



Date: May 11, 2020

Representatives O'Sullivan, Ode, & Hooper,

On behalf of Board President, Jim Holway, I am attaching Living Well Group staffing demographics by position, hourly rate, and employee count. Our organization fully supports the efforts made to move S.346 through the appropriate state levels. The purpose of this document is to highlight some concerns with the "\$25.00 wage cap". As noted below, there are many positions where the averaged hourly rate is near or above \$25.00. Each staff member at each of our three facilities is essential to maintaining the high-level of care our residents and their families deserve.

Since our organization has been so proactive in preparing and adapting to the COVID-19 pandemic, our staff have been working in the state of crisis for over 8 weeks. The funds from S.346 will go a long way in acknowledging the commitment our staff have made.

The total bed count at Living Well Group is as follows: Ethan Allen Residence has 39 beds, Heaton Woods Residence has 49 beds, and Living Well Residence has 12 beds.

Of course, more information can be available upon request.

Thank you for the work you do.

Cameron Segal

Deputy Director

Living Well Group

Ethan Allen Residence: 39 beds		
Position	Average Hourly Rate	# of Employees
<u>Administrative Department</u>		
Administrator	\$45.67	1
Office Manager	\$22.50	1
<u>Nursing Department</u>		
Administrative Assistant	\$15.25	1
Director of Nursing	\$38.56	1
Licensed Nursing Assistant	\$15.50	2
Licensed Practical Nurse	\$26.00	5
Med Tech	\$15.60	5
Personal Care Aide	\$13.76	19
Registered Nurse	\$30.75	2
<u>Dietary Department</u>		
Cook	\$16.66	3
Dietary Aide	\$13.58	3
Kitchen Manager	\$25.00	1
<u>Maintenance Department</u>		
Housekeeper	\$13.50	2
Housekeeping Supervisor	\$17.00	1
Laundry Attendant	\$11.50	2
Maintenance Director	\$24.00	1
<u>Activities Department</u>		
Activities Coordinator	\$13.66	3
Activities Director	\$24.04	1
Van Driver	\$14.00	1
Average hourly rate: \$20.87		Total employees: 55

Heaton Woods Residence: 49 beds		
Position	Average Hourly Rate	# of Employees
<u>Administrative Department</u>		
Administrator	\$43.38	1
Admissions Coordinator	\$25.00	1
Office Manager	\$23.50	1
<u>Nursing Department</u>		
Director of Nursing	\$39.38	1
Licensed Practical Nurse	\$26.25	4
Med Tech	\$16.25	6
Personal Care Aide	\$14.89	26
Registered Nurse	\$30.00	2

<u>Dietary Department</u>		
Cook	\$15.47	3
Dietary Aide	\$13.19	6
Kitchen Manager	\$24.38	1
<u>Maintenance Department</u>		
Housekeeper	\$12.83	4
Laundry Attendant	\$15.00	1
Maintenance Director	\$22.75	1
<u>Activities Department</u>		
Activities Coordinator	\$14.63	2
Activities Director	\$24.38	1
	Average hourly rate: \$22.58	Total employees: 61

Living Well Residence: 12 beds		
Position	Average Hourly Rate	# of Employees
<u>Administrative Department</u>		
House Manage	\$25.00	1
<u>Nursing Department</u>		
Director of Nursing	\$30.00	1
Med Tech	\$14.31	6
Personal Care Aide	\$13.00	6
<u>Dietary Department</u>		
Kitchen Manager	\$21.00	1
<u>Maintenance Department</u>		
Maintenance Director	\$30.00	1
<u>Activities Department</u>		
Activities Coordinator	\$16.00	1
	Average hourly rate: \$21.33	Total employees: 17