



Hospital & Healthcare Compensation Service

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Press Release

CCRC RN Hourly Rates Increased 3.42% in 2021

Oakland, NJ, July 2021--The national average hourly rate for RNs in Continuing Care Retirement Communities (CCRCs) increased 3.42% in 2021, according to the **2021-2022 CCRC Salary & Benefits Report**. The 2020 increase was 2.74%. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge**.

RN Hourly Rates by Total Unit Size

Total Units	Average Hourly Rate
Up to 299 Total Units	\$33.42
300 Total Units ⁺	\$34.57
All Combined	\$33.95

National data: 2021-2022 CCRC Salary & Benefits Report.

The national average hourly rate for RNs was \$33.95. In CCRCs with less than 300 total units (IL, AL, and SNF units combined) the average hourly rate was \$33.42; for CCRCs with 300+ total units the national average rate was \$34.57. In a state comparison, Iowa reported the lowest hourly rate of \$29.50; with the highest in California at \$42.04, then Washington at \$41.49.

The average hourly rate for CNAs increased 4.10% in 2021, while rates for Certified Medication Technicians increased 4.00%. The national turnover rate for RNs increased from 34.81% in 2020 to 40.45% in 2021. CNA turnover increased from 41.08% in 2020 to 45.87% in 2021.

In response to how COVID-19 impacted their CCRC, 25.5% of participants increased the numbers of hours RNs, LPNs, and CNAs worked. 57.8% of participants provided pay adjustments to key employees and those working with COVID-19 positive residents. Appreciation pay, one-time bonuses, and hazard pay for direct care workers were the most commonly provided pay adjustment.

This year marks the 24th annual year of publication of the **Report**. 545 CCRCs participated and provided compensation data on 81,200+ employees, covering 46 management and 53 nonmanagement positions. 71.93% of study participants were not-for-profit facilities, with 50.25% of respondents religiously affiliated. The effective date of study data is March 2021. Findings are reported according to revenue size, total unit size, region, state, and CBSA. The **Report** also includes 19 fringe benefits, turnover rates by department, and projected salary increases by department for 2021 to 2022.

The **CCRC Report** is available for \$375. The price for **LeadingAge** members is \$300. The PDF version is currently available for purchase; the hard copy will be available in 2-3 weeks. 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.

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