

**HEALTH SERVICES COMMITTEE**  
**WESTMOUNT HEALTH FACILITY**

**WEDNESDAY, NOVEMBER 4, 2009**  
**MUNICIPAL BUILDING BOARD ROOM**  
**9:30AM**

1. Request for new contract Dietician Services – 17 hours per week. Pages 1-3
2. Request to amend county budget. HCRA funds amended to help pay for interim DON salary. Page 4
3. Request to transfer funds out of code. Page 5
4. Request committee approval to accept audit services from McCarthy and Conlon, LLP. Page 6
5. DON, ADON, and LPN Supervisor job descriptions revised.
6. Request Committee approval to establish RN Nurse Leadership on call for 11-7 shift. The RN Nurse on call will be available 11-7 Monday – Sunday for one week at a time to assist LPN Supervisor. Compensation must be provided and it is suggested that the on call RN Nurse be compensated \$30.00 per day, as is the rate at Public Health for an on call compensation.
7. NYAHSa recommendations:
  1. Identify and streamline redundant documentation in the medical record.
  2. Survey readiness/mock survey with facility staff.
  3. Evaluate facility quality indicators
    - a. Prevalence of bladder and bowel incontinence.
    - b. Clinical management with medications

Requesting two (2) consultant clinical staff for assessment of identified areas of potential concern and estimate this to be for three (3) days.

# ***RESOLUTION REQUEST FORM NO. 3***

## ***Request for New Contract***

**DEPARTMENT NAME: WESTMOUNT HEALTH FACILITY**

**DATE: October 23, 2009**

- (a) Is this a Result of a Bid or Request for Proposal? No
- (b) Purpose of Contract: Dietician Services
- (c) Name of Contractor: Lori A. Girard, CDN
- (d) Address of Contractor: 7 Raymond Avenue, Glens Falls, NY 12801
- (e) Contractor's Contact Person and Telephone Number: Lori A. Girard 518 792-8690
- (f) Has or will the Contract be provided, if so, please attach: Yes
- (g) Commencement Date of Contract: January 1, 2010
- (h) Termination Date of Contract: Continual Upon 30 days Notice
- (i) Payment Provisions: i) lump sum amount  
ii) hourly rate amount \$32.00  
iii) total amount not to exceed \$28,288.00  
iv) how will payments be made (i.e. monthly, quarterly, upon completion of the project, etc. Monthly
- (j) Where are the Funds for this Contract? List Budget Code, (with title), Object Code (with title), and Amount: OR Capital Project OR Capital Reserve Project Number, and Title, and Amount: EF.82100.2900 437 Westmount, Dietary Services, Consulting Fee's - Contract \$28,288.00.

To: Barb Taggart  
From: Lori Girard, RDCDN  
Date: 10/29/09  
Re: Job Duties

Here is a list of some of the day-to-day duties I perform. Times are estimates and may vary from day-to-day and case-by-case.

**Meetings:**

Morning report (daily) (45min-1hr)  
Care Conferences (as scheduled) (1-1/2 hr)  
Wound / Skin Team Rounds and Documentation (Th, F) (1 hr)  
Consult with nursing staff, food service staff, activities, pharmacy, Speech Language Pathologist etc. (varies)  
Meet with Administrator (15 min)

**Evaluations:**

Wound / Pressure Ulcer Evaluations (20-30min)  
Diet Evaluations (20min)  
Significant weight change Evaluations (30min)  
Nutrition Consultations (per MD, resident, staff) (varies)  
Resident Interviews / Counseling (varies)  
Family Interviews / Counseling (varies)

**Food Service:**

Test Tray Audits (30 min)  
Food Temperature Audits (10 min)  
Menu Planning / Writing (2hrs)

**Assessments:**

New Admission Screening (20-30min)  
Initial Assessment (45 min – 1hr)  
Annual Assessment (30 min)  
Quarterly Assessment (15min)  
Significant Change Assessment (30 min)  
Care Plans (30 min)  
MDS (5d, 30d, 60d, 90d) (20min)  
RAPS (15 min)  
Significant Weight Change Assessment (30min)  
Miscellaneous charting / documentation (varies)  
Tube Feedings (30 min)

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Input of documentation into computer (varies)

**Monitoring / Tracking / Analyzing:**

Meal Observations (45min)

Significant Weight Changes (1 month, 3 month, 6 months) (2hrs)

Weekly Weights (15 min)

Monthly Weights (1hr)

Supplements (new)

Weekly Intake Record (30min)

Bowel Records (20min)

Snacks at Activities (new)

**Miscellaneous:**

Assist at activities (varies)

Provide inservices (varies)

Complete required inservices (varies)

# **RESOLUTION REQUEST FORM NO. 7**

## ***Request to Amend County Budget\****

***\*If this is the result of a grant award, also complete and submit Form No. 5 or 6***

**DEPARTMENT NAME: WESTMOUNT HEALTH FACILITY**

**DATE: November 4, 2009**

- (a) Purpose of Amendment: To amend 2009 Nursings Salary Appropriations with HCRA R&R Grant funds.
  
- (b) Appropriation Code (with title), Object Code (with title) and Amount: EF.60200.100 130 Westmount, Nursing Nurses' Station, Management & Supervision, Salaries Part-time - \$5,924.00.
  
- (c) Revenue Code (with title), and Amount: EF.901002 3489 Westmount, HCRA Grant - Recruitment Retention - Health, Other \$5,924.00.

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# RESOLUTION REQUEST FORM NO. 10

## Request for Transfer of Funds

**TO:** JOAN SADY, CLERK, WARREN COUNTY BOARD OF SUPERVISORS

**FROM:** WESTMOUNT HEALTH FACILITY  
Name of Department

**SIGNED:** \_\_\_\_\_

**DATE:** November 4, 2009

<u>FROM CODE</u>	<u>TITLE</u>	<u>TO CODE</u>	<u>TITLE</u>	<u>AMOUNT</u>
EF.73400.6802 470	Westmount, Occupational Therapy Contracted Services	EF.60200.6300 422	Westmount, Nursing-Nurses' Station, Repair/Maint-Equipment	1,000.00
EF.73400.6802 470	Westmount, Occupational Therapy, Contracted Services	EF.60100.100 130	Westmount, Nursing Administration, Management & Supervision, Salaries – PT	7,076.00
EF.73400.6802 470	Westmount, Occupational Therapy, Contracted Services	EF.60200.5802 210	Westmount, Nursing-Nurses' Station, Furniture Equipment, Furniture/Furnishings	51.00

**Please state reason for transfers requested: over expended expense accounts & new position created.  
Please file original request with Clerk of the Board and retain copy for your records.**

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**WARREN COUNTY  
TABULATION SHEET**

NO.: WC 90-09	NAME & ADDRESS	NAME & ADDRESS	NAME & ADDRESS
<b>ITEM(S): REP - AUDIT FOR WESTMOUNT HEALTH FACILITY</b>  <b>DATE: OCTOBER 22, 2009</b>  <b>TIME: 3:00 P.M.</b>	McCarthy & Conlon, LLP Attn: Michael McCarthy PO Box 4646 Queensbury, NY 12804 Ph: 792-6668 Fax: 792-2226	Bonadio & Co., LLP Attn: John Olsen 6 Wembley Court Albany, NY 12205 Ph: 464-4080 Fax: 464-4087	Toski, Schaefer & Co., PC Attn: Ronald Toski 555 International Drive Williamsville, NY 14221 Ph: 716-634-0700 Fax: 716-634-0764
<b>DESCRIPTION OF ITEM</b>	<b>PRICE</b>	<b>PRICE</b>	<b>PRICE</b>
<b>ITEM A: AUDIT: 2009 AUDIT</b>	\$15,000.00	\$26,000.00	\$12,900.00
2010 AUDIT	\$15,000.00	\$27,000.00	\$13,100.00
2011 AUDIT	\$15,000.00	\$28,000.00	\$13,300.00
<b>ITEM B: EXPENSES: 2009 AUDIT</b>	None	None	None
<b>TOTAL A + B:</b>	\$15,000.00	\$26,000.00	\$12,900.00
<b>Comments:</b>			The annual fees listed above in Item A are total maximum fees. These fees include report reproduction costs and similar expenses (travel, phone, fax, postage, etc.)
<b>AWARDED TO:</b>			
✓		Term: January 1, 2010 through December 31, 2010	
<b>JULIE A. PACYNA, PURCHASING AGENT</b>		Resolution No.	

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# RESOLUTION REQUEST FORM NO. 12

Schedule "A"

## NOTICE OF INTENT TO FILL VACANT POSITION

This notice of intent is filed whenever a department head plans to fill an existing funded position in their budget that is vacated due to a retirement, resignation or termination. This notice may not be used for requests to create a new position. For complete instructions on the procedure to be followed, see the reverse of this form.

### DEPARTMENT HEAD COMPLETES THIS SECTION

Department Westmount Health Facility

Title of Position Assistant Dir. of Nursing Base salary \$58,701.

Budget code and title EF.60100.100.110 Westmount, Nursing Administration, Management + Sup Salaries-Regula

This position is vacated due to:  Retirement  Resignation  Termination  Promotion  Other

Employee No. 1356

### COMMISSIONER OF ADMINISTRATIVE & FISCAL SERVICES COMPLETES THIS SECTION

Name of Committee \_\_\_\_\_ Date \_\_\_\_\_

- The Commissioner has no objection to the filling of the vacancy.  
 The Commissioner objects to the filling of the vacancy.

Commissioner Signature \_\_\_\_\_

### SUPERVISORY COMMITTEE COMPLETES THIS SECTION

Name of Committee Health Services Date 11/4/09

- The committee has no objection to the filling of the vacancy.  
 The committee objects to the filling of the vacancy and will be sending a resolution to the full board to have the position removed from the budget.

Ranking Committee Member Signature John Shal 11/4/09

### PERSONNEL COMMITTEE COMPLETES THIS SECTION

Date \_\_\_\_\_

- The Personnel Committee has no objection to the filling of the vacancy.  
 The Personnel Committee objects to the filling of the vacancy and will be sending a resolution to the full board to have the position removed from the budget.

Ranking Committee Member Signature \_\_\_\_\_

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# RESOLUTION REQUEST FORM NO. 12

Schedule "A"

## NOTICE OF INTENT TO FILL VACANT POSITION

This notice of intent is filed whenever a department head plans to fill an existing funded position in their budget that is vacated due to a retirement, resignation or termination. This notice may not be used for requests to create a new position. For complete instructions on the procedure to be followed, see the reverse of this form.

### DEPARTMENT HEAD COMPLETES THIS SECTION

Department Westmount Health Facility

Title of Position Director of Nursing

Base salary \$65,139.

Budget code and title EF60100.100 110 Nursing Admin, Man+Super, Salaries-Regular

This position is vacated due to:  Retirement  Resignation  Termination  Promotion  
 Other

Employee No.

### COMMISSIONER OF ADMINISTRATIVE & FISCAL SERVICES COMPLETES THIS SECTION

Name of Committee \_\_\_\_\_ Date \_\_\_\_\_

- The Commissioner has no objection to the filling of the vacancy.  
 The Commissioner objects to the filling of the vacancy.

Commissioner Signature \_\_\_\_\_

### SUPERVISORY COMMITTEE COMPLETES THIS SECTION

Name of Committee Health Services Date 11/4/09

- The committee has no objection to the filling of the vacancy.  
 The committee objects to the filling of the vacancy and will be sending a resolution to the full board to have the position removed from the budget.

Ranking Committee Member Signature John Shuler 11/4/09

### PERSONNEL COMMITTEE COMPLETES THIS SECTION

Date \_\_\_\_\_

- The Personnel Committee has no objection to the filling of the vacancy.  
 The Personnel Committee objects to the filling of the vacancy and will be sending a resolution to the full board to have the position removed from the budget.

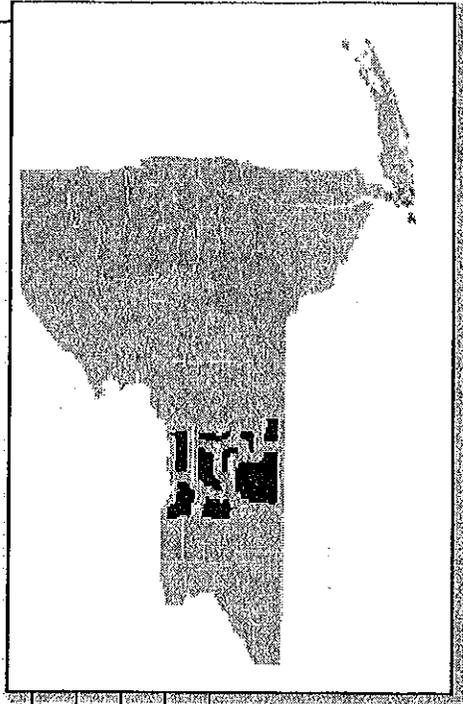
Ranking Committee Member Signature \_\_\_\_\_

	Director of Nursing	Assistant Director of Nursing
2009 Base Salary	\$65,139	\$58,701
Base Salary w/ 40% for benefits	\$91,195	\$82,181
ALL NENY Salary only	\$69,600	\$61,000
ALL NENY with benefits	\$95,500	\$75,900
Upstate Pub Salary only	\$71,100	\$61,700
Upstate Pub with benefits	\$99,400	\$89,100

### Definitions of Geographic Breakdowns Used in NYAHS 2009 Salary Survey Report

Region Code	Region Name	Counties Included in Region
ALB WEF	Albany WEF Region	Albany, Columbia, Greene, Montgomery, Rensselaer, Saratoga, Schoharie, Schoharie, Fulton counties.
BUFF	Buffalo Region	DOH Western NY Region. Allegany, Cattaraugus, Chautauqua, Erie, Genesee, Niagara, Orleans, Wyoming counties.
CNY	Central NY Region	DOH Central NY Region. Broome, Cayuga, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Tioga, Tomkins counties.
CNY RURAL	Rural Central NY	Self-identified rural facilities in the DOH Central NY Region. Broome, Cayuga, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Tioga, Tomkins counties.
DOWNSTATE	Downstate	Westchester, Rockland, NYC Boroughs, and Long Island.
ERIE WEF	Erie WEF Region	Cattaraugus, Chautauqua, Erie, Niagara, Orleans counties.
HV	Hudson Valley Region	DOH Hudson Valley Region. Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester counties.
HV NON-WESTCH	Hudson Valley Non-Westchester	DOH Hudson Valley Region excluding Westchester County (i.e., Dutchess, Orange, Putnam, Rockland, Sullivan, and Ulster counties).
NENY	Northeastern NY Region	DOH Northeastern NY Region. Albany, Clinton, Columbia, Delaware, Essex, Franklin, Fulton, Greene, Montgomery, Otsego, Rensselaer, Saratoga, Schoharie, Schoharie, Warren, Washington counties.
NENY RURAL	Rural Northeastern NY	Self-identified rural facilities in DOH Northeastern NY region.
NYC METRO	NYC Metro Region	DOH Hudson Valley, NYC, and Long Island regions.
NYC WEF	NYC WEF Region	5 NYC Boroughs.
NYC-LI	NYC-Long Island Region	5 NYC Boroughs plus Nassau and Suffolk counties.
ROCH	Rochester Region	DOH Finger Lakes Region. Chemung, Livingston, Monroe, Ontario, Schuyler, Seneca, Steuben, Wayne, Yates counties.
ROCH WEF	Rochester WEF Region	Livingston, Monroe, Ontario, Wayne counties.
UPSTATE	Upstate	All counties except Westchester, Rockland, NYC Boroughs, and Long Island.
UPSTATE RURAL	Upstate Rural	Self-identified rural facilities in counties north of Westchester County.
WESTCHESTER WEF	Westchester WEF Region	Westchester and Rockland counties.
WNY	Western NY Region	DOH Western NY plus Finger Lakes Regions.
WNY RURAL	Western NY Rural	Self-identified rural facilities in DOH Western and Finger Lakes regions.

Note: "WEF" refers to "Wage Equalization Factor", a mechanism used in Medicaid Rate setting that groups counties into 16 regions with similar pay scales

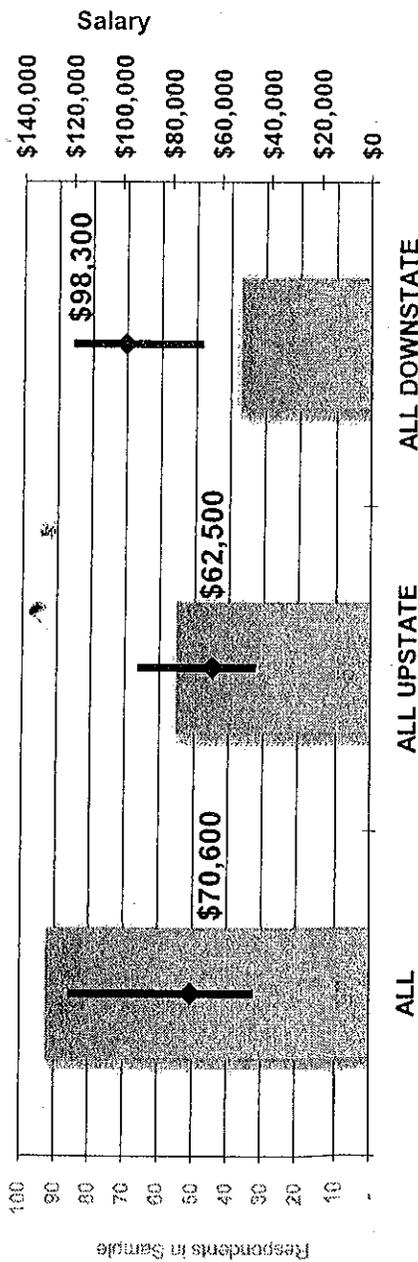


# ASST. DIRECTOR OF NURSING

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	Lowest Annual Salary	Median Annual Salary	75th Percentile	Highest Annual Salary	Sample Size	Small Facility Median Salary	Large Facility Median Salary	Average Annual Salary
ALL	Salary Only 44,900	70,800	95,100	119,800	92	66,000	92,800	78,200
ALL	With Benefits 54,600	91,100	117,800	181,700	81	83,800	116,000	104,300
ALL VOLUNTARY (VOL)	Salary Only 44,900	70,800	95,200	119,800	75	67,800	94,100	79,000
ALL	With Benefits 54,600	90,700	117,500	157,500	68	84,500	115,900	100,200
ALL PUBLIC (PUB)	Salary Only 48,600	68,700	76,100	119,100	17	58,000	73,400	74,400
ALL	With Benefits 71,100	94,500	132,300	181,700	13	79,900	133,500	106,600
ALL UPSTATE	Salary Only 44,900	62,500	69,500	92,800	55	61,700	68,400	64,100
ALL	With Benefits 54,600	79,900	90,800	116,000	47	78,800	86,900	82,000
UPSTATE VOL	Salary Only 44,900	63,500	69,800	92,800	42	62,300	66,500	64,600
UPSTATE VOL	With Benefits 54,600	76,900	86,700	116,000	38	77,000	84,400	81,900
UPSTATE PUB	Salary Only 48,600	61,700	68,800	76,100	13	58,000	68,800	62,600
UPSTATE PUB	With Benefits 71,100	89,100	94,300	99,000	9	79,900	sts	86,000
UPSTATE HOSPITAL-BASED (HB)	Salary Only sts	sts	sts	sts	sts	sts	sts	sts
UPSTATE HOSPITAL-BASED	With Benefits sts	sts	sts	sts	sts	sts	sts	sts
UPSTATE FREE-STANDING (FS)	Salary Only 44,900	62,700	69,200	92,800	52	62,000	68,400	64,300
UPSTATE FREE-STANDING	With Benefits 54,600	79,900	88,700	116,000	45	79,800	86,900	81,800

Sample Size, High to Low Range and Median Annual Salary (inclusive of bonus, no benefits)



# ASST. DIRECTOR OF NURSING

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	Lowest Annual Salary	Median Annual Salary	75th Percentile	Highest Annual Salary	Sample Size	Small Facility Median Salary	Large Facility Median Salary	Average Annual Salary
ALL NORTHEASTERN NY (NENY) Salary Only	48,600	61,000	68,200	76,200	14	59,200	65,400	62,600
ALL NORTHEASTERN NY (NENY) With Benefits	70,800	75,900	83,000	96,200	11	75,400	78,200	79,200
NENY VOL Salary Only	50,800	61,000	65,600	76,200	10	61,100	sts	62,600
NENY VOL With Benefits	70,800	75,900	79,000	94,900	9	75,900	sts	77,800
NENY PUB Salary Only	sts	sts	sts	sts	sts	sts	sts	sts
NENY PUB With Benefits	sts	sts	sts	sts	sts	sts	sts	sts
NENY VOL RURAL Salary Only	sts	sts	sts	sts	sts	sts	sts	sts
NENY VOL RURAL With Benefits	sts	sts	sts	sts	sts	sts	sts	sts
VOL ALB WEF Salary Only	50,800	62,100	66,700	76,200	9	62,200	sts	63,100
VOL ALB WEF With Benefits	71,000	77,100	81,000	94,900	8	sts	sts	78,600

ALL NYC METROPOLITAN AREA Salary Only	61,700	97,300	106,100	119,800	42	92,900	99,300	96,000
ALL NYC METROPOLITAN AREA With Benefits	83,700	124,400	142,600	181,700	36	114,900	133,000	126,500
NYC METRO VOL Salary Only	67,000	96,100	105,300	119,800	36	92,900	98,700	95,800
NYC METRO VOL With Benefits	83,700	120,900	140,100	157,500	31	114,500	127,800	124,200
ALL HUDSON VALLEY (HV) Salary Only	61,700	92,500	97,000	119,100	10	92,200	92,800	88,000
ALL HUDSON VALLEY With Benefits	89,100	127,800	137,600	181,700	7	sts	sts	129,600
HV VOL Salary Only	69,000	92,800	96,200	107,600	7	92,200	sts	89,700
HV VOL With Benefits	116,000	127,800	130,000	145,200	5	sts	sts	127,300
HV NON-WESTCHESTER Salary Only	61,700	70,700	74,100	92,800	5	sts	sts	73,700
HV NON-WESTCHESTER With Benefits	sts	sts	sts	sts	sts	sts	sts	sts
WESTCHESTER WEF VOL Salary Only	sts	sts	sts	sts	sts	sts	sts	sts
WESTCHESTER WEF VOL With Benefits	sts	sts	sts	sts	sts	sts	sts	sts
NYC & LI VOL Salary Only	67,000	98,300	106,100	119,800	29	93,600	99,300	97,300
NYC & LI VOL With Benefits	83,700	119,400	140,800	157,500	26	112,700	132,600	123,700
NYC (5 BOROUGHS) VOL Salary Only	67,000	98,600	106,100	119,800	23	95,000	99,300	99,100
NYC (5 BOROUGHS) VOL With Benefits	83,700	124,400	141,600	157,500	20	115,700	132,600	126,700
ALL LONG ISLAND (LI) Salary Only	79,600	85,400	94,100	114,800	6	sts	sts	90,100
ALL LONG ISLAND With Benefits	100,900	107,900	112,200	150,300	6	sts	sts	113,600

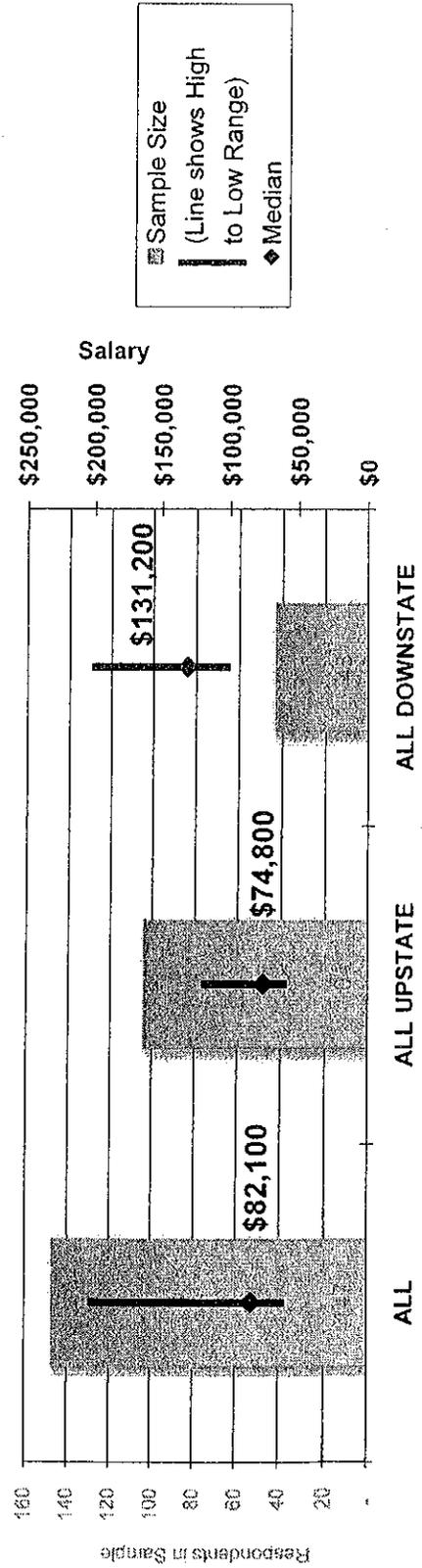
Note: "sts" (sample too small) indicates that the number of facilities with data in the breakout is fewer than five and therefore unusable

# DIRECTOR OF NURSING

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	Lowest Annual Salary	Median Annual Salary	75th Percentile	Highest Annual Salary	Sample Size	Small Facility Median Salary	Large Facility Median Salary	Average Annual Salary
ALL	57,500	82,100	112,300	202,300	147	77,200	118,600	93,900
ALL	Salary Only	74,100	144,600	266,900	130	98,600	160,800	124,800
ALL VOLUNTARY (VOL)	59,600	85,000	118,400	202,300	122	78,800	122,700	96,300
ALL	Salary Only	74,100	145,600	266,900	109	99,600	160,800	123,000
ALL PUBLIC (PUB)	57,500	72,100	81,000	145,300	25	68,500	82,100	81,800
ALL	Salary Only	81,200	112,000	215,900	21	97,300	142,700	115,800
ALL UPSTATE	57,500	74,800	84,800	120,000	104	73,100	84,200	77,200
ALL UPSTATE	Salary Only	74,100	108,300	150,000	90	96,000	107,200	99,300
UPSTATE VOL	59,600	77,300	85,200	120,000	83	75,600	85,200	78,700
UPSTATE VOL	Salary Only	74,100	108,600	150,000	73	95,500	105,800	99,300
UPSTATE PUB	57,500	71,100	74,300	99,700	21	68,500	74,300	71,300
UPSTATE PUB	Salary Only	81,200	107,200	149,500	17	97,300	115,800	99,500
UPSTATE HOSPITAL-BASED (HB)	59,700	72,500	81,100	96,000	15	72,500	81,100	74,200
UPSTATE HOSPITAL-BASED	Salary Only	74,100	105,600	145,400	14	89,600	115,800	92,600
UPSTATE FREE-STANDING (FS)	57,500	75,300	84,800	120,000	89	73,100	84,200	77,700
UPSTATE FREE-STANDING	Salary Only	76,300	108,600	150,000	76	97,200	107,200	100,500

Sample Size, High to Low Range and Median Annual Salary (inclusive of bonus, no benefits)



# DIRECTOR OF NURSING

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	Lowest Annual Salary	Median Annual Salary	75th Percentile	Highest Annual Salary	Sample Size	Small Facility Median Salary	Large Facility Median Salary	Average Annual Salary
ALL NORTHEASTERN NY (NENY) Salary Only	57,500	74,900	85,000	104,100	25	70,200	77,600	75,800
ALL NORTHEASTERN NY (NENY) With Benefits	74,900	101,500	106,700	129,700	20	101,200	101,900	99,700
NENY VOL Salary Only	59,600	80,000	86,700	104,100	17	79,200	80,000	79,400
NENY VOL With Benefits	74,900	101,500	107,000	129,700	14	103,600	100,800	101,300
NENY PUB Salary Only	57,500	69,600	74,200	82,100	8	60,100	sts	68,200
NENY PUB With Benefits	81,200	95,500	103,100	112,000	5	sts	sts	96,100
NENY VOL RURAL Salary Only	61,400	78,200	85,300	88,500	6	81,100	sts	76,000
NENY VOL RURAL With Benefits	74,900	101,200	106,600	107,900	5	sts	sts	96,700
VOL ALB WEF Salary Only	59,600	81,100	87,500	104,100	13	81,100	sts	81,900
VOL ALB WEF With Benefits	90,700	101,900	107,300	129,700	11	103,600	sts	104,000

ALL NYC METROPOLITAN AREA Salary Only	65,300	124,000	141,900	202,300	54	105,800	140,000	125,300
ALL NYC METROPOLITAN AREA With Benefits	97,300	165,900	189,600	266,000	47	136,900	169,200	164,500
NYC METRO VOL Salary Only	76,100	124,300	140,600	202,300	47	107,200	140,000	127,200
NYC METRO VOL With Benefits	105,400	164,100	189,300	266,000	41	139,800	179,100	165,500
ALL HUDSON VALLEY (HV) Salary Only	65,300	103,000	122,300	142,200	21	100,300	112,900	104,700
ALL HUDSON VALLEY With Benefits	97,300	141,300	167,400	216,900	17	133,300	150,000	143,800
HV VOL Salary Only	76,100	105,800	122,300	139,500	17	101,600	sts	107,000
HV VOL With Benefits	105,400	143,400	167,100	171,300	14	134,100	sts	144,500
HV NON-WESTCHESTER Salary Only	65,300	93,000	99,800	120,000	11	89,500	sts	90,600
HV NON-WESTCHESTER With Benefits	97,300	120,900	126,000	150,000	7	120,900	sts	119,000
WESTCHESTER WEF VOL Salary Only	100,300	122,300	124,800	139,500	9	122,300	sts	117,900
WESTCHESTER WEF VOL With Benefits	132,400	166,400	167,700	171,300	9	167,400	sts	154,900
NYC & LI VOL Salary Only	100,000	136,900	153,600	202,300	30	123,200	140,600	138,700
NYC & LI VOL With Benefits	126,200	187,200	195,900	266,000	27	141,900	189,300	176,400
NYC (5 BOROUGHS) VOL Salary Only	102,000	140,100	155,000	202,300	24	124,800	141,100	141,500
NYC (5 BOROUGHS) VOL With Benefits	133,300	169,200	198,400	266,000	21	181,600	139,600	180,000
ALL LONG ISLAND (LI) Salary Only	100,000	122,900	135,900	178,300	6	sts	sts	127,500
ALL LONG ISLAND With Benefits	126,200	152,400	181,900	233,500	6	sts	sts	163,800

Note: "sts" (sample too small) indicates that the number of facilities with data in the breakout is fewer than five and therefore unusable