



Hospital & Healthcare Compensation Service

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Press Release

Hourly Rates for ALF Nursing/Personal Care Staff Increased 5-6% in 2023

Oakland, NJ, January 2024 – Certified Nurse Aides (CNAs), RNs, LPNs, Medication Aides, and Resident Assistants (RAs) in Assisted Living Communities received, on average, a 5-6% hourly rate increase in 2023, according to the 26th annual **Assisted Living Salary & Benefits Report**. The Report, published by **Hospital & Healthcare Compensation Service (HCS)**, is conducted in cooperation with **LeadingAge** and supported by the **National Center for Assisted Living (NCAL)**.

Assisted Living healthcare workers saw another year of healthy rate increases, albeit at a lesser degree than the near double-digit increases seen in 2021/2022. CNA hourly rates increased by 7.64% in 2021, 9.79% in 2022, and 5.69% in 2023. Turnover rates declined for the second year in a row, after peaking in 2021. CNA turnover was 46.27% in 2021; 43.84% in 2022; and 41.88% in 2023.

The national 50th percentile for CNAs was \$17.94 in 2023. In a comparison of rates by state, CNAs in New Jersey received \$19.73/hour; CNAs in Connecticut received \$19.77/hour; and Washington CNAs ranked the highest in pay at \$19.99/hour. On the lower spectrum, CNAs in South Carolina received \$15.36/hour, while CNAs in Georgia received \$15.00/hour. *(Data reported are the national 50th percentile.)*

National Turnover Rates, Sign-on Bonuses, and Trend Data Increases

Position	2022 Turnover Rate	2023 Turnover Rate	Average Sign-on Bonus	Trend Data Percent Increase*
RNs	40.29	34.72	4,454	5.15
LPNs	39.75	38.60	3,460	6.13
CNAs	43.84	41.88	2,218	5.69
Resident Assistants	49.08	47.10	1,154	4.92
Medication Aides	38.68	34.13	2,114	5.33

*The Trend Data Percent Increase represents data from participants that submitted data in both the 2022 and 2023 studies. Data are from the 2022 and 2023 HCS **Assisted Living Salary & Benefits Reports**.

56.99% of participants indicated they offered sign-on bonuses to attract new employees. The average sign-on bonus for RNs was \$4,454; LPNs received \$3,460 on average; the average sign-on bonus for Certified Nurse Aides (CNAs) was \$2,218.

The **Assisted Living Salary & Benefits Report** covers 20 management and 30 non-management positions. 961 Assisted Living communities participated in the study and provided data for over 63,400 employees. The Report includes data from ALFs, PCFs, and RCFs. Data are reported according to for-profit and not-for-profit status, revenue size, unit-size, state, CBSA, and geographic region. Also covered are 19 fringe benefits and projected salary increases for 2024. Data are effective as of October 2023. The discounted rate for **NCAL/AHCA** members is \$300 versus the \$375 non-member price.

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