



CCRC RN Hourly Pay Increased 5.75% in 2023

Oakland, NJ, July 2023—The national average hourly rate for RNs in Continuing Care Retirement Communities (CCRCs) increased 5.75% in 2023, according to the **2023-2024 CCRC Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge**. While RN rates still increased significantly, the 2023 increase reflects a decline from the 2022 RN hourly rate increase of 7.70%.

In their continued efforts to attract new employees, CCRCs increased sign-on bonuses for RNs from \$4,206 last year to \$4,578 in 2023; 56.49% of participants reported offering sign-on bonuses for RNs, up from 42.43%. Despite improved bonuses/hourly rates, RN turnover rates rose again to 42.52%, though less dramatically than the jump from 2020 to 2021.

RN Rate Increases/Turnover			
Report Year	Trend Increase*	Planned Increase	Turnover
2020	2.74%	2.75%	34.81%
2021	3.42%	2.68%	40.45%
2022	7.70%	3.19%	41.30%
2023	5.75%	3.52%	42.52%

*The trend rate represents the percent increase from those that participated in both the current/previous year's study.
National data: 2020-2023 CCRC Salary & Benefits Reports.

Director of Nursing (DON) salaries also saw increases drop slightly this year, going from 5.49% in 2022 to a 4.51% salary increase in 2023. The results showed the average annual bonus paid to DONs increased to 12.54% of salary from the 2022 national average bonus of 8.57% of salary. Sign-on bonuses for DONs increased from \$6,571 in 2022 year to \$7,423 in 2023.

DON Salaries by Revenue Size	
CCRC Revenue Size	50 th Percentile
Up to \$19.9 M	\$107,947
\$20.0 M - \$29.9 M	\$118,144
\$30.0+ M	\$121,971
All Combined	\$112,100

National data: 2023-2024 CCRC Salary & Benefits Report.

This year marks the 26th annual year of publication of the **Report**. 477 CCRCs participated and provided compensation data on 78,700+ employees, covering 46 management and 54 nonmanagement positions. 85.95% of study participants were not-for-profit facilities; 48.05% of not-for-profit respondents were religiously affiliated. The effective date of study data is March 2023. 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 2023 to 2024.

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.