

## Caseloads and Salaries of Nephrology Social Workers by State, ESRD Network, and National Kidney Foundation Region: Summary Findings for 2007 and 2010

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*The Council of Nephrology Social Workers and the National Kidney Foundation conducted two national online surveys of nephrology social workers to assess caseload and salary trends by state, End-Stage Renal Disease Network, and National Kidney Foundation Region. Between 2007 and 2010, outpatient dialysis social workers experienced increases in mean caseload size from 73 to 79 (up 8.2%) for those employed 20–31 hours per week, 113 to 121 (up 7.1%) for those employed 32–40 hrs/wk, and 117 to 126 (up 7.7%) for those employed 40 hrs/wk. Increases in mean hourly wage were also reported across all three employment status groups for dialysis social workers: \$25.03 to \$28.16 per hour (up 12.5%) for 20–31 hrs/wk, \$24.65 to \$27.18 per hour (up 10.3%) for 32–40 hrs/wk, and \$24.49 to \$26.93 per hour (up 10%) for social workers employed 40 hrs/wk. For transplant social workers, mean hourly wage data showed increases across all three employment status groups: \$22.96 to \$27.74 per hour (up 20.8%) for those employed 20–31 hrs/wk, \$25.19 to \$29.56 per hour (up 17.3%) for those employed 32–40 hrs/wk, and \$24.57 to \$29.79 per hour (up 21.2%) for those employed 40 hrs/wk. In general, increases in caseload and hourly wage were found for nearly all states, End Stage Renal Disease Networks, and National Kidney Foundation Regions.*

The Council of Nephrology Social Workers (CNSW) and the National Kidney Foundation (NKF) conducted two national online salary and caseload surveys of nephrology social workers in 2007 and 2010. The overall goal of these surveys was to obtain quantifiable data in order to investigate anecdotal reports of increased work demands in the field of nephrology social work. Through the online surveys, CNSW has successfully scanned the nephrology social work landscape and collected a rich source of empirical data. The focus of this article is to provide a snapshot of caseload, hourly rate, and annual summary data for 2007 and 2010. Future analysis of the two data sets will include a comprehensive examination and discussion of job-related work conditions, burnout, and perceived changes since the implementation of the 2008 Medicare and Medicaid Program Conditions for Coverage for End Stage Renal Disease Facilities (Federal Register, 2008).

### DATA COLLECTION AND ANALYSIS

Online surveys of nephrology social workers were conducted by NKF in the fall of 2007 and spring of 2010. NKF distributed announcements about the survey to its CNSW membership via a membership e-mail listserv, which reaches the majority of CNSW members. The announcements included information about the study aims, instructions on how to access the surveys, and requests to distribute the announcement to other nephrology social workers. Prospective respondents were informed of the confidential and voluntary nature of these surveys and no incentives were offered for participation. All data were initially sent to NKF and housed on their secure server prior to their release for statistical analysis. Once the data were de-identified by NKF staff (i.e., by removing e-mail addresses and other information that could potentially reveal the identity of an individual respondent), two of the authors (JRM and KB)

received them in Excel spreadsheets. These two authors transferred the data from Excel to Statistical Package for the Social Sciences to facilitate data management and multivariate statistical analysis. All the data sent to JRM and KB are stored on a secure network at Boston University.

### KEY FINDINGS

The survey data are summarized according to three employment status groups, based on the number of hours worked per week (hrs/wk): 20–31 hrs/wk, 32–40 hrs/wk, and exactly 40 hrs/wk. The “exactly 40 hours per week” category was created by selecting only the respondents who reported having a 40 hrs/wk position. Therefore, these respondents constitute a subset of the 32–40 hrs/wk category. Individual sample sizes are provided for all categories.

Descriptive findings (i.e., mean, median, and range) for salary and caseload data collected in 2007 and 2010 are presented in Tables 1–13 at the end of this article (see *List of Tables* for descriptions). Overall summaries for social workers in outpatient dialysis, transplant, outpatient dialysis/transplant, and other settings are provided in Tables 1–4. Breakdowns by state, ESRD Network (see Appendix A for map), and NKF region (see Appendix B for map) are provided for social workers in outpatient dialysis settings in Tables 5–13. In order to preserve the confidentiality of the relatively small number of social workers who are employed in transplant, outpatient dialysis/transplant and other settings, only aggregate data are provided for these respondents in Tables 2–4.

Between 2007 and 2010, outpatient dialysis social workers experienced increases in mean caseload size from 73 to 79 (up 8.2%) for those employed 20–31 hrs/wk, 113 to 121 (up 7.1%) for those employed 32–40 hrs/wk, and 117 to 126 (up 7.7%) for those employed 40 hrs/wk. Increases

in mean hourly wage between 2007 and 2010 were also reported across all three employment status groups: \$25.03 to \$28.16 per hour (up 12.5%) for 20–31 hrs/wk, \$24.65 to \$27.18 per hour (up 10.3%) for 32–40 hrs/wk, and \$24.49 to \$26.93 per hour (up 10%) for social workers employed 40 hrs/wk.

Due to a change in how transplant social worker caseload information was collected between 2007 and 2010, it is not possible to make valid comparisons between these two waves of data. However, mean hourly wage data showed increases across all three employment status groups: \$22.96 to \$27.74 per hour (up 20.8%) for those employed 20–31 hrs/wk, \$25.19 to \$29.56 per hour (up 17.3%) for those employed 32–40 hrs/wk, and \$24.57 to \$29.79 per hour (up 21.2%) for those employed 40 hrs/wk.

In general, caseload and hourly wage data by state, ESRD Network, and NKF Region showed similar trends to the overall/aggregate trends reported above for social workers employed in outpatient dialysis settings. Please see Tables 5–13 for more details.

## SUMMARY AND CONCLUSION

The summary tables presented in this article provide important snapshots regarding social worker remuneration and caseload demands across a spectrum of work contexts and geographic regions. CNSW hopes that social workers will find this information helpful in their self-advocacy efforts with employers. Additional analyses of the survey data will be presented in forthcoming issues of *JNSW*.

## Acknowledgements

*The Council of Nephrology Social Workers and the National Kidney Foundation are grateful to all the social workers who participated in the surveys conducted in 2007 and 2010. The authors wish to thank Aaron Herold for his invaluable assistance with the surveys and comments on this manuscript.*

## REFERENCE

Medicare and Medicaid Programs; Conditions for Coverage for End-Stage Renal Disease Facilities; Final Rule. 42 CFR Parts 405, 410, 413 et al. 73 Fed. Reg. 20369 (April 15, 2008). Retrieved from <http://www.cms.gov/CFCsAndCoPs/downloads/ESRDfinalrule0415.pdf>

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## Key to Abbreviations

$n$  = number in subsample; hrs/wk = hours per week; PT = part time; FT= full time

<b>TABLE 1.</b>				
<b>Social Workers in Outpatient Dialysis Settings</b>				
	<b>2010</b>		<b>2007</b>	
	<b>Mean / Median</b>	<b>Range</b>	<b>Mean / Median</b>	<b>Range</b>
<b>Caseload</b>				
20–31 hrs/wk	78.79 / 77.50	15–210	73.12 / 69.50	15–267
32–40 hrs/wk	120.80 / 120.00	1–711	113.13 / 112.00	4–425
40 hrs/wk	126.17 / 125.00	1–711	117.23 / 117.00	4–425
<b>Hourly Wage</b>				
20–31 hrs/wk	28.16 / 27.48	16.00–45.00	25.03 / 24.25	14.00–38.60
32–40 hrs/wk	27.18 / 26.52	14.42–50.00	24.65 / 24.03	9.90–43.00
40 hrs/wk	26.93 / 26.36	14.42–47.00	24.49 / 24.00	9.90–40.29
<b>Annual Salary</b>				
32–40 hrs/wk	54,635 / 53,531	29,994–97,760	49,506 / 48,381	20,592–83,795
40 hrs/wk	56,019 / 54,829	29,994–97,760	50,942 / 49,920	20,592–83,795
<p><i>Sample sizes for 2010:</i> PT caseload = 214, PT hourly wage = 224, FT caseload = 1,037, FT hourly wage = 1,056, FT annual salary = 1,056, 40 hrs/wk caseload = 815, 40 hrs/wk hourly wage = 833, 40 hrs/wk salary = 833</p> <p><i>Sample sizes for 2007:</i> PT caseload = 222, PT hourly wage = 235, FT caseload = 1,160, FT hourly wage = 1,202, FT annual salary = 1,202, 40 hrs/wk caseload = 919, 40 hrs/wk hourly wage = 945, 40 hrs/wk salary = 945</p>				

**TABLE 2.**  
**Social Workers in Transplant Settings**

	2010		2007	
	Mean / Median	Range	Mean / Median	Range
<b>Caseload (Potential Donors)</b> 20–31 hrs/wk 32–40 hrs/wk 40 hrs/wk	— / — 40.48 / 17.00 44.74 / 20.00	— / — 0–500 0–500	142.33 / 150.00 248.23 / 200.00 277.77 / 205.00	54–200 12–800 12–800
<b>Caseload (Potential Recipients)</b> 20–31 hrs/wk 32–40 hrs/wk 40 hrs/wk	50.00 / 50.00 225.33 / 190.00 232.62 / 200.00	20–80 0–750 0–750		
<b>Hourly Wage</b> 20–31 hrs/wk 32–40 hrs/wk 40 hrs/wk	27.74 / 27.00 29.56 / 28.85 29.79 / 29.33	25.97–30.26 21.47–40.80 21.47–40.80	22.96 / 23.00 25.19 / 24.79 24.57 / 24.04	18.42–26.52 15.35–40.86 15.35–40.86
<b>Annual Salary</b> 32–40 hrs/wk 40 hrs/wk	60,079 / 60,008 61,956 / 61,006	42,765–84,864 44,658–84,864	50,050 / 49,587 51,104 / 50,003	29,137–84,989 31,928–84,989

*Samples sizes for 2010:* PT donors caseload = 0, PT recipients caseload = 2, PT hourly wage = 3, FT donors caseload = 29, FT recipients caseload = 33, FT hourly wage = 37, FT annual salary = 37, 40 hrs/wk donors caseload = 23, 40 hrs/wk recipients caseload = 26, 40 hrs/wk hourly wages = 30, 40 hrs/wk salary = 30

*Sample sizes for 2007:* PT caseload = 6, PT hourly wage = 7, FT caseload = 40, FT hourly wage = 58, FT annual salary = 58, 40 hrs/wk caseload = 30, 40 hrs/wk hourly wage = 44, 40 hrs/wk salary = 44

**TABLE 3.**  
**Social Workers Who Work in Both Outpatient Dialysis & Transplant Settings**

	2010		2007	
	Mean / Median	Range	Mean / Median	Range
<b>Caseload (Dialysis)</b>				
20–31 hrs/wk	67.50 / 82.50	10–95	48.80 / 55.00	19–80
32–40 hrs/wk	128.08 / 105.00	30–300	88.61 / 100.00	2–160
40 hrs/wk	127.89 / 110.00	30–300	82.90 / 95.00	2–160
<b>Caseload (Transplant Potential Donors)</b>				
20–31 hrs/wk	2.50 / 2.50	0–5		
32–40 hrs/wk	7.70 / 2.00	0–48		
40 hrs/wk	7.75 / 2.00	0–48		
			25.00 / 25.00	20–30
			141.08 / 80.00	10–500
			111.75 / 80.00	10–400
<b>Caseload (Transplant Potential Recipients)</b>				
20–31 hrs/wk	9.00 / 7.00	5–15		
32–40 hrs/wk	34.27 / 15.00	4–170		
40 hrs/wk	34.00 / 15.00	4–170		
<b>Hourly Wage</b>				
20–31 hrs/wk	30.15 / 27.45	23.26–40.00	25.70 / 22.25	18.10–40.19
32–40 hrs/wk	29.12 / 27.50	18.30–57.00	25.11 / 24.00	18.00–36.00
40 hrs/wk	27.56 / 26.48	18.30–42.00	24.32 / 23.51	18.00–36.00
<b>Annual Salary</b>				
32–40 hrs/wk	57,860 / 55,078	38,064–103,740	50,005 / 49,005	37,440–74,880
40 hrs/wk	57,316 / 55,078	38,064–87,360	50,579 / 48,890	37,440–74,880

*Sample sizes for 2010:* PT dialysis caseload = 4, PT donors caseload = 2, PT recipients caseload = 3, PT hourly wage = 5, FT dialysis caseload = 25, FT donors caseload = 10, FT recipients caseload = 15, FT hourly wage = 34, FT annual salary = 34, 40 hrs/wk dialysis caseload = 18, 40 hrs/wk donors caseload = 8, 40 hrs/wk recipients caseload = 13, 40 hrs/wk hourly wages = 26, 40 hrs/wk salary = 26

*Sample sizes for 2007:* PT dialysis caseload = 5, PT transplant caseload = 2, PT hourly wage = 4, FT dialysis caseload = 28, FT transplant caseload = 13, FT hourly wage = 35, FT annual salary = 35, 40 hrs/wk dialysis caseload = 21, 40 hrs/wk transplant caseload = 8, 40 hrs/wk hourly wage = 26, 40 hrs/wk salary = 26

**TABLE 4.**  
**Social Workers in "Other" Settings**

	2010		2007	
	Mean / Median	Range	Mean / Median	Range
<b>Caseload (Dialysis)</b>				
20–31 hrs/wk	98.00 / 64.00	55–175	62.60 / 60.00	48–80
32–40 hrs/wk	120.00 / 83.00	10–442	89.88 / 100.00	7–180
40 hrs/wk	128.00 / 75.00	10–442	89.15 / 100.00	7–180
<b>Caseload (Transplant Potential Donors)</b>				
20–31 hrs/wk	0.00 / 0.00	0–0		
32–40 hrs/wk	— / —	—		
40 hrs/wk	— / —	—		
			— / —	—
			63.60 / 17.50	5–500
			63.60 / 17.50	5–500
<b>Caseload (Transplant Potential Recipients)</b>				
20–31 hrs/wk	10.00 / 10.00	10–10		
32–40 hrs/wk	— / —	—		
40 hrs/wk	— / —	—		
<b>Hourly Wage</b>				
20–31 hrs/wk	29.72 / 29.69	21.50–38.00	25.36 / 24.88	20.85–31.25
32–40 hrs/wk	28.65 / 25.71	18.67–49.00	25.00 / 24.76	15.72–41.50
40 hrs/wk	28.53 / 24.50	18.67–49.00	24.86 / 24.76	15.72–37.42
<b>Annual Salary</b>				
32–40 hrs/wk	57,702 / 48,984	37,274–101,920	50,919 / 50,440	32,698–77,834
40 hrs/wk	59,347 / 50,960	38,834–101,920	51,714 / 51,490	32,698–77,834

*Sample sizes for 2010:* PT dialysis caseload = 3, PT donors caseload = 1, PT recipients caseload = 1, PT hourly wage = 4, FT dialysis caseload = 11, FT donors caseload = 0, FT recipients caseload = 0, FT hourly wage = 24, FT annual salary = 24, 40 hrs/wk dialysis caseload = 7, 40 hrs/wk donors caseload = 0, 40 hrs/wk recipients caseload = 0, 40 hrs/wk hourly wages = 19, 40 hrs/wk salary = 19

*Sample sizes for 2007:* PT dialysis caseload = 5, PT transplant caseload = 0, PT hourly wage = 8, FT dialysis caseload = 33, FT transplant caseload = 10, FT hourly wage = 56, FT annual salary = 56, 40 hrs/wk dialysis caseload = 26, 40 hrs/wk transplant caseload = 10, 40 hrs/wk hourly wage = 48, 40 hrs/wk salary = 48

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	0	— / —	—	2	72.50 / 72.50	70–75
32–40 hrs/wk	8	141.63 / 135.00	105–225	13	134.23 / 132.00	49–265
40 hrs/wk	8	141.63 / 135.00	105–225	9	151.44 / 140.00	100–265
Alaska & Montana						
20–31 hrs/wk	0	— / —	—	1	45.00 / 45.00	45–45
32–40 hrs/wk	3	63.67 / 59.00	32–100	1	100.00 / 100.00	100–100
40 hrs/wk	3	63.67 / 59.00	32–100	0	— / —	—
Arizona						
20–31 hrs/wk	5	56.60 / 65.00	15–75	6	72.50 / 68.00	30–110
32–40 hrs/wk	27	121.56 / 127.00	67–173	29	121.21 / 120.00	75–240
40 hrs/wk	25	123.40 / 130.00	67–173	25	122.12 / 120.00	75–240
Arkansas						
20–31 hrs/wk	1	47.00 / 47.00	47–47	2	186.00 / 186.00	105–267
32–40 hrs/wk	5	157.00 / 135.00	102–300	8	120.50 / 127.50	56–175
40 hrs/wk	3	193.33 / 145.00	135–300	5	122.00 / 130.00	56–175
California						
20–31 hrs/wk	18	92.00 / 85.00	53–180	22	73.91 / 70.00	20–156
32–40 hrs/wk	92	132.01 / 123.00	50–500	139	120.09 / 119.00	15–425
40 hrs/wk	72	137.39 / 127.50	72–500	110	125.73 / 120.00	70–425
Colorado						
20–31 hrs/wk	0	— / —	—	1	40.00 / 40.00	40–40
32–40 hrs/wk	7	83.57 / 70.00	14–160	25	90.48 / 88.00	33–140
40 hrs/wk	5	94.20 / 125.00	14–160	14	95.79 / 100.00	33–140



**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Connecticut						
20–31 hrs/wk	2	73.50 / 73.50	67–80	3	74.33 / 70.00	60–93
32–40 hrs/wk	12	116.67 / 120.00	80–150	10	110.90 / 112.50	90–130
40 hrs/wk	9	128.89 / 125.00	110–150	7	118.57 / 120.00	105–130
Delaware						
20–31 hrs/wk	0	— / —	—	0	—	—
32–40 hrs/wk	10	130.00 / 126.00	95–170	1	80.00 / 80.00	80–80
40 hrs/wk	8	138.12 / 131.00	110–170	1	80.00 / 80.00	80–80
District of Columbia						
20–31 hrs/wk	2	102.50 / 102.50	65–140	1	125.00 / 125.00	125–125
32–40 hrs/wk	6	129.50 / 131.00	100–150	3	98.33 / 90.00	80–125
40 hrs/wk	5	135.40 / 136.00	120–150	2	102.50 / 102.50	80–125
Florida						
20–31 hrs/wk	4	97.50 / 102.50	60–125	5	61.40 / 69.00	15–85
32–40 hrs/wk	54	127.44 / 129.50	66–175	57	120.65 / 120.00	50–220
40 hrs/wk	46	130.24 / 135.00	66–175	42	127.45 / 120.00	65–220
Georgia						
20–31 hrs/wk	8	89.00 / 81.00	50–140	3	76.33 / 40.00	34–155
32–40 hrs/wk	43	109.98 / 104.00	60–193	30	114.40 / 111.50	60–200
40 hrs/wk	27	120.89 / 124.00	69–193	26	113.15 / 113.50	60–167
Hawaii						
20–31 hrs/wk	0	— / —	—	3	94.00 / 86.00	81–115
32–40 hrs/wk	13	123.69 / 130.00	60–150	12	126.83 / 123.50	100–190
40 hrs/wk	12	125.33 / 130.00	60–150	12	126.83 / 123.50	100–190

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	1	60.00 / 60.00	60–60
32–40 hrs/wk	7	91.14 / 100.00	58–115	9	77.56 / 85.00	30–125
40 hrs/wk	4	79.50 / 75.00	58–110	5	79.80 / 90.00	30–125
Illinois						
20–31 hrs/wk	8	78.50 / 83.00	40–105	13	77.85 / 80.00	53–110
32–40 hrs/wk	30	119.90 / 120.00	50–166	76	115.29 / 115.00	35–200
40 hrs/wk	23	129.65 / 125.00	70–166	66	116.39 / 120.00	35–200
Indiana						
20–31 hrs/wk	6	66.67 / 70.00	30–90	8	72.63 / 77.00	40–90
32–40 hrs/wk	38	118.92 / 125.00	1–175	49	108.71 / 115.00	25–156
40 hrs/wk	32	122.53 / 130.00	1–175	42	111.86 / 120.00	25–156
Iowa						
20–31 hrs/wk	4	62.25 / 56.00	37–100	6	83.83 / 85.00	43–135
32–40 hrs/wk	11	104.64 / 106.00	56–145	17	102.88 / 110.00	4–161
40 hrs/wk	6	115.50 / 116.50	80–145	10	108.60 / 122.50	4–161
Kansas						
20–31 hrs/wk	4	95.00 / 90.00	80–120	5	74.80 / 75.00	62–90
32–40 hrs/wk	7	103.14 / 100.00	85–125	13	103.77 / 115.00	16–135
40 hrs/wk	4	110.50 / 115.00	87–125	11	113.36 / 116.00	70–135
Kentucky						
20–31 hrs/wk	1	42.00 / 42.00	42–42	3	48.67 / 60.00	25–61
32–40 hrs/wk	14	133.00 / 137.50	84–190	20	126.90 / 125.50	80–200
40 hrs/wk	14	133.00 / 137.50	84–190	19	128.32 / 126.00	80–200

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Louisiana						
20–31 hrs/wk	3	86.33 / 74.00	50–135	3	81.67 / 74.00	71–100
32–40 hrs/wk	16	130.56 / 135.00	80–160	30	115.23 / 122.50	40–300
40 hrs/wk	16	130.56 / 135.00	80–160	28	117.57 / 127.50	40–300
Maine						
20–31 hrs/wk	1	40.00 / 40.00	40–40	0	— / —	—
32–40 hrs/wk	6	99.67 / 100.00	53–130	4	122.50 / 122.50	75–170
40 hrs/wk	2	120.00 / 120.00	110–130	4	122.50 / 122.50	75–170
Maryland						
20–31 hrs/wk	5	72.20 / 79.00	39–98	8	67.25 / 65.00	45–96
32–40 hrs/wk	34	114.26 / 119.00	68–160	22	113.95 / 116.00	15–180
40 hrs/wk	19	122.58 / 125.00	80–150	16	127.94 / 122.50	95–180
Massachusetts						
20–31 hrs/wk	6	72.33 / 74.00	60–90	6	68.00 / 65.50	50–92
32–40 hrs/wk	19	112.74 / 110.00	70–150	8	109.50 / 107.50	80–132
40 hrs/wk	12	117.17 / 120.50	70–145	6	111.33 / 107.50	100–132
Michigan						
20–31 hrs/wk	13	80.77 / 82.00	43–120	13	82.77 / 90.00	50–100
32–40 hrs/wk	32	116.03 / 116.00	87–173	54	104.80 / 100.00	15–172
40 hrs/wk	23	118.43 / 120.00	87–173	34	110.44 / 110.00	15–172
Minnesota						
20–31 hrs/wk	2	75.00 / 75.00	58–92	4	60.75 / 56.50	20–110
32–40 hrs/wk	13	121.85 / 130.00	92–145	17	110.41 / 110.00	54–145
40 hrs/wk	8	129.00 / 132.50	92–145	10	121.00 / 125.00	100–145

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Mississippi						
20–31 hrs/wk	1	102.00 / 102.00	102–102	0	— / —	—
32–40 hrs/wk	15	159.33 / 154.00	110–205	19	148.95 / 150.00	90–205
40 hrs/wk	14	157.86 / 154.00	110–205	19	148.95 / 150.00	90–205
Missouri						
20–31 hrs/wk	15	74.87 / 75.00	48–115	20	66.25 / 60.00	35–128
32–40 hrs/wk	41	107.76 / 110.00	50–150	48	111.23 / 105.00	69–250
40 hrs/wk	32	112.31 / 110.00	60–150	40	114.50 / 108.00	69–250
Nebraska						
20–31 hrs/wk	4	73.50 / 69.00	65–91	2	60.00 / 60.00	55–65
32–40 hrs/wk	10	127.40 / 114.00	89–232	7	95.86 / 90.00	58–130
40 hrs/wk	9	131.67 / 118.00	100–232	6	102.17 / 100.00	80–130
Nevada						
20–31 hrs/wk	0	— / —	—	1	30.00 / 30.00	30–30
32–40 hrs/wk	13	110.54 / 125.00	50–150	14	114.43 / 106.00	75–177
40 hrs/wk	7	125.29 / 132.00	50–150	10	126.90 / 122.50	90–177
New Hampshire & Vermont						
20–31 hrs/wk	3	83.67 / 84.00	80–87	0	— / —	—
32–40 hrs/wk	2	97.50 / 97.50	85–110	1	125.00 / 125.00	125–125
40 hrs/wk	1	110.00 / 110.00	110–110	1	125.00 / 125.00	125–125
New Jersey						
20–31 hrs/wk	14	97.71 / 95.00	43–167	4	62.00 / 59.50	54–75
32–40 hrs/wk	36	123.58 / 120.00	75–200	18	114.17 / 110.00	56–198
40 hrs/wk	24	127.37 / 120.00	80–200	17	117.59 / 110.00	85–198

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Mexico						
20–31 hrs/wk	4	66.75 / 67.50	60–72	1	109.00 / 109.00	109–109
32–40 hrs/wk	10	113.10 / 112.50	90–135	7	111.57 / 125.00	40–140
40 hrs/wk	7	118.29 / 115.00	108–135	6	113.50 / 126.50	40–140
New York						
20–31 hrs/wk	8	83.50 / 83.50	64–117	16	64.88 / 59.50	45–124
32–40 hrs/wk	32	114.69 / 110.00	64–188	34	104.94 / 100.00	61–174
40 hrs/wk	25	117.04 / 110.00	64–188	27	105.41 / 100.00	61–174
North Carolina						
20–31 hrs/wk	3	70.33 / 75.00	57–79	5	95.60 / 100.00	48–130
32–40 hrs/wk	28	128.14 / 130.00	95–165	30	120.97 / 118.50	84–200
40 hrs/wk	26	129.04 / 130.00	95–165	28	121.79 / 118.50	84–200
North Dakota & South Dakota						
20–31 hrs/wk	1	54.00 / 54.00	54–54	3	55.00 / 50.00	45–70
32–40 hrs/wk	8	73.88 / 76.00	17–113	6	119.00 / 127.50	30–209
40 hrs/wk	5	77.00 / 82.00	17–113	5	128.80 / 135.00	30–209
Ohio						
20–31 hrs/wk	7	68.86 / 75.00	40–87	13	73.92 / 68.00	35–157
32–40 hrs/wk	37	119.19 / 120.00	70–180	59	112.81 / 115.00	6–190
40 hrs/wk	28	121.57 / 125.00	70–180	45	113.82 / 118.00	6–190
Oklahoma						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	12	138.25 / 142.50	66–170	9	105.67 / 110.00	90–116
40 hrs/wk	12	138.25 / 142.50	66–170	9	105.67 / 110.00	90–116

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

	2010			2007		
State	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oregon						
20–31 hrs/wk	2	80.00 / 80.00	60–100	5	68.80 / 68.00	40–96
32–40 hrs/wk	10	109.50 / 121.50	9–165	10	114.90 / 114.50	100–126
40 hrs/wk	7	113.00 / 125.00	9–165	6	119.50 / 121.00	109–126
Pennsylvania						
20–31 hrs/wk	12	68.83 / 69.50	30–100	3	71.67 / 65.00	60–90
32–40 hrs/wk	45	123.91 / 120.00	25–262	31	109.00 / 100.00	20–165
40 hrs/wk	35	132.60 / 121.00	70–262	24	112.54 / 113.00	20–165
Rhode Island						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	1	120.00 / 120.00	120–120	1	75.00 / 75.00	75–75
40 hrs/wk	1	120.00 / 120.00	120–120	1	75.00 / 75.00	75–75
South Carolina						
20–31 hrs/wk	5	83.60 / 80.00	65–112	1	80.00 / 80.00	80–80
32–40 hrs/wk	39	143.77 / 140.00	98–240	7	122.71 / 120.00	67–175
40 hrs/wk	36	147.36 / 145.50	105–240	5	127.20 / 134.00	67–175
Tennessee						
20–31 hrs/wk	3	79.33 / 90.00	54–94	2	121.50 / 121.50	64–179
32–40 hrs/wk	19	113.68 / 119.00	70–170	27	112.37 / 120.00	60–200
40 hrs/wk	19	113.68 / 119.00	70–170	22	111.36 / 120.00	60–200
Texas						
20–31 hrs/wk	14	86.29 / 80.00	47–210	9	61.89 / 60.00	45–75
32–40 hrs/wk	88	122.82 / 110.00	65–711	91	105.82 / 106.00	34–189
40 hrs/wk	81	124.72 / 110.00	65–711	79	108.59 / 110.00	34–189

**TABLE 5.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
US Territory						
20–31 hrs/wk	0	— / —	—	1	100.00 / 100.00	100–100
32–40 hrs/wk	0	— / —	—	1	78.00 / 78.00	78–78
40 hrs/wk	0	— / —	—	1	78.00 / 78.00	78–78
Utah						
20–31 hrs/wk	2	30.00 / 30.00	25–35	0	— / —	—
32–40 hrs/wk	11	97.91 / 95.00	52–200	9	83.67 / 100.00	15–120
40 hrs/wk	10	97.70 / 92.50	52–200	9	83.97 / 100.00	15–120
Virginia						
20–31 hrs/wk	12	71.08 / 65.00	26–100	7	68.57 / 75.00	36–90
32–40 hrs/wk	32	120.34 / 120.00	72–157	39	119.28 / 112.00	50–218
40 hrs/wk	25	124.32 / 128.00	88–157	30	125.83 / 118.00	50–218
Washington						
20–31 hrs/wk	5	84.40 / 80.00	65–110	5	92.00 / 90.00	60–120
32–40 hrs/wk	17	123.35 / 112.00	85–180	18	120.67 / 120.00	75–140
40 hrs/wk	11	137.55 / 140.00	110–180	9	122.78 / 125.00	75–140
West Virginia						
20–31 hrs/wk	2	92.50 / 92.50	80–105	0	— / —	—
32–40 hrs/wk	3	150.00 / 150.00	100–200	2	184.00 / 184.00	170–198
40 hrs/wk	3	150.00 / 150.00	100–200	2	184.00 / 184.00	170–198
Wisconsin						
20–31 hrs/wk	4	59.25 / 56.00	48–77	4	51.25 / 58.00	26–63
32–40 hrs/wk	20	93.05 / 90.00	30–170	20	80.05 / 84.00	27–119
40 hrs/wk	11	88.82 / 90.00	30–135	12	82.67 / 85.00	27–110

**TABLE 6.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See [Appendix A](#), Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	12	72.67 / 75.00	40–90	9	70.11 / 70.00	50–93
32–40 hrs/wk	40	111.38 / 115.00	53–150	26	112.50 / 112.50	75–170
40 hrs/wk	25	121.44 / 120.00	70–150	19	115.16 / 120.00	75–170
Network 2						
20–31 hrs/wk	8	83.50 / 83.50	64–117	16	64.88 / 59.50	45–124
32–40 hrs/wk	32	114.69 / 110.00	64–188	34	104.94 / 100.00	61–174
40 hrs/wk	25	117.04 / 110.00	64–188	27	105.41 / 100.00	61–174
Network 3						
20–31 hrs/wk	14	97.71 / 95.00	43–167	4	62.00 / 59.50	54–75
32–40 hrs/wk	36	123.58 / 120.00	75–200	18	114.17 / 110.00	56–198
40 hrs/wk	24	127.37 / 120.00	80–200	17	117.59 / 110.00	85–198
Network 4						
20–31 hrs/wk	12	68.83 / 69.50	30–100	3	71.67 / 65.00	60–90
32–40 hrs/wk	55	125.02 / 120.00	25–262	32	108.09 / 100.00	20–165
40 hrs/wk	43	133.63 / 125.00	70–262	25	111.24 / 106.00	20–165
Network 5						
20–31 hrs/wk	21	76.38 / 79.00	26–140	16	71.44 / 70.00	36–125
32–40 hrs/wk	75	119.51 / 120.00	68–200	67	118.84 / 115.00	15–218
40 hrs/wk	52	126.23 / 127.50	80–200	51	128.14 / 125.00	50–218
Network 6						
20–31 hrs/wk	16	83.81 / 78.50	50–140	9	87.44 / 100.00	34–155
32–40 hrs/wk	110	126.58 / 130.00	60–240	67	118.21 / 115.00	60–200
40 hrs/wk	89	133.98 / 132.00	69–240	59	118.44 / 116.00	60–200



**TABLE 6.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See [Appendix A](#), Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 7						
20–31 hrs/wk	4	97.50 / 102.50	60–125	5	61.40 / 69.00	15–85
32–40 hrs/wk	54	127.44 / 129.50	66–175	59	121.47 / 120.00	50–220
40 hrs/wk	46	130.24 / 135.00	66–175	43	127.98 / 120.00	65–220
Network 8						
20–31 hrs/wk	4	85.00 / 92.00	54–102	4	97.00 / 72.50	64–179
32–40 hrs/wk	42	135.31 / 135.00	70–225	59	128.97 / 125.00	49–265
40 hrs/wk	41	134.22 / 135.00	70–225	50	132.86 / 130.00	60–265
Network 9						
20–31 hrs/wk	14	66.00 / 70.00	30–90	24	70.33 / 66.50	25–157
32–40 hrs/wk	89	121.25 / 125.00	1–190	128	113.45 / 119.00	6–200
40 hrs/wk	74	124.15 / 129.00	1–190	106	115.64 / 120.00	6–200
Network 10						
20–31 hrs/wk	8	78.50 / 83.00	40–105	13	77.85 / 80.00	53–100
32–40 hrs/wk	30	119.90 / 120.00	50–166	76	115.29 / 115.00	35–200
40 hrs/wk	23	129.65 / 125.00	70–166	66	116.39 / 120.00	35–200
Network 11						
20–31 hrs/wk	20	74.55 / 78.50	43–120	24	70.38 / 69.00	25–157
32–40 hrs/wk	73	106.15 / 105.00	17–173	97	101.56 / 100.00	15–209
40 hrs/wk	47	108.89 / 110.00	17–173	61	108.21 / 108.00	15–209
Network 12						
20–31 hrs/wk	27	75.78 / 75.00	37–120	33	70.36 / 65.00	35–135
32–40 hrs/wk	69	109.64 / 110.00	50–232	85	107.15 / 110.00	4–250
40 hrs/wk	51	115.96 / 110.00	60–232	67	112.33 / 110.00	4–250

**TABLE 6.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See [Appendix A](#), Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 13						
20–31 hrs/wk	4	76.50 / 62.00	47–135	5	123.40 / 100.00	71–267
32–40 hrs/wk	33	137.36 / 135.00	66–300	47	114.30 / 115.00	40–300
40 hrs/wk	31	139.61 / 135.00	66–300	42	115.55 / 115.00	40–300
Network 14						
20–31 hrs/wk	14	86.29 / 80.00	47–210	9	61.89 / 60.00	45–75
32–40 hrs/wk	88	122.82 / 110.00	65–711	91	105.82 / 106.00	34–189
40 hrs/wk	81	124.72 / 110.00	65–711	79	108.59 / 110.00	34–189
Network 15						
20–31 hrs/wk	11	55.45 / 65.00	15–75	9	68.22 / 60.00	30–110
32–40 hrs/wk	68	110.47 / 113.50	14–200	84	106.11 / 107.00	15–240
40 hrs/wk	54	115.52 / 122.50	14–200	64	110.89 / 112.50	15–240
Network 16						
20–31 hrs/wk	7	83.14 / 80.00	60–110	13	74.54 / 68.00	40–120
32–40 hrs/wk	37	108.68 / 110.00	9–180	38	108.39 / 115.00	30–140
40 hrs/wk	25	112.52 / 120.00	9–180	20	111.05 / 122.50	30–140
Network 17						
20–31 hrs/wk	8	79.50 / 81.50	53–100	19	76.37 / 78.00	20–115
32–40 hrs/wk	33	117.18 / 121.00	50–151	91	108.45 / 110.00	15–190
40 hrs/wk	27	121.89 / 125.00	60–151	70	113.29 / 115.50	70–190
Network 18						
20–31 hrs/wk	10	102.00 / 100.50	60–180	7	79.57 / 70.00	60–156
32–40 hrs/wk	68	136.62 / 127.50	61–500	61	138.10 / 125.00	75–425
40 hrs/wk	54	141.09 / 130.00	72–500	53	141.51 / 125.00	75–425

**TABLE 7.**  
**Caseload of Social Workers in Outpatient Dialysis Settings by**  
**National Kidney Foundation (NKF) Region**  
**(See [Appendix B](#). Map of NKF Regions)**

NKF Region	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Region I						
20–31 hrs/wk	51	80.29 / 80.00	30–167	40	66.75 / 65.00	45–124
32–40 hrs/wk	197	118.45 / 120.00	25–262	130	109.72 / 110.00	15–198
40 hrs/wk	136	125.69 / 121.00	64–262	104	114.05 / 115.00	20–198
Region II						
20–31 hrs/wk	41	81.85 / 80.00	26–140	29	77.00 / 72.00	15–179
32–40 hrs/wk	261	128.08 / 130.00	60–240	247	122.51 / 120.00	49–265
40 hrs/wk	223	132.35 / 132.00	66–240	204	126.32 / 120.00	50–265
Region III						
20–31 hrs/wk	68	74.22 / 75.00	30–120	91	72.14 / 70.00	20–157
32–40 hrs/wk	247	112.71 / 110.00	1–232	366	108.48 / 110.00	4–250
40 hrs/wk	181	117.90 / 120.00	1–232	281	112.56 / 115.00	4–250
Region IV						
20–31 hrs/wk	22	80.95 / 73.00	47–210	15	85.53 / 71.00	45–267
32–40 hrs/wk	131	125.74 / 116.00	65–711	145	108.85 / 110.00	34–300
40 hrs/wk	119	128.22 / 120.00	65–711	127	111.13 / 110.00	34–300
Region V						
20–31 hrs/wk	32	80.66 / 75.00	15–180	46	73.52 / 70.00	20–156
32–40 hrs/wk	200	120.78 / 120.00	9–500	266	114.53 / 115.00	15–425
40 hrs/wk	156	125.76 / 125.00	9–500	200	119.94 / 120.00	15–425

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
20–31 hrs/wk	0	— / —	—	2	24.75 / 24.75	23.50–26.00
32–40 hrs/wk	9	23.31 / 22.00	20.00–27.88	13	20.39 / 19.53	14.50–26.38
40 hrs/wk	9	23.31 / 22.00	20.00–27.88	9	21.06 / 21.00	14.50–26.38
Alaska & Montana						
20–31 hrs/wk	0	— / —	—	1	21.87 / 21.87	21.87–21.87
32–40 hrs/wk	3	26.21 / 27.00	19.12–32.50	1	24.00 / 24.00	24.00–24.00
40 hrs/wk	3	26.21 / 27.00	19.12–32.50	0	— / —	—
Arizona						
20–31 hrs/wk	5	27.99 / 27.00	24.00–35.00	8	22.60 / 22.95	18.00–27.56
32–40 hrs/wk	29	25.95 / 26.00	19.75–33.10	31	24.34 / 23.85	18.00–30.90
40 hrs/wk	27	25.78 / 25.90	19.75–33.10	26	23.90 / 23.25	18.00–30.90
Arkansas						
20–31 hrs/wk	1	27.61 / 27.61	27.61–27.61	2	26.25 / 26.25	20.49–32.00
32–40 hrs/wk	5	21.62 / 21.00	18.27–26.85	9	22.06 / 21.50	12.80–28.00
40 hrs/wk	3	22.37 / 22.00	18.27–26.85	6	24.65 / 25.75	20.50–28.00
California						
20–31 hrs/wk	21	35.41 / 35.50	28.60–45.00	23	31.83 / 31.30	24.00–38.60
32–40 hrs/wk	97	34.27 / 34.00	25.00–50.00	140	30.67 / 30.00	19.84–43.00
40 hrs/wk	76	34.05 / 34.00	25.00–47.00	110	30.72 / 30.00	19.84–40.29
Colorado						
20–31 hrs/wk	0	— / —	—	1	23.00 / 23.00	23.00–23.00
32–40 hrs/wk	7	27.99 / 29.50	20.80–35.70	25	23.31 / 23.75	18.72–28.10
40 hrs/wk	5	28.82 / 29.50	22.85–35.70	14	23.14 / 23.75	18.72–27.10

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Connecticut						
20–31 hrs/wk	2	32.10 / 32.10	29.60–34.59	3	28.58 / 28.60	27.00–30.15
32–40 hrs/wk	12	33.48 / 33.49	27.00–40.14	10	30.14 / 30.60	22.00–36.37
40 hrs/wk	9	33.58 / 34.00	27.00–40.14	6	31.37 / 31.59	26.78–36.37
Delaware						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	9	24.77 / 24.35	18.50–29.50	0	— / —	—
40 hrs/wk	7	24.99 / 24.35	22.95–26.85	0	— / —	—
District of Columbia						
20–31 hrs/wk	2	31.75 / 31.75	30.50–33.00	1	34.00 / 34.00	34.00–34.00
32–40 hrs/wk	6	29.84 / 30.18	26.57–31.63	4	30.39 / 30.30	29.00–31.95
40 hrs/wk	5	29.81 / 30.35	26.57–31.63	3	30.85 / 30.60	30.00–31.95
Florida						
20–31 hrs/wk	6	26.66 / 25.76	23.50–31.45	5	24.98 / 24.47	22.66–27.69
32–40 hrs/wk	57	26.72 / 26.50	17.09–38.00	61	25.15 / 25.00	16.81–37.50
40 hrs/wk	48	26.74 / 26.50	17.09–38.00	46	23.90 / 24.04	16.81–31.00
Georgia						
20–31 hrs/wk	8	27.93 / 26.75	22.40–33.00	3	27.33 / 26.00	24.00–32.00
32–40 hrs/wk	42	25.81 / 25.32	16.38–35.00	30	22.73 / 23.50	15.30–33.00
40 hrs/wk	28	25.07 / 24.53	16.38–35.00	26	22.36 / 22.80	15.30–33.00
Hawaii						
20–31 hrs/wk	0	— / —	—	3	26.21 / 26.00	25.97–26.65
32–40 hrs/wk	15	29.32 / 29.47	25.00–31.98	12	26.39 / 26.50	20.85–29.00
40 hrs/wk	14	29.41 / 29.60	25.00–31.98	12	26.39 / 26.50	20.85–29.00

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Idaho & Wyoming						
20–31 hrs/wk	0	— / —	—	2	26.08 / 26.08	22.15–30.00
32–40 hrs/wk	7	25.23 / 24.50	22.00–31.59	9	25.30 / 24.50	22.41–29.06
40 hrs/wk	4	24.25 / 24.25	23.50–25.00	5	25.02 / 24.00	22.41–29.06
Illinois						
20–31 hrs/wk	10	26.85 / 26.98	20.00–35.00	15	23.29 / 23.37	19.00–30.00
32–40 hrs/wk	28	25.76 / 26.00	20.06–31.52	79	22.65 / 22.85	17.00–30.45
40 hrs/wk	23	26.18 / 26.00	20.63–31.52	68	22.81 / 23.00	17.00–30.45
Indiana						
20–31 hrs/wk	6	25.31 / 24.80	21.00–30.25	9	24.89 / 25.00	19.87–29.95
32–40 hrs/wk	38	24.61 / 24.80	19.23–31.75	49	22.90 / 22.77	17.50–27.50
40 hrs/wk	31	24.66 / 24.60	19.23–31.75	42	23.08 / 22.78	19.23–27.50
Iowa						
20–31 hrs/wk	4	28.07 / 26.98	20.32–38.00	6	23.17 / 23.31	18.30–29.00
32–40 hrs/wk	10	23.18 / 23.61	20.28–26.25	17	22.01 / 21.80	18.50–24.51
40 hrs/wk	6	21.91 / 21.35	20.28–24.00	11	21.87 / 21.80	18.50–24.51
Kansas						
20–31 hrs/wk	3	30.96 / 28.87	22.00–42.00	5	22.61 / 22.00	22.00–23.96
32–40 hrs/wk	8	26.18 / 25.26	20.00–33.00	12	21.94 / 22.00	17.00–27.65
40 hrs/wk	5	27.20 / 25.88	20.00–33.00	11	21.93 / 22.00	17.00–27.65
Kentucky						
20–31 hrs/wk	2	22.63 / 22.63	22.25–23.00	3	21.22 / 21.90	19.77–22.00
32–40 hrs/wk	14	24.98 / 24.47	18.94–34.50	23	23.52 / 23.75	19.40–32.00
40 hrs/wk	14	24.98 / 24.47	18.94–34.50	22	23.57 / 23.88	19.40–32.00

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Louisiana						
20–31 hrs/wk	3	24.22 / 27.80	16.00–28.85	3	21.23 / 21.85	20.00–21.85
32–40 hrs/wk	16	23.77 / 23.55	19.25–32.20	29	21.17 / 21.50	17.00–27.00
40 hrs/wk	16	23.77 / 23.55	19.25–32.20	27	20.76 / 21.00	17.00–25.80
Maine						
20–31 hrs/wk	1	28.00 / 28.00	28.00–28.00	0	— / —	—
32–40 hrs/wk	6	25.52 / 27.13	19.77–31.11	4	26.95 / 27.15	19.85–33.65
40 hrs/wk	2	27.38 / 27.38	27.26–27.50	4	26.95 / 27.16	19.85–33.65
Maryland						
20–31 hrs/wk	5	31.95 / 32.25	29.40–33.29	8	27.89 / 27.58	22.34–33.00
32–40 hrs/wk	34	29.10 / 29.69	20.43–34.00	22	27.99 / 28.09	22.00–34.74
40 hrs/wk	18	28.60 / 29.34	20.43–32.29	16	28.15 / 28.51	23.99–32.95
Massachusetts						
20–31 hrs/wk	6	28.40 / 28.53	27.00–29.30	6	27.59 / 28.01	21.00–32.00
32–40 hrs/wk	19	27.63 / 28.01	21.90–33.00	9	27.84 / 28.00	25.50–30.00
40 hrs/wk	12	26.50 / 25.30	21.90–33.00	6	28.02 / 28.40	25.50–30.00
Michigan						
20–31 hrs/wk	12	27.06 / 26.25	20.00–35.00	13	23.68 / 23.00	18.03–31.00
32–40 hrs/wk	33	27.76 / 27.35	21.57–40.00	59	24.34 / 24.15	19.21–31.30
40 hrs/wk	24	27.80 / 27.39	21.57–40.00	39	24.71 / 25.00	19.21–31.30
Minnesota						
20–31 hrs/wk	1	25.00 / 25.00	25.00–25.00	4	22.83 / 22.62	15.50–30.58
32–40 hrs/wk	15	25.91 / 26.44	22.00–30.05	19	23.71 / 23.50	19.00–28.53
40 hrs/wk	9	24.53 / 23.32	22.00–30.05	11	22.82 / 22.00	19.00–26.70

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Mississippi						
20–31 hrs/wk	1	24.00 / 24.00	24.00–24.00	0	— / —	—
32–40 hrs/wk	15	22.13 / 22.00	20.00–25.96	19	20.68 / 20.58	12.63–28.85
40 hrs/wk	14	22.12 / 21.97	20.00–25.96	19	20.68 / 20.58	12.63–28.85
Missouri						
20–31 hrs/wk	15	25.65 / 26.30	20.30–30.00	21	23.02 / 23.00	14.00–29.00
32–40 hrs/wk	42	25.01 / 24.56	17.30–35.00	49	23.10 / 23.00	15.60–36.51
40 hrs/wk	32	24.35 / 24.04	17.30–35.00	41	22.75 / 23.00	15.60–35.00
Nebraska						
20–31 hrs/wk	5	25.16 / 25.00	21.50–30.77	2	23.69 / 23.69	22.99–24.38
32–40 hrs/wk	10	30.19 / 28.51	23.08–39.07	7	24.60 / 24.15	21.00–29.00
40 hrs/wk	9	30.35 / 28.22	23.08–39.07	6	24.92 / 25.14	21.00–29.00
Nevada						
20–31 hrs/wk	0	— / —	—	1	23.96 / 23.96	23.96–23.96
32–40 hrs/wk	13	29.16 / 28.48	25.00–35.00	14	26.46 / 25.95	22.00–33.00
40 hrs/wk	8	29.54 / 28.49	27.00–35.00	10	25.75 / 24.67	22.00–33.00
New Hampshire & Vermont						
20–31 hrs/wk	4	23.83 / 23.75	21.43–26.39	1	24.25 / 24.25	24.25–24.25
32–40 hrs/wk	2	27.50 / 27.50	25.00–30.00	1	21.80 / 21.80	21.80–21.80
40 hrs/wk	1	25.00 / 25.00	25.00–25.00	1	21.80 / 21.80	21.80–21.80
New Jersey						
20–31 hrs/wk	15	30.86 / 31.00	26.26–36.00	5	26.34 / 26.00	23.00–29.70
32–40 hrs/wk	38	30.49 / 29.76	24.30–40.00	20	28.47 / 27.84	23.00–34.50
40 hrs/wk	25	30.80 / 29.71	24.68–40.00	19	28.69 / 28.12	23.00–34.50



**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
New Mexico						
20–31 hrs/wk	4	25.95 / 24.90	24.38–29.60	1	22.89 / 22.89	22.89–22.89
32–40 hrs/wk	10	26.40 / 25.75	23.48–34.00	8	27.02 / 28.05	20.00–31.73
40 hrs/wk	7	27.25 / 26.10	24.75–34.00	7	26.96 / 28.67	20.00–31.73
New York						
20–31 hrs/wk	8	31.52 / 31.25	24.11–41.00	17	25.46 / 24.15	19.22–36.00
32–40 hrs/wk	31	29.79 / 30.56	22.50–39.90	33	24.74 / 24.10	18.00–33.34
40 hrs/wk	25	28.92 / 28.50	22.50–39.90	25	24.84 / 24.22	18.87–33.34
North Carolina						
20–31 hrs/wk	3	24.92 / 25.00	24.00–25.75	5	20.69 / 21.00	18.00–22.10
32–40 hrs/wk	28	24.56 / 24.95	18.50–29.70	31	21.29 / 21.33	17.31–25.93
40 hrs/wk	26	24.44 / 24.82	18.50–29.70	29	21.32 / 21.33	17.31–25.93
North Dakota & South Dakota						
20–31 hrs/wk	1	25.00 / 25.00	25.00–25.00	3	22.93 / 22.78	22.00–24.00
32–40 hrs/wk	8	23.64 / 23.06	19.36–29.35	9	23.62 / 21.02	18.49–34.00
40 hrs/wk	5	23.23 / 22.85	19.36–29.35	5	24.22 / 21.02	20.08–34.00
Ohio						
20–31 hrs/wk	8	24.26 / 24.17	20.40–30.00	16	23.05 / 23.12	14.50–28.21
32–40 hrs/wk	37	24.97 / 25.00	18.50–33.00	62	23.31 / 23.52	17.31–28.85
40 hrs/wk	28	24.95 / 24.70	18.50–33.00	47	23.26 / 23.13	19.25–28.85
Oklahoma						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	12	26.05 / 25.74	21.80–30.40	8	23.65 / 23.88	21.08–25.71
40 hrs/wk	12	26.05 / 25.74	21.80–30.40	8	23.65 / 23.88	21.08–25.71

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Oregon						
20–31 hrs/wk	2	27.02 / 27.02	27.00–27.03	5	25.69 / 25.97	20.00–30.50
32–40 hrs/wk	9	29.96 / 28.93	25.98–33.57	13	25.42 / 24.00	20.00–32.00
40 hrs/wk	7	30.48 / 31.31	25.98–33.57	7	22.64 / 22.22	20.00–25.79
Pennsylvania						
20–31 hrs/wk	12	26.60 / 27.38	20.75–31.20	3	21.35 / 21.98	19.50–22.56
32–40 hrs/wk	47	26.53 / 26.00	18.26–34.60	36	23.30 / 22.90	16.35–33.00
40 hrs/wk	37	26.52 / 26.00	18.26–34.60	29	23.23 / 22.80	16.35–33.00
Rhode Island						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	2	33.00 / 33.00	30.00–36.00	1	25.25 / 25.25	25.25–25.25
40 hrs/wk	2	33.00 / 33.00	30.00–36.00	1	25.25 / 25.25	25.25–25.25
South Carolina						
20–31 hrs/wk	7	24.79 / 25.60	18.28–32.00	1	21.78 / 21.78	21.78–21.78
32–40 hrs/wk	37	24.35 / 24.00	18.31–33.60	6	23.60 / 21.21	16.34–36.00
40 hrs/wk	34	24.36 / 23.95	18.31–33.60	5	23.78 / 19.75	16.34–36.00
Tennessee						
20–31 hrs/wk	3	24.93 / 26.75	21.20–26.84	2	22.42 / 22.42	21.84–23.00
32–40 hrs/wk	20	26.36 / 26.65	14.42–37.00	26	22.64 / 22.86	18.00–27.54
40 hrs/wk	20	26.36 / 26.65	14.42–37.00	21	22.55 / 22.80	18.00–25.97
Texas						
20–31 hrs/wk	14	26.61 / 26.75	23.60–29.50	8	23.88 / 23.75	18.00–30.00
32–40 hrs/wk	88	25.83 / 25.88	18.99–36.30	93	23.82 / 23.43	17.30–34.70
40 hrs/wk	81	25.80 / 25.95	18.99–36.30	80	23.76 / 23.51	17.30–34.70

**TABLE 8.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
US Territory						
20–31 hrs/wk	0	— / —	—	0	— / —	—
32–40 hrs/wk	0	— / —	—	1	9.90 / 9.90	9.90–9.90
40 hrs/wk	0	— / —	—	1	9.90 / 9.90	9.90–9.90
Utah						
20–31 hrs/wk	2	24.13 / 24.13	21.00–27.25	0	— / —	—
32–40 hrs/wk	11	25.21 / 25.96	19.00–30.00	9	23.31 / 24.44	18.75–26.00
40 hrs/wk	10	24.85 / 25.48	19.00–30.00	9	23.31 / 24.44	18.75–26.00
Virginia						
20–31 hrs/wk	11	30.15 / 29.35	24.00–38.48	8	26.06 / 26.21	23.36–28.25
32–40 hrs/wk	33	26.83 / 28.00	17.08–33.00	42	24.23 / 24.23	16.12–31.25
40 hrs/wk	26	26.27 / 26.12	17.08–33.00	29	24.39 / 24.57	19.57–31.25
Washington						
20–31 hrs/wk	5	29.12 / 29.00	24.00–36.50	5	29.26 / 28.85	26.00–36.00
32–40 hrs/wk	19	28.37 / 27.62	20.99–38.00	17	25.19 / 25.13	16.82–30.95
40 hrs/wk	12	28.05 / 27.56	22.20–38.00	8	25.25 / 25.92	16.82–30.95
West Virginia						
20–31 hrs/wk	2	26.02 / 26.02	22.00–30.03	0	— / —	—
32–40 hrs/wk	3	24.26 / 24.13	18.30–30.35	2	25.27 / 25.27	24.50–26.04
40 hrs/wk	3	24.26 / 24.13	18.30–30.35	2	25.27 / 25.27	24.50–26.04
Wisconsin						
20–31 hrs/wk	4	30.00 / 29.93	26.00–34.15	5	22.39 / 22.50	18.00–28.08
32–40 hrs/wk	21	25.10 / 26.12	19.00–31.00	22	24.53 / 25.32	18.90–30.98
40 hrs/wk	11	25.01 / 26.12	19.00–29.29	13	24.25 / 24.20	18.99–30.98

**TABLE 9.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See Appendix A. Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 1						
20–31 hrs/wk	13	27.53 / 28.05	21.43–34.59	10	27.55 / 28.01	21.00–32.00
32–40 hrs/wk	41	29.29 / 30.00	19.77–40.14	27	28.43 / 28.54	19.85–36.37
40 hrs/wk	26	29.46 / 28.68	21.90–40.14	18	28.40 / 28.49	19.85–36.37
Network 2						
20–31 hrs/wk	8	31.52 / 31.25	24.11–41.00	17	25.46 / 24.15	19.22–36.00
32–40 hrs/wk	31	29.79 / 30.56	22.50–39.90	33	24.74 / 24.10	18.00–33.34
40 hrs/wk	25	28.92 / 28.50	22.50–39.90	25	24.84 / 24.22	18.87–33.34
Network 3						
20–31 hrs/wk	15	30.86 / 31.00	26.26–36.00	5	26.34 / 26.00	23.00–29.70
32–40 hrs/wk	38	30.49 / 29.76	24.30–40.00	20	28.47 / 27.84	23.00–34.50
40 hrs/wk	25	30.80 / 29.71	24.68–40.00	19	28.69 / 28.12	23.00–34.50
Network 4						
20–31 hrs/wk	12	26.60 / 27.38	20.75–31.20	3	21.35 / 21.98	19.50–22.56
32–40 hrs/wk	56	26.25 / 26.00	18.26–34.60	37	23.33 / 23.00	16.35–33.00
40 hrs/wk	44	26.27 / 25.80	18.26–34.60	30	23.28 / 22.90	16.35–33.00
Network 5						
20–31 hrs/wk	20	30.35 / 31.06	22.00–38.48	17	27.39 / 27.15	22.34–34.00
32–40 hrs/wk	76	27.98 / 29.03	17.08–34.00	71	25.77 / 26.24	16.12–34.74
40 hrs/wk	52	27.30 / 28.91	17.08–33.00	51	25.98 / 26.24	19.57–32.95
Network 6						
20–31 hrs/wk	18	26.20 / 25.70	18.28–33.00	9	23.02 / 21.78	18.00–32.00
32–40 hrs/wk	107	24.98 / 24.77	16.38–35.00	67	22.14 / 22.50	15.30–36.00
40 hrs/wk	88	24.61 / 24.50	16.38–35.00	60	21.98 / 21.87	15.30–36.00

**TABLE 9.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See Appendix A. Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 7						
20–31 hrs/wk	6	26.66 / 25.76	23.50–31.45	5	29.98 / 24.47	22.66–27.69
32–40 hrs/wk	57	26.72 / 26.50	17.09–38.00	63	25.24 / 25.00	16.81–37.50
40 hrs/wk	48	26.74 / 26.50	17.09–38.00	47	24.06 / 24.04	16.81–31.67
Network 8						
20–31 hrs/wk	4	24.70 / 25.38	21.20–26.84	4	23.59 / 23.25	21.84–26.00
32–40 hrs/wk	44	24.29 / 22.63	14.42–37.00	58	21.49 / 21.63	12.63–28.85
40 hrs/wk	43	24.34 / 22.73	14.42–37.00	49	21.55 / 21.63	12.63–28.85
Network 9						
20–31 hrs/wk	16	24.45 / 24.05	20.40–30.25	28	23.44 / 23.00	14.50–29.95
32–40 hrs/wk	89	24.82 / 25.00	18.50–34.50	134	23.20 / 23.19	17.31–32.00
40 hrs/wk	73	24.83 / 24.60	18.50–34.50	111	23.26 / 23.13	19.23–32.00
Network 10						
20–31 hrs/wk	10	26.85 / 26.98	20.00–35.00	15	23.29 / 23.37	19.00–30.00
32–40 hrs/wk	28	25.76 / 26.00	20.06–31.52	79	22.65 / 22.85	17.00–30.45
40 hrs/wk	23	26.18 / 26.00	20.63–31.52	68	22.81 / 23.00	17.00–30.45
Network 11						
20–31 hrs/wk	18	27.49 / 26.25	20.00–35.00	25	23.20 / 23.00	15.50–31.00
32–40 hrs/wk	77	26.25 / 26.39	19.00–40.00	109	24.21 / 24.20	18.49–34.00
40 hrs/wk	49	26.11 / 26.12	19.00–40.00	68	24.28 / 24.64	18.99–34.00
Network 12						
20–31 hrs/wk	27	26.51 / 26.00	20.30–42.00	34	23.02 / 23.00	14.00–29.00
32–40 hrs/wk	70	26.63 / 24.70	17.30–39.07	85	22.84 / 22.60	15.60–36.51
40 hrs/wk	52	25.38 / 24.47	17.30–39.07	69	22.67 / 22.00	15.60–35.00

**TABLE 9.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
**(See Appendix A. Map of ESRD Networks)**

ESRD Network	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Network 13						
20–31 hrs/wk	4	25.07 / 27.71	16.00–28.85	5	23.24 / 21.85	20.00–32.00
32–40 hrs/wk	33	24.27 / 24.03	18.27–32.20	46	21.78 / 21.78	12.80–28.00
40 hrs/wk	31	24.51 / 24.43	18.27–32.20	41	21.90 / 22.00	17.00–28.00
Network 14						
20–31 hrs/wk	14	26.61 / 26.75	23.60–29.50	8	23.88 / 23.75	18.00–30.00
32–40 hrs/wk	88	25.83 / 25.88	18.99–36.30	93	23.82 / 23.43	17.30–34.70
40 hrs/wk	81	25.80 / 25.95	18.99–36.30	80	23.76 / 23.51	17.30–34.70
Network 15						
20–31 hrs/wk	11	26.54 / 25.20	21.00–35.00	11	22.78 / 22.95	18.00–27.56
32–40 hrs/wk	70	26.70 / 26.05	19.00–35.70	87	24.53 / 24.50	18.00–33.00
40 hrs/wk	57	26.59 / 26.00	19.00–35.70	66	24.26 / 24.20	18.00–33.00
Network 16						
20–31 hrs/wk	7	28.52 / 27.03	24.00–36.50	13	26.83 / 26.46	20.00–36.00
32–40 hrs/wk	38	28.00 / 27.80	19.12–38.00	40	25.26 / 24.69	16.82–32.00
40 hrs/wk	26	27.91 / 27.56	19.12–38.00	20	24.28 / 23.92	16.82–30.95
Network 17						
20–31 hrs/wk	8	38.39 / 39.13	30.50–45.00	19	31.24 / 31.34	24.00–37.85
32–40 hrs/wk	36	33.76 / 32.30	25.00–50.00	92	30.50 / 29.23	9.90–43.00
40 hrs/wk	29	33.13 / 31.98	25.00–47.00	70	30.37 / 29.23	9.90–40.29
Network 18						
20–31 hrs/wk	12	33.91 / 34.75	28.60–38.63	7	31.01 / 30.00	28.10–38.60
32–40 hrs/wk	71	33.64 / 33.69	25.00–43.00	61	29.74 / 28.75	19.88–39.02
40 hrs/wk	57	33.55 / 33.28	25.00–43.00	53	29.81 / 28.84	19.88–39.02

**TABLE 10.**  
**Hourly Wage of Social Workers in Outpatient Dialysis Settings**  
**by National Kidney Foundation (NKF) Region**  
**(See [Appendix B](#). Map of NKF Regions)**

NKF Region	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Region I						
20–31 hrs/wk	53	29.28 / 29.30	20.75–41.00	43	26.22 / 26.00	19.22–36.00
32–40 hrs/wk	200	28.71 / 28.77	18.26–40.14	136	26.08 / 25.98	16.35–36.37
40 hrs/wk	138	28.48 / 28.33	18.26–40.14	107	26.18 / 26.00	16.35–36.37
Region II						
20–31 hrs/wk	45	27.17 / 26.16	18.28–38.48	30	24.42 / 23.75	18.00–34.00
32–40 hrs/wk	264	25.57 / 25.25	14.42–38.00	257	23.33 / 23.00	12.63–37.50
40 hrs/wk	227	25.33 / 25.00	14.42–38.00	211	22.95 / 22.78	12.63–36.00
Region III						
20–31 hrs/wk	69	26.45 / 26.00	20.00–42.00	99	23.28 / 23.00	14.00–31.00
32–40 hrs/wk	250	25.58 / 25.00	17.30–40.00	384	23.28 / 23.09	15.60–36.51
40 hrs/wk	183	25.49 / 25.00	17.30–40.00	294	23.23 / 23.00	15.60–35.00
Region IV						
20–31 hrs/wk	22	26.21 / 26.75	16.00–29.60	14	23.58 / 22.45	18.00–32.00
32–40 hrs/wk	131	25.48 / 25.40	18.27–36.30	147	23.35 / 23.08	12.80–34.70
40 hrs/wk	119	25.55 / 25.50	18.27–36.30	128	23.34 / 23.00	17.00–34.70
Region V						
20–31 hrs/wk	35	32.33 / 30.65	21.00–45.00	49	28.31 / 28.40	18.00–38.60
32–40 hrs/wk	210	30.63 / 30.00	19.00–50.00	271	27.82 / 27.04	16.82–43.00
40 hrs/wk	166	30.42 / 30.00	19.00–47.00	201	27.83 / 27.00	16.82–40.29

**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Alabama						
32–40 hrs/wk	9	48,478 / 45,760	41,600–57,990	13	40,904 / 39,499	30,160–54,870
40 hrs/wk	9	48,478 / 45,760	41,600–57,990	9	43,812 / 43,680	30,160–54,870
Alaska & Montana						
32–40 hrs/wk	3	54,510 / 56,160	39,770–67,600	1	39,936 / 39,936	39,936–39,936
40 hrs/wk	3	54,510 / 56,160	39,770–67,600	0	— / —	—
Arizona						
32–40 hrs/wk	29	53,382 / 53,872	41,080–68,848	31	49,337 / 48,797	37,440–64,272
40 hrs/wk	27	53,625 / 53,872	41,080–68,848	26	49,709 / 48,350	37,440–64,272
Arkansas						
32–40 hrs/wk	5	41,567 / 38,002	33,280–55,848	9	43,834 / 43,514	21,299–58,240
40 hrs/wk	3	46,537 / 45,760	38,002–55,848	6	51,279 / 53,560	42,640–58,240
California						
32–40 hrs/wk	97	68,587 / 68,224	47,424–97,760	140	61,541 / 59,698	41,184–83,795
40 hrs/wk	76	70,825 / 70,709	52,000–97,760	110	63,894 / 62,400	41,267–83,795
Colorado						
32–40 hrs/wk	7	55,132 / 54,080	34,611–74,256	25	44,681 / 42,994	33,280–56,368
40 hrs/wk	5	59,946 / 61,360	47,528–74,256	14	48,121 / 49,400	38,938–56,368
Connecticut						
32–40 hrs/wk	12	66,187 / 67,787	53,248–83,491	10	59,579 / 60,250	36,608–75,650
40 hrs/wk	9	69,853 / 70,720	56,160–83,491	6	65,246 / 65,707	55,702–75,650
Delaware						
32–40 hrs/wk	9	49,626 / 50,544	33,670–55,848	0	— / —	—
40 hrs/wk	7	51,982 / 50,648	47,736–55,848	0	— / —	—



**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
District of Columbia						
32–40 hrs/wk	6	59,991 / 49,920	49,920–65,790	4	60,567 / 63,024	49,764–66,456
40 hrs/wk	5	62,005 / 63,128	55,266–65,790	3	64,168 / 63,648	62,400–66,456
Florida						
32–40 hrs/wk	57	54,146 / 54,101	35,547–79,040	61	49,903 / 49,982	34,965–70,200
40 hrs/wk	48	55,611 / 55,120	35,547–79,040	46	49,711 / 49,993	34,965–64,480
Georgia						
32–40 hrs/wk	42	50,447 / 49,746	34,070–72,800	30	46,023 / 46,904	31,824–68,640
40 hrs/wk	28	52,154 / 51,012	34,070–72,800	26	46,509 / 47,424	31,824–68,640
Hawaii						
32–40 hrs/wk	15	60,216 / 61,298	46,742–66,518	12	54,898 / 55,120	43,368–60,320
40 hrs/wk	14	61,179 / 61,558	52,000–66,518	12	54,898 / 55,120	43,368–60,320
Idaho & Wyoming						
32–40 hrs/wk	7	49,630 / 49,920	38,896–60,779	9	49,407 / 48,412	38,738–60,445
40 hrs/wk	4	50,440 / 50,440	48,880–52,000	5	52,042 / 49,920	46,613–60,445
Illinois						
32–40 hrs/wk	28	51,903 / 52,021	33,380–65,562	79	45,924 / 45,760	31,117–63,336
40 hrs/wk	23	54,445 / 54,080	42,910–65,562	68	47,439 / 47,830	35,360–63,336
Indiana						
32–40 hrs/wk	38	49,567 / 48,942	35,210–66,040	49	46,505 / 45,760	29,120–57,200
40 hrs/wk	31	51,289 / 51,168	39,998–66,040	42	48,009 / 47,372	39,998–57,200
Iowa						
32–40 hrs/wk	10	45,617 / 44,760	41,018–49,920	17	43,610 / 44,909	34,278–50,981
40 hrs/wk	6	45,576 / 44,398	42,182–49,920	11	45,490 / 45,344	38,480–50,981

**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Kansas						
32–40 hrs/wk	8	50,938 / 48,079	39,437–68,640	12	45,254 / 43,680	35,360–57,512
40 hrs/wk	5	56,580 / 53,830	41,600–68,640	11	45,624 / 45,760	35,360–57,512
Kentucky						
32–40 hrs/wk	14	51,954 / 50,887	39,395–71,760	23	48,518 / 49,400	37,440–66,560
40 hrs/wk	14	51,954 / 50,887	39,395–71,760	22	49,022 / 49,660	40,352–66,560
Louisiana						
32–40 hrs/wk	16	49,439 / 48,984	40,040–66,976	29	43,270 / 43,763	35,360–53,664
40 hrs/wk	16	49,439 / 48,984	40,040–66,976	27	43,191 / 43,680	35,360–53,664
Maine						
32–40 hrs/wk	6	46,939 / 48,348	34,029–57,200	4	56,061 / 56,482	41,288–69,992
40 hrs/wk	2	56,950 / 56,950	56,701–57,200	4	56,061 / 56,482	41,288–69,992
Maryland						
32–40 hrs/wk	34	55,598 / 56,499	39,753–67,163	22	56,446 / 57,200	36,608–68,536
40 hrs/wk	18	59,495 / 61,017	42,494–67,163	16	58,523 / 59,301	49,899–68,536
Massachusetts						
32–40 hrs/wk	19	53,729 / 52,208	45,552–68,640	9	54,728 / 54,080	44,928–62,400
40 hrs/wk	12	55,118 / 52,624	45,552–68,640	6	58,278 / 59,072	53,040–62,400
Michigan						
32–40 hrs/wk	33	55,283 / 54,080	42,432–83,200	59	47,658 / 47,216	33,280–65,104
40 hrs/wk	24	57,834 / 56,971	44,866–83,200	39	51,388 / 52,000	39,957–65,104
Minnesota						
32–40 hrs/wk	15	51,176 / 48,672	45,760–62,504	19	45,737 / 44,396	28,804–55,536
40 hrs/wk	9	51,015 / 48,506	45,760–62,504	11	47,466 / 45,760	39,520–55,536

**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Mississippi						
32–40 hrs/wk	15	45,404 / 45,635	37,024–53,997	19	43,006 / 42,806	26,270–60,008
40 hrs/wk	14	46,003 / 45,698	41,600–53,997	19	43,006 / 42,806	26,270–60,008
Missouri						
32–40 hrs/wk	42	50,282 / 50,326	35,984–72,800	49	46,564 / 44,990	29,736–72,800
40 hrs/wk	32	50,656 / 50,003	35,984–72,800	41	47,312 / 47,840	32,448–72,800
Nebraska						
32–40 hrs/wk	10	62,065 / 57,356	48,006–81,266	7	49,824 / 50,232	37,806–60,320
40 hrs/wk	9	63,137 / 58,698	48,006–81,266	6	51,827 / 52,281	43,680–60,320
Nevada						
32–40 hrs/wk	13	56,091 / 57,387	41,600–72,800	14	51,684 / 50,378	36,608–68,640
40 hrs/wk	8	61,446 / 59,259	56,160–72,800	10	53,554 / 51,303	45,760–68,640
New Hampshire & Vermont						
32–40 hrs/wk	2	54,080 / 54,080	52,000–56,160	1	45,344 / 45,344	45,344–45,344
40 hrs/wk	1	52,000 / 52,000	52,000–52,000	1	45,344 / 45,344	45,344–45,344
New Jersey						
32–40 hrs/wk	38	60,881 / 60,008	45,920–83,200	20	59,024 / 57,897	46,619–71,760
40 hrs/wk	25	64,065 / 61,797	51,334–83,200	19	59,677 / 58,490	47,840–71,760
New Mexico						
32–40 hrs/wk	10	53,246 / 53,560	42,266–70,720	8	55,483 / 56,191	41,600–65,998
40 hrs/wk	7	56,680 / 54,288	51,480–70,720	7	56,074 / 59,634	41,600–65,998
New York						
32–40 hrs/wk	31	60,934 / 60,624	45,544–82,992	33	50,000 / 49,920	29,952–69,347
40 hrs/wk	25	60,146 / 59,280	46,800–82,992	25	51,676 / 50,378	39,250–69,347

**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
North Carolina						
32–40 hrs/wk	28	50,781 / 51,272	38,480–61,776	31	43,936 / 44,200	32,284–53,934
40 hrs/wk	26	50,830 / 51,626	38,480–61,776	29	44,349 / 44,366	36,005–53,934
North Dakota & South Dakota						
32–40 hrs/wk	8	46,104 / 45,916	34,728–61,048	9	46,544 / 43,722	34,362–70,720
40 hrs/wk	5	48,306 / 47,528	40,269–61,048	5	50,378 / 43,722	41,766–70,720
Ohio						
32–40 hrs/wk	37	49,843 / 50,070	36,244–68,640	62	46,744 / 46,538	31,999–60,008
40 hrs/wk	28	51,889 / 51,366	38,480–68,640	47	48,391 / 48,110	40,040–60,008
Oklahoma						
32–40 hrs/wk	12	54,174 / 53,529	45,344–63,232	8	49,187 / 49,670	43,846–53,477
40 hrs/wk	12	54,174 / 53,529	45,344–63,232	8	49,187 / 49,670	43,846–53,477
Oregon						
32–40 hrs/wk	9	61,022 / 60,174	52,379–69,826	13	49,128 / 49,920	41,600–56,576
40 hrs/wk	7	63,398 / 65,125	54,038–69,826	7	47,100 / 46,218	41,600–53,643
Pennsylvania						
32–40 hrs/wk	47	53,570 / 52,416	37,981–71,968	36	46,701 / 46,904	32,465–68,640
40 hrs/wk	37	55,153 / 54,080	37,981–71,968	29	48,328 / 47,424	34,008–68,640
Rhode Island						
32–40 hrs/wk	2	68,640 / 68,640	62,400–74,880	1	52,520 / 52,520	52,520–52,520
40 hrs/wk	2	68,640 / 68,640	62,400–74,880	1	52,520 / 52,520	52,520–52,520
South Carolina						
32–40 hrs/wk	37	49,931 / 49,462	38,056–69,888	6	48,099 / 41,161	33,987–74,880
40 hrs/wk	34	50,668 / 49,816	38,085–69,888	5	49,471 / 41,080	33,987–74,880

**TABLE 11.**  
**Annual Salary of Social Workers in**  
**Outpatient Dialysis Settings by State**

State	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Tennessee						
32–40 hrs/wk	20	54,819 / 55,422	29,994–76,960	26	45,615 / 45,928	30,784–54,018
40 hrs/wk	20	54,819 / 55,422	29,994–76,960	21	46,907 / 47,424	37,440–54,018
Texas						
32–40 hrs/wk	88	53,077 / 52,853	39,499–75,504	93	48,547 / 46,800	35,984–72,176
40 hrs/wk	81	53,663 / 53,976	39,499–75,504	80	49,421 / 48,901	35,984–72,176
US Territory						
32–40 hrs/wk	—	— / —	—	1	20,592 / 20,592	20,592–20,592
40 hrs/wk	0	— / —	—	1	20,592 / 20,592	20,592–20,592
Utah						
32–40 hrs/wk	11	52,173 / 53,997	39,520–62,400	9	48,489 / 50,835	39,000–54,080
40 hrs/wk	10	51,690 / 52,998	39,520–62,400	9	48,489 / 50,835	39,000–54,080
Virginia						
32–40 hrs/wk	33	53,761 / 53,040	35,526–68,640	42	47,800 / 45,760	26,824–65,000
40 hrs/wk	26	54,639 / 54,319	35,526–68,640	29	50,738 / 51,106	40,706–65,000
Washington						
32–40 hrs/wk	19	55,444 / 57,200	36,019–79,040	17	49,095 / 47,043	34,986–64,376
40 hrs/wk	12	58,335 / 57,325	46,176–79,040	8	52,515 / 51,834	34,986–64,376
West Virginia						
32–40 hrs/wk	3	50,461 / 50,190	38,064–63,128	2	52,562 / 52,562	50,960–54,163
40 hrs/wk	3	50,461 / 50,190	38,064–63,128	2	52,562 / 52,562	50,960–54,163
Wisconsin						
32–40 hrs/wk	21	48,792 / 50,544	35,809–60,923	22	48,077 / 48,582	33,596–64,438
40 hrs/wk	11	52,017 / 54,330	39,520–60,923	13	50,430 / 50,336	39,499–64,438

**TABLE 12.**  
**Annual Salary of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
*(See Appendix A: Map of ESRD Networks)*

	2010			2007		
ESRD Network	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean/Median	Range
Network 1						
32–40 hrs/wk	41	57,126 / 56,160	34,029–83,491	27	56,311 / 56,647	36,608–75,650
40 hrs/wk	26	61,280 / 59,644	45,552–86,491	18	59,070 / 59,259	41,288–75,650
Network 2						
32–40 hrs/wk	31	60,934 / 60,624	45,544–82,992	33	50,000 / 49,920	29,952–69,347
40 hrs/wk	25	60,146 / 59,280	46,800–82,992	25	51,676 / 50,378	39,250–69,347
Network 3						
32–40 hrs/wk	38	60,881 / 60,008	45,920–83,200	20	59,024 / 57,897	46,619–71,760
40 hrs/wk	25	64,065 / 61,797	51,334–83,200	19	59,677 / 58,490	47,840–71,760
Network 4						
32–40 hrs/wk	56	52,936 / 52,000	33,670–71,968	37	46,817 / 47,320	32,465–68,640
40 hrs/wk	44	54,648 / 53,664	37,981–71,968	30	48,417 / 47,632	34,008–68,640
Network 5						
32–40 hrs/wk	76	54,944 / 55,026	35,526–68,640	71	51,363 / 51,418	26,824–68,536
40 hrs/wk	52	56,787 / 60,133	35,526–68,640	51	54,033 / 54,579	40,706–68,536
Network 6						
32–40 hrs/wk	107	50,356 / 50,294	34,070–72,800	67	45,243 / 44,720	31,824–74,880
40 hrs/wk	88	51,188 / 50,960	34,070–72,800	60	45,712 / 45,479	31,824–74,880
Network 7						
32–40 hrs/wk	57	54,146 / 54,101	35,547–79,040	63	50,092 / 49,982	34,965–70,200
40 hrs/wk	48	55,611 / 55,120	35,547–79,040	47	50,055 / 50,003	34,965–65,874

**TABLE 12.**  
**Annual Salary of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
*(See Appendix A: Map of ESRD Networks)*

	2010			2007		
ESRD Network	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean/Median	Range
Network 8						
32–40 hrs/wk	44	50,313 / 47,070	29,994–76,960	58	43,704 / 44,564	26,270–60,008
40 hrs/wk	43	50,622 / 47,278	29,994–76,960	49	44,826 / 44,990	26,270–60,008
Network 9						
32–40 hrs/wk	89	50,057 / 49,608	35,210–71,760	134	46,961 / 46,540	29,120–66,560
40 hrs/wk	73	51,647 / 51,168	38,480–71,760	111	48,372 / 48,110	39,998–66,560
Network 10						
32–40 hrs/wk	28	51,903 / 52,021	33,380–65,562	79	45,924 / 45,760	31,117–63,336
40 hrs/wk	23	54,445 / 54,080	42,910–65,562	68	47,439 / 47,830	35,360–63,336
Network 11						
32–40 hrs/wk	77	51,759 / 51,480	34,728–83,200	109	47,316 / 46,800	33,280–70,720
40 hrs/wk	49	54,303 / 54,330	39,520–83,200	68	50,496 / 51,251	39,499–70,720
Network 12						
32–40 hrs/wk	70	51,374 / 50,003	35,984–81,266	85	46,056 / 44,990	29,736–72,800
40 hrs/wk	52	52,800 / 50,898	35,984–81,266	69	47,145 / 45,760	32,448–72,800
Network 13						
32–40 hrs/wk	33	49,968 / 49,982	33,280–66,976	46	44,410 / 44,782	21,299–58,240
40 hrs/wk	31	50,991 / 50,814	38,002–66,976	41	45,544 / 45,760	35,360–58,240
Network 14						
32–40 hrs/wk	88	53,077 / 52,853	39,499–75,504	93	48,547 / 46,800	35,984–72,176
40 hrs/wk	81	53,663 / 53,976	39,499–75,504	80	49,421 / 48,901	35,984–72,176

**TABLE 12.**  
**Annual Salary of Social Workers in Outpatient Dialysis Settings by**  
**End Stage Renal Disease (ESRD) Network**  
*(See Appendix A: Map of ESRD Networks)*

	2010			2007		
<b>ESRD Network</b>	<i>n</i>	<b>Mean / Median</b>	<b>Range</b>	<i>n</i>	<b>Mean/Median</b>	<b>Range</b>
Network 15						
32–40 hrs/wk	70	53,851 / 54,080	34,611–74,256	87	48,854 / 48,797	33,280–68,640
40 hrs/wk	57	55,313 / 54,080	39,520–74,256	66	50,464 / 50,336	37,440–68,640
Network 16						
32–40 hrs/wk	38	55,620 / 55,661	36,019–79,040	40	48,947 / 48,126	34,986–64,376
40 hrs/wk	26	58,042 / 57,325	39,770–79,040	20	50,501 / 49,754	34,986–64,376
Network 17						
32–40 hrs/wk	36	68,011 / 66,279	46,742–97,760	92	60,953 / 59,280	20,592–83,795
40 hrs/wk	29	68,903 / 66,518	52,000–97,760	70	63,164 / 60,790	20,592–83,795
Network 18						
32–40 hrs/wk	71	67,445 / 68,998	47,424–89,440	61	60,449 / 57,720	41,184–81,162
40 hrs/wk	57	69,781 / 69,222	52,000–89,440	53	62,005 / 59,987	41,350–81,162

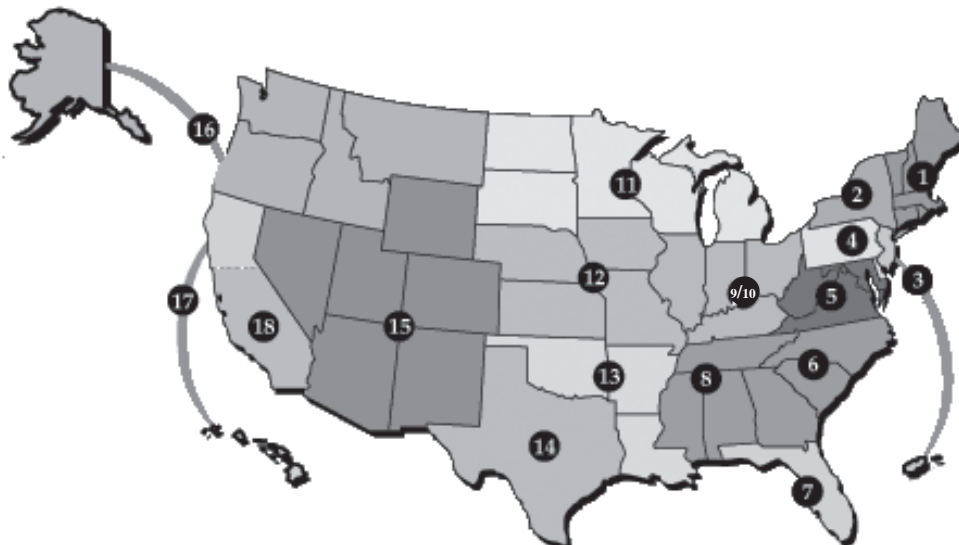


**TABLE 13.**  
**Annual Salary of Social Workers in Outpatient Dialysis Settings by**  
**National Kidney Foundation (NKF) Region**  
*(See Appendix B: Map of NKF Regions)*

NKF Region	2010			2007		
	<i>n</i>	Mean / Median	Range	<i>n</i>	Mean / Median	Range
Region 1						
32–40 hrs/wk	200	56,997 / 56,085	33,670–83,491	136	52,676 / 52,208	29,952–75,650
40 hrs/wk	138	59,232 / 58,926	37,981–83,491	107	54,460 / 54,080	34,008–75,650
Region 2						
32–40 hrs/wk	264	51,897 / 51,168	29,994–79,040	257	47,008 / 46,800	26,270–74,880
40 hrs/wk	227	52,687 / 52,000	29,994–79,040	211	47,741 / 47,382	26,270–74,880
Region 3						
32–40 hrs/wk	250	51,050 / 50,586	33,380–83,200	384	46,555 / 45,874	29,120–72,800
40 hrs/wk	183	53,014 / 52,000	35,984–83,200	294	48,311 / 47,840	32,448–72,800
Region 4						
32–40 hrs/wk	131	52,307 / 52,000	33,280–75,504	147	47,630 / 46,738	21,299–72,176
40 hrs/wk	119	53,145 / 53,040	38,002–75,504	128	48,543 / 47,840	35,360–72,176
Region 5						
32–40 hrs/wk	210	61,461 / 60,320	34,611–97,760	271	55,494 / 54,018	33,280–83,795
40 hrs/wk	166	63,279 / 62,400	39,520–97,760	201	57,887 / 56,160	34,986–83,795

## APPENDIX A.

**Map of End-Stage Renal Disease (ESRD) Networks  
(As of October 2010)**

**ESRD Network 1**

Maine, New Hampshire, Vermont, Massachusetts,  
Connecticut, Rhode Island

**ESRD Network 2**

New York

**ESRD Network 3**

New Jersey, Puerto Rico, U.S. Virgin Islands

**ESRD Network 4**

Pennsylvania, Delaware

**ESRD Network 5**

District of Columbia, Maryland, Virginia,  
West Virginia

**ESRD Network 6**

Georgia, North Carolina, South Carolina

**ESRD Network 7**

Florida

**ESRD Network 8**

Alabama, Mississippi, Tennessee

**ESRD Network 9**

Kentucky, Indiana, Ohio

**ESRD Network 10**

Illinois

**ESRD Network 11**

Michigan, Minnesota, Wisconsin,  
North Dakota, South Dakota

**ESRD Network 12**

Missouri, Iowa, Nebraska, Kansas

**ESRD Network 13**

Arkansas, Louisiana, Oklahoma

**ESRD Network 14**

Texas

**ESRD Network 15**

New Mexico, Colorado, Wyoming, Utah, Arizona, Nevada

**ESRD Network 16**

Alaska, Idaho, Montana, Oregon, Washington

**ESRD Network 17**

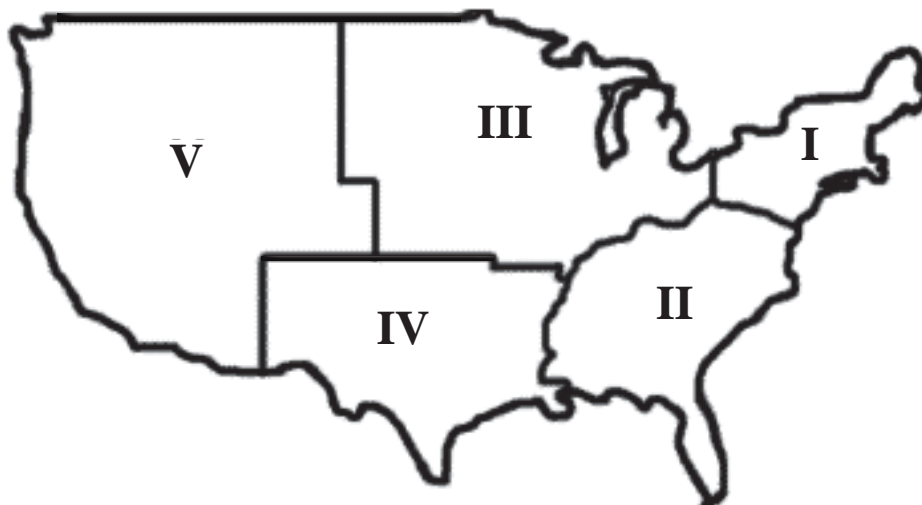
Northern California, Hawaii, Mariana Islands, Guam,  
American Samoa

**ESRD Network 18**

Southern California

## APPENDIX B.

## Map of National Kidney Foundation Regions (As of October 2010)



**Region I includes:** Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, *Africa, Canada (New Brunswick, Newfoundland, Nova Scotia, Ontario, Prince Edward Island, Quebec)*

**Region II includes:** Alabama, District of Columbia, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia, *Bahamas, Caribbean, Europe, Puerto Rico*

**Region III includes:** Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, *Canada (Manitoba, Saskatchewan)*

**Region IV includes:** Arkansas, Louisiana, New Mexico, Oklahoma, Texas, *Mexico, Central America, South America*

**Region V includes:** Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming, *Asia, Australia, Canada (Alberta, British Columbia, Yukon Territory), Middle East*