similar or better outcomes in terms of stress and satisfaction⁹
 - Similar quality of care, but lower levels of physical strain and job-related injuries¹⁰
10. Direct-hire home health workers can perform a greater range of tasks than agency-hire workers. Recipients indicated care provided by direct-hire home health care workers was more consistent and of better quality than care provided by agency-hire workers.¹¹
11. Estimating costs using either private-hire or agency-hire home health care is consistent with the best practices of life care planning.¹²

⁵ A.E. Benjamin, R. Matthias, and T.M. Franke, "Comparing Consumer-Directed and Agency Models for Providing Supportive Services at Home," *Health Services Research* 35, no.1, part 2 (Apr. 2000): 351–366, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1089106/pdf/hsresearch00009-0183.pdf>.

⁶ J.M. Prince, M.S. Manley, and G.G. Whiteneck, "Self-Managed Versus Agency-Provided Personal Assistance Care for Individuals with High Level Tetraplegia," *Archives of Physical Medicine and Rehabilitation* 76, no. 10 (1995): 919–923, DOI: 10.1016/s0003-9993(95)80067-0.

⁷ R. Brown, B. Carlson, S. Dale, L. Foster, B. Phillips, and J. Schore, "Cash and Counseling: Improving the Lives of Medicaid Beneficiaries Who Need Personal Care or Home and Community-Based Services: Final Report," Mathematica Policy Research Inc., Aug. 2007. (Hereafter cited as Brown et al., "Cash and Counseling.")

⁸ Brown et al., "Cash and Counseling."

⁹ A.E. Benjamin and E.M. Ruth, "Work-Life Differences and Outcomes for Agency and Consumer-Directed Home-Care Workers," *The Gerontologist* 44, no. 4 (Aug. 2004): 479–488, <https://doi.org/10.1093/geront/44.4.479>.

¹⁰ Brown et al., "Cash and Counseling."

¹¹ C. Glendinning, S. Halliwell, S. Jacobs, K. Rummery, and J. Tyrer, "New Kinds of Care, New Kinds of Relationships: How Purchasing Services Affects Relationships in Giving and Receiving Personal Assistance," *Health and Social Care in the Community* 8, no. 3 (May 2000): 201–211, DOI: 10.1046/j.1365-2524.2000.00242.x.

¹² C.B. Johnson, J.L. Pomeranz, and N.E. Stetten, "Consensus and Majority Statements Derived from Life Care Planning Summits Held in 2000, 2002, 2004, 2006, 2008, 2010, 2012, 2015, 2017, and Updated via Delphi Study in 2018," *Journal of Life Care Planning* 16, no. 4 (2018): 15–18.

12. Studies of the relative frequency of direct-hire or agency-hire home health care found:

- 18.75% of patients with spinal cord injuries used agency-hire care, 46.88% used direct-hire care, and 33.38% used unpaid or family care¹³
- 69% of patients receiving managed care long-term services and support had agency-hire care, and 23% had direct-hire care¹⁴

No known studies directly compare the cost of these home health care options from the perspective of the payor.

Standards of Life Care Planning

13. A life care plan is a dynamic document based on published standards of practice which provides an organized, concise plan for current and future needs with associated costs for individuals who have experienced catastrophic injury or have chronic health care needs. The general standards for life care plans call for estimating the current costs of items in the life care plan based on usual, customary, and reasonable (UCR) charges. Best practices for identifying costs in life care plans include:

- Verifiable data from appropriately referenced sources
- Geographically specific costs when appropriate and available
- Non-discounted/market rate prices
- Multiple cost estimates for an item, when appropriate

14. When using private-hire home health costs in a life care plan, the life care planner may consider several practical additions. Additions may include some amount of agency care each year to cover for emergencies and increased case management services for patients who have difficulty coordinating and managing care. The life care planner should consider these additions on a case-by-case basis.

¹³ T. Rutherford-Owen and I. Marini, "Life Care Plan Implementation Among Adults with Spinal Cord Injuries," *Journal of Life Care Planning* 10, no. 4 (2012): 5–20.

¹⁴ C.A. Veet, M.E. Winger, and S.M. Kinsky, "Professional Agency vs. Consumer Directed Care Workers: Outcomes in Managed Care," *Health and Social Care in the Community* 30, no. 4 (2022): 1562–1567, DOI: 10.1111/hsc.13488.

15. There may be some circumstances when a patient needs home health care for a limited period after surgery or when approaching the end of life expectancy where it may make practical and financial sense to use agency care. The choice to use agency rates in these circumstances is at the life care planner's discretion.

Data Sources

Medical Expenditure Panel Survey (MEPS)

16. The MEPS is conducted annually by the federal Agency for Healthcare Research and Quality (AHRQ). It is a set of large-scale national surveys of families and individuals, their medical providers (doctors, hospitals, pharmacies, etc.), and employers.¹⁵

17. This analysis uses data from the household component and the home health component of the MEPS. The survey collects data from a sample of families and individuals in selected communities across the United States, drawn from a nationally representative subsample of households that participated in the prior year's National Health Interview Survey, conducted by the National Center for Health Statistics.

18. The MEPS collects detailed information for each person in the household, including demographic characteristics, health conditions, use of medical services, charges and sources of payments, health insurance coverage, income, and employment. The MEPS is a panel survey covering two calendar years, letting researchers track changes in healthcare service usage and payment over time. The MEPS asks respondents questions about home health care on a monthly basis, recording information on each home health care event in the previous twelve months.¹⁶

19. Home health data in the MEPS are summarized in person-level files and event-level data files. The person-level files include demographic variables and information on the

¹⁵ "Survey Background," Agency for Healthcare Research and Quality, Medical Expenditure Panel Survey, https://meps.ahrq.gov/mepsweb/about_meps/survey_back.jsp, accessed August 12, 2024.

¹⁶ Agency for Healthcare Research and Quality, Center for Financing, Access, and Cost Trends, "MEPS HC-233 2021 Full Year Consolidated Data File," Aug. 2023, https://meps.ahrq.gov/data_stats/download_data/pufs/h233/h233doc.pdf.

number of home health days provided by agency and non-agency workers. The event-level data files include specific information about each provider delivering home health visits in a given month, including the specific profession of the home health provider, whether the provider worked for an agency, and the self or family expenditures.

20. In this analysis, home health care events are defined as visits per month provided by nurses, nursing assistants, home health aides, and personal care aides. This definition excludes events from therapists, social workers, dietitians, and doctors. Home health care events from friends, relatives, and volunteers are also excluded.

21. Figure 1 summarizes the number of households, persons, home health care events, and persons with home health care events in the MEPS sample each year from 2007 to 2022. The survey has data on 64,059 home health events for 10,620 patients.

22. The MEPS also includes demographic variables for education, race, ethnicity, sex, region of residence, and household income as a percentage of the poverty level.

Medicare Cost Reports

23. The Centers for Medicare and Medicaid Services (CMS) requires home health agencies (HHAs) to submit annual cost reports to monitor and analyze the costs associated with providing home health services to Medicare beneficiaries. These reports serve as financial snapshots, detailing the operational expenses and revenues of HHAs participating in the Medicare program. CMS uses advanced data analytics and auditing techniques to validate the information given in these reports, ensuring compliance with federal regulations and program integrity standards.

24. All freestanding HHAs operating under the Medicare program must submit their annual cost reports on a schedule aligned with the HHA's fiscal year. CMS maintains the cost report data in the Healthcare Provider Cost Reporting Information System and furnishes data files on the CMS website for public use, updating the data files on a quarterly basis.

25. The information in CMS cost reports includes operational costs, such as wages, benefits, overhead expenses, capital costs, and administrative costs, as well as revenue sources,

such as Medicare payments and commercial insurance reimbursements. We used the most recent full-year cost report from providers with a cost report end date in 2020 or later. There are 10,712 HHAs with reports meeting these criteria. HHAs are self-characterized as having full utilization, low utilization, or no utilization. We used the cost reports from the 7,182 HHAs with full utilization that had data in the report and were in the 50 United States or the District of Columbia. Figure 2 summarizes the distribution of HHAs in the data by state.

Estimating the Probability of Private-Hire vs. Agency-Hire

26. To explore the unobservable probability that an individual needing home health care chooses private-hire versus agency-hire home health care, we created three observable Boolean variables by combining the MEPS person-level and event-level data. At the event level, home health care is defined as paid events from agency or non-agency workers. Unpaid home health care and home health events from non-home health care workers (e.g., family members) were excluded. The private-hire home health care variable is defined as the ratio of non-agency home health care events to total home health care events per year. Three dependent variables were then defined by these criteria:

| Dependent Variable | Definition |
|--------------------|--|
| SOME_PRIVATE | Ratio of private-hire to all home health care >0 |
| MOST_PRIVATE | Ratio of private-hire to all home health care >50% |
| ONLY_PRIVATE | Ratio of private-hire to all home health care = 100% |

27. For each of the three dependent variables we ran a probit regression¹⁷ against the amount of home health care paid for by the person or their family. This variable is measured at the event level as a percentage of the total cost that is self-paid, then averaged at the person level.

¹⁷ A probit regression is a regression where the dependent variable can only take one of two values. In this case, the dependent variable captures whether a home health patient either is or is not SOME_PRIVATE. The regression is repeated for the alternate independent variables MOST_PRIVATE and ONLY_PRIVATE.

A range of geographic, demographic, and educational control variables is also included. Figure 3 summarizes the model variables.

28. The final probit model estimated is:

$$\Pr(Y_i^* | Y_i) = \beta_0 + \beta_1 \text{SELF_PAY}_i + \Gamma_1 \text{Demo}_i + \Gamma_2 \text{Educ}_i + \Gamma_3 \text{Geog}_i + \varepsilon_i$$

29. Figure 4 shows the regression model results estimating the likelihood of private versus agency hire for each of the three dependent variables. Regardless of the specification of the dependent variable, the coefficient on SELF_PAY is positive and statistically significant at the 99% confidence level. Other statistically significant explanatory variables include the patient's age, race, and geographic region. Ethnicity and sex are significant in some but not all specifications. The coefficient on SELF_PAY, however, is an order of magnitude larger than any other coefficient. To illustrate the importance of this, consider the probability of each of the three specifications evaluated at the mean value of every independent variable, conditioned on the value of SELF_PAY. This scenario estimates the probability that an "average" patient who is not self-paying for home health care has only a 7.0% probability of any private-hire home health care, while the same individual who is self-paying for the same care has a 90.4% probability of some private-hire home health care. The "average" individual self-paying for home health care has an 88.2% probability of using mostly private-hire home health care, and an 80.4% probability of using all private-hire home health care. The data show patients and their families are far more likely to private-hire rather than agency-hire home health care if the care is self-funded, as it would be in a personal injury case with a life care plan.

Estimating the Cost of Private-Hire Home Health Care

30. While an individual who obtains agency-hire home health care pays only the agency hourly rates for caretakers, an individual who uses private-hire home health care in a competitive employment market has additional costs. If the private-hire worker is an employee, the employer must pay additional costs for payroll taxes under the Federal Insurance Contributions Act (FICA) and unemployment taxes, background checks, payroll management, tax management, and possibly employer-paid fringe benefits. If the private-hire worker is a non-employee contractor, economic theory suggests the worker will demand a wage premium to

account for self-employed FICA taxes, lack of unemployment benefits, and possibly the lack of fringe benefits.

31. Whether private-hire home health care workers will require either fringe benefits or a wage premium to forego benefits depends on whether the same workers are likely to receive fringe benefits if employed by an HHA. Similarly, the value of any fringe benefits or wage premium for private-hire workers will depend on the value of the fringe benefits received by HHA workers. Relying on the CMS cost reports, we estimated the fraction of HHA workers who receive fringe benefits nationally and then estimated the value of those benefits by state.

32. The first question to ask, using data from a CMS HHA cost report, is whether an agency hired home health workers as employees or as contractors. Most cost reports show HHAs employ RNs, LVNs/LPNs, and home health aides rather than using contractors. Figure 5 shows the breakdown of employees versus contractors based on the cost report data. For LVNs/LPNs and RNs, 94% of workers are employees. For aides, 88% are employees.

33. Because HHAs primarily employ staff, they likely provide fringe benefits to their full-time home health workers. Therefore, a person seeking to private-hire home health care in a competitive labor market will likely need to provide either fringe benefits or an equivalent wage premium to attract qualified candidates. The CMS cost reports can be used to estimate the cost of fringe benefits HHAs offer to full-time staff. Figure 6 shows the average cost of fringe benefits as a percentage of wages for each category of worker by state.

34. The comprehensive rate of a full-time, private-hire home health care worker in state i can be expressed as:

$$Total\ Cost_i = Wage_i(1 + FICA + UnEmp + Fringe_i)$$

35. If a worker is hired for less than full-time work, the employer would likely not be expected to provide any fringe benefits but would still be responsible for taxes. Therefore, the comprehensive rate of a part-time, private-hire home health care worker in state i can be expressed as

$$Total\ Cost_i = Wage_i(1 + FICA + UnEmp)$$

where $Wage_i$ is the median wage for the specific type of home health care provider in state i from the Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics (OEWS); $FICA$ is 7.65% based on a 6.2% Social Security tax rate and a 1.45% Medicare tax rate; $UnEmp$ is assumed as 2.5% based on the median of the new employer state unemployment tax rates;¹⁸ and $Fringe_i$ is the average fringe benefit for home health workers by state as a percentage of their pay based on the CMS cost report data. We performed a similar calculation at the MSA level by using OEWS data on median wages by MSA instead of state.

36. Figure 7 shows the comprehensive rate for private-hire, full-time and part-time home health aides by state. Figure 8 shows the comprehensive rate for private-hire, full-time and part-time LVNs/LPNs by state. Figure 9 shows the comprehensive rate for private-hire, full-time and part-time RNs by state. Figures 10, 11, and 12 show the comprehensive rates for home health aides, LVNs/LPNs, and RNs by MSA.¹⁹

37. Private-hire home health care comes with additional non-wage administrative costs. The cost of recruiting, background checks, payroll management, tax management, and tax preparation are additional costs of private-hire home health care. These costs are separate from wages, payroll taxes, and fringe benefits. They would be shown as a separate annual line-item in a life care plan.

38. A person can simplify private-hire home health care and cover these administrative costs by using a company such as Care.com that offers administrative services for recruiting, background checks, referral services, and access to a network of caregivers for an annual cost of \$155. Care.com also offers payroll and tax management services, including employee contract templates, tax preparation, and communication through HomePay, an additional service for an annual cost of \$900. An annual fixed cost of \$1,055 is a reasonable estimate of the administrative costs of private-hire home health care. Companies like Care.com

¹⁸ “State Unemployment Insurance Tax Rates,” Tax Policy Center, Urban Institute & Brookings Institution, 2024, <https://taxpolicycenter.org/statistics/state-unemployment-insurance-tax-rates>.

¹⁹ Hourly rates in Figures 7 through 12 are based in part on the median hourly wages from the 2023 OEWS. These rates can be updated annually as new OEWS data are released. Other components of the calculation, such as FICA tax rates and benefits as a percentage of wages, are expected to be stable over time and do not require annual updating.

make private-hire home health care feasible for people with a wider range of administrative abilities.

Comparative Analysis

39. We conducted a price survey of home health agencies in these cities, similar to what a life care planner might do, to compare the costs of agency-hire and private-hire home health care:

| | | |
|--------------|---------------|-----------------|
| Dallas, TX | Asheville, NC | Lincoln, NE |
| New York, NY | Tampa, FL | Los Angeles, CA |
| Atlanta, GA | Chicago, IL | |

40. Figure 13 shows the average hourly rates from our price survey, along with the estimated comprehensive rates of private-hire home health care, using the median hourly earnings statistics for each MSA. It also compares hourly rates for home health aides from the survey to the rates published by Genworth,²⁰ a commonly used resource in life care planning. The estimated comprehensive private-hire hourly rates are significantly lower than the agency-hire hourly rates from the survey or from Genworth for all home health care provider types and for all selected MSAs.

41. We applied the HHA rates and the private-hire comprehensive rates from Figure 13 to the home health recommendations from three hypothetical life care plans to show the difference in lifetime costs (not adjusted for inflation or discounted to present values). The assumptions for the three hypothetical life care plans are explained below.

Life Care Plan 1

42. A 65-year-old plaintiff with 17 years of remaining life expectancy needs eight hours of care per day from a home health aide and one hour per month of supervision from an RN. Figure 14 shows the lifetime costs of this life care plan based on both agency-hire rates and private-hire comprehensive rates for each MSA. The average lifetime current cost for this care

²⁰ See Genworth Cost of Care Survey, available at <https://www.genworth.com/aging-and-you/finances/cost-of-care>.

across the eight MSAs is \$1,724,493.60 based on HHA rates and \$1,036,775.09 based on private-hire rates, for savings of \$687,718.51, or just under 40%.

Life Care Plan 2

43. A 50-year-old plaintiff with 32 years of remaining life expectancy initially needs four hours of care per day from a home health aide, increasing to twelve hours per day at age 65, and one hour per month of supervision from an RN for the entire remaining life expectancy. Figure 15 shows the lifetime current costs of this life care plan based on HHA rates and private-hire comprehensive rates for each MSA. The average lifetime current cost for this care across the eight MSAs is \$3,327,968.48 based on HHA rates and \$2,003,654.05 based on private-hire rates, for savings of \$1,324,314.42, or just under 40%.

Life Care Plan 3

44. A 35-year-old plaintiff with 42 years of remaining life expectancy needs sixteen hours of care per day from an RN and eight hours of care per day from a home health aide. Figure 16 shows the lifetime costs of this life care plan based on HHA rates and private-hire comprehensive rates for each MSA. The average lifetime cost for this care across the eight MSAs is \$30,602,129.25 based on HHA rates and \$12,470,000.13 based on private-hire rates, for savings of \$18,132,129.12, or just over 59%.

Conclusion

45. Individuals who self-pay for long-term home health care overwhelmingly choose to private-hire home health care rather than obtain care through an agency. Data from the MEPS show 80% to 90% of respondents who self-pay for home health care private-hire some or all of their home health care. To estimate the comprehensive cost of private-hire home health care, we used data from the Medicare CMS cost reports to determine the wage premium for home health care workers by geography for aides, LVNs/LPNs, and RNs. Costs in addition to wages from the BLS include FICA and unemployment taxes, fringe benefits, and administrative fees for payroll and tax management. A comparison of the cost of private-hire and HHA services based on three sample life care plans across eight MSAs shows private-hire home health care is 40% to 60% of the total cost of HHA services.

46. For most life care plans recommending long-term home health care services, the reasonable charge should be based mostly or completely on the private-hire cost of home health care and not on the agency-hire cost. Life care planners may consider including some amount of agency care for emergencies and increased case management on a case-by-case basis.

47. Comprehensive rates for private-hire home health aides, LVNs/LPNs, and RNs are 40% to 60% lower than HHA rates. Life care plans based on agency-hire rates overstate the reasonable cost of home health care by 170% to 250%.

Attachment 1

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Attachment 2

Figure 1
MEPS Sample Sizes

| Year | Households | Persons | Home Health Care Events | Persons with Home Health Care Events |
|-------|------------|---------|-------------------------|--------------------------------------|
| 2007 | 11,043 | 30,964 | 2,674 | 512 |
| 2008 | 11,516 | 33,066 | 2,617 | 504 |
| 2009 | 12,901 | 36,855 | 3,114 | 580 |
| 2010 | 11,734 | 32,846 | 2,475 | 483 |
| 2011 | 12,551 | 35,313 | 2,602 | 506 |
| 2012 | 13,694 | 38,974 | 2,832 | 564 |
| 2013 | 12,885 | 36,940 | 3,575 | 670 |
| 2014 | 12,346 | 34,875 | 3,595 | 688 |
| 2015 | 12,886 | 35,427 | 4,355 | 777 |
| 2016 | 12,884 | 34,655 | 4,215 | 769 |
| 2017 | 12,320 | 31,880 | 4,288 | 747 |
| 2018 | 12,231 | 30,461 | 5,258 | 861 |
| 2019 | 11,788 | 28,512 | 5,699 | 868 |
| 2020 | 12,378 | 27,805 | 5,110 | 845 |
| 2021 | 13,382 | 28,336 | 6,021 | 963 |
| 2022 | 10,656 | 22,431 | 4,579 | 739 |
| Total | 197,195 | 519,340 | 63,009 | 11,076 |

Figure 2
Medicare Cost Reports by State

| State | Report | State | Report |
|-------|--------|--------------|--------------|
| AK | 10 | MT | 12 |
| AL | 99 | NC | 144 |
| AR | 70 | ND | 7 |
| AZ | 118 | NE | 31 |
| CA | 1,436 | NH | 20 |
| CO | 84 | NJ | 32 |
| CT | 56 | NM | 51 |
| DC | 10 | NV | 137 |
| DE | 11 | NY | 78 |
| FL | 706 | OH | 215 |
| GA | 84 | OK | 195 |
| HI | 9 | OR | 37 |
| IA | 68 | PA | 186 |
| ID | 40 | RI | 19 |
| IL | 435 | SC | 63 |
| IN | 125 | SD | 14 |
| KS | 67 | TN | 101 |
| KY | 75 | TX | 1,138 |
| LA | 159 | UT | 71 |
| MA | 100 | VA | 175 |
| MD | 44 | VT | 10 |
| ME | 21 | WA | 54 |
| MI | 263 | WI | 52 |
| MN | 58 | WV | 44 |
| MO | 95 | WY | 18 |
| MS | 35 | Total | 7,182 |

Figure 3
Model Variables

| Variable | Type | Description |
|-----------------------------|------------------|--|
| SELF_PAY | Ratio 0 to 1 | Share of care paid for by patient or their family |
| <i>Demographic Controls</i> | | |
| AGE | Positive Integer | Patient's age |
| POV_LEVEL | Positive Number | Ratio of household income to federal poverty level |
| WHITE | Boolean | Indicator of whether patient self-identified as white |
| BLACK | Boolean | Indicator of whether patient self-identified as black |
| HISPANIC | Boolean | Indicator of whether patient self-identified as Hispanic |
| MALE | Boolean | Indicator of whether patient self-identified as male |
| <i>Educational Controls</i> | | |
| < HS EDUC | Boolean | Indicator of whether patient completed less than a high school diploma |
| HS EDUC | Boolean | Indicator of whether patient's highest degree is a high school diploma |
| BACHELORS | Boolean | Indicator of whether patient's highest degree is a bachelor's |
| GRADUATE | Boolean | Indicator of whether patient's highest degree is a graduate degree |
| <i>Geographic Controls</i> | | |
| MIDWEST | Boolean | Indicator of whether patient resides in the Midwest Census region |
| SOUTH | Boolean | Indicator of whether patient resides in the South Census region |
| WEST | Boolean | Indicator of whether patient resides in the West Census region |
| NORTHEAST | Boolean | Indicator of whether patient resides in the Northeast Census region |

Figure 4
Regression Results Person-Level

| VARIABLES | (1) Some Private- Hire | (2) Most Private-Hire | (3) All Private-Hire |
|--------------------------------------|------------------------------|-----------------------------|----------------------------|
| Share of Self/Family Paid | 2.745 *** (0.0791) | 2.787 *** (0.0754) | 2.585 *** (0.0667) |
| Family Income as % of Poverty Line | 5.06e-05 (8.21e-05) | 9.28e-05 (8.66e-05) | 0.000131 (8.76e-05) |
| Age | -0.00540 *** (0.00112) | -0.00845 *** (0.00116) | -0.0115 *** (0.00117) |
| White | -0.221 *** (0.0785) | -0.258 *** (0.0799) | -0.277 *** (0.0844) |
| Black | -0.348 *** (0.0913) | -0.354 *** (0.0951) | -0.475 *** (0.102) |
| Hispanic | -0.160 ** (0.0676) | -0.155 ** (0.0729) | -0.130* (0.0782) |
| Male | -0.109 ** (0.0462) | -0.0745 (0.0501) | -0.0890* (0.0515) |
| Education = 1, Less than High School | -0.00582 (0.0654) | -0.0669 (0.0692) | -0.0264 (0.0750) |
| Education = 2, High School Graduate | 0.00416 (0.0608) | 0.0174 (0.0629) | 0.0450 (0.0668) |
| Education = 3, Bachelor's | 0.0796 (0.0955) | 0.0717 (0.101) | 0.106 (0.103) |
| Education = 4, Masters Plus | 0.145* (0.0848) | 0.103 (0.0888) | 0.0846 (0.0952) |
| Northeast | 0.342 *** (0.127) | 0.555 *** (0.137) | 1.035 *** (0.143) |
| Midwest | 0.467 *** (0.126) | 0.658 *** (0.136) | 1.153 *** (0.141) |
| South | 0.470 *** (0.126) | 0.705 *** (0.136) | 1.167 *** (0.141) |
| West | 0.702 *** (0.124) | 0.963 *** (0.134) | 1.401 *** (0.139) |
| Constant | -1.352 *** (0.127) | -1.516 *** (0.136) | -1.918 *** (0.147) |
| Observations | 11,076 | 11,076 | 11,076 |

Robust standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Figure 5
Paid Hours to Employees and Contractors in HHAs

| Category | Percent of Hours Paid to Employees | Percent of Hours Paid to Contractors |
|-------------|------------------------------------|--------------------------------------|
| RNs | 94% | 6% |
| LPNs/LVNs | 94% | 6% |
| Aides/Other | 88% | 12% |
| Total | 93% | 7% |

Figure 6
Fringe Benefits by Category and State

| State | Registered Nurses Fringe Benefits | Licensed Practical Nurses Fringe Benefits | Aides/Other Medical Staff Fringe Benefits |
|-------|--------------------------------------|---|---|
| AK | 17% | 25% | 11% |
| AL | 20% | 19% | 16% |
| AR | 19% | 17% | 17% |
| AZ | 12% | 18% | 15% |
| CA | 15% | 12% | 18% |
| CO | 14% | 15% | 14% |
| CT | 21% | 18% | 20% |
| DC | 12% | 40% | 0% |
| DE | 25% | 25% | 22% |
| FL | 12% | 11% | 3% |
| GA | 16% | 17% | 15% |
| HI | 25% | 26% | 21% |
| IA | 18% | 20% | 19% |
| ID | 18% | 19% | 15% |
| IL | 13% | 17% | 25% |
| IN | 15% | 15% | 14% |
| KS | 17% | 16% | 14% |
| KY | 16% | 17% | 24% |
| LA | 14% | 14% | 13% |
| MA | 19% | 14% | 15% |
| MD | 17% | 21% | 15% |
| ME | 21% | 18% | 22% |
| MI | 19% | 17% | 18% |
| MN | 15% | 15% | 17% |
| MO | 17% | 17% | 24% |
| MS | 17% | 18% | 18% |
| MT | 24% | 30% | 23% |
| NC | 21% | 21% | 24% |
| ND | 6% | 10% | 7% |
| NE | 19% | 17% | 20% |
| NH | 23% | 22% | 24% |
| NJ | 23% | 22% | 26% |
| NM | 13% | 15% | 11% |
| NV | 15% | 15% | 12% |
| NY | 21% | 20% | 24% |
| OH | 18% | 15% | 16% |
| OK | 12% | 12% | 8% |
| OR | 17% | 23% | 11% |

Figure 6
Fringe Benefits by Category and State

| State | Registered Nurses Fringe Benefits | Licensed Practical Nurses Fringe Benefits | Aides/Other Medical Staff Fringe Benefits |
|-------|--------------------------------------|---|---|
| PA | 22% | 20% | 12% |
| RI | 22% | 22% | 18% |
| SC | 30% | 17% | 19% |
| SD | 23% | 19% | 25% |
| TN | 19% | 17% | 18% |
| TX | 10% | 12% | 17% |
| UT | 17% | 7% | 18% |
| VA | 8% | 15% | 11% |
| VT | 25% | 19% | 25% |
| WA | 26% | 21% | 16% |
| WI | 21% | 23% | 28% |
| WV | 21% | 20% | 23% |
| WY | 11% | 11% | 4% |

Figure 7
Hourly Total Cost for Privately Hired Home Health Aides

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| AL | \$11.45 | 10.2% | \$13.05 | 16.28% | \$14.98 |
| AK | \$17.81 | 10.2% | \$20.30 | 11.27% | \$22.38 |
| AZ | \$16.01 | 10.2% | \$18.25 | 14.74% | \$20.69 |
| AR | \$13.20 | 10.2% | \$15.05 | 17.16% | \$17.39 |
| CA | \$16.12 | 10.2% | \$18.37 | 17.72% | \$21.33 |
| CO | \$17.37 | 10.2% | \$19.80 | 14.17% | \$22.35 |
| CT | \$17.63 | 10.2% | \$20.09 | 20.12% | \$23.77 |
| DE | \$14.18 | 10.2% | \$16.16 | 21.86% | \$19.37 |
| DC | \$17.79 | 10.2% | \$20.28 | 0.14% | \$20.30 |
| FL | \$14.92 | 10.2% | \$17.01 | 3.17% | \$17.49 |
| GA | \$13.43 | 10.2% | \$15.31 | 15.35% | \$17.44 |
| HI | \$17.26 | 10.2% | \$19.67 | 21.31% | \$23.48 |
| ID | \$14.24 | 10.2% | \$16.23 | 15.01% | \$18.44 |
| IL | \$16.84 | 10.2% | \$19.19 | 24.69% | \$23.50 |
| IN | \$14.44 | 10.2% | \$16.46 | 14.47% | \$18.62 |
| IA | \$16.52 | 10.2% | \$18.83 | 19.29% | \$22.13 |
| KS | \$13.43 | 10.2% | \$15.31 | 13.57% | \$17.19 |
| KY | \$14.60 | 10.2% | \$16.64 | 23.68% | \$20.22 |
| LA | \$10.00 | 10.2% | \$11.40 | 12.85% | \$12.73 |
| ME | \$17.39 | 10.2% | \$19.82 | 22.01% | \$23.78 |
| MD | \$16.72 | 10.2% | \$19.06 | 15.27% | \$21.70 |
| MA | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| MI | \$14.84 | 10.2% | \$16.91 | 18.18% | \$19.71 |
| MN | \$16.56 | 10.2% | \$18.87 | 16.75% | \$21.74 |
| MS | \$10.97 | 10.2% | \$12.50 | 17.63% | \$14.50 |
| MO | \$13.80 | 10.2% | \$15.73 | 24.17% | \$19.18 |
| MT | \$14.78 | 10.2% | \$16.85 | 23.13% | \$20.38 |
| NE | \$15.31 | 10.2% | \$17.45 | 20.26% | \$20.66 |
| NV | \$13.34 | 10.2% | \$15.20 | 12.04% | \$16.87 |
| NH | \$16.55 | 10.2% | \$18.86 | 23.95% | \$22.96 |
| NJ | \$17.07 | 10.2% | \$19.46 | 25.83% | \$24.02 |
| NM | \$12.83 | 10.2% | \$14.62 | 11.45% | \$16.14 |
| NY | \$17.52 | 10.2% | \$19.97 | 24.04% | \$24.33 |

Figure 7
Hourly Total Cost for Privately Hired Home Health Aides

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| NC | \$13.81 | 10.2% | \$15.74 | 23.68% | \$19.12 |
| ND | \$17.89 | 10.2% | \$20.39 | 7.47% | \$21.77 |
| OH | \$14.08 | 10.2% | \$16.05 | 16.05% | \$18.39 |
| OK | \$12.33 | 10.2% | \$14.05 | 7.85% | \$15.05 |
| OR | \$18.50 | 10.2% | \$21.09 | 11.05% | \$23.20 |
| PA | \$13.94 | 10.2% | \$15.89 | 11.81% | \$17.59 |
| RI | \$18.25 | 10.2% | \$20.80 | 18.45% | \$24.28 |
| SC | \$13.62 | 10.2% | \$15.52 | 18.69% | \$18.16 |
| SD | \$16.68 | 10.2% | \$19.01 | 24.84% | \$23.30 |
| TN | \$13.77 | 10.2% | \$15.69 | 18.25% | \$18.29 |
| TX | \$10.83 | 10.2% | \$12.34 | 16.96% | \$14.24 |
| UT | \$16.84 | 10.2% | \$19.19 | 17.93% | \$22.32 |
| VT | \$15.54 | 10.2% | \$17.71 | 24.87% | \$21.71 |
| VA | \$13.01 | 10.2% | \$14.83 | 11.16% | \$16.33 |
| WA | \$20.35 | 10.2% | \$23.19 | 16.24% | \$26.61 |
| WV | \$12.34 | 10.2% | \$14.06 | 22.58% | \$16.95 |
| WI | \$15.30 | 10.2% | \$17.44 | 27.98% | \$21.87 |
| WY | \$14.33 | 10.2% | \$16.33 | 4.13% | \$16.95 |

Figure 8
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| AL | \$23.23 | 10.2% | \$26.48 | 18.94% | \$31.03 |
| AK | \$36.35 | 10.2% | \$41.43 | 25.25% | \$50.93 |
| AZ | \$31.49 | 10.2% | \$35.89 | 17.52% | \$41.60 |
| AR | \$23.46 | 10.2% | \$26.74 | 16.84% | \$30.83 |
| CA | \$36.35 | 10.2% | \$41.43 | 11.72% | \$45.84 |
| CO | \$31.11 | 10.2% | \$35.46 | 15.37% | \$40.41 |
| CT | \$31.57 | 10.2% | \$35.98 | 18.40% | \$41.99 |
| DE | \$30.38 | 10.2% | \$34.63 | 25.09% | \$42.51 |
| DC | \$32.55 | 10.2% | \$37.10 | 40.22% | \$50.65 |
| FL | \$27.28 | 10.2% | \$31.09 | 11.04% | \$34.21 |
| GA | \$26.33 | 10.2% | \$30.01 | 17.10% | \$34.67 |
| HI | \$29.38 | 10.2% | \$33.49 | 25.73% | \$41.31 |
| ID | \$26.74 | 10.2% | \$30.48 | 19.45% | \$35.86 |
| IL | \$30.09 | 10.2% | \$34.30 | 16.96% | \$39.58 |
| IN | \$29.09 | 10.2% | \$33.16 | 14.88% | \$37.63 |
| IA | \$26.18 | 10.2% | \$29.84 | 20.45% | \$35.38 |
| KS | \$26.70 | 10.2% | \$30.43 | 15.79% | \$34.79 |
| KY | \$26.94 | 10.2% | \$30.71 | 17.45% | \$35.57 |
| LA | \$24.04 | 10.2% | \$27.40 | 13.51% | \$30.76 |
| ME | \$30.75 | 10.2% | \$35.05 | 17.90% | \$40.74 |
| MD | \$31.02 | 10.2% | \$35.36 | 20.74% | \$42.01 |
| MA | \$35.28 | 10.2% | \$40.21 | 13.63% | \$45.19 |
| MI | \$29.73 | 10.2% | \$33.89 | 16.77% | \$39.04 |
| MN | \$28.30 | 10.2% | \$32.26 | 14.87% | \$36.61 |
| MS | \$23.20 | 10.2% | \$26.44 | 17.58% | \$30.66 |
| MO | \$26.94 | 10.2% | \$30.71 | 16.66% | \$35.35 |
| MT | \$26.85 | 10.2% | \$30.60 | 30.50% | \$39.08 |
| NE | \$27.69 | 10.2% | \$31.56 | 16.96% | \$36.42 |
| NV | \$31.21 | 10.2% | \$35.57 | 14.75% | \$40.34 |
| NH | \$33.95 | 10.2% | \$38.70 | 22.10% | \$46.46 |
| NJ | \$31.07 | 10.2% | \$35.41 | 21.74% | \$42.40 |
| NM | \$29.03 | 10.2% | \$33.09 | 14.86% | \$37.55 |
| NY | \$29.98 | 10.2% | \$34.17 | 19.51% | \$40.22 |

Figure 8
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| NC | \$28.17 | 10.2% | \$32.11 | 20.63% | \$38.12 |
| ND | \$27.84 | 10.2% | \$31.73 | 10.00% | \$34.61 |
| OH | \$27.95 | 10.2% | \$31.86 | 14.97% | \$36.19 |
| OK | \$24.29 | 10.2% | \$27.69 | 11.84% | \$30.66 |
| OR | \$34.15 | 10.2% | \$38.92 | 22.58% | \$46.90 |
| PA | \$28.68 | 10.2% | \$32.69 | 19.60% | \$38.51 |
| RI | \$36.94 | 10.2% | \$42.10 | 22.03% | \$50.52 |
| SC | \$27.27 | 10.2% | \$31.08 | 17.03% | \$35.89 |
| SD | \$23.85 | 10.2% | \$27.18 | 18.99% | \$31.87 |
| TN | \$23.94 | 10.2% | \$27.29 | 17.33% | \$31.58 |
| TX | \$27.41 | 10.2% | \$31.24 | 12.29% | \$34.73 |
| UT | \$27.50 | 10.2% | \$31.34 | 7.27% | \$33.41 |
| VT | \$30.07 | 10.2% | \$34.27 | 19.20% | \$40.25 |
| VA | \$27.98 | 10.2% | \$31.89 | 15.39% | \$36.35 |
| WA | \$36.63 | 10.2% | \$41.75 | 20.89% | \$49.67 |
| WV | \$22.89 | 10.2% | \$26.09 | 20.32% | \$30.90 |
| WI | \$27.48 | 10.2% | \$31.32 | 22.90% | \$37.83 |
| WY | \$27.63 | 10.2% | \$31.49 | 11.24% | \$34.71 |

Figure 9
Hourly Total Cost for Privately Hired Registered Nurses

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| AL | \$31.68 | 10.2% | \$36.11 | 20.09% | \$42.69 |
| AK | \$51.16 | 10.2% | \$58.31 | 17.45% | \$67.55 |
| AZ | \$42.46 | 10.2% | \$48.39 | 12.40% | \$53.84 |
| AR | \$35.06 | 10.2% | \$39.96 | 18.50% | \$46.67 |
| CA | \$64.42 | 10.2% | \$73.42 | 15.43% | \$83.71 |
| CO | \$41.78 | 10.2% | \$47.62 | 13.65% | \$53.52 |
| CT | \$48.37 | 10.2% | \$55.13 | 20.58% | \$65.43 |
| DE | \$44.81 | 10.2% | \$51.07 | 24.68% | \$62.52 |
| DC | \$50.59 | 10.2% | \$57.66 | 12.43% | \$64.17 |
| FL | \$38.92 | 10.2% | \$44.36 | 12.08% | \$49.23 |
| GA | \$40.20 | 10.2% | \$45.82 | 16.03% | \$52.49 |
| HI | \$62.12 | 10.2% | \$70.80 | 24.60% | \$86.62 |
| ID | \$38.53 | 10.2% | \$43.92 | 17.65% | \$50.95 |
| IL | \$39.65 | 10.2% | \$45.19 | 13.01% | \$50.53 |
| IN | \$37.76 | 10.2% | \$43.04 | 15.20% | \$48.98 |
| IA | \$34.41 | 10.2% | \$39.22 | 17.76% | \$45.54 |
| KS | \$36.43 | 10.2% | \$41.52 | 17.11% | \$47.97 |
| KY | \$37.42 | 10.2% | \$42.65 | 15.58% | \$48.68 |
| LA | \$36.85 | 10.2% | \$42.00 | 13.75% | \$47.24 |
| ME | \$39.24 | 10.2% | \$44.72 | 20.54% | \$53.06 |
| MD | \$42.95 | 10.2% | \$48.95 | 16.97% | \$56.50 |
| MA | \$47.95 | 10.2% | \$54.65 | 19.09% | \$64.13 |
| MI | \$39.28 | 10.2% | \$44.77 | 19.10% | \$52.54 |
| MN | \$46.78 | 10.2% | \$53.32 | 14.89% | \$60.53 |
| MS | \$33.35 | 10.2% | \$38.01 | 16.94% | \$43.86 |
| MO | \$37.11 | 10.2% | \$42.30 | 16.91% | \$48.79 |
| MT | \$38.06 | 10.2% | \$43.38 | 24.46% | \$53.01 |
| NE | \$37.55 | 10.2% | \$42.80 | 18.58% | \$50.02 |
| NV | \$46.25 | 10.2% | \$52.71 | 14.51% | \$59.66 |
| NH | \$41.65 | 10.2% | \$47.47 | 23.18% | \$57.46 |
| NJ | \$48.15 | 10.2% | \$54.88 | 22.87% | \$66.28 |
| NM | \$40.37 | 10.2% | \$46.01 | 13.16% | \$51.51 |
| NY | \$50.28 | 10.2% | \$57.31 | 21.38% | \$68.43 |
| NC | \$38.26 | 10.2% | \$43.61 | 21.19% | \$52.00 |

Figure 9
Hourly Total Cost for Privately Hired Registered Nurses

| State | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| ND | \$36.03 | 10.2% | \$41.07 | 5.84% | \$43.24 |
| OH | \$38.44 | 10.2% | \$43.81 | 18.18% | \$51.04 |
| OK | \$37.87 | 10.2% | \$43.16 | 11.90% | \$47.83 |
| OR | \$53.34 | 10.2% | \$60.80 | 17.34% | \$70.37 |
| PA | \$39.80 | 10.2% | \$45.36 | 21.86% | \$54.37 |
| RI | \$45.60 | 10.2% | \$51.97 | 22.29% | \$62.49 |
| SC | \$37.68 | 10.2% | \$42.95 | 29.68% | \$54.52 |
| SD | \$32.23 | 10.2% | \$36.74 | 22.94% | \$44.39 |
| TN | \$36.64 | 10.2% | \$41.76 | 18.81% | \$48.89 |
| TX | \$40.92 | 10.2% | \$46.64 | 10.26% | \$50.99 |
| UT | \$38.36 | 10.2% | \$43.72 | 16.96% | \$50.45 |
| VT | \$39.37 | 10.2% | \$44.87 | 25.22% | \$55.15 |
| VA | \$40.43 | 10.2% | \$46.08 | 7.97% | \$49.42 |
| WA | \$51.79 | 10.2% | \$59.03 | 25.85% | \$72.88 |
| WV | \$37.85 | 10.2% | \$43.14 | 21.48% | \$51.55 |
| WI | \$40.05 | 10.2% | \$45.65 | 21.41% | \$54.52 |
| WY | \$38.45 | 10.2% | \$43.82 | 10.78% | \$48.11 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Anchorage, AK | \$17.60 | 10.2% | \$20.06 | 11.27% | \$22.11 |
| Fairbanks, AK | \$18.30 | 10.2% | \$20.86 | 11.27% | \$22.99 |
| Anniston-Oxford-Jacksonville, AL | \$11.14 | 10.2% | \$12.70 | 16.28% | \$14.57 |
| Auburn-Opelika, AL | \$11.22 | 10.2% | \$12.79 | 16.28% | \$14.68 |
| Birmingham-Hoover, AL | \$12.22 | 10.2% | \$13.93 | 16.28% | \$15.99 |
| Daphne-Fairhope-Foley, AL | \$11.56 | 10.2% | \$13.18 | 16.28% | \$15.12 |
| Decatur, AL | \$11.13 | 10.2% | \$12.69 | 16.28% | \$14.56 |
| Dothan, AL | \$10.86 | 10.2% | \$12.38 | 16.28% | \$14.21 |
| Florence-Muscle Shoals, AL | \$10.86 | 10.2% | \$12.38 | 16.28% | \$14.21 |
| Gadsden, AL | \$10.24 | 10.2% | \$11.67 | 16.28% | \$13.40 |
| Huntsville, AL | \$12.00 | 10.2% | \$13.68 | 16.28% | \$15.70 |
| Mobile, AL | \$11.20 | 10.2% | \$12.77 | 16.28% | \$14.65 |
| Montgomery, AL | \$11.03 | 10.2% | \$12.57 | 16.28% | \$14.43 |
| Tuscaloosa, AL | \$11.48 | 10.2% | \$13.08 | 16.28% | \$15.02 |
| Fayetteville-Springdale-Rogers, AR-MO | \$13.73 | 10.2% | \$15.65 | 17.16% | \$18.09 |
| Fort Smith, AR-OK | \$13.10 | 10.2% | \$14.93 | 17.16% | \$17.26 |
| Hot Springs, AR | \$12.49 | 10.2% | \$14.24 | 17.16% | \$16.45 |
| Jonesboro, AR | \$13.14 | 10.2% | \$14.98 | 17.16% | \$17.31 |
| Little Rock-North Little Rock-Conway, AR | \$13.53 | 10.2% | \$15.42 | 17.16% | \$17.82 |
| Pine Bluff, AR | \$12.67 | 10.2% | \$14.44 | 17.16% | \$16.69 |
| Flagstaff, AZ | \$16.31 | 10.2% | \$18.59 | 14.74% | \$21.08 |
| Lake Havasu City-Kingman, AZ | \$15.46 | 10.2% | \$17.62 | 14.74% | \$19.98 |
| Phoenix-Mesa-Scottsdale, AZ | \$16.21 | 10.2% | \$18.48 | 14.74% | \$20.95 |
| Prescott, AZ | \$16.28 | 10.2% | \$18.56 | 14.74% | \$21.04 |
| Sierra Vista-Douglas, AZ | \$14.43 | 10.2% | \$16.45 | 14.74% | \$18.65 |
| Tucson, AZ | \$15.00 | 10.2% | \$17.10 | 14.74% | \$19.38 |
| Yuma, AZ | \$14.34 | 10.2% | \$16.34 | 14.74% | \$18.53 |
| Bakersfield, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Chico, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| El Centro, CA | \$15.66 | 10.2% | \$17.85 | 17.72% | \$20.72 |
| Fresno, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Hanford-Corcoran, CA | \$15.65 | 10.2% | \$17.84 | 17.72% | \$20.71 |
| Los Angeles-Long Beach-Anaheim, CA | \$16.12 | 10.2% | \$18.37 | 17.72% | \$21.33 |
| Madera, CA | \$15.68 | 10.2% | \$17.87 | 17.72% | \$20.75 |
| Merced, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Modesto, CA | \$16.10 | 10.2% | \$18.35 | 17.72% | \$21.30 |
| Napa, CA | \$17.82 | 10.2% | \$20.31 | 17.72% | \$23.58 |
| Oxnard-Thousand Oaks-Ventura, CA | \$16.04 | 10.2% | \$18.28 | 17.72% | \$21.22 |
| Redding, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Riverside-San Bernardino-Ontario, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Sacramento--Roseville--Arden-Arcade, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Salinas, CA | \$15.59 | 10.2% | \$17.77 | 17.72% | \$20.63 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| San Diego-Carlsbad, CA | \$16.40 | 10.2% | \$18.69 | 17.72% | \$21.70 |
| San Francisco-Oakland-Hayward, CA | \$16.58 | 10.2% | \$18.90 | 17.72% | \$21.94 |
| San Jose-Sunnyvale-Santa Clara, CA | \$17.20 | 10.2% | \$19.60 | 17.72% | \$22.76 |
| San Luis Obispo-Paso Robles-Arroyo Grande, CA | \$15.67 | 10.2% | \$17.86 | 17.72% | \$20.73 |
| Santa Cruz-Watsonville, CA | \$15.58 | 10.2% | \$17.76 | 17.72% | \$20.62 |
| Santa Maria-Santa Barbara, CA | \$15.93 | 10.2% | \$18.16 | 17.72% | \$21.08 |
| Santa Rosa, CA | \$16.19 | 10.2% | \$18.45 | 17.72% | \$21.42 |
| Stockton-Lodi, CA | \$16.74 | 10.2% | \$19.08 | 17.72% | \$22.15 |
| Vallejo-Fairfield, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Visalia-Porterville, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Yuba City, CA | \$15.50 | 10.2% | \$17.67 | 17.72% | \$20.51 |
| Boulder, CO | \$19.12 | 10.2% | \$21.79 | 14.17% | \$24.60 |
| Colorado Springs, CO | \$16.88 | 10.2% | \$19.24 | 14.17% | \$21.71 |
| Denver-Aurora-Lakewood, CO | \$17.56 | 10.2% | \$20.01 | 14.17% | \$22.59 |
| Fort Collins, CO | \$17.14 | 10.2% | \$19.54 | 14.17% | \$22.05 |
| Grand Junction, CO | \$15.31 | 10.2% | \$17.45 | 14.17% | \$19.70 |
| Greeley, CO | \$17.30 | 10.2% | \$19.72 | 14.17% | \$22.26 |
| Pueblo, CO | \$16.32 | 10.2% | \$18.60 | 14.17% | \$20.99 |
| Bridgeport-Stamford-Norwalk, CT | \$18.13 | 10.2% | \$20.66 | 20.12% | \$24.44 |
| Danbury, CT | \$17.62 | 10.2% | \$20.08 | 20.12% | \$23.75 |
| Hartford-West Hartford-East Hartford, CT | \$17.76 | 10.2% | \$20.24 | 20.12% | \$23.94 |
| New Haven, CT | \$17.35 | 10.2% | \$19.78 | 20.12% | \$23.39 |
| Norwich-New London-Westerly, CT-RI | \$17.76 | 10.2% | \$20.24 | 20.12% | \$23.94 |
| Waterbury, CT | \$17.43 | 10.2% | \$19.87 | 20.12% | \$23.50 |
| Washington-Arlington-Alexandria, DC-VA-MD-WV | \$16.90 | 10.2% | \$19.26 | 0.14% | \$19.29 |
| Dover, DE | \$13.89 | 10.2% | \$15.83 | 21.86% | \$18.97 |
| Cape Coral-Fort Myers, FL | \$15.38 | 10.2% | \$17.53 | 3.17% | \$18.03 |
| Crestview-Fort Walton Beach-Destin, FL | \$14.47 | 10.2% | \$16.49 | 3.17% | \$16.97 |
| Deltona-Daytona Beach-Ormond Beach, FL | \$14.14 | 10.2% | \$16.12 | 3.17% | \$16.58 |
| Gainesville, FL | \$14.31 | 10.2% | \$16.31 | 3.17% | \$16.78 |
| Homosassa Springs, FL | \$13.58 | 10.2% | \$15.48 | 3.17% | \$15.92 |
| Jacksonville, FL | \$14.70 | 10.2% | \$16.75 | 3.17% | \$17.24 |
| Lakeland-Winter Haven, FL | \$13.92 | 10.2% | \$15.87 | 3.17% | \$16.32 |
| Miami-Fort Lauderdale-West Palm Beach, FL | \$15.08 | 10.2% | \$17.19 | 3.17% | \$17.68 |
| Naples-Immokalee-Marco Island, FL | \$15.64 | 10.2% | \$17.83 | 3.17% | \$18.34 |
| North Port-Sarasota-Bradenton, FL | \$15.47 | 10.2% | \$17.63 | 3.17% | \$18.14 |
| Ocala, FL | \$14.33 | 10.2% | \$16.33 | 3.17% | \$16.80 |
| Orlando-Kissimmee-Sanford, FL | \$14.95 | 10.2% | \$17.04 | 3.17% | \$17.53 |
| Palm Bay-Melbourne-Titusville, FL | \$15.08 | 10.2% | \$17.19 | 3.17% | \$17.68 |
| Panama City, FL | \$14.72 | 10.2% | \$16.78 | 3.17% | \$17.26 |
| Pensacola-Ferry Pass-Brent, FL | \$14.19 | 10.2% | \$16.17 | 3.17% | \$16.64 |
| Port St. Lucie, FL | \$14.86 | 10.2% | \$16.94 | 3.17% | \$17.42 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Punta Gorda, FL | \$14.45 | 10.2% | \$16.47 | 3.17% | \$16.94 |
| Sebastian-Vero Beach, FL | \$14.15 | 10.2% | \$16.13 | 3.17% | \$16.59 |
| Sebring, FL | \$13.60 | 10.2% | \$15.50 | 3.17% | \$15.95 |
| Tallahassee, FL | \$14.11 | 10.2% | \$16.08 | 3.17% | \$16.54 |
| Tampa-St. Petersburg-Clearwater, FL | \$14.83 | 10.2% | \$16.90 | 3.17% | \$17.39 |
| The Villages, FL | \$15.00 | 10.2% | \$17.10 | 3.17% | \$17.59 |
| Albany, GA | \$11.42 | 10.2% | \$13.02 | 15.35% | \$14.83 |
| Athens-Clarke County, GA | \$12.87 | 10.2% | \$14.67 | 15.35% | \$16.71 |
| Atlanta-Sandy Springs-Roswell, GA | \$13.75 | 10.2% | \$15.67 | 15.35% | \$17.86 |
| Augusta-Richmond County, GA-SC | \$12.79 | 10.2% | \$14.58 | 15.35% | \$16.61 |
| Brunswick, GA | \$12.84 | 10.2% | \$14.63 | 15.35% | \$16.67 |
| Columbus, GA-AL | \$12.80 | 10.2% | \$14.59 | 15.35% | \$16.62 |
| Dalton, GA | \$12.94 | 10.2% | \$14.75 | 15.35% | \$16.80 |
| Gainesville, GA | \$13.57 | 10.2% | \$15.47 | 15.35% | \$17.62 |
| Hinesville, GA | \$11.14 | 10.2% | \$12.70 | 15.35% | \$14.47 |
| Macon, GA | \$12.27 | 10.2% | \$13.99 | 15.35% | \$15.93 |
| Rome, GA | \$12.81 | 10.2% | \$14.60 | 15.35% | \$16.64 |
| Savannah, GA | \$13.01 | 10.2% | \$14.83 | 15.35% | \$16.90 |
| Valdosta, GA | \$11.20 | 10.2% | \$12.77 | 15.35% | \$14.54 |
| Warner Robins, GA | \$12.76 | 10.2% | \$14.54 | 15.35% | \$16.57 |
| Kahului-Wailuku-Lahaina, HI | \$17.91 | 10.2% | \$20.41 | 21.31% | \$24.36 |
| Urban Honolulu, HI | \$16.89 | 10.2% | \$19.25 | 21.31% | \$22.97 |
| Ames, IA | \$16.35 | 10.2% | \$18.64 | 19.29% | \$21.90 |
| Cedar Rapids, IA | \$16.83 | 10.2% | \$19.18 | 19.29% | \$22.54 |
| Davenport-Moline-Rock Island, IA-IL | \$14.68 | 10.2% | \$16.73 | 19.29% | \$19.66 |
| Des Moines-West Des Moines, IA | \$16.54 | 10.2% | \$18.85 | 19.29% | \$22.15 |
| Dubuque, IA | \$18.47 | 10.2% | \$21.05 | 19.29% | \$24.74 |
| Iowa City, IA | \$15.92 | 10.2% | \$18.15 | 19.29% | \$21.32 |
| Sioux City, IA-NE-SD | \$16.97 | 10.2% | \$19.34 | 19.29% | \$22.73 |
| Waterloo-Cedar Falls, IA | \$15.99 | 10.2% | \$18.23 | 19.29% | \$21.42 |
| Boise City, ID | \$14.39 | 10.2% | \$16.40 | 15.01% | \$18.64 |
| Coeur d'Alene, ID | \$15.20 | 10.2% | \$17.32 | 15.01% | \$19.69 |
| Idaho Falls, ID | \$13.81 | 10.2% | \$15.74 | 15.01% | \$17.89 |
| Lewiston, ID-WA | \$16.85 | 10.2% | \$19.21 | 15.01% | \$21.82 |
| Pocatello, ID | \$13.94 | 10.2% | \$15.89 | 15.01% | \$18.05 |
| Twin Falls, ID | \$14.00 | 10.2% | \$15.96 | 15.01% | \$18.13 |
| Bloomington, IL | \$13.00 | 10.2% | \$14.82 | 24.69% | \$18.14 |
| Carbondale-Marion, IL | \$15.02 | 10.2% | \$17.12 | 24.69% | \$20.96 |
| Champaign-Urbana, IL | \$16.71 | 10.2% | \$19.05 | 24.69% | \$23.31 |
| Chicago-Naperville-Elgin, IL-IN-WI | \$16.97 | 10.2% | \$19.34 | 24.69% | \$23.68 |
| Danville, IL | \$15.81 | 10.2% | \$18.02 | 24.69% | \$22.06 |
| Decatur, IL | \$14.87 | 10.2% | \$16.95 | 24.69% | \$20.75 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Kankakee, IL | \$16.46 | 10.2% | \$18.76 | 24.69% | \$22.97 |
| Peoria, IL | \$15.33 | 10.2% | \$17.47 | 24.69% | \$21.39 |
| Rockford, IL | \$16.33 | 10.2% | \$18.61 | 24.69% | \$22.78 |
| Springfield, IL | \$16.39 | 10.2% | \$18.68 | 24.69% | \$22.87 |
| Bloomington, IN | \$14.23 | 10.2% | \$16.22 | 14.47% | \$18.35 |
| Columbus, IN | \$14.55 | 10.2% | \$16.58 | 14.47% | \$18.76 |
| Elkhart-Goshen, IN | \$16.01 | 10.2% | \$18.25 | 14.47% | \$20.65 |
| Evansville, IN-KY | \$14.09 | 10.2% | \$16.06 | 14.47% | \$18.17 |
| Fort Wayne, IN | \$14.16 | 10.2% | \$16.14 | 14.47% | \$18.26 |
| Indianapolis-Carmel-Anderson, IN | \$14.80 | 10.2% | \$16.87 | 14.47% | \$19.09 |
| Kokomo, IN | \$14.31 | 10.2% | \$16.31 | 14.47% | \$18.45 |
| Lafayette-West Lafayette, IN | \$14.00 | 10.2% | \$15.96 | 14.47% | \$18.05 |
| Michigan City-La Porte, IN | \$15.20 | 10.2% | \$17.32 | 14.47% | \$19.60 |
| Muncie, IN | \$13.72 | 10.2% | \$15.64 | 14.47% | \$17.69 |
| South Bend-Mishawaka, IN-MI | \$14.59 | 10.2% | \$16.63 | 14.47% | \$18.81 |
| Terre Haute, IN | \$14.36 | 10.2% | \$16.37 | 14.47% | \$18.52 |
| Lawrence, KS | \$12.01 | 10.2% | \$13.69 | 13.57% | \$15.37 |
| Manhattan, KS | \$13.60 | 10.2% | \$15.50 | 13.57% | \$17.41 |
| Topeka, KS | \$13.80 | 10.2% | \$15.73 | 13.57% | \$17.67 |
| Wichita, KS | \$12.49 | 10.2% | \$14.24 | 13.57% | \$15.99 |
| Bowling Green, KY | \$14.27 | 10.2% | \$16.26 | 23.68% | \$19.76 |
| Elizabethtown-Fort Knox, KY | \$15.50 | 10.2% | \$17.67 | 23.68% | \$21.46 |
| Lexington-Fayette, KY | \$14.96 | 10.2% | \$17.05 | 23.68% | \$20.72 |
| Louisville/Jefferson County, KY-IN | \$14.91 | 10.2% | \$16.99 | 23.68% | \$20.65 |
| Owensboro, KY | \$16.13 | 10.2% | \$18.38 | 23.68% | \$22.34 |
| Alexandria, LA | \$10.13 | 10.2% | \$11.55 | 12.85% | \$12.89 |
| Baton Rouge, LA | \$9.95 | 10.2% | \$11.34 | 12.85% | \$12.66 |
| Hammond, LA | \$10.07 | 10.2% | \$11.48 | 12.85% | \$12.82 |
| Houma-Thibodaux, LA | \$10.30 | 10.2% | \$11.74 | 12.85% | \$13.11 |
| Lafayette, LA | \$9.76 | 10.2% | \$11.12 | 12.85% | \$12.42 |
| Lake Charles, LA | \$10.17 | 10.2% | \$11.59 | 12.85% | \$12.94 |
| Monroe, LA | \$9.50 | 10.2% | \$10.83 | 12.85% | \$12.09 |
| New Orleans-Metairie, LA | \$10.88 | 10.2% | \$12.40 | 12.85% | \$13.85 |
| Shreveport-Bossier City, LA | \$10.06 | 10.2% | \$11.47 | 12.85% | \$12.80 |
| Barnstable Town, MA | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| Boston-Cambridge-Nashua, MA-NH | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| Leominster-Gardner, MA | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| New Bedford, MA | \$17.89 | 10.2% | \$20.39 | 14.62% | \$23.10 |
| Pittsfield, MA | \$17.89 | 10.2% | \$20.39 | 14.62% | \$23.10 |
| Springfield, MA-CT | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| Worcester, MA-CT | \$18.00 | 10.2% | \$20.52 | 14.62% | \$23.24 |
| Baltimore-Columbia-Towson, MD | \$16.64 | 10.2% | \$18.97 | 15.27% | \$21.59 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| California-Lexington Park, MD | \$16.88 | 10.2% | \$19.24 | 15.27% | \$21.91 |
| Cumberland, MD-WV | \$14.45 | 10.2% | \$16.47 | 15.27% | \$18.75 |
| Hagerstown-Martinsburg, MD-WV | \$14.25 | 10.2% | \$16.24 | 15.27% | \$18.49 |
| Salisbury, MD-DE | \$14.19 | 10.2% | \$16.17 | 15.27% | \$18.41 |
| Bangor, ME | \$16.98 | 10.2% | \$19.35 | 22.01% | \$23.22 |
| Lewiston-Auburn, ME | \$17.13 | 10.2% | \$19.52 | 22.01% | \$23.43 |
| Portland-South Portland, ME | \$17.56 | 10.2% | \$20.01 | 22.01% | \$24.01 |
| Ann Arbor, MI | \$15.00 | 10.2% | \$17.10 | 18.18% | \$19.92 |
| Battle Creek, MI | \$16.22 | 10.2% | \$18.49 | 18.18% | \$21.54 |
| Bay City, MI | \$14.55 | 10.2% | \$16.58 | 18.18% | \$19.32 |
| Detroit-Warren-Dearborn, MI | \$14.88 | 10.2% | \$16.96 | 18.18% | \$19.76 |
| Flint, MI | \$14.30 | 10.2% | \$16.30 | 18.18% | \$18.99 |
| Grand Rapids-Wyoming, MI | \$15.89 | 10.2% | \$18.11 | 18.18% | \$21.10 |
| Jackson, MI | \$14.24 | 10.2% | \$16.23 | 18.18% | \$18.91 |
| Kalamazoo-Portage, MI | \$15.00 | 10.2% | \$17.10 | 18.18% | \$19.92 |
| Lansing-East Lansing, MI | \$14.34 | 10.2% | \$16.34 | 18.18% | \$19.04 |
| Midland, MI | \$11.44 | 10.2% | \$13.04 | 18.18% | \$15.19 |
| Monroe, MI | \$15.59 | 10.2% | \$17.77 | 18.18% | \$20.70 |
| Muskegon, MI | \$15.29 | 10.2% | \$17.43 | 18.18% | \$20.30 |
| Niles-Benton Harbor, MI | \$13.66 | 10.2% | \$15.57 | 18.18% | \$18.14 |
| Saginaw, MI | \$13.87 | 10.2% | \$15.81 | 18.18% | \$18.42 |
| Duluth, MN-WI | \$16.30 | 10.2% | \$18.58 | 16.75% | \$21.40 |
| Mankato-North Mankato, MN | \$16.49 | 10.2% | \$18.79 | 16.75% | \$21.65 |
| Minneapolis-St. Paul-Bloomington, MN-WI | \$16.56 | 10.2% | \$18.87 | 16.75% | \$21.74 |
| Rochester, MN | \$16.39 | 10.2% | \$18.68 | 16.75% | \$21.52 |
| St. Cloud, MN | \$16.52 | 10.2% | \$18.83 | 16.75% | \$21.69 |
| Cape Girardeau, MO-IL | \$13.98 | 10.2% | \$15.93 | 24.17% | \$19.43 |
| Columbia, MO | \$16.05 | 10.2% | \$18.29 | 24.17% | \$22.31 |
| Jefferson City, MO | \$13.78 | 10.2% | \$15.71 | 24.17% | \$19.15 |
| Joplin, MO | \$15.02 | 10.2% | \$17.12 | 24.17% | \$20.88 |
| Kansas City, MO-KS | \$14.58 | 10.2% | \$16.62 | 24.17% | \$20.26 |
| Springfield, MO | \$14.02 | 10.2% | \$15.98 | 24.17% | \$19.49 |
| St. Joseph, MO-KS | \$13.33 | 10.2% | \$15.19 | 24.17% | \$18.53 |
| St. Louis, MO-IL | \$12.55 | 10.2% | \$14.30 | 24.17% | \$17.44 |
| Gulfport-Biloxi-Pascagoula, MS | \$11.12 | 10.2% | \$12.67 | 17.63% | \$14.70 |
| Hattiesburg, MS | \$11.49 | 10.2% | \$13.10 | 17.63% | \$15.19 |
| Jackson, MS | \$11.59 | 10.2% | \$13.21 | 17.63% | \$15.32 |
| Billings, MT | \$15.28 | 10.2% | \$17.42 | 23.13% | \$21.07 |
| Great Falls, MT | \$13.52 | 10.2% | \$15.41 | 23.13% | \$18.65 |
| Missoula, MT | \$14.08 | 10.2% | \$16.05 | 23.13% | \$19.42 |
| Asheville, NC | \$14.23 | 10.2% | \$16.22 | 23.68% | \$19.71 |
| Burlington, NC | \$13.21 | 10.2% | \$15.06 | 23.68% | \$18.29 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Charlotte-Concord-Gastonia, NC-SC | \$14.17 | 10.2% | \$16.15 | 23.68% | \$19.62 |
| Durham-Chapel Hill, NC | \$14.53 | 10.2% | \$16.56 | 23.68% | \$20.12 |
| Fayetteville, NC | \$12.72 | 10.2% | \$14.50 | 23.68% | \$17.61 |
| Goldsboro, NC | \$17.13 | 10.2% | \$19.52 | 23.68% | \$23.72 |
| Greensboro-High Point, NC | \$13.40 | 10.2% | \$15.27 | 23.68% | \$18.56 |
| Greenville, NC | \$12.82 | 10.2% | \$14.61 | 23.68% | \$17.75 |
| Hickory-Lenoir-Morganton, NC | \$13.58 | 10.2% | \$15.48 | 23.68% | \$18.81 |
| Jacksonville, NC | \$13.08 | 10.2% | \$14.91 | 23.68% | \$18.11 |
| New Bern, NC | \$13.22 | 10.2% | \$15.07 | 23.68% | \$18.31 |
| Raleigh, NC | \$14.27 | 10.2% | \$16.26 | 23.68% | \$19.76 |
| Rocky Mount, NC | \$13.04 | 10.2% | \$14.86 | 23.68% | \$18.06 |
| Wilmington, NC | \$13.90 | 10.2% | \$15.84 | 23.68% | \$19.25 |
| Winston-Salem, NC | \$13.66 | 10.2% | \$15.57 | 23.68% | \$18.92 |
| Bismarck, ND | \$17.50 | 10.2% | \$19.95 | 7.47% | \$21.30 |
| Fargo, ND-MN | \$17.16 | 10.2% | \$19.56 | 7.47% | \$20.88 |
| Grand Forks, ND-MN | \$17.33 | 10.2% | \$19.75 | 7.47% | \$21.09 |
| Grand Island, NE | \$14.56 | 10.2% | \$16.60 | 20.26% | \$19.65 |
| Lincoln, NE | \$14.85 | 10.2% | \$16.93 | 20.26% | \$20.04 |
| Omaha-Council Bluffs, NE-IA | \$15.40 | 10.2% | \$17.55 | 20.26% | \$20.78 |
| Dover-Durham, NH-ME | \$16.53 | 10.2% | \$18.84 | 23.95% | \$22.94 |
| Manchester, NH | \$17.11 | 10.2% | \$19.50 | 23.95% | \$23.74 |
| Portsmouth, NH-ME | \$16.84 | 10.2% | \$19.19 | 23.95% | \$23.37 |
| Atlantic City-Hammonton, NJ | \$14.74 | 10.2% | \$16.80 | 25.83% | \$20.74 |
| Ocean City, NJ | \$16.51 | 10.2% | \$18.82 | 25.83% | \$23.23 |
| Trenton, NJ | \$16.34 | 10.2% | \$18.62 | 25.83% | \$22.99 |
| Vineland-Bridgeton, NJ | \$15.11 | 10.2% | \$17.22 | 25.83% | \$21.26 |
| Albuquerque, NM | \$13.15 | 10.2% | \$14.99 | 11.45% | \$16.55 |
| Farmington, NM | \$12.60 | 10.2% | \$14.36 | 11.45% | \$15.85 |
| Las Cruces, NM | \$12.29 | 10.2% | \$14.01 | 11.45% | \$15.46 |
| Santa Fe, NM | \$13.64 | 10.2% | \$15.55 | 11.45% | \$17.16 |
| Carson City, NV | \$15.00 | 10.2% | \$17.10 | 12.04% | \$18.96 |
| Las Vegas-Henderson-Paradise, NV | \$13.10 | 10.2% | \$14.93 | 12.04% | \$16.56 |
| Reno, NV | \$14.54 | 10.2% | \$16.57 | 12.04% | \$18.38 |
| Albany-Schenectady-Troy, NY | \$17.04 | 10.2% | \$19.42 | 24.04% | \$23.66 |
| Binghamton, NY | \$17.15 | 10.2% | \$19.55 | 24.04% | \$23.81 |
| Buffalo-Cheektowaga-Niagara Falls, NY | \$16.21 | 10.2% | \$18.48 | 24.04% | \$22.51 |
| Elmira, NY | \$16.71 | 10.2% | \$19.05 | 24.04% | \$23.20 |
| Glens Falls, NY | \$16.89 | 10.2% | \$19.25 | 24.04% | \$23.45 |
| Ithaca, NY | \$16.09 | 10.2% | \$18.34 | 24.04% | \$22.34 |
| Kingston, NY | \$17.08 | 10.2% | \$19.47 | 24.04% | \$23.72 |
| New York-Newark-Jersey City, NY-NJ-PA | \$17.56 | 10.2% | \$20.01 | 24.04% | \$24.38 |
| Rochester, NY | \$16.49 | 10.2% | \$18.79 | 24.04% | \$22.90 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Syracuse, NY | \$16.74 | 10.2% | \$19.08 | 24.04% | \$23.24 |
| Utica-Rome, NY | \$17.29 | 10.2% | \$19.71 | 24.04% | \$24.01 |
| Watertown-Fort Drum, NY | \$16.20 | 10.2% | \$18.46 | 24.04% | \$22.49 |
| Akron, OH | \$14.15 | 10.2% | \$16.13 | 16.05% | \$18.48 |
| Canton-Massillon, OH | \$13.79 | 10.2% | \$15.72 | 16.05% | \$18.01 |
| Cincinnati, OH-KY-IN | \$14.26 | 10.2% | \$16.25 | 16.05% | \$18.62 |
| Cleveland-Elyria, OH | \$14.39 | 10.2% | \$16.40 | 16.05% | \$18.79 |
| Columbus, OH | \$14.08 | 10.2% | \$16.05 | 16.05% | \$18.39 |
| Dayton, OH | \$14.60 | 10.2% | \$16.64 | 16.05% | \$19.07 |
| Lima, OH | \$13.92 | 10.2% | \$15.87 | 16.05% | \$18.18 |
| Mansfield, OH | \$13.94 | 10.2% | \$15.89 | 16.05% | \$18.20 |
| Springfield, OH | \$14.31 | 10.2% | \$16.31 | 16.05% | \$18.69 |
| Toledo, OH | \$13.92 | 10.2% | \$15.87 | 16.05% | \$18.18 |
| Youngstown-Warren-Boardman, OH-PA | \$13.22 | 10.2% | \$15.07 | 16.05% | \$17.26 |
| Enid, OK | \$13.22 | 10.2% | \$15.07 | 7.85% | \$16.14 |
| Lawton, OK | \$11.10 | 10.2% | \$12.65 | 7.85% | \$13.55 |
| Oklahoma City, OK | \$12.75 | 10.2% | \$14.53 | 7.85% | \$15.57 |
| Tulsa, OK | \$12.58 | 10.2% | \$14.34 | 7.85% | \$15.36 |
| Albany, OR | \$18.30 | 10.2% | \$20.86 | 11.05% | \$22.95 |
| Bend-Redmond, OR | \$18.04 | 10.2% | \$20.56 | 11.05% | \$22.62 |
| Corvallis, OR | \$16.98 | 10.2% | \$19.35 | 11.05% | \$21.30 |
| Eugene, OR | \$17.58 | 10.2% | \$20.04 | 11.05% | \$22.05 |
| Medford, OR | \$18.15 | 10.2% | \$20.69 | 11.05% | \$22.76 |
| Portland-Vancouver-Hillsboro, OR-WA | \$19.22 | 10.2% | \$21.91 | 11.05% | \$24.10 |
| Salem, OR | \$18.57 | 10.2% | \$21.17 | 11.05% | \$23.29 |
| Allentown-Bethlehem-Easton, PA-NJ | \$14.16 | 10.2% | \$16.14 | 11.81% | \$17.87 |
| Altoona, PA | \$13.54 | 10.2% | \$15.43 | 11.81% | \$17.09 |
| Bloomsburg-Berwick, PA | \$12.99 | 10.2% | \$14.81 | 11.81% | \$16.39 |
| Chambersburg-Waynesboro, PA | \$14.08 | 10.2% | \$16.05 | 11.81% | \$17.77 |
| East Stroudsburg, PA | \$13.86 | 10.2% | \$15.80 | 11.81% | \$17.49 |
| Erie, PA | \$13.38 | 10.2% | \$15.25 | 11.81% | \$16.88 |
| Gettysburg, PA | \$13.52 | 10.2% | \$15.41 | 11.81% | \$17.06 |
| Harrisburg-Carlisle, PA | \$13.84 | 10.2% | \$15.77 | 11.81% | \$17.47 |
| Johnstown, PA | \$13.26 | 10.2% | \$15.11 | 11.81% | \$16.73 |
| Lancaster, PA | \$14.41 | 10.2% | \$16.42 | 11.81% | \$18.18 |
| Lebanon, PA | \$13.66 | 10.2% | \$15.57 | 11.81% | \$17.24 |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD | \$14.13 | 10.2% | \$16.11 | 11.81% | \$17.83 |
| Pittsburgh, PA | \$14.21 | 10.2% | \$16.20 | 11.81% | \$17.93 |
| Reading, PA | \$14.00 | 10.2% | \$15.96 | 11.81% | \$17.67 |
| Scranton--Wilkes-Barre--Hazleton, PA | \$13.72 | 10.2% | \$15.64 | 11.81% | \$17.31 |
| State College, PA | \$13.96 | 10.2% | \$15.91 | 11.81% | \$17.62 |
| Williamsport, PA | \$13.48 | 10.2% | \$15.36 | 11.81% | \$17.01 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| York-Hanover, PA | \$14.20 | 10.2% | \$16.18 | 11.81% | \$17.92 |
| Aguadilla-Isabela, PR | \$9.36 | 10.2% | \$10.67 | 16.85% | \$12.30 |
| Arecibo, PR | \$9.01 | 10.2% | \$10.27 | 16.85% | \$11.84 |
| Guayama, PR | \$10.20 | 10.2% | \$11.63 | 16.85% | \$13.40 |
| Mayaguez, PR | \$9.26 | 10.2% | \$10.55 | 16.85% | \$12.17 |
| Ponce, PR | \$9.08 | 10.2% | \$10.35 | 16.85% | \$11.93 |
| San German, PR | \$9.32 | 10.2% | \$10.62 | 16.85% | \$12.25 |
| San Juan-Carolina-Caguas, PR | \$9.66 | 10.2% | \$11.01 | 16.85% | \$12.70 |
| Providence-Warwick, RI-MA | \$18.01 | 10.2% | \$20.53 | 18.45% | \$23.96 |
| Charleston-North Charleston, SC | \$14.57 | 10.2% | \$16.61 | 18.69% | \$19.42 |
| Columbia, SC | \$13.62 | 10.2% | \$15.52 | 18.69% | \$18.16 |
| Florence, SC | \$11.71 | 10.2% | \$13.35 | 18.69% | \$15.61 |
| Greenville-Anderson-Mauldin, SC | \$13.01 | 10.2% | \$14.83 | 18.69% | \$17.34 |
| Hilton Head Island-Bluffton-Beaufort, SC | \$14.30 | 10.2% | \$16.30 | 18.69% | \$19.06 |
| Myrtle Beach-Conway-North Myrtle Beach, SC-NC | \$13.45 | 10.2% | \$15.33 | 18.69% | \$17.93 |
| Spartanburg, SC | \$14.14 | 10.2% | \$16.12 | 18.69% | \$18.85 |
| Sumter, SC | \$12.49 | 10.2% | \$14.24 | 18.69% | \$16.65 |
| Rapid City, SD | \$16.97 | 10.2% | \$19.34 | 24.84% | \$23.70 |
| Sioux Falls, SD | \$16.64 | 10.2% | \$18.97 | 24.84% | \$23.24 |
| Chattanooga, TN-GA | \$13.47 | 10.2% | \$15.35 | 18.25% | \$17.90 |
| Clarksville, TN-KY | \$13.65 | 10.2% | \$15.56 | 18.25% | \$18.14 |
| Cleveland, TN | \$14.14 | 10.2% | \$16.12 | 18.25% | \$18.79 |
| Jackson, TN | \$13.31 | 10.2% | \$15.17 | 18.25% | \$17.68 |
| Johnson City, TN | \$13.46 | 10.2% | \$15.34 | 18.25% | \$17.88 |
| Kingsport-Bristol-Bristol, TN-VA | \$13.22 | 10.2% | \$15.07 | 18.25% | \$17.56 |
| Knoxville, TN | \$13.64 | 10.2% | \$15.55 | 18.25% | \$18.12 |
| Memphis, TN-MS-AR | \$13.50 | 10.2% | \$15.39 | 18.25% | \$17.94 |
| Morristown, TN | \$13.03 | 10.2% | \$14.85 | 18.25% | \$17.31 |
| Nashville-Davidson--Murfreesboro--Franklin, TN | \$14.39 | 10.2% | \$16.40 | 18.25% | \$19.12 |
| Abilene, TX | \$10.74 | 10.2% | \$12.24 | 16.96% | \$14.13 |
| Amarillo, TX | \$11.01 | 10.2% | \$12.55 | 16.96% | \$14.48 |
| Austin-Round Rock, TX | \$12.98 | 10.2% | \$14.79 | 16.96% | \$17.07 |
| Beaumont-Port Arthur, TX | \$10.60 | 10.2% | \$12.08 | 16.96% | \$13.94 |
| Brownsville-Harlingen, TX | \$10.70 | 10.2% | \$12.20 | 16.96% | \$14.07 |
| College Station-Bryan, TX | \$10.86 | 10.2% | \$12.38 | 16.96% | \$14.28 |
| Corpus Christi, TX | \$10.70 | 10.2% | \$12.20 | 16.96% | \$14.07 |
| Dallas-Fort Worth-Arlington, TX | \$11.04 | 10.2% | \$12.58 | 16.96% | \$14.52 |
| El Paso, TX | \$10.27 | 10.2% | \$11.71 | 16.96% | \$13.51 |
| Houston-The Woodlands-Sugar Land, TX | \$10.69 | 10.2% | \$12.18 | 16.96% | \$14.06 |
| Killeen-Temple, TX | \$10.54 | 10.2% | \$12.01 | 16.96% | \$13.86 |
| Laredo, TX | \$10.42 | 10.2% | \$11.88 | 16.96% | \$13.71 |
| Longview, TX | \$10.58 | 10.2% | \$12.06 | 16.96% | \$13.92 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Lubbock, TX | \$10.91 | 10.2% | \$12.43 | 16.96% | \$14.35 |
| McAllen-Edinburg-Mission, TX | \$10.81 | 10.2% | \$12.32 | 16.96% | \$14.22 |
| Midland, TX | \$11.95 | 10.2% | \$13.62 | 16.96% | \$15.72 |
| Odessa, TX | \$10.68 | 10.2% | \$12.17 | 16.96% | \$14.05 |
| San Angelo, TX | \$10.51 | 10.2% | \$11.98 | 16.96% | \$13.82 |
| San Antonio-New Braunfels, TX | \$10.92 | 10.2% | \$12.45 | 16.96% | \$14.36 |
| Sherman-Denison, TX | \$11.26 | 10.2% | \$12.83 | 16.96% | \$14.81 |
| Texarkana, TX-AR | \$10.81 | 10.2% | \$12.32 | 16.96% | \$14.22 |
| Tyler, TX | \$10.50 | 10.2% | \$11.97 | 16.96% | \$13.81 |
| Victoria, TX | \$11.32 | 10.2% | \$12.90 | 16.96% | \$14.89 |
| Waco, TX | \$10.92 | 10.2% | \$12.45 | 16.96% | \$14.36 |
| Wichita Falls, TX | \$10.23 | 10.2% | \$11.66 | 16.96% | \$13.46 |
| Logan, UT-ID | \$14.58 | 10.2% | \$16.62 | 17.93% | \$19.32 |
| Ogden-Clearfield, UT | \$16.67 | 10.2% | \$19.00 | 17.93% | \$22.09 |
| Provo-Orem, UT | \$17.01 | 10.2% | \$19.39 | 17.93% | \$22.54 |
| Salt Lake City, UT | \$17.34 | 10.2% | \$19.76 | 17.93% | \$22.98 |
| St. George, UT | \$15.21 | 10.2% | \$17.34 | 17.93% | \$20.16 |
| Blacksburg-Christiansburg-Radford, VA | \$12.83 | 10.2% | \$14.62 | 11.16% | \$16.11 |
| Charlottesville, VA | \$12.85 | 10.2% | \$14.65 | 11.16% | \$16.13 |
| Harrisonburg, VA | \$12.75 | 10.2% | \$14.53 | 11.16% | \$16.00 |
| Lynchburg, VA | \$12.89 | 10.2% | \$14.69 | 11.16% | \$16.18 |
| Richmond, VA | \$12.98 | 10.2% | \$14.79 | 11.16% | \$16.29 |
| Roanoke, VA | \$12.84 | 10.2% | \$14.63 | 11.16% | \$16.12 |
| Staunton-Waynesboro, VA | \$12.67 | 10.2% | \$14.44 | 11.16% | \$15.90 |
| Virginia Beach-Norfolk-Newport News, VA-NC | \$12.76 | 10.2% | \$14.54 | 11.16% | \$16.02 |
| Winchester, VA-WV | \$13.02 | 10.2% | \$14.84 | 11.16% | \$16.34 |
| Burlington-South Burlington, VT | \$18.72 | 10.2% | \$21.34 | 24.87% | \$26.15 |
| Bellingham, WA | \$19.34 | 10.2% | \$22.04 | 16.24% | \$25.29 |
| Bremerton-Silverdale, WA | \$20.69 | 10.2% | \$23.58 | 16.24% | \$27.06 |
| Kennewick-Richland, WA | \$18.98 | 10.2% | \$21.63 | 16.24% | \$24.82 |
| Longview, WA | \$19.49 | 10.2% | \$22.21 | 16.24% | \$25.49 |
| Mount Vernon-Anacortes, WA | \$19.49 | 10.2% | \$22.21 | 16.24% | \$25.49 |
| Olympia-Tumwater, WA | \$18.70 | 10.2% | \$21.31 | 16.24% | \$24.46 |
| Seattle-Tacoma-Bellevue, WA | \$21.64 | 10.2% | \$24.66 | 16.24% | \$28.30 |
| Spokane-Spokane Valley, WA | \$18.48 | 10.2% | \$21.06 | 16.24% | \$24.17 |
| Walla Walla, WA | \$18.26 | 10.2% | \$20.81 | 16.24% | \$23.88 |
| Wenatchee, WA | \$18.31 | 10.2% | \$20.87 | 16.24% | \$23.95 |
| Yakima, WA | \$18.66 | 10.2% | \$21.27 | 16.24% | \$24.40 |
| Appleton, WI | \$16.65 | 10.2% | \$18.98 | 27.98% | \$23.80 |
| Eau Claire, WI | \$15.56 | 10.2% | \$17.73 | 27.98% | \$22.24 |
| Fond du Lac, WI | \$15.00 | 10.2% | \$17.10 | 27.98% | \$21.44 |
| Green Bay, WI | \$15.08 | 10.2% | \$17.19 | 27.98% | \$21.55 |

Figure 10
Hourly Total Cost for Privately Hired Home Health Aides

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Janesville-Beloit, WI | \$16.13 | 10.2% | \$18.38 | 27.98% | \$23.05 |
| La Crosse-Onalaska, WI-MN | \$16.42 | 10.2% | \$18.72 | 27.98% | \$23.47 |
| Madison, WI | \$16.97 | 10.2% | \$19.34 | 27.98% | \$24.25 |
| Milwaukee-Waukesha-West Allis, WI | \$14.78 | 10.2% | \$16.85 | 27.98% | \$21.12 |
| Oshkosh-Neenah, WI | \$14.68 | 10.2% | \$16.73 | 27.98% | \$20.98 |
| Racine, WI | \$16.62 | 10.2% | \$18.94 | 27.98% | \$23.75 |
| Sheboygan, WI | \$15.35 | 10.2% | \$17.50 | 27.98% | \$21.94 |
| Wausau, WI | \$15.26 | 10.2% | \$17.39 | 27.98% | \$21.81 |
| Beckley, WV | \$10.72 | 10.2% | \$12.22 | 22.58% | \$14.72 |
| Charleston, WV | \$12.16 | 10.2% | \$13.86 | 22.58% | \$16.70 |
| Huntington-Ashland, WV-KY-OH | \$11.96 | 10.2% | \$13.63 | 22.58% | \$16.43 |
| Morgantown, WV | \$11.12 | 10.2% | \$12.67 | 22.58% | \$15.27 |
| Parkersburg-Vienna, WV | \$12.50 | 10.2% | \$14.25 | 22.58% | \$17.17 |
| Weirton-Staubenville, WV-OH | \$12.41 | 10.2% | \$14.14 | 22.58% | \$17.04 |
| Wheeling, WV-OH | \$13.26 | 10.2% | \$15.11 | 22.58% | \$18.21 |
| Casper, WY | \$15.41 | 10.2% | \$17.56 | 4.13% | \$18.22 |
| Cheyenne, WY | \$16.00 | 10.2% | \$18.24 | 4.13% | \$18.92 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Anchorage, AK | \$36.73 | 10.2% | \$41.86 | 25.25% | \$51.46 |
| Fairbanks, AK | \$32.50 | 10.2% | \$37.04 | 25.25% | \$45.53 |
| Anniston-Oxford-Jacksonville, AL | \$22.80 | 10.2% | \$25.99 | 18.94% | \$30.46 |
| Auburn-Opelika, AL | \$21.79 | 10.2% | \$24.84 | 18.94% | \$29.11 |
| Birmingham-Hoover, AL | \$24.26 | 10.2% | \$27.65 | 18.94% | \$32.41 |
| Daphne-Fairhope-Foley, AL | \$23.78 | 10.2% | \$27.10 | 18.94% | \$31.77 |
| Decatur, AL | \$23.25 | 10.2% | \$26.50 | 18.94% | \$31.06 |
| Dothan, AL | \$18.38 | 10.2% | \$20.95 | 18.94% | \$24.55 |
| Florence-Muscle Shoals, AL | \$22.38 | 10.2% | \$25.51 | 18.94% | \$29.90 |
| Gadsden, AL | \$22.47 | 10.2% | \$25.61 | 18.94% | \$30.02 |
| Huntsville, AL | \$24.22 | 10.2% | \$27.61 | 18.94% | \$32.35 |
| Mobile, AL | \$23.00 | 10.2% | \$26.21 | 18.94% | \$30.72 |
| Montgomery, AL | \$23.61 | 10.2% | \$26.91 | 18.94% | \$31.54 |
| Tuscaloosa, AL | \$22.92 | 10.2% | \$26.12 | 18.94% | \$30.62 |
| Fayetteville-Springdale-Rogers, AR-MO | \$26.71 | 10.2% | \$30.44 | 16.84% | \$35.10 |
| Fort Smith, AR-OK | \$23.72 | 10.2% | \$27.04 | 16.84% | \$31.17 |
| Hot Springs, AR | \$23.14 | 10.2% | \$26.37 | 16.84% | \$30.41 |
| Jonesboro, AR | \$22.84 | 10.2% | \$26.03 | 16.84% | \$30.01 |
| Little Rock-North Little Rock-Conway, AR | \$23.93 | 10.2% | \$27.27 | 16.84% | \$31.44 |
| Pine Bluff, AR | \$25.16 | 10.2% | \$28.68 | 16.84% | \$33.06 |
| Flagstaff, AZ | \$34.47 | 10.2% | \$39.29 | 17.52% | \$45.54 |
| Lake Havasu City-Kingman, AZ | \$28.65 | 10.2% | \$32.65 | 17.52% | \$37.85 |
| Phoenix-Mesa-Scottsdale, AZ | \$32.11 | 10.2% | \$36.60 | 17.52% | \$42.42 |
| Prescott, AZ | \$35.01 | 10.2% | \$39.90 | 17.52% | \$46.25 |
| Sierra Vista-Douglas, AZ | \$31.46 | 10.2% | \$35.86 | 17.52% | \$41.56 |
| Tucson, AZ | \$30.99 | 10.2% | \$35.32 | 17.52% | \$40.94 |
| Yuma, AZ | \$31.10 | 10.2% | \$35.45 | 17.52% | \$41.08 |
| Bakersfield, CA | \$33.46 | 10.2% | \$38.14 | 11.72% | \$42.20 |
| Chico, CA | \$32.88 | 10.2% | \$37.48 | 11.72% | \$41.46 |
| El Centro, CA | \$34.25 | 10.2% | \$39.04 | 11.72% | \$43.19 |
| Fresno, CA | \$33.26 | 10.2% | \$37.91 | 11.72% | \$41.94 |
| Hanford-Corcoran, CA | \$35.27 | 10.2% | \$40.20 | 11.72% | \$44.48 |
| Los Angeles-Long Beach-Anaheim, CA | \$36.33 | 10.2% | \$41.41 | 11.72% | \$45.82 |
| Madera, CA | \$35.27 | 10.2% | \$40.20 | 11.72% | \$44.48 |
| Merced, CA | \$30.55 | 10.2% | \$34.82 | 11.72% | \$38.53 |
| Modesto, CA | \$34.90 | 10.2% | \$39.78 | 11.72% | \$44.01 |
| Napa, CA | \$37.83 | 10.2% | \$43.12 | 11.72% | \$47.71 |
| Oxnard-Thousand Oaks-Ventura, CA | \$35.44 | 10.2% | \$40.39 | 11.72% | \$44.69 |
| Redding, CA | \$30.91 | 10.2% | \$35.23 | 11.72% | \$38.98 |
| Riverside-San Bernardino-Ontario, CA | \$34.64 | 10.2% | \$39.48 | 11.72% | \$43.68 |
| Sacramento--Roseville--Arden-Arcade, CA | \$37.15 | 10.2% | \$42.34 | 11.72% | \$46.85 |
| Salinas, CA | \$37.38 | 10.2% | \$42.60 | 11.72% | \$47.14 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| San Diego-Carlsbad, CA | \$35.71 | 10.2% | \$40.70 | 11.72% | \$45.03 |
| San Francisco-Oakland-Hayward, CA | \$40.22 | 10.2% | \$45.84 | 11.72% | \$50.72 |
| San Jose-Sunnyvale-Santa Clara, CA | \$40.63 | 10.2% | \$46.31 | 11.72% | \$51.24 |
| San Luis Obispo-Paso Robles-Arroyo Grande, CA | \$36.06 | 10.2% | \$41.10 | 11.72% | \$45.47 |
| Santa Cruz-Watsonville, CA | \$35.16 | 10.2% | \$40.07 | 11.72% | \$44.34 |
| Santa Maria-Santa Barbara, CA | \$36.09 | 10.2% | \$41.13 | 11.72% | \$45.51 |
| Santa Rosa, CA | \$37.77 | 10.2% | \$43.05 | 11.72% | \$47.63 |
| Stockton-Lodi, CA | \$35.25 | 10.2% | \$40.18 | 11.72% | \$44.45 |
| Vallejo-Fairfield, CA | \$36.68 | 10.2% | \$41.81 | 11.72% | \$46.26 |
| Visalia-Porterville, CA | \$30.78 | 10.2% | \$35.08 | 11.72% | \$38.82 |
| Yuba City, CA | \$32.38 | 10.2% | \$36.91 | 11.72% | \$40.83 |
| Boulder, CO | \$32.49 | 10.2% | \$37.03 | 15.37% | \$42.20 |
| Colorado Springs, CO | \$30.56 | 10.2% | \$34.83 | 15.37% | \$39.69 |
| Denver-Aurora-Lakewood, CO | \$31.55 | 10.2% | \$35.96 | 15.37% | \$40.98 |
| Fort Collins, CO | \$30.08 | 10.2% | \$34.28 | 15.37% | \$39.07 |
| Grand Junction, CO | \$29.46 | 10.2% | \$33.58 | 15.37% | \$38.26 |
| Greeley, CO | \$31.70 | 10.2% | \$36.13 | 15.37% | \$41.17 |
| Pueblo, CO | \$31.15 | 10.2% | \$35.50 | 15.37% | \$40.46 |
| Bridgeport-Stamford-Norwalk, CT | \$32.39 | 10.2% | \$36.92 | 18.40% | \$43.08 |
| Danbury, CT | \$30.91 | 10.2% | \$35.23 | 18.40% | \$41.11 |
| Hartford-West Hartford-East Hartford, CT | \$31.23 | 10.2% | \$35.60 | 18.40% | \$41.54 |
| New Haven, CT | \$31.58 | 10.2% | \$35.99 | 18.40% | \$42.01 |
| Norwich-New London-Westerly, CT-RI | \$30.56 | 10.2% | \$34.83 | 18.40% | \$40.65 |
| Waterbury, CT | \$30.95 | 10.2% | \$35.28 | 18.40% | \$41.17 |
| Washington-Arlington-Alexandria, DC-VA-MD-WV | \$31.44 | 10.2% | \$35.83 | 40.22% | \$48.92 |
| Dover, DE | \$29.70 | 10.2% | \$33.85 | 25.09% | \$41.56 |
| Cape Coral-Fort Myers, FL | \$27.89 | 10.2% | \$31.79 | 11.04% | \$34.97 |
| Crestview-Fort Walton Beach-Destin, FL | \$25.02 | 10.2% | \$28.52 | 11.04% | \$31.37 |
| Deltona-Daytona Beach-Ormond Beach, FL | \$26.39 | 10.2% | \$30.08 | 11.04% | \$33.09 |
| Gainesville, FL | \$26.95 | 10.2% | \$30.72 | 11.04% | \$33.80 |
| Homosassa Springs, FL | \$27.01 | 10.2% | \$30.79 | 11.04% | \$33.87 |
| Jacksonville, FL | \$27.22 | 10.2% | \$31.02 | 11.04% | \$34.13 |
| Lakeland-Winter Haven, FL | \$25.01 | 10.2% | \$28.51 | 11.04% | \$31.36 |
| Miami-Fort Lauderdale-West Palm Beach, FL | \$28.01 | 10.2% | \$31.93 | 11.04% | \$35.12 |
| Naples-Immokalee-Marco Island, FL | \$27.96 | 10.2% | \$31.87 | 11.04% | \$35.06 |
| North Port-Sarasota-Bradenton, FL | \$28.19 | 10.2% | \$32.13 | 11.04% | \$35.35 |
| Ocala, FL | \$25.59 | 10.2% | \$29.17 | 11.04% | \$32.09 |
| Orlando-Kissimmee-Sanford, FL | \$27.95 | 10.2% | \$31.86 | 11.04% | \$35.05 |
| Palm Bay-Melbourne-Titusville, FL | \$26.00 | 10.2% | \$29.63 | 11.04% | \$32.60 |
| Panama City, FL | \$23.56 | 10.2% | \$26.85 | 11.04% | \$29.54 |
| Pensacola-Ferry Pass-Brent, FL | \$24.80 | 10.2% | \$28.27 | 11.04% | \$31.10 |
| Port St. Lucie, FL | \$26.94 | 10.2% | \$30.71 | 11.04% | \$33.78 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Punta Gorda, FL | \$25.87 | 10.2% | \$29.49 | 11.04% | \$32.44 |
| Sebastian-Vero Beach, FL | \$27.83 | 10.2% | \$31.72 | 11.04% | \$34.90 |
| Sebring, FL | \$24.11 | 10.2% | \$27.48 | 11.04% | \$30.23 |
| Tallahassee, FL | \$23.81 | 10.2% | \$27.14 | 11.04% | \$29.86 |
| Tampa-St. Petersburg-Clearwater, FL | \$27.25 | 10.2% | \$31.06 | 11.04% | \$34.17 |
| The Villages, FL | \$26.58 | 10.2% | \$30.30 | 11.04% | \$33.33 |
| Albany, GA | \$24.34 | 10.2% | \$27.74 | 17.10% | \$32.05 |
| Athens-Clarke County, GA | \$26.03 | 10.2% | \$29.67 | 17.10% | \$34.27 |
| Atlanta-Sandy Springs-Roswell, GA | \$27.98 | 10.2% | \$31.89 | 17.10% | \$36.84 |
| Augusta-Richmond County, GA-SC | \$26.58 | 10.2% | \$30.30 | 17.10% | \$35.00 |
| Brunswick, GA | \$24.35 | 10.2% | \$27.75 | 17.10% | \$32.06 |
| Columbus, GA-AL | \$23.72 | 10.2% | \$27.04 | 17.10% | \$31.23 |
| Dalton, GA | \$22.90 | 10.2% | \$26.10 | 17.10% | \$30.15 |
| Gainesville, GA | \$27.43 | 10.2% | \$31.26 | 17.10% | \$36.12 |
| Hinesville, GA | \$23.53 | 10.2% | \$26.82 | 17.10% | \$30.98 |
| Macon, GA | \$24.71 | 10.2% | \$28.16 | 17.10% | \$32.54 |
| Rome, GA | \$25.83 | 10.2% | \$29.44 | 17.10% | \$34.01 |
| Savannah, GA | \$26.67 | 10.2% | \$30.40 | 17.10% | \$35.12 |
| Valdosta, GA | \$23.07 | 10.2% | \$26.29 | 17.10% | \$30.38 |
| Warner Robins, GA | \$23.91 | 10.2% | \$27.25 | 17.10% | \$31.48 |
| Kahului-Wailuku-Lahaina, HI | \$28.23 | 10.2% | \$32.18 | 25.73% | \$39.69 |
| Urban Honolulu, HI | \$29.62 | 10.2% | \$33.76 | 25.73% | \$41.65 |
| Ames, IA | \$27.63 | 10.2% | \$31.49 | 20.45% | \$37.34 |
| Cedar Rapids, IA | \$27.61 | 10.2% | \$31.47 | 20.45% | \$37.31 |
| Davenport-Moline-Rock Island, IA-IL | \$27.31 | 10.2% | \$31.13 | 20.45% | \$36.91 |
| Des Moines-West Des Moines, IA | \$28.54 | 10.2% | \$32.53 | 20.45% | \$38.57 |
| Dubuque, IA | \$26.17 | 10.2% | \$29.83 | 20.45% | \$35.36 |
| Iowa City, IA | \$27.52 | 10.2% | \$31.37 | 20.45% | \$37.19 |
| Sioux City, IA-NE-SD | \$26.03 | 10.2% | \$29.67 | 20.45% | \$35.18 |
| Waterloo-Cedar Falls, IA | \$24.85 | 10.2% | \$28.32 | 20.45% | \$33.58 |
| Boise City, ID | \$28.88 | 10.2% | \$32.92 | 19.45% | \$38.73 |
| Coeur d'Alene, ID | \$28.82 | 10.2% | \$32.85 | 19.45% | \$38.65 |
| Idaho Falls, ID | \$23.41 | 10.2% | \$26.68 | 19.45% | \$31.39 |
| Lewiston, ID-WA | \$28.55 | 10.2% | \$32.54 | 19.45% | \$38.29 |
| Pocatello, ID | \$24.01 | 10.2% | \$27.37 | 19.45% | \$32.20 |
| Twin Falls, ID | \$26.99 | 10.2% | \$30.76 | 19.45% | \$36.20 |
| Bloomington, IL | \$29.01 | 10.2% | \$33.06 | 16.96% | \$38.16 |
| Carbondale-Marion, IL | \$25.58 | 10.2% | \$29.16 | 16.96% | \$33.64 |
| Champaign-Urbana, IL | \$29.07 | 10.2% | \$33.13 | 16.96% | \$38.24 |
| Chicago-Naperville-Elgin, IL-IN-WI | \$31.72 | 10.2% | \$36.15 | 16.96% | \$41.72 |
| Danville, IL | \$29.11 | 10.2% | \$33.18 | 16.96% | \$38.29 |
| Decatur, IL | \$29.20 | 10.2% | \$33.28 | 16.96% | \$38.41 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Kankakee, IL | \$29.74 | 10.2% | \$33.90 | 16.96% | \$39.12 |
| Peoria, IL | \$30.03 | 10.2% | \$34.23 | 16.96% | \$39.50 |
| Rockford, IL | \$29.12 | 10.2% | \$33.19 | 16.96% | \$38.30 |
| Springfield, IL | \$25.15 | 10.2% | \$28.67 | 16.96% | \$33.08 |
| Bloomington, IN | \$27.96 | 10.2% | \$31.87 | 14.88% | \$36.17 |
| Columbus, IN | \$27.59 | 10.2% | \$31.45 | 14.88% | \$35.69 |
| Elkhart-Goshen, IN | \$30.09 | 10.2% | \$34.30 | 14.88% | \$38.93 |
| Evansville, IN-KY | \$28.64 | 10.2% | \$32.64 | 14.88% | \$37.05 |
| Fort Wayne, IN | \$27.96 | 10.2% | \$31.87 | 14.88% | \$36.17 |
| Indianapolis-Carmel-Anderson, IN | \$29.79 | 10.2% | \$33.95 | 14.88% | \$38.54 |
| Kokomo, IN | \$29.84 | 10.2% | \$34.01 | 14.88% | \$38.60 |
| Lafayette-West Lafayette, IN | \$29.33 | 10.2% | \$33.43 | 14.88% | \$37.94 |
| Michigan City-La Porte, IN | \$28.84 | 10.2% | \$32.87 | 14.88% | \$37.31 |
| Muncie, IN | \$28.30 | 10.2% | \$32.26 | 14.88% | \$36.61 |
| South Bend-Mishawaka, IN-MI | \$29.53 | 10.2% | \$33.66 | 14.88% | \$38.20 |
| Terre Haute, IN | \$27.79 | 10.2% | \$31.67 | 14.88% | \$35.95 |
| Lawrence, KS | \$24.72 | 10.2% | \$28.18 | 15.79% | \$32.21 |
| Manhattan, KS | \$25.30 | 10.2% | \$28.84 | 15.79% | \$32.97 |
| Topeka, KS | \$25.83 | 10.2% | \$29.44 | 15.79% | \$33.66 |
| Wichita, KS | \$24.87 | 10.2% | \$28.35 | 15.79% | \$32.41 |
| Bowling Green, KY | \$26.26 | 10.2% | \$29.93 | 17.45% | \$34.67 |
| Elizabethtown-Fort Knox, KY | \$26.68 | 10.2% | \$30.41 | 17.45% | \$35.23 |
| Lexington-Fayette, KY | \$26.57 | 10.2% | \$30.28 | 17.45% | \$35.08 |
| Louisville/Jefferson County, KY-IN | \$28.58 | 10.2% | \$32.57 | 17.45% | \$37.74 |
| Owensboro, KY | \$28.50 | 10.2% | \$32.48 | 17.45% | \$37.63 |
| Alexandria, LA | \$23.44 | 10.2% | \$26.72 | 13.51% | \$29.99 |
| Baton Rouge, LA | \$25.19 | 10.2% | \$28.71 | 13.51% | \$32.23 |
| Hammond, LA | \$23.65 | 10.2% | \$26.96 | 13.51% | \$30.26 |
| Houma-Thibodaux, LA | \$23.67 | 10.2% | \$26.98 | 13.51% | \$30.29 |
| Lafayette, LA | \$22.53 | 10.2% | \$25.68 | 13.51% | \$28.83 |
| Lake Charles, LA | \$23.80 | 10.2% | \$27.13 | 13.51% | \$30.45 |
| Monroe, LA | \$24.06 | 10.2% | \$27.42 | 13.51% | \$30.79 |
| New Orleans-Metairie, LA | \$26.33 | 10.2% | \$30.01 | 13.51% | \$33.69 |
| Shreveport-Bossier City, LA | \$24.37 | 10.2% | \$27.78 | 13.51% | \$31.18 |
| Barnstable Town, MA | \$35.39 | 10.2% | \$40.34 | 13.63% | \$45.33 |
| Boston-Cambridge-Nashua, MA-NH | \$36.23 | 10.2% | \$41.29 | 13.63% | \$46.41 |
| Leominster-Gardner, MA | \$31.60 | 10.2% | \$36.02 | 13.63% | \$40.48 |
| New Bedford, MA | \$31.83 | 10.2% | \$36.28 | 13.63% | \$40.77 |
| Pittsfield, MA | \$31.31 | 10.2% | \$35.69 | 13.63% | \$40.10 |
| Springfield, MA-CT | \$31.76 | 10.2% | \$36.20 | 13.63% | \$40.68 |
| Worcester, MA-CT | \$32.43 | 10.2% | \$36.96 | 13.63% | \$41.54 |
| Baltimore-Columbia-Towson, MD | \$30.71 | 10.2% | \$35.00 | 20.74% | \$41.59 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| California-Lexington Park, MD | \$31.11 | 10.2% | \$35.46 | 20.74% | \$42.13 |
| Cumberland, MD-WV | \$27.54 | 10.2% | \$31.39 | 20.74% | \$37.30 |
| Hagerstown-Martinsburg, MD-WV | \$29.18 | 10.2% | \$33.26 | 20.74% | \$39.52 |
| Salisbury, MD-DE | \$29.98 | 10.2% | \$34.17 | 20.74% | \$40.60 |
| Bangor, ME | \$29.98 | 10.2% | \$34.17 | 17.90% | \$39.72 |
| Lewiston-Auburn, ME | \$29.55 | 10.2% | \$33.68 | 17.90% | \$39.15 |
| Portland-South Portland, ME | \$31.92 | 10.2% | \$36.38 | 17.90% | \$42.29 |
| Ann Arbor, MI | \$29.99 | 10.2% | \$34.18 | 16.77% | \$39.39 |
| Battle Creek, MI | \$27.91 | 10.2% | \$31.81 | 16.77% | \$36.65 |
| Bay City, MI | \$27.25 | 10.2% | \$31.06 | 16.77% | \$35.79 |
| Detroit-Warren-Dearborn, MI | \$30.52 | 10.2% | \$34.79 | 16.77% | \$40.08 |
| Flint, MI | \$29.47 | 10.2% | \$33.59 | 16.77% | \$38.70 |
| Grand Rapids-Wyoming, MI | \$29.61 | 10.2% | \$33.75 | 16.77% | \$38.89 |
| Jackson, MI | \$29.78 | 10.2% | \$33.94 | 16.77% | \$39.11 |
| Kalamazoo-Portage, MI | \$29.39 | 10.2% | \$33.50 | 16.77% | \$38.60 |
| Lansing-East Lansing, MI | \$29.67 | 10.2% | \$33.82 | 16.77% | \$38.97 |
| Midland, MI | \$26.81 | 10.2% | \$30.56 | 16.77% | \$35.21 |
| Monroe, MI | \$30.18 | 10.2% | \$34.40 | 16.77% | \$39.64 |
| Muskegon, MI | \$25.50 | 10.2% | \$29.06 | 16.77% | \$33.49 |
| Niles-Benton Harbor, MI | \$29.42 | 10.2% | \$33.53 | 16.77% | \$38.64 |
| Saginaw, MI | \$28.76 | 10.2% | \$32.78 | 16.77% | \$37.77 |
| Duluth, MN-WI | \$25.52 | 10.2% | \$29.09 | 14.87% | \$33.01 |
| Mankato-North Mankato, MN | \$27.95 | 10.2% | \$31.86 | 14.87% | \$36.16 |
| Minneapolis-St. Paul-Bloomington, MN-WI | \$28.79 | 10.2% | \$32.81 | 14.87% | \$37.24 |
| Rochester, MN | \$28.78 | 10.2% | \$32.80 | 14.87% | \$37.23 |
| St. Cloud, MN | \$25.22 | 10.2% | \$28.75 | 14.87% | \$32.63 |
| Cape Girardeau, MO-IL | \$26.40 | 10.2% | \$30.09 | 16.66% | \$34.64 |
| Columbia, MO | \$27.12 | 10.2% | \$30.91 | 16.66% | \$35.59 |
| Jefferson City, MO | \$25.32 | 10.2% | \$28.86 | 16.66% | \$33.22 |
| Joplin, MO | \$25.98 | 10.2% | \$29.61 | 16.66% | \$34.09 |
| Kansas City, MO-KS | \$28.82 | 10.2% | \$32.85 | 16.66% | \$37.82 |
| Springfield, MO | \$24.41 | 10.2% | \$27.82 | 16.66% | \$32.03 |
| St. Joseph, MO-KS | \$27.52 | 10.2% | \$31.37 | 16.66% | \$36.11 |
| St. Louis, MO-IL | \$29.20 | 10.2% | \$33.28 | 16.66% | \$38.32 |
| Gulfport-Biloxi-Pascagoula, MS | \$24.13 | 10.2% | \$27.50 | 17.58% | \$31.89 |
| Hattiesburg, MS | \$22.23 | 10.2% | \$25.34 | 17.58% | \$29.38 |
| Jackson, MS | \$23.66 | 10.2% | \$26.97 | 17.58% | \$31.27 |
| Billings, MT | \$26.32 | 10.2% | \$30.00 | 30.50% | \$38.30 |
| Great Falls, MT | \$25.17 | 10.2% | \$28.69 | 30.50% | \$36.63 |
| Missoula, MT | \$27.55 | 10.2% | \$31.40 | 30.50% | \$40.09 |
| Asheville, NC | \$29.74 | 10.2% | \$33.90 | 20.63% | \$40.25 |
| Burlington, NC | \$28.85 | 10.2% | \$32.88 | 20.63% | \$39.04 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Charlotte-Concord-Gastonia, NC-SC | \$29.05 | 10.2% | \$33.11 | 20.63% | \$39.31 |
| Durham-Chapel Hill, NC | \$29.55 | 10.2% | \$33.68 | 20.63% | \$39.99 |
| Fayetteville, NC | \$27.80 | 10.2% | \$31.69 | 20.63% | \$37.62 |
| Goldsboro, NC | \$26.67 | 10.2% | \$30.40 | 20.63% | \$36.09 |
| Greensboro-High Point, NC | \$28.48 | 10.2% | \$32.46 | 20.63% | \$38.54 |
| Greenville, NC | \$26.58 | 10.2% | \$30.30 | 20.63% | \$35.97 |
| Hickory-Lenoir-Morganton, NC | \$27.93 | 10.2% | \$31.83 | 20.63% | \$37.80 |
| Jacksonville, NC | \$25.38 | 10.2% | \$28.93 | 20.63% | \$34.35 |
| New Bern, NC | \$25.78 | 10.2% | \$29.38 | 20.63% | \$34.89 |
| Raleigh, NC | \$29.02 | 10.2% | \$33.08 | 20.63% | \$39.27 |
| Rocky Mount, NC | \$28.17 | 10.2% | \$32.11 | 20.63% | \$38.12 |
| Wilmington, NC | \$26.52 | 10.2% | \$30.23 | 20.63% | \$35.89 |
| Winston-Salem, NC | \$28.49 | 10.2% | \$32.47 | 20.63% | \$38.56 |
| Bismarck, ND | \$27.90 | 10.2% | \$31.80 | 10.00% | \$34.69 |
| Fargo, ND-MN | \$27.84 | 10.2% | \$31.73 | 10.00% | \$34.61 |
| Grand Forks, ND-MN | \$27.54 | 10.2% | \$31.39 | 10.00% | \$34.24 |
| Grand Island, NE | \$27.13 | 10.2% | \$30.92 | 16.96% | \$35.68 |
| Lincoln, NE | \$27.99 | 10.2% | \$31.90 | 16.96% | \$36.81 |
| Omaha-Council Bluffs, NE-IA | \$28.08 | 10.2% | \$32.00 | 16.96% | \$36.93 |
| Dover-Durham, NH-ME | \$33.00 | 10.2% | \$37.61 | 22.10% | \$45.16 |
| Manchester, NH | \$34.12 | 10.2% | \$38.89 | 22.10% | \$46.69 |
| Portsmouth, NH-ME | \$34.50 | 10.2% | \$39.32 | 22.10% | \$47.21 |
| Atlantic City-Hammonton, NJ | \$29.18 | 10.2% | \$33.26 | 21.74% | \$39.82 |
| Ocean City, NJ | \$29.75 | 10.2% | \$33.91 | 21.74% | \$40.60 |
| Trenton, NJ | \$30.78 | 10.2% | \$35.08 | 21.74% | \$42.01 |
| Vineland-Bridgeton, NJ | \$30.36 | 10.2% | \$34.60 | 21.74% | \$41.43 |
| Albuquerque, NM | \$25.19 | 10.2% | \$28.71 | 14.86% | \$32.58 |
| Farmington, NM | \$29.96 | 10.2% | \$34.15 | 14.86% | \$38.76 |
| Las Cruces, NM | \$28.82 | 10.2% | \$32.85 | 14.86% | \$37.28 |
| Santa Fe, NM | \$31.87 | 10.2% | \$36.32 | 14.86% | \$41.23 |
| Carson City, NV | \$30.59 | 10.2% | \$34.87 | 14.75% | \$39.54 |
| Las Vegas-Henderson-Paradise, NV | \$30.95 | 10.2% | \$35.28 | 14.75% | \$40.00 |
| Reno, NV | \$34.56 | 10.2% | \$39.39 | 14.75% | \$44.67 |
| Albany-Schenectady-Troy, NY | \$25.72 | 10.2% | \$29.32 | 19.51% | \$34.51 |
| Binghamton, NY | \$25.43 | 10.2% | \$28.98 | 19.51% | \$34.12 |
| Buffalo-Cheektowaga-Niagara Falls, NY | \$26.19 | 10.2% | \$29.85 | 19.51% | \$35.14 |
| Elmira, NY | \$25.72 | 10.2% | \$29.32 | 19.51% | \$34.51 |
| Glens Falls, NY | \$25.42 | 10.2% | \$28.97 | 19.51% | \$34.10 |
| Ithaca, NY | \$27.77 | 10.2% | \$31.65 | 19.51% | \$37.26 |
| Kingston, NY | \$28.90 | 10.2% | \$32.94 | 19.51% | \$38.77 |
| New York-Newark-Jersey City, NY-NJ-PA | \$31.88 | 10.2% | \$36.34 | 19.51% | \$42.77 |
| Rochester, NY | \$25.43 | 10.2% | \$28.98 | 19.51% | \$34.12 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Syracuse, NY | \$25.64 | 10.2% | \$29.22 | 19.51% | \$34.40 |
| Utica-Rome, NY | \$25.37 | 10.2% | \$28.92 | 19.51% | \$34.04 |
| Watertown-Fort Drum, NY | \$24.16 | 10.2% | \$27.54 | 19.51% | \$32.41 |
| Akron, OH | \$27.69 | 10.2% | \$31.56 | 14.97% | \$35.85 |
| Canton-Massillon, OH | \$27.54 | 10.2% | \$31.39 | 14.97% | \$35.66 |
| Cincinnati, OH-KY-IN | \$28.76 | 10.2% | \$32.78 | 14.97% | \$37.23 |
| Cleveland-Elyria, OH | \$28.75 | 10.2% | \$32.77 | 14.97% | \$37.22 |
| Columbus, OH | \$28.50 | 10.2% | \$32.48 | 14.97% | \$36.90 |
| Dayton, OH | \$28.04 | 10.2% | \$31.96 | 14.97% | \$36.30 |
| Lima, OH | \$25.02 | 10.2% | \$28.52 | 14.97% | \$32.39 |
| Mansfield, OH | \$24.39 | 10.2% | \$27.80 | 14.97% | \$31.58 |
| Springfield, OH | \$28.65 | 10.2% | \$32.65 | 14.97% | \$37.09 |
| Toledo, OH | \$27.38 | 10.2% | \$31.21 | 14.97% | \$35.45 |
| Youngstown-Warren-Boardman, OH-PA | \$25.03 | 10.2% | \$28.53 | 14.97% | \$32.41 |
| Enid, OK | \$24.66 | 10.2% | \$28.11 | 11.84% | \$31.13 |
| Lawton, OK | \$23.56 | 10.2% | \$26.85 | 11.84% | \$29.74 |
| Oklahoma City, OK | \$25.37 | 10.2% | \$28.92 | 11.84% | \$32.02 |
| Tulsa, OK | \$26.72 | 10.2% | \$30.45 | 11.84% | \$33.73 |
| Albany, OR | \$31.23 | 10.2% | \$35.60 | 22.58% | \$42.89 |
| Bend-Redmond, OR | \$29.98 | 10.2% | \$34.17 | 22.58% | \$41.18 |
| Corvallis, OR | \$29.42 | 10.2% | \$33.53 | 22.58% | \$40.41 |
| Eugene, OR | \$32.28 | 10.2% | \$36.79 | 22.58% | \$44.33 |
| Grants Pass, OR | \$35.73 | 10.2% | \$40.72 | 22.58% | \$49.07 |
| Medford, OR | \$31.94 | 10.2% | \$36.40 | 22.58% | \$43.87 |
| Portland-Vancouver-Hillsboro, OR-WA | \$35.34 | 10.2% | \$40.28 | 22.58% | \$48.54 |
| Salem, OR | \$32.53 | 10.2% | \$37.08 | 22.58% | \$44.68 |
| Allentown-Bethlehem-Easton, PA-NJ | \$28.55 | 10.2% | \$32.54 | 19.60% | \$38.33 |
| Altoona, PA | \$25.74 | 10.2% | \$29.34 | 19.60% | \$34.56 |
| Bloomsburg-Berwick, PA | \$26.21 | 10.2% | \$29.87 | 19.60% | \$35.19 |
| Chambersburg-Waynesboro, PA | \$29.20 | 10.2% | \$33.28 | 19.60% | \$39.20 |
| East Stroudsburg, PA | \$28.41 | 10.2% | \$32.38 | 19.60% | \$38.14 |
| Erie, PA | \$26.38 | 10.2% | \$30.07 | 19.60% | \$35.42 |
| Gettysburg, PA | \$27.30 | 10.2% | \$31.12 | 19.60% | \$36.65 |
| Harrisburg-Carlisle, PA | \$28.68 | 10.2% | \$32.69 | 19.60% | \$38.51 |
| Johnstown, PA | \$24.10 | 10.2% | \$27.47 | 19.60% | \$32.36 |
| Lancaster, PA | \$28.22 | 10.2% | \$32.16 | 19.60% | \$37.89 |
| Lebanon, PA | \$28.82 | 10.2% | \$32.85 | 19.60% | \$38.69 |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD | \$30.15 | 10.2% | \$34.36 | 19.60% | \$40.48 |
| Pittsburgh, PA | \$28.41 | 10.2% | \$32.38 | 19.60% | \$38.14 |
| Reading, PA | \$29.24 | 10.2% | \$33.33 | 19.60% | \$39.26 |
| Scranton--Wilkes-Barre--Hazleton, PA | \$27.29 | 10.2% | \$31.10 | 19.60% | \$36.64 |
| State College, PA | \$27.52 | 10.2% | \$31.37 | 19.60% | \$36.95 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Williamsport, PA | \$25.64 | 10.2% | \$29.22 | 19.60% | \$34.42 |
| York-Hanover, PA | \$27.77 | 10.2% | \$31.65 | 19.60% | \$37.28 |
| Aguadilla-Isabela, PR | \$10.11 | 10.2% | \$11.52 | 6.53% | \$12.21 |
| Arecibo, PR | \$10.27 | 10.2% | \$11.71 | 6.53% | \$12.40 |
| Guayama, PR | \$11.07 | 10.2% | \$12.62 | 6.53% | \$13.37 |
| Mayaguez, PR | \$10.46 | 10.2% | \$11.92 | 6.53% | \$12.63 |
| Ponce, PR | \$9.82 | 10.2% | \$11.19 | 6.53% | \$11.86 |
| San German, PR | \$13.54 | 10.2% | \$15.43 | 6.53% | \$16.35 |
| San Juan-Carolina-Caguas, PR | \$11.60 | 10.2% | \$13.22 | 6.53% | \$14.01 |
| Providence-Warwick, RI-MA | \$34.16 | 10.2% | \$38.93 | 22.03% | \$46.72 |
| Charleston-North Charleston, SC | \$27.49 | 10.2% | \$31.33 | 17.03% | \$36.18 |
| Columbia, SC | \$27.72 | 10.2% | \$31.59 | 17.03% | \$36.48 |
| Florence, SC | \$24.69 | 10.2% | \$28.14 | 17.03% | \$32.49 |
| Greenville-Anderson-Mauldin, SC | \$27.81 | 10.2% | \$31.70 | 17.03% | \$36.60 |
| Hilton Head Island-Bluffton-Beaufort, SC | \$28.03 | 10.2% | \$31.95 | 17.03% | \$36.89 |
| Myrtle Beach-Conway-North Myrtle Beach, SC-NC | \$24.05 | 10.2% | \$27.41 | 17.03% | \$31.65 |
| Spartanburg, SC | \$28.20 | 10.2% | \$32.14 | 17.03% | \$37.11 |
| Sumter, SC | \$24.84 | 10.2% | \$28.31 | 17.03% | \$32.69 |
| Rapid City, SD | \$23.40 | 10.2% | \$26.67 | 18.99% | \$31.27 |
| Sioux Falls, SD | \$23.91 | 10.2% | \$27.25 | 18.99% | \$31.95 |
| Chattanooga, TN-GA | \$24.59 | 10.2% | \$28.03 | 17.33% | \$32.44 |
| Clarksville, TN-KY | \$25.49 | 10.2% | \$29.05 | 17.33% | \$33.62 |
| Cleveland, TN | \$24.71 | 10.2% | \$28.16 | 17.33% | \$32.60 |
| Jackson, TN | \$22.62 | 10.2% | \$25.78 | 17.33% | \$29.84 |
| Johnson City, TN | \$23.11 | 10.2% | \$26.34 | 17.33% | \$30.48 |
| Kingsport-Bristol-Bristol, TN-VA | \$22.71 | 10.2% | \$25.88 | 17.33% | \$29.96 |
| Knoxville, TN | \$22.90 | 10.2% | \$26.10 | 17.33% | \$30.21 |
| Memphis, TN-MS-AR | \$24.74 | 10.2% | \$28.20 | 17.33% | \$32.63 |
| Morristown, TN | \$23.11 | 10.2% | \$26.34 | 17.33% | \$30.48 |
| Nashville-Davidson--Murfreeseboro--Franklin, TN | \$26.40 | 10.2% | \$30.09 | 17.33% | \$34.82 |
| Abilene, TX | \$23.41 | 10.2% | \$26.68 | 12.29% | \$29.66 |
| Amarillo, TX | \$25.11 | 10.2% | \$28.62 | 12.29% | \$31.81 |
| Austin-Round Rock, TX | \$29.08 | 10.2% | \$33.14 | 12.29% | \$36.84 |
| Beaumont-Port Arthur, TX | \$24.62 | 10.2% | \$28.06 | 12.29% | \$31.19 |
| Brownsville-Harlingen, TX | \$23.55 | 10.2% | \$26.84 | 12.29% | \$29.84 |
| College Station-Bryan, TX | \$23.65 | 10.2% | \$26.96 | 12.29% | \$29.96 |
| Corpus Christi, TX | \$25.80 | 10.2% | \$29.41 | 12.29% | \$32.69 |
| Dallas-Fort Worth-Arlington, TX | \$28.55 | 10.2% | \$32.54 | 12.29% | \$36.17 |
| El Paso, TX | \$24.45 | 10.2% | \$27.87 | 12.29% | \$30.98 |
| Houston-The Woodlands-Sugar Land, TX | \$28.46 | 10.2% | \$32.44 | 12.29% | \$36.06 |
| Killeen-Temple, TX | \$27.21 | 10.2% | \$31.01 | 12.29% | \$34.47 |
| Laredo, TX | \$24.81 | 10.2% | \$28.28 | 12.29% | \$31.43 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Longview, TX | \$24.66 | 10.2% | \$28.11 | 12.29% | \$31.24 |
| Lubbock, TX | \$25.48 | 10.2% | \$29.04 | 12.29% | \$32.28 |
| McAllen-Edinburg-Mission, TX | \$22.91 | 10.2% | \$26.11 | 12.29% | \$29.03 |
| Midland, TX | \$28.23 | 10.2% | \$32.18 | 12.29% | \$35.77 |
| Odessa, TX | \$26.75 | 10.2% | \$30.49 | 12.29% | \$33.89 |
| San Angelo, TX | \$25.17 | 10.2% | \$28.69 | 12.29% | \$31.89 |
| San Antonio-New Braunfels, TX | \$27.72 | 10.2% | \$31.59 | 12.29% | \$35.12 |
| Sherman-Denison, TX | \$25.38 | 10.2% | \$28.93 | 12.29% | \$32.16 |
| Texarkana, TX-AR | \$23.68 | 10.2% | \$26.99 | 12.29% | \$30.00 |
| Tyler, TX | \$24.78 | 10.2% | \$28.24 | 12.29% | \$31.40 |
| Victoria, TX | \$25.73 | 10.2% | \$29.33 | 12.29% | \$32.60 |
| Waco, TX | \$26.37 | 10.2% | \$30.06 | 12.29% | \$33.41 |
| Wichita Falls, TX | \$24.37 | 10.2% | \$27.78 | 12.29% | \$30.88 |
| Logan, UT-ID | \$24.69 | 10.2% | \$28.14 | 7.27% | \$30.00 |
| Ogden-Clearfield, UT | \$26.42 | 10.2% | \$30.11 | 7.27% | \$32.10 |
| Provo-Orem, UT | \$27.38 | 10.2% | \$31.21 | 7.27% | \$33.27 |
| Salt Lake City, UT | \$29.13 | 10.2% | \$33.20 | 7.27% | \$35.39 |
| St. George, UT | \$29.92 | 10.2% | \$34.10 | 7.27% | \$36.35 |
| Blacksburg-Christiansburg-Radford, VA | \$24.66 | 10.2% | \$28.11 | 15.39% | \$32.03 |
| Charlottesville, VA | \$29.38 | 10.2% | \$33.49 | 15.39% | \$38.17 |
| Harrisonburg, VA | \$25.88 | 10.2% | \$29.50 | 15.39% | \$33.62 |
| Lynchburg, VA | \$25.14 | 10.2% | \$28.65 | 15.39% | \$32.66 |
| Richmond, VA | \$28.22 | 10.2% | \$32.16 | 15.39% | \$36.66 |
| Roanoke, VA | \$26.68 | 10.2% | \$30.41 | 15.39% | \$34.66 |
| Staunton-Waynesboro, VA | \$25.00 | 10.2% | \$28.49 | 15.39% | \$32.48 |
| Virginia Beach-Norfolk-Newport News, VA-NC | \$27.58 | 10.2% | \$31.44 | 15.39% | \$35.83 |
| Winchester, VA-WV | \$26.97 | 10.2% | \$30.74 | 15.39% | \$35.04 |
| Burlington-South Burlington, VT | \$30.01 | 10.2% | \$34.20 | 19.20% | \$40.17 |
| Bellingham, WA | \$34.41 | 10.2% | \$39.22 | 20.89% | \$46.66 |
| Bremerton-Silverdale, WA | \$36.72 | 10.2% | \$41.85 | 20.89% | \$49.79 |
| Kennewick-Richland, WA | \$36.36 | 10.2% | \$41.44 | 20.89% | \$49.30 |
| Longview, WA | \$31.63 | 10.2% | \$36.05 | 20.89% | \$42.89 |
| Mount Vernon-Anacortes, WA | \$37.84 | 10.2% | \$43.13 | 20.89% | \$51.31 |
| Olympia-Tumwater, WA | \$34.40 | 10.2% | \$39.21 | 20.89% | \$46.64 |
| Seattle-Tacoma-Bellevue, WA | \$37.54 | 10.2% | \$42.79 | 20.89% | \$50.90 |
| Spokane-Spokane Valley, WA | \$34.97 | 10.2% | \$39.86 | 20.89% | \$47.42 |
| Walla Walla, WA | \$33.66 | 10.2% | \$38.36 | 20.89% | \$45.64 |
| Wenatchee, WA | \$30.10 | 10.2% | \$34.31 | 20.89% | \$40.81 |
| Yakima, WA | \$33.33 | 10.2% | \$37.99 | 20.89% | \$45.19 |
| Appleton, WI | \$27.43 | 10.2% | \$31.26 | 22.90% | \$37.76 |
| Eau Claire, WI | \$27.00 | 10.2% | \$30.77 | 22.90% | \$37.17 |
| Fond du Lac, WI | \$28.18 | 10.2% | \$32.12 | 22.90% | \$38.80 |

Figure 11
Hourly Total Cost for Privately Hired Licensed Practical/Vocational Nurses

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Green Bay, WI | \$25.06 | 10.2% | \$28.56 | 22.90% | \$34.50 |
| Janesville-Beloit, WI | \$26.66 | 10.2% | \$30.39 | 22.90% | \$36.70 |
| La Crosse-Onalaska, WI-MN | \$27.67 | 10.2% | \$31.54 | 22.90% | \$38.09 |
| Madison, WI | \$28.12 | 10.2% | \$32.05 | 22.90% | \$38.71 |
| Milwaukee-Waukesha-West Allis, WI | \$28.40 | 10.2% | \$32.37 | 22.90% | \$39.10 |
| Oshkosh-Neenah, WI | \$25.47 | 10.2% | \$29.03 | 22.90% | \$35.06 |
| Racine, WI | \$27.36 | 10.2% | \$31.18 | 22.90% | \$37.67 |
| Sheboygan, WI | \$26.70 | 10.2% | \$30.43 | 22.90% | \$36.76 |
| Wausau, WI | \$24.82 | 10.2% | \$28.29 | 22.90% | \$34.17 |
| Beckley, WV | \$22.31 | 10.2% | \$25.43 | 20.32% | \$30.12 |
| Charleston, WV | \$23.13 | 10.2% | \$26.36 | 20.32% | \$31.23 |
| Huntington-Ashland, WV-KY-OH | \$23.51 | 10.2% | \$26.80 | 20.32% | \$31.74 |
| Morgantown, WV | \$22.36 | 10.2% | \$25.49 | 20.32% | \$30.19 |
| Parkersburg-Vienna, WV | \$23.30 | 10.2% | \$26.56 | 20.32% | \$31.46 |
| Weirton-Steubenville, WV-OH | \$24.45 | 10.2% | \$27.87 | 20.32% | \$33.01 |
| Wheeling, WV-OH | \$24.01 | 10.2% | \$27.37 | 20.32% | \$32.41 |
| Casper, WY | \$27.65 | 10.2% | \$31.51 | 11.24% | \$34.73 |
| Cheyenne, WY | \$27.58 | 10.2% | \$31.44 | 11.24% | \$34.64 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Anchorage, AK | \$51.16 | 10.2% | \$58.31 | 17.45% | \$67.55 |
| Fairbanks, AK | \$52.40 | 10.2% | \$59.72 | 17.45% | \$69.18 |
| Anniston-Oxford-Jacksonville, AL | \$31.78 | 10.2% | \$36.22 | 20.09% | \$42.83 |
| Auburn-Opelika, AL | \$30.57 | 10.2% | \$34.84 | 20.09% | \$41.20 |
| Birmingham-Hoover, AL | \$34.39 | 10.2% | \$39.20 | 20.09% | \$46.35 |
| Daphne-Fairhope-Foley, AL | \$33.19 | 10.2% | \$37.83 | 20.09% | \$44.73 |
| Decatur, AL | \$30.97 | 10.2% | \$35.30 | 20.09% | \$41.74 |
| Dothan, AL | \$30.12 | 10.2% | \$34.33 | 20.09% | \$40.59 |
| Florence-Muscle Shoals, AL | \$30.04 | 10.2% | \$34.24 | 20.09% | \$40.48 |
| Gadsden, AL | \$29.50 | 10.2% | \$33.62 | 20.09% | \$39.76 |
| Huntsville, AL | \$30.52 | 10.2% | \$34.79 | 20.09% | \$41.13 |
| Mobile, AL | \$31.34 | 10.2% | \$35.72 | 20.09% | \$42.24 |
| Montgomery, AL | \$35.78 | 10.2% | \$40.78 | 20.09% | \$48.22 |
| Tuscaloosa, AL | \$31.82 | 10.2% | \$36.27 | 20.09% | \$42.88 |
| Fayetteville-Springdale-Rogers, AR-MO | \$34.61 | 10.2% | \$39.45 | 18.50% | \$46.07 |
| Fort Smith, AR-OK | \$32.58 | 10.2% | \$37.13 | 18.50% | \$43.37 |
| Hot Springs, AR | \$35.14 | 10.2% | \$40.05 | 18.50% | \$46.78 |
| Jonesboro, AR | \$37.00 | 10.2% | \$42.17 | 18.50% | \$49.26 |
| Little Rock-North Little Rock-Conway, AR | \$38.13 | 10.2% | \$43.46 | 18.50% | \$50.76 |
| Pine Bluff, AR | \$37.41 | 10.2% | \$42.64 | 18.50% | \$49.80 |
| Flagstaff, AZ | \$45.95 | 10.2% | \$52.37 | 12.40% | \$58.27 |
| Lake Havasu City-Kingman, AZ | \$39.72 | 10.2% | \$45.27 | 12.40% | \$50.37 |
| Phoenix-Mesa-Scottsdale, AZ | \$42.97 | 10.2% | \$48.98 | 12.40% | \$54.49 |
| Prescott, AZ | \$43.83 | 10.2% | \$49.96 | 12.40% | \$55.58 |
| Sierra Vista-Douglas, AZ | \$39.64 | 10.2% | \$45.18 | 12.40% | \$50.27 |
| Tucson, AZ | \$42.32 | 10.2% | \$48.24 | 12.40% | \$53.67 |
| Yuma, AZ | \$41.93 | 10.2% | \$47.79 | 12.40% | \$53.17 |
| Bakersfield, CA | \$60.27 | 10.2% | \$68.69 | 15.43% | \$78.32 |
| Chico, CA | \$65.50 | 10.2% | \$74.66 | 15.43% | \$85.11 |
| El Centro, CA | \$53.36 | 10.2% | \$60.82 | 15.43% | \$69.34 |
| Fresno, CA | \$63.17 | 10.2% | \$72.00 | 15.43% | \$82.09 |
| Los Angeles-Long Beach-Anaheim, CA | \$62.02 | 10.2% | \$70.69 | 15.43% | \$80.59 |
| Merced, CA | \$58.14 | 10.2% | \$66.27 | 15.43% | \$75.55 |
| Modesto, CA | \$63.01 | 10.2% | \$71.82 | 15.43% | \$81.88 |
| Napa, CA | \$81.83 | 10.2% | \$93.27 | 15.43% | \$106.33 |
| Oxnard-Thousand Oaks-Ventura, CA | \$59.41 | 10.2% | \$67.71 | 15.43% | \$77.20 |
| Redding, CA | \$63.06 | 10.2% | \$71.87 | 15.43% | \$81.94 |
| Riverside-San Bernardino-Ontario, CA | \$61.09 | 10.2% | \$69.63 | 15.43% | \$79.38 |
| Sacramento--Roseville--Arden-Arcade, CA | \$75.87 | 10.2% | \$86.48 | 15.43% | \$98.59 |
| Salinas, CA | \$64.97 | 10.2% | \$74.05 | 15.43% | \$84.43 |
| San Diego-Carlsbad, CA | \$63.82 | 10.2% | \$72.74 | 15.43% | \$82.93 |
| San Francisco-Oakland-Hayward, CA | \$87.14 | 10.2% | \$99.32 | 15.43% | \$113.24 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| San Jose-Sunnyvale-Santa Clara, CA | \$86.16 | 10.2% | \$98.20 | 15.43% | \$111.96 |
| San Luis Obispo-Paso Robles-Arroyo Grande, CA | \$64.28 | 10.2% | \$73.26 | 15.43% | \$83.53 |
| Santa Cruz-Watsonville, CA | \$64.28 | 10.2% | \$73.26 | 15.43% | \$83.53 |
| Santa Maria-Santa Barbara, CA | \$61.68 | 10.2% | \$70.30 | 15.43% | \$80.15 |
| Santa Rosa, CA | \$70.68 | 10.2% | \$80.56 | 15.43% | \$91.85 |
| Stockton-Lodi, CA | \$65.43 | 10.2% | \$74.58 | 15.43% | \$85.02 |
| Vallejo-Fairfield, CA | \$89.94 | 10.2% | \$102.51 | 15.43% | \$116.87 |
| Visalia-Porterville, CA | \$59.81 | 10.2% | \$68.17 | 15.43% | \$77.72 |
| Boulder, CO | \$46.28 | 10.2% | \$52.75 | 13.65% | \$59.29 |
| Colorado Springs, CO | \$40.55 | 10.2% | \$46.22 | 13.65% | \$51.95 |
| Denver-Aurora-Lakewood, CO | \$41.99 | 10.2% | \$47.86 | 13.65% | \$53.79 |
| Fort Collins, CO | \$41.73 | 10.2% | \$47.56 | 13.65% | \$53.46 |
| Grand Junction, CO | \$41.80 | 10.2% | \$47.64 | 13.65% | \$53.55 |
| Greeley, CO | \$40.95 | 10.2% | \$46.67 | 13.65% | \$52.46 |
| Pueblo, CO | \$42.44 | 10.2% | \$48.37 | 13.65% | \$54.37 |
| Bridgeport-Stamford-Norwalk, CT | \$49.46 | 10.2% | \$56.37 | 20.58% | \$66.91 |
| Danbury, CT | \$47.87 | 10.2% | \$54.56 | 20.58% | \$64.76 |
| Hartford-West Hartford-East Hartford, CT | \$47.53 | 10.2% | \$54.17 | 20.58% | \$64.30 |
| New Haven, CT | \$49.48 | 10.2% | \$56.40 | 20.58% | \$66.94 |
| Norwich-New London-Westerly, CT-RI | \$48.94 | 10.2% | \$55.78 | 20.58% | \$66.20 |
| Waterbury, CT | \$48.39 | 10.2% | \$55.15 | 20.58% | \$65.46 |
| Washington-Arlington-Alexandria, DC-VA-MD-WV | \$47.12 | 10.2% | \$53.71 | 12.43% | \$59.77 |
| Dover, DE | \$40.63 | 10.2% | \$46.31 | 24.68% | \$56.69 |
| Cape Coral-Fort Myers, FL | \$39.81 | 10.2% | \$45.37 | 12.08% | \$50.35 |
| Crestview-Fort Walton Beach-Destin, FL | \$38.26 | 10.2% | \$43.61 | 12.08% | \$48.39 |
| Deltona-Daytona Beach-Ormond Beach, FL | \$37.96 | 10.2% | \$43.27 | 12.08% | \$48.01 |
| Gainesville, FL | \$39.15 | 10.2% | \$44.62 | 12.08% | \$49.52 |
| Homosassa Springs, FL | \$36.64 | 10.2% | \$41.76 | 12.08% | \$46.34 |
| Jacksonville, FL | \$38.37 | 10.2% | \$43.73 | 12.08% | \$48.53 |
| Lakeland-Winter Haven, FL | \$37.53 | 10.2% | \$42.78 | 12.08% | \$47.47 |
| Miami-Fort Lauderdale-West Palm Beach, FL | \$40.19 | 10.2% | \$45.81 | 12.08% | \$50.83 |
| Naples-Immokalee-Marco Island, FL | \$39.35 | 10.2% | \$44.85 | 12.08% | \$49.77 |
| North Port-Sarasota-Bradenton, FL | \$38.54 | 10.2% | \$43.93 | 12.08% | \$48.74 |
| Ocala, FL | \$34.87 | 10.2% | \$39.74 | 12.08% | \$44.10 |
| Orlando-Kissimmee-Sanford, FL | \$38.88 | 10.2% | \$44.31 | 12.08% | \$49.17 |
| Palm Bay-Melbourne-Titusville, FL | \$38.24 | 10.2% | \$43.59 | 12.08% | \$48.37 |
| Panama City, FL | \$36.70 | 10.2% | \$41.83 | 12.08% | \$46.42 |
| Pensacola-Ferry Pass-Brent, FL | \$34.47 | 10.2% | \$39.29 | 12.08% | \$43.60 |
| Port St. Lucie, FL | \$37.31 | 10.2% | \$42.53 | 12.08% | \$47.19 |
| Punta Gorda, FL | \$37.90 | 10.2% | \$43.20 | 12.08% | \$47.94 |
| Sebastian-Vero Beach, FL | \$37.77 | 10.2% | \$43.05 | 12.08% | \$47.77 |
| Sebring, FL | \$38.27 | 10.2% | \$43.62 | 12.08% | \$48.40 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Tallahassee, FL | \$35.52 | 10.2% | \$40.48 | 12.08% | \$44.93 |
| Tampa-St. Petersburg-Clearwater, FL | \$39.58 | 10.2% | \$45.11 | 12.08% | \$50.06 |
| The Villages, FL | \$37.69 | 10.2% | \$42.96 | 12.08% | \$47.67 |
| Albany, GA | \$38.63 | 10.2% | \$44.03 | 16.03% | \$50.44 |
| Athens-Clarke County, GA | \$41.19 | 10.2% | \$46.95 | 16.03% | \$53.78 |
| Atlanta-Sandy Springs-Roswell, GA | \$44.34 | 10.2% | \$50.54 | 16.03% | \$57.89 |
| Augusta-Richmond County, GA-SC | \$38.69 | 10.2% | \$44.10 | 16.03% | \$50.52 |
| Brunswick, GA | \$39.04 | 10.2% | \$44.50 | 16.03% | \$50.97 |
| Columbus, GA-AL | \$35.84 | 10.2% | \$40.85 | 16.03% | \$46.80 |
| Dalton, GA | \$36.92 | 10.2% | \$42.08 | 16.03% | \$48.21 |
| Hinesville, GA | \$37.80 | 10.2% | \$43.08 | 16.03% | \$49.35 |
| Macon, GA | \$37.97 | 10.2% | \$43.28 | 16.03% | \$49.58 |
| Rome, GA | \$39.01 | 10.2% | \$44.46 | 16.03% | \$50.93 |
| Savannah, GA | \$38.75 | 10.2% | \$44.17 | 16.03% | \$50.60 |
| Valdosta, GA | \$35.73 | 10.2% | \$40.72 | 16.03% | \$46.65 |
| Warner Robins, GA | \$39.62 | 10.2% | \$45.16 | 16.03% | \$51.73 |
| Kahului-Wailuku-Lahaina, HI | \$62.41 | 10.2% | \$71.13 | 24.60% | \$87.02 |
| Urban Honolulu, HI | \$64.34 | 10.2% | \$73.33 | 24.60% | \$89.71 |
| Ames, IA | \$32.97 | 10.2% | \$37.58 | 17.76% | \$43.64 |
| Cedar Rapids, IA | \$32.29 | 10.2% | \$36.80 | 17.76% | \$42.74 |
| Davenport-Moline-Rock Island, IA-IL | \$32.89 | 10.2% | \$37.49 | 17.76% | \$43.53 |
| Des Moines-West Des Moines, IA | \$37.15 | 10.2% | \$42.34 | 17.76% | \$49.17 |
| Dubuque, IA | \$32.61 | 10.2% | \$37.17 | 17.76% | \$43.16 |
| Iowa City, IA | \$38.38 | 10.2% | \$43.74 | 17.76% | \$50.80 |
| Sioux City, IA-NE-SD | \$31.77 | 10.2% | \$36.21 | 17.76% | \$42.05 |
| Waterloo-Cedar Falls, IA | \$32.59 | 10.2% | \$37.15 | 17.76% | \$43.13 |
| Boise City, ID | \$40.54 | 10.2% | \$46.21 | 17.65% | \$53.61 |
| Coeur d'Alene, ID | \$38.15 | 10.2% | \$43.48 | 17.65% | \$50.45 |
| Idaho Falls, ID | \$34.34 | 10.2% | \$39.14 | 17.65% | \$45.41 |
| Lewiston, ID-WA | \$39.37 | 10.2% | \$44.87 | 17.65% | \$52.06 |
| Pocatello, ID | \$37.28 | 10.2% | \$42.49 | 17.65% | \$49.30 |
| Twin Falls, ID | \$32.41 | 10.2% | \$36.94 | 17.65% | \$42.86 |
| Bloomington, IL | \$37.00 | 10.2% | \$42.17 | 13.01% | \$47.15 |
| Carbondale-Marion, IL | \$38.76 | 10.2% | \$44.18 | 13.01% | \$49.40 |
| Champaign-Urbana, IL | \$36.79 | 10.2% | \$41.93 | 13.01% | \$46.88 |
| Chicago-Naperville-Elgin, IL-IN-WI | \$40.94 | 10.2% | \$46.66 | 13.01% | \$52.17 |
| Danville, IL | \$37.52 | 10.2% | \$42.76 | 13.01% | \$47.81 |
| Decatur, IL | \$38.93 | 10.2% | \$44.37 | 13.01% | \$49.61 |
| Kankakee, IL | \$41.28 | 10.2% | \$47.05 | 13.01% | \$52.61 |
| Peoria, IL | \$37.55 | 10.2% | \$42.80 | 13.01% | \$47.85 |
| Rockford, IL | \$39.26 | 10.2% | \$44.75 | 13.01% | \$50.03 |
| Springfield, IL | \$39.90 | 10.2% | \$45.48 | 13.01% | \$50.85 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Bloomington, IN | \$36.75 | 10.2% | \$41.89 | 15.20% | \$47.67 |
| Columbus, IN | \$36.44 | 10.2% | \$41.53 | 15.20% | \$47.27 |
| Elkhart-Goshen, IN | \$40.64 | 10.2% | \$46.32 | 15.20% | \$52.71 |
| Evansville, IN-KY | \$37.59 | 10.2% | \$42.84 | 15.20% | \$48.76 |
| Fort Wayne, IN | \$35.93 | 10.2% | \$40.95 | 15.20% | \$46.60 |
| Indianapolis-Carmel-Anderson, IN | \$38.60 | 10.2% | \$44.00 | 15.20% | \$50.07 |
| Kokomo, IN | \$39.23 | 10.2% | \$44.71 | 15.20% | \$50.88 |
| Lafayette-West Lafayette, IN | \$34.23 | 10.2% | \$39.01 | 15.20% | \$44.40 |
| Michigan City-La Porte, IN | \$36.75 | 10.2% | \$41.89 | 15.20% | \$47.67 |
| Muncie, IN | \$37.71 | 10.2% | \$42.98 | 15.20% | \$48.91 |
| South Bend-Mishawaka, IN-MI | \$43.34 | 10.2% | \$49.40 | 15.20% | \$56.22 |
| Terre Haute, IN | \$33.27 | 10.2% | \$37.92 | 15.20% | \$43.15 |
| Lawrence, KS | \$36.51 | 10.2% | \$41.61 | 17.11% | \$48.08 |
| Manhattan, KS | \$32.86 | 10.2% | \$37.45 | 17.11% | \$43.27 |
| Topeka, KS | \$36.27 | 10.2% | \$41.34 | 17.11% | \$47.76 |
| Wichita, KS | \$32.38 | 10.2% | \$36.91 | 17.11% | \$42.64 |
| Bowling Green, KY | \$33.73 | 10.2% | \$38.44 | 15.58% | \$43.88 |
| Elizabethtown-Fort Knox, KY | \$35.64 | 10.2% | \$40.62 | 15.58% | \$46.37 |
| Lexington-Fayette, KY | \$38.70 | 10.2% | \$44.11 | 15.58% | \$50.35 |
| Louisville/Jefferson County, KY-IN | \$38.11 | 10.2% | \$43.44 | 15.58% | \$49.58 |
| Alexandria, LA | \$35.20 | 10.2% | \$40.12 | 13.75% | \$45.13 |
| Baton Rouge, LA | \$36.38 | 10.2% | \$41.47 | 13.75% | \$46.64 |
| Hammond, LA | \$34.23 | 10.2% | \$39.01 | 13.75% | \$43.88 |
| Houma-Thibodaux, LA | \$33.26 | 10.2% | \$37.91 | 13.75% | \$42.64 |
| Lafayette, LA | \$33.95 | 10.2% | \$38.70 | 13.75% | \$43.53 |
| Lake Charles, LA | \$32.96 | 10.2% | \$37.57 | 13.75% | \$42.26 |
| Monroe, LA | \$35.13 | 10.2% | \$40.04 | 13.75% | \$45.04 |
| New Orleans-Metairie, LA | \$39.14 | 10.2% | \$44.61 | 13.75% | \$50.18 |
| Shreveport-Bossier City, LA | \$38.50 | 10.2% | \$43.88 | 13.75% | \$49.36 |
| Barnstable Town, MA | \$45.16 | 10.2% | \$51.47 | 19.09% | \$60.39 |
| Boston-Cambridge-Nashua, MA-NH | \$48.25 | 10.2% | \$54.99 | 19.09% | \$64.53 |
| Leominster-Gardner, MA | \$47.23 | 10.2% | \$53.83 | 19.09% | \$63.16 |
| New Bedford, MA | \$40.00 | 10.2% | \$45.59 | 19.09% | \$53.49 |
| Pittsfield, MA | \$45.42 | 10.2% | \$51.77 | 19.09% | \$60.74 |
| Springfield, MA-CT | \$41.88 | 10.2% | \$47.73 | 19.09% | \$56.01 |
| Worcester, MA-CT | \$48.65 | 10.2% | \$55.45 | 19.09% | \$65.06 |
| Baltimore-Columbia-Towson, MD | \$42.94 | 10.2% | \$48.94 | 16.97% | \$56.48 |
| California-Lexington Park, MD | \$40.92 | 10.2% | \$46.64 | 16.97% | \$53.83 |
| Cumberland, MD-WV | \$37.94 | 10.2% | \$43.24 | 16.97% | \$49.91 |
| Hagerstown-Martinsburg, MD-WV | \$40.33 | 10.2% | \$45.97 | 16.97% | \$53.05 |
| Salisbury, MD-DE | \$39.54 | 10.2% | \$45.07 | 16.97% | \$52.01 |
| Bangor, ME | \$38.71 | 10.2% | \$44.12 | 20.54% | \$52.35 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Lewiston-Auburn, ME | \$38.35 | 10.2% | \$43.71 | 20.54% | \$51.86 |
| Portland-South Portland, ME | \$40.17 | 10.2% | \$45.78 | 20.54% | \$54.32 |
| Ann Arbor, MI | \$42.21 | 10.2% | \$48.11 | 19.10% | \$56.45 |
| Battle Creek, MI | \$38.30 | 10.2% | \$43.65 | 19.10% | \$51.22 |
| Bay City, MI | \$40.55 | 10.2% | \$46.22 | 19.10% | \$54.23 |
| Detroit-Warren-Dearborn, MI | \$40.34 | 10.2% | \$45.98 | 19.10% | \$53.95 |
| Flint, MI | \$40.60 | 10.2% | \$46.28 | 19.10% | \$54.30 |
| Grand Rapids-Wyoming, MI | \$38.97 | 10.2% | \$44.42 | 19.10% | \$52.12 |
| Kalamazoo-Portage, MI | \$38.96 | 10.2% | \$44.41 | 19.10% | \$52.11 |
| Lansing-East Lansing, MI | \$39.20 | 10.2% | \$44.68 | 19.10% | \$52.43 |
| Monroe, MI | \$40.22 | 10.2% | \$45.84 | 19.10% | \$53.79 |
| Muskegon, MI | \$41.93 | 10.2% | \$47.79 | 19.10% | \$56.08 |
| Niles-Benton Harbor, MI | \$38.55 | 10.2% | \$43.94 | 19.10% | \$51.56 |
| Saginaw, MI | \$39.61 | 10.2% | \$45.15 | 19.10% | \$52.98 |
| Duluth, MN-WI | \$38.01 | 10.2% | \$43.32 | 14.89% | \$49.18 |
| Mankato-North Mankato, MN | \$47.60 | 10.2% | \$54.25 | 14.89% | \$61.59 |
| Minneapolis-St. Paul-Bloomington, MN-WI | \$48.46 | 10.2% | \$55.23 | 14.89% | \$62.70 |
| Rochester, MN | \$46.78 | 10.2% | \$53.32 | 14.89% | \$60.53 |
| St. Cloud, MN | \$48.01 | 10.2% | \$54.72 | 14.89% | \$62.12 |
| Cape Girardeau, MO-IL | \$36.34 | 10.2% | \$41.42 | 16.91% | \$47.78 |
| Columbia, MO | \$37.66 | 10.2% | \$42.92 | 16.91% | \$49.51 |
| Jefferson City, MO | \$32.72 | 10.2% | \$37.29 | 16.91% | \$43.02 |
| Joplin, MO | \$35.80 | 10.2% | \$40.80 | 16.91% | \$47.07 |
| Kansas City, MO-KS | \$38.43 | 10.2% | \$43.80 | 16.91% | \$50.53 |
| Springfield, MO | \$30.77 | 10.2% | \$35.07 | 16.91% | \$40.46 |
| St. Joseph, MO-KS | \$38.20 | 10.2% | \$43.54 | 16.91% | \$50.22 |
| St. Louis, MO-IL | \$38.83 | 10.2% | \$44.26 | 16.91% | \$51.05 |
| Gulfport-Biloxi-Pascagoula, MS | \$35.38 | 10.2% | \$40.33 | 16.94% | \$46.53 |
| Hattiesburg, MS | \$30.02 | 10.2% | \$34.22 | 16.94% | \$39.48 |
| Jackson, MS | \$37.91 | 10.2% | \$43.21 | 16.94% | \$49.85 |
| Billings, MT | \$39.56 | 10.2% | \$45.09 | 24.46% | \$55.10 |
| Great Falls, MT | \$36.57 | 10.2% | \$41.68 | 24.46% | \$50.94 |
| Missoula, MT | \$37.38 | 10.2% | \$42.60 | 24.46% | \$52.07 |
| Asheville, NC | \$38.26 | 10.2% | \$43.61 | 21.19% | \$52.00 |
| Burlington, NC | \$40.29 | 10.2% | \$45.92 | 21.19% | \$54.76 |
| Charlotte-Concord-Gastonia, NC-SC | \$39.03 | 10.2% | \$44.49 | 21.19% | \$53.04 |
| Durham-Chapel Hill, NC | \$37.98 | 10.2% | \$43.29 | 21.19% | \$51.62 |
| Fayetteville, NC | \$41.92 | 10.2% | \$47.78 | 21.19% | \$56.97 |
| Goldsboro, NC | \$36.93 | 10.2% | \$42.09 | 21.19% | \$50.19 |
| Greensboro-High Point, NC | \$38.92 | 10.2% | \$44.36 | 21.19% | \$52.90 |
| Greenville, NC | \$38.51 | 10.2% | \$43.89 | 21.19% | \$52.34 |
| Hickory-Lenoir-Morganton, NC | \$34.22 | 10.2% | \$39.00 | 21.19% | \$46.51 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Jacksonville, NC | \$36.66 | 10.2% | \$41.78 | 21.19% | \$49.82 |
| New Bern, NC | \$32.90 | 10.2% | \$37.50 | 21.19% | \$44.71 |
| Raleigh, NC | \$39.38 | 10.2% | \$44.88 | 21.19% | \$53.52 |
| Rocky Mount, NC | \$36.13 | 10.2% | \$41.18 | 21.19% | \$49.10 |
| Wilmington, NC | \$36.75 | 10.2% | \$41.89 | 21.19% | \$49.95 |
| Winston-Salem, NC | \$39.91 | 10.2% | \$45.49 | 21.19% | \$54.24 |
| Bismarck, ND | \$34.60 | 10.2% | \$39.44 | 5.84% | \$41.53 |
| Fargo, ND-MN | \$35.28 | 10.2% | \$40.21 | 5.84% | \$42.34 |
| Grand Forks, ND-MN | \$36.03 | 10.2% | \$41.07 | 5.84% | \$43.24 |
| Grand Island, NE | \$37.45 | 10.2% | \$42.68 | 18.58% | \$49.89 |
| Lincoln, NE | \$39.09 | 10.2% | \$44.55 | 18.58% | \$52.07 |
| Omaha-Council Bluffs, NE-IA | \$37.54 | 10.2% | \$42.79 | 18.58% | \$50.01 |
| Dover-Durham, NH-ME | \$38.78 | 10.2% | \$44.20 | 23.18% | \$53.50 |
| Manchester, NH | \$40.33 | 10.2% | \$45.97 | 23.18% | \$55.64 |
| Portsmouth, NH-ME | \$41.70 | 10.2% | \$47.53 | 23.18% | \$57.53 |
| Atlantic City-Hammonton, NJ | \$44.43 | 10.2% | \$50.64 | 22.87% | \$61.16 |
| Ocean City, NJ | \$45.38 | 10.2% | \$51.72 | 22.87% | \$62.46 |
| Trenton, NJ | \$46.66 | 10.2% | \$53.18 | 22.87% | \$64.22 |
| Vineland-Bridgeton, NJ | \$48.86 | 10.2% | \$55.69 | 22.87% | \$67.25 |
| Albuquerque, NM | \$40.09 | 10.2% | \$45.69 | 13.16% | \$51.15 |
| Farmington, NM | \$39.94 | 10.2% | \$45.52 | 13.16% | \$50.96 |
| Las Cruces, NM | \$37.70 | 10.2% | \$42.97 | 13.16% | \$48.10 |
| Santa Fe, NM | \$43.60 | 10.2% | \$49.69 | 13.16% | \$55.63 |
| Carson City, NV | \$43.75 | 10.2% | \$49.87 | 14.51% | \$56.43 |
| Las Vegas-Henderson-Paradise, NV | \$46.40 | 10.2% | \$52.89 | 14.51% | \$59.85 |
| Reno, NV | \$44.97 | 10.2% | \$51.26 | 14.51% | \$58.01 |
| Albany-Schenectady-Troy, NY | \$40.93 | 10.2% | \$46.65 | 21.38% | \$55.70 |
| Binghamton, NY | \$40.71 | 10.2% | \$46.40 | 21.38% | \$55.40 |
| Buffalo-Cheektowaga-Niagara Falls, NY | \$41.92 | 10.2% | \$47.78 | 21.38% | \$57.05 |
| Elmira, NY | \$36.97 | 10.2% | \$42.14 | 21.38% | \$50.31 |
| Glens Falls, NY | \$39.44 | 10.2% | \$44.95 | 21.38% | \$53.68 |
| Ithaca, NY | \$46.93 | 10.2% | \$53.49 | 21.38% | \$63.87 |
| Kingston, NY | \$42.00 | 10.2% | \$47.87 | 21.38% | \$57.16 |
| New York-Newark-Jersey City, NY-NJ-PA | \$52.18 | 10.2% | \$59.47 | 21.38% | \$71.01 |
| Rochester, NY | \$41.83 | 10.2% | \$47.68 | 21.38% | \$56.93 |
| Syracuse, NY | \$38.93 | 10.2% | \$44.37 | 21.38% | \$52.98 |
| Utica-Rome, NY | \$39.86 | 10.2% | \$45.43 | 21.38% | \$54.25 |
| Watertown-Fort Drum, NY | \$37.60 | 10.2% | \$42.86 | 21.38% | \$51.17 |
| Akron, OH | \$38.35 | 10.2% | \$43.71 | 18.18% | \$50.92 |
| Canton-Massillon, OH | \$37.21 | 10.2% | \$42.41 | 18.18% | \$49.41 |
| Cincinnati, OH-KY-IN | \$38.85 | 10.2% | \$44.28 | 18.18% | \$51.59 |
| Cleveland-Elyria, OH | \$38.58 | 10.2% | \$43.97 | 18.18% | \$51.23 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|---|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Columbus, OH | \$38.95 | 10.2% | \$44.39 | 18.18% | \$51.72 |
| Dayton, OH | \$38.39 | 10.2% | \$43.76 | 18.18% | \$50.98 |
| Lima, OH | \$35.55 | 10.2% | \$40.52 | 18.18% | \$47.21 |
| Mansfield, OH | \$35.71 | 10.2% | \$40.70 | 18.18% | \$47.42 |
| Springfield, OH | \$37.96 | 10.2% | \$43.27 | 18.18% | \$50.41 |
| Toledo, OH | \$37.63 | 10.2% | \$42.89 | 18.18% | \$49.97 |
| Youngstown-Warren-Boardman, OH-PA | \$35.81 | 10.2% | \$40.82 | 18.18% | \$47.55 |
| Enid, OK | \$37.64 | 10.2% | \$42.90 | 11.90% | \$47.53 |
| Lawton, OK | \$39.38 | 10.2% | \$44.88 | 11.90% | \$49.73 |
| Oklahoma City, OK | \$38.39 | 10.2% | \$43.76 | 11.90% | \$48.48 |
| Tulsa, OK | \$38.01 | 10.2% | \$43.32 | 11.90% | \$48.00 |
| Albany, OR | \$49.98 | 10.2% | \$56.97 | 17.34% | \$65.93 |
| Bend-Redmond, OR | \$55.57 | 10.2% | \$63.34 | 17.34% | \$73.31 |
| Corvallis, OR | \$52.95 | 10.2% | \$60.35 | 17.34% | \$69.85 |
| Eugene, OR | \$48.45 | 10.2% | \$55.22 | 17.34% | \$63.92 |
| Grants Pass, OR | \$47.50 | 10.2% | \$54.14 | 17.34% | \$62.66 |
| Medford, OR | \$51.76 | 10.2% | \$58.99 | 17.34% | \$68.28 |
| Portland-Vancouver-Hillsboro, OR-WA | \$56.18 | 10.2% | \$64.03 | 17.34% | \$74.11 |
| Salem, OR | \$51.48 | 10.2% | \$58.68 | 17.34% | \$67.91 |
| Allentown-Bethlehem-Easton, PA-NJ | \$39.50 | 10.2% | \$45.02 | 21.86% | \$53.96 |
| Altoona, PA | \$37.21 | 10.2% | \$42.41 | 21.86% | \$50.83 |
| Bloomsburg-Berwick, PA | \$39.02 | 10.2% | \$44.47 | 21.86% | \$53.30 |
| Chambersburg-Waynesboro, PA | \$39.20 | 10.2% | \$44.68 | 21.86% | \$53.55 |
| East Stroudsburg, PA | \$38.52 | 10.2% | \$43.90 | 21.86% | \$52.62 |
| Erie, PA | \$37.86 | 10.2% | \$43.15 | 21.86% | \$51.72 |
| Gettysburg, PA | \$37.52 | 10.2% | \$42.76 | 21.86% | \$51.25 |
| Harrisburg-Carlisle, PA | \$39.52 | 10.2% | \$45.04 | 21.86% | \$53.98 |
| Johnstown, PA | \$36.98 | 10.2% | \$42.15 | 21.86% | \$50.51 |
| Lancaster, PA | \$38.69 | 10.2% | \$44.10 | 21.86% | \$52.85 |
| Lebanon, PA | \$41.70 | 10.2% | \$47.53 | 21.86% | \$56.96 |
| Philadelphia-Camden-Wilmington, PA-NJ-DE-MD | \$46.50 | 10.2% | \$53.00 | 21.86% | \$63.52 |
| Pittsburgh, PA | \$38.28 | 10.2% | \$43.63 | 21.86% | \$52.29 |
| Reading, PA | \$43.95 | 10.2% | \$50.09 | 21.86% | \$60.04 |
| Scranton--Wilkes-Barre--Hazleton, PA | \$37.70 | 10.2% | \$42.97 | 21.86% | \$51.50 |
| State College, PA | \$39.37 | 10.2% | \$44.87 | 21.86% | \$53.78 |
| Williamsport, PA | \$39.76 | 10.2% | \$45.32 | 21.86% | \$54.31 |
| York-Hanover, PA | \$39.44 | 10.2% | \$44.95 | 21.86% | \$53.87 |
| Aguadilla-Isabela, PR | \$14.85 | 10.2% | \$16.93 | 12.18% | \$18.80 |
| Arecibo, PR | \$15.90 | 10.2% | \$18.12 | 12.18% | \$20.13 |
| Guayama, PR | \$17.27 | 10.2% | \$19.68 | 12.18% | \$21.86 |
| Mayaguez, PR | \$15.77 | 10.2% | \$17.97 | 12.18% | \$19.96 |
| Ponce, PR | \$16.74 | 10.2% | \$19.08 | 12.18% | \$21.19 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| San German, PR | \$16.50 | 10.2% | \$18.81 | 12.18% | \$20.89 |
| San Juan-Carolina-Caguas, PR | \$17.97 | 10.2% | \$20.48 | 12.18% | \$22.75 |
| Providence-Warwick, RI-MA | \$45.09 | 10.2% | \$51.39 | 22.29% | \$61.79 |
| Charleston-North Charleston, SC | \$38.67 | 10.2% | \$44.08 | 29.68% | \$55.95 |
| Columbia, SC | \$37.73 | 10.2% | \$43.00 | 29.68% | \$54.59 |
| Florence, SC | \$37.51 | 10.2% | \$42.75 | 29.68% | \$54.27 |
| Greenville-Anderson-Mauldin, SC | \$36.78 | 10.2% | \$41.92 | 29.68% | \$53.22 |
| Hilton Head Island-Bluffton-Beaufort, SC | \$36.77 | 10.2% | \$41.91 | 29.68% | \$53.20 |
| Myrtle Beach-Conway-North Myrtle Beach, SC-NC | \$38.35 | 10.2% | \$43.71 | 29.68% | \$55.49 |
| Spartanburg, SC | \$36.76 | 10.2% | \$41.90 | 29.68% | \$53.19 |
| Sumter, SC | \$37.61 | 10.2% | \$42.87 | 29.68% | \$54.42 |
| Rapid City, SD | \$32.15 | 10.2% | \$36.64 | 22.94% | \$44.28 |
| Sioux Falls, SD | \$32.23 | 10.2% | \$36.74 | 22.94% | \$44.39 |
| Chattanooga, TN-GA | \$35.55 | 10.2% | \$40.52 | 18.81% | \$47.44 |
| Clarksville, TN-KY | \$36.62 | 10.2% | \$41.74 | 18.81% | \$48.86 |
| Cleveland, TN | \$38.14 | 10.2% | \$43.47 | 18.81% | \$50.89 |
| Jackson, TN | \$32.14 | 10.2% | \$36.63 | 18.81% | \$42.89 |
| Johnson City, TN | \$32.66 | 10.2% | \$37.23 | 18.81% | \$43.58 |
| Kingsport-Bristol-Bristol, TN-VA | \$32.73 | 10.2% | \$37.30 | 18.81% | \$43.67 |
| Knoxville, TN | \$32.56 | 10.2% | \$37.11 | 18.81% | \$43.45 |
| Memphis, TN-MS-AR | \$37.16 | 10.2% | \$42.35 | 18.81% | \$49.59 |
| Morristown, TN | \$31.23 | 10.2% | \$35.60 | 18.81% | \$41.67 |
| Nashville-Davidson--Murfreesboro--Franklin, TN | \$37.51 | 10.2% | \$42.75 | 18.81% | \$50.05 |
| Abilene, TX | \$35.39 | 10.2% | \$40.34 | 10.26% | \$44.10 |
| Amarillo, TX | \$38.79 | 10.2% | \$44.21 | 10.26% | \$48.33 |
| Austin-Round Rock, TX | \$44.94 | 10.2% | \$51.22 | 10.26% | \$55.99 |
| Beaumont-Port Arthur, TX | \$38.55 | 10.2% | \$43.94 | 10.26% | \$48.03 |
| Brownsville-Harlingen, TX | \$35.01 | 10.2% | \$39.90 | 10.26% | \$43.62 |
| College Station-Bryan, TX | \$38.61 | 10.2% | \$44.01 | 10.26% | \$48.11 |
| Corpus Christi, TX | \$38.39 | 10.2% | \$43.76 | 10.26% | \$47.83 |
| Dallas-Fort Worth-Arlington, TX | \$44.85 | 10.2% | \$51.12 | 10.26% | \$55.88 |
| El Paso, TX | \$37.47 | 10.2% | \$42.71 | 10.26% | \$46.69 |
| Houston-The Woodlands-Sugar Land, TX | \$44.87 | 10.2% | \$51.14 | 10.26% | \$55.91 |
| Killeen-Temple, TX | \$41.05 | 10.2% | \$46.79 | 10.26% | \$51.15 |
| Laredo, TX | \$35.89 | 10.2% | \$40.91 | 10.26% | \$44.72 |
| Longview, TX | \$37.58 | 10.2% | \$42.83 | 10.26% | \$46.82 |
| Lubbock, TX | \$36.91 | 10.2% | \$42.07 | 10.26% | \$45.99 |
| McAllen-Edinburg-Mission, TX | \$36.61 | 10.2% | \$41.73 | 10.26% | \$45.62 |
| Midland, TX | \$39.32 | 10.2% | \$44.82 | 10.26% | \$48.99 |
| Odessa, TX | \$38.87 | 10.2% | \$44.30 | 10.26% | \$48.43 |
| San Angelo, TX | \$37.35 | 10.2% | \$42.57 | 10.26% | \$46.54 |
| San Antonio-New Braunfels, TX | \$40.26 | 10.2% | \$45.89 | 10.26% | \$50.16 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|--|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Sherman-Denison, TX | \$37.36 | 10.2% | \$42.58 | 10.26% | \$46.55 |
| Texarkana, TX-AR | \$36.16 | 10.2% | \$41.21 | 10.26% | \$45.06 |
| Tyler, TX | \$37.52 | 10.2% | \$42.76 | 10.26% | \$46.75 |
| Victoria, TX | \$38.90 | 10.2% | \$44.34 | 10.26% | \$48.47 |
| Waco, TX | \$38.34 | 10.2% | \$43.70 | 10.26% | \$47.77 |
| Wichita Falls, TX | \$40.30 | 10.2% | \$45.93 | 10.26% | \$50.21 |
| Logan, UT-ID | \$38.42 | 10.2% | \$43.79 | 16.96% | \$50.53 |
| Ogden-Clearfield, UT | \$37.33 | 10.2% | \$42.55 | 16.96% | \$49.10 |
| Provo-Orem, UT | \$37.78 | 10.2% | \$43.06 | 16.96% | \$49.69 |
| Salt Lake City, UT | \$38.49 | 10.2% | \$43.87 | 16.96% | \$50.63 |
| St. George, UT | \$38.58 | 10.2% | \$43.97 | 16.96% | \$50.74 |
| Blacksburg-Christiansburg-Radford, VA | \$37.19 | 10.2% | \$42.39 | 7.97% | \$45.46 |
| Charlottesville, VA | \$39.19 | 10.2% | \$44.67 | 7.97% | \$47.90 |
| Harrisonburg, VA | \$37.79 | 10.2% | \$43.07 | 7.97% | \$46.19 |
| Lynchburg, VA | \$37.45 | 10.2% | \$42.68 | 7.97% | \$45.77 |
| Richmond, VA | \$41.08 | 10.2% | \$46.82 | 7.97% | \$50.21 |
| Roanoke, VA | \$37.69 | 10.2% | \$42.96 | 7.97% | \$46.07 |
| Staunton-Waynesboro, VA | \$39.72 | 10.2% | \$45.27 | 7.97% | \$48.55 |
| Virginia Beach-Norfolk-Newport News, VA-NC | \$39.68 | 10.2% | \$45.23 | 7.97% | \$48.50 |
| Winchester, VA-WV | \$43.28 | 10.2% | \$49.33 | 7.97% | \$52.90 |
| Burlington-South Burlington, VT | \$39.37 | 10.2% | \$44.87 | 25.22% | \$55.15 |
| Bellingham, WA | \$43.46 | 10.2% | \$49.53 | 25.85% | \$61.16 |
| Bremerton-Silverdale, WA | \$46.91 | 10.2% | \$53.47 | 25.85% | \$66.01 |
| Kennewick-Richland, WA | \$47.94 | 10.2% | \$54.64 | 25.85% | \$67.46 |
| Longview, WA | \$48.68 | 10.2% | \$55.48 | 25.85% | \$68.50 |
| Mount Vernon-Anacortes, WA | \$48.08 | 10.2% | \$54.80 | 25.85% | \$67.66 |
| Olympia-Tumwater, WA | \$48.68 | 10.2% | \$55.48 | 25.85% | \$68.50 |
| Seattle-Tacoma-Bellevue, WA | \$52.74 | 10.2% | \$60.11 | 25.85% | \$74.22 |
| Spokane-Spokane Valley, WA | \$48.71 | 10.2% | \$55.52 | 25.85% | \$68.55 |
| Walla Walla, WA | \$51.66 | 10.2% | \$58.88 | 25.85% | \$72.70 |
| Wenatchee, WA | \$50.14 | 10.2% | \$57.15 | 25.85% | \$70.56 |
| Yakima, WA | \$46.35 | 10.2% | \$52.83 | 25.85% | \$65.23 |
| Appleton, WI | \$38.70 | 10.2% | \$44.11 | 21.41% | \$52.68 |
| Eau Claire, WI | \$38.51 | 10.2% | \$43.89 | 21.41% | \$52.43 |
| Fond du Lac, WI | \$37.52 | 10.2% | \$42.76 | 21.41% | \$51.08 |
| Green Bay, WI | \$38.60 | 10.2% | \$44.00 | 21.41% | \$52.55 |
| Janesville-Beloit, WI | \$39.11 | 10.2% | \$44.58 | 21.41% | \$53.24 |
| Madison, WI | \$41.59 | 10.2% | \$47.40 | 21.41% | \$56.62 |
| Milwaukee-Waukesha-West Allis, WI | \$39.80 | 10.2% | \$45.36 | 21.41% | \$54.18 |
| Oshkosh-Neenah, WI | \$38.32 | 10.2% | \$43.68 | 21.41% | \$52.17 |
| Racine, WI | \$38.14 | 10.2% | \$43.47 | 21.41% | \$51.92 |
| Sheboygan, WI | \$38.13 | 10.2% | \$43.46 | 21.41% | \$51.91 |

Figure 12
Hourly Total Cost for Privately Hired Registered Nurses by MSA

| Metropolitan Statistical Area (MSA) | Hourly Median Wage | FICA and Unemployment | Part-Time Median Cost | Fringe Benefits | Full-Time Median Cost |
|-------------------------------------|--------------------|-----------------------|-----------------------|-----------------|-----------------------|
| Wausau, WI | \$37.69 | 10.2% | \$42.96 | 21.41% | \$51.31 |
| Beckley, WV | \$36.74 | 10.2% | \$41.88 | 21.48% | \$50.04 |
| Charleston, WV | \$36.67 | 10.2% | \$41.80 | 21.48% | \$49.95 |
| Huntington-Ashland, WV-KY-OH | \$38.05 | 10.2% | \$43.37 | 21.48% | \$51.83 |
| Morgantown, WV | \$38.37 | 10.2% | \$43.73 | 21.48% | \$52.26 |
| Parkersburg-Vienna, WV | \$35.28 | 10.2% | \$40.21 | 21.48% | \$48.05 |
| Weirton-Steubenville, WV-OH | \$35.79 | 10.2% | \$40.79 | 21.48% | \$48.75 |
| Wheeling, WV-OH | \$37.74 | 10.2% | \$43.02 | 21.48% | \$51.40 |
| Casper, WY | \$37.38 | 10.2% | \$42.60 | 10.78% | \$46.77 |
| Cheyenne, WY | \$41.62 | 10.2% | \$47.44 | 10.78% | \$52.08 |

Figure 13
Comparison of Agency and Private Hire Hourly Rates

| MSA | Home Health Aide | | | Licensed Vocational Nurse | | Registered Nurse | |
|-----------------|--------------------|--------------------------|----------------------|---------------------------|--------------------------|--------------------|--------------------------|
| | Agency Hourly Rate | Private Hire Hourly Rate | Genworth Hourly Rate | Agency Hourly Rate | Private Hire Hourly Rate | Agency Hourly Rate | Private Hire Hourly Rate |
| Dallas, TX | \$29.50 | \$14.52 | \$30.00 | \$105.00 | \$32.54 | \$123.00 | \$55.88 |
| New York, NY | \$34.29 | \$24.38 | \$34.00 | \$91.67 | \$36.34 | \$142.50 | \$71.01 |
| Atlanta, GA | \$31.79 | \$17.86 | \$30.50 | \$87.50 | \$31.89 | \$130.00 | \$57.89 |
| Asheville, NC | \$32.25 | \$19.71 | \$33.00 | \$102.50 | \$33.90 | \$128.75 | \$52.00 |
| Tampa, FL | \$30.50 | \$17.39 | \$30.00 | \$101.00 | \$31.06 | \$117.00 | \$50.06 |
| Chicago, IL | \$36.13 | \$23.68 | \$34.50 | \$118.75 | \$36.15 | \$127.50 | \$52.17 |
| Lincoln, NE | \$40.47 | \$20.04 | \$37.50 | \$91.25 | \$31.90 | \$102.50 | \$52.07 |
| Los Angeles, CA | \$36.50 | \$21.33 | \$35.00 | \$127.50 | \$41.41 | \$143.75 | \$80.59 |

Figure 14
Scenario 1 Lifetime Cost Comparison

| MSA | Agency Lifetime Cost | Private Hire Lifetime Cost | Ratio Private/Agency | Ratio Agency/Private |
|-----------------|-------------------------|-------------------------------|-------------------------|-------------------------|
| Dallas, TX | \$1,604,575.60 | \$916,314.96 | 57.11% | 175.11% |
| New York, NY | \$1,731,225.60 | \$1,242,644.24 | 71.78% | 139.32% |
| Atlanta, GA | \$1,604,575.60 | \$916,314.96 | 57.11% | 175.11% |
| Asheville, NC | \$1,627,155.00 | \$1,006,947.40 | 61.88% | 161.59% |
| Tampa, FL | \$1,537,888.00 | \$891,386.84 | 57.96% | 172.53% |
| Chicago, IL | \$1,819,503.20 | \$1,204,052.88 | 66.17% | 151.11% |
| Lincoln, NE | \$2,029,840.80 | \$1,023,342.88 | 50.41% | 198.35% |
| Los Angeles, CA | \$1,841,185.00 | \$1,093,196.56 | 59.37% | 168.42% |
| Average | \$1,724,493.60 | \$1,036,775.09 | 60.23% | 167.69% |

Figure 15
Scenario 2 Lifetime Cost Comparison

| MSA | Agency Lifetime Cost | Private Hire Lifetime Cost | Ratio Private/Agency | Ratio Agency/Private |
|-----------------|-------------------------|-------------------------------|-------------------------|-------------------------|
| Dallas, TX | \$2,968,845.00 | \$1,719,828.66 | 57.93% | 172.62% |
| New York, NY | \$3,358,904.40 | \$2,410,284.64 | 71.76% | 139.36% |
| Atlanta, GA | \$3,113,204.40 | \$1,776,979.36 | 57.08% | 175.20% |
| Asheville, NC | \$3,157,050.00 | \$1,952,983.60 | 61.86% | 161.65% |
| Tampa, FL | \$2,983,908.00 | \$1,728,683.44 | 57.93% | 172.61% |
| Chicago, IL | \$3,530,446.80 | \$2,335,598.08 | 66.16% | 151.16% |
| Lincoln, NE | \$3,939,049.20 | \$1,984,809.28 | 50.39% | 198.46% |
| Los Angeles, CA | \$3,572,340.00 | \$2,120,065.36 | 59.35% | 168.50% |
| Average | \$3,327,968.48 | \$2,003,654.05 | 60.31% | 167.45% |

Figure 16
Scenario 3 Lifetime Cost Comparison

| MSA | Agency Lifetime Cost | Private Hire Lifetime Cost | Ratio Private/Agency | Ratio Agency/Private |
|-----------------|-------------------------|-------------------------------|-------------------------|-------------------------|
| Dallas, TX | \$27,966,825.60 | \$11,650,959.60 | 41.66% | 240.04% |
| New York, NY | \$29,807,038.80 | \$14,073,712.80 | 47.22% | 211.79% |
| Atlanta, GA | \$27,966,825.60 | \$11,650,959.60 | 41.66% | 240.04% |
| Asheville, NC | \$30,705,990.00 | \$11,886,428.40 | 38.71% | 258.33% |
| Tampa, FL | \$29,494,920.00 | \$10,960,496.40 | 37.16% | 269.10% |
| Chicago, IL | \$34,094,533.20 | \$12,754,388.64 | 37.41% | 267.32% |
| Lincoln, NE | \$28,034,890.80 | \$11,563,272.00 | 41.25% | 242.45% |
| Los Angeles, CA | \$36,746,010.00 | \$15,219,783.60 | 41.42% | 241.44% |
| Average | \$30,602,129.25 | \$12,470,000.13 | 40.81% | 246.31% |