



CCRC Director of Nursing Salaries Increase in 2008

| CCRC Revenue Size | Up to \$14,999,999 | \$15,000,000+ | Combined |
|---------------------------|-----------------------|---------------|----------|
| Director of Nursing (DON) | \$72,766 | \$81,632 | \$75,645 |

Oakland, NJ, June 17--The national average salary of Directors of Nursing (DON) in Continuing Care Retirement Communities (CCRCs) increased 4.07% in 2008, according to the eleventh annual **AAHSA Continuing Care Retirement Community Salary and Benefits Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**. The percent increase represents only those CCRC's that participated in both the 2007 and 2008 **Reports**.

Nationally, the average salary of DONs in CCRCs with a revenue size up to \$14,999,999 was \$72,666, compared with a national average salary of \$81,632 in CCRC's with revenues greater than \$15,000,000. The national average salary for DONs in CCRC's with less than 300 total units was \$72,783, compared with \$79,340 in CCRCs with 300+ total units.

The national average percent of bonus paid to salary in 2007 was 5.53%, compared with 8.14% in 2008.

489 CCRCs participated in the study and provided compensation data on 72,336+ employees nationwide. The **Report** covers 42 management and 41 nonmanagement positions. Data are reported according to revenue size, total unit size, geographic region, city, and state. Also covered are 21 fringe benefits, turnover rates by department, and projected salary increases for 2008 to 2009. Data are effective as of March 2008.

The complete 288-page **Report** will be published in late June. The cost of the **Report** is \$295. Also available with the purchase of the hard copy book are the **Report** results in Excel. The Excel tables contain the salary/hourly data from the published **Report** and show the data results by job for each grouping (i.e. state, beds, profit type, etc.)

To order call HCS at (201) 405-0075 or go to www.hhcsinc.com. A separate **Report** covering nursing homes will be available in July.