



Hospital & Healthcare Compensation Service

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Press Release

CNAs Hourly Pay Increased 3.35% in CCRCs

CCRC Total Unit Size	Certified Nurse Aides	Non-Certified Nurse Aides
<300 Total Units	\$13.69	\$11.81
300+ total Units	\$14.03	\$12.02
All Combined	\$13.85	\$11.92

National average from the 2018-2019 CCRC Salary & Benefits Report

Oakland, NJ, July 2018--The national average hourly rate for CNAs in Continuing Care Retirement Communities/Life Plan Communities (CCRCs) increased 3.35%, according to the **2018-2019 CCRC Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge**.

Participants reported an actual increase in Non-Certified Nurse Aides pay of 3.29% over the previous year. The national average rate for CNAs in CCRCs with <300 units was \$13.69 compared to \$14.03 in CCRCs with 300+ units. The national average hourly rate for Non-Certified Nurse Aides was \$11.81 in CCRCs with <300 units, while those in larger CCRCs CNAs received \$12.02. (Total units represent IL, AL, and SNF beds combined.) The average weekend shift differential was \$1.02 for CNAs and \$0.86 for Non-Certified Aides. CNA turnover increased from 40.15% in 2017 to 45.15% in 2018.

This year marks the 21st annual year of publication of the **Report**. 520 CCRCs participated and provided compensation data on 79,900+ employees, covering 46 management and 53 nonmanagement positions. Findings are reported according to revenue size, total unit size, region, state, and CBSA. The **Report** also includes 18 fringe benefits, turnover rates by department, and projected salary increases by department for 2018 to 2019.

The **CCRC Report** is available for \$350. The price for **LeadingAge** members is \$275. To order online, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

The **HCS Nursing Home Salary & Benefits Report** will be published in late July. The **Assisted Living Report** was released earlier this year. Both studies are conducted in cooperation with **LeadingAge** and **AHCA/NCAL**.

HCS, founded in 1971, is recognized as the leader in national healthcare salary and benefits research. **HCS** conducts national and custom marketplace studies, publishing more than ten specialized **Reports** each year.