



**Hospital & Healthcare
Compensation Service**

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Press Release

Hourly Rates for Assisted Living Resident Assistants Increased 10.61% in 2021

Oakland, NJ, January 2022--Resident Assistants (RAs) and Dementia Personal Care Aides in Assisted Living Communities received the highest hourly rate increases in 2021, according to the 24th 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 RAs increased by 10.61% and Dementia PCAs hourly rates increased by 10.66% in 2021. Overall, the national 50th percentile for RAs was \$14.85 in 2021; the national 50th percentile for Dementia PCAs was \$15.90. Analysis by state showed that RAs in Louisiana and North Carolina received the lowest hourly rates of \$11.55 and \$11.91, respectively. RAs in New Jersey reported the second highest hourly rates of \$17.06; while Massachusetts hourly rates were the highest at \$17.89. (All data reported represent the 50th percentile of the data.)

In response to how the pandemic affected their community in 2021, 62.72% of participants reported using sign-on bonuses to attract new employees. Key positions which received sign-on bonuses included Director of Nursing, RNs, LPNs, CNAs, RAs, and kitchen staff. The average sign-on bonus reported for Resident Assistants was \$1,040.

The **Assisted Living Salary & Benefits Report** covers 20 management and 30 non-management positions. 1,105 Assisted Living communities participated in the study and provided data for over 65,500 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 2022. Data are effective as of October 2021. The price for the 250-page **Report** is \$375.

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