



Hospital & Healthcare Compensation Service

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Press Release

CCRC DON Salaries Increased 5.49% in 2022

Oakland, NJ, July 2022--The national average salary for Directors of Nursing (DONs) in Continuing Care Retirement Communities (CCRCs) increased 5.49% in 2022, according to the **2022-2023 CCRC Salary & Benefits Report**. The 2021 increase was 3.10%. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge**.

DON Salaries by Revenue Size

CCRC Revenue	50 th Percentile
Up to \$19.9 M	\$103,362
\$20.0 M - \$29.9 M	\$109,990
\$30.0+ M	\$115,055
All Combined	\$106,075

National data: 2022-2023 CCRC Salary & Benefits Report.

In a comparison of salaries according to CCRC gross revenue size, the following national 50th percentile data was reported: In CCRCs with revenue ≤ \$19.9 M the DON salary was \$103,362; \$20.0 M - \$29.9 M CCRCs reported a DON salary of \$109,990; while the salary was \$115,055 at CCRCs with revenue ≥ \$30.0 M. In a state comparison, Iowa reported the lowest DON salary of \$94,809; followed by Indiana at \$97,000. The highest DON salary was in California at \$132,277, then Maryland at \$123,368.

In response to how COVID-19 continues to impact CCRCs, 32.54% of respondents reported they utilized contingency staffing for RNs, LPNs, CNAs, CMT, as well as Housekeeping and Dining/Kitchen staff. Many CCRCs are using sign-on bonuses as a short-term hiring solution. 24.8% of respondents used sign-on bonuses to competitively attract new employees. The average sign-on bonus for DONs was \$6,571.

This year marks the 25th annual year of publication of the **Report**. 421 CCRCs participated and provided compensation data on 65,400+ employees, covering 46 management and 54 nonmanagement positions. 86.16% of study participants were not-for-profit facilities, with 44.04% of respondents religiously affiliated. The effective date of study data is March 2022. 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 2022 to 2023.

The **CCRC Report** is available for \$375. The PDF version is online for purchase; the hard copy will be available in 1-2 weeks. To order, 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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