



**Hospital & Healthcare
Compensation Service**

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Press Release

Hourly Rates for Assisted Living CNAs Increased 5.71% in 2020

Oakland, NJ, January 2021—Certified Nurse Aides (CNAs) and Lead CNAs in Assisted Living Facilities (ALFs) received the highest hourly rate increases in 2020, according to the 23rd annual **Assisted Living Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**. The **Report** is published in cooperation with *LeadingAge* and supported by the **National Center for Assisted Living (NCAL)**.

The **Report** shows that hourly rates for CNAs increased by 5.71% and Lead CNAs hourly rates increased by 7.28% in 2020. Overall, the national average rate for CNAs was \$13.92 in 2020. Analysis by state showed that CNAs in Georgia and North Carolina received the lowest hourly rates of \$12.15 and \$12.24. CNAs in Massachusetts reported the second highest hourly rates of \$16.16; while California hourly rates were the highest at \$16.66.

Turnover rates increased significantly for all departments in 2020. Turnover for CNAs increased from 36.37% in 2019 to 48.51%; turnover for Resident Assistants (RAs) increased from 43.18% in 2019 to 59.93% in 2020. The turnover rate reported for all employees increased from 44.05% in 2019 to 53.11% in 2020.

In response to how COVID-19 affected their facility in 2020, 47.2% of participants reported increasing hours worked for the following positions: RNs, LPNs, CNAs, Waitstaff, and Housekeeping employees. 22.2% of participants reported they increased overtime amounts; 76.1% reported there was no change in the overtime amounts paid. 59.3% of participants reported granting additional pay to key employees working with COVID-19 positive residents. The most common pay adjustments were increased shift differentials and one-time bonuses/appreciation pay.

The **Assisted Living Salary & Benefits Report** covers 20 management and 29 non-management positions. 1,379 Assisted Living communities participated in the study and provided data for over 74,400 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 18 fringe benefits, turnover rates by department, and projected salary increases for 2021. Data are effective as of October 2020. The price for the 250-page **Report** is \$350.

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