



**Hospital & Healthcare  
Compensation Service**

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**Press Release**

**Hourly Pay Increases 9.22% for ALF Resident Assistants in 2022**

Oakland, NJ, January 2023--Resident Assistants (RAs) in Assisted Living Communities received a 9.22% hourly rate increase in 2022, according to the 25<sup>th</sup> 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)**.

RA hourly rates increased by 10.61% in 2021 and by 9.22% in 2022. As a result of continued pay increases, turnover rates began to decrease in 2022 for RAs. RA turnover was 68.09% in 2021; but declined in 2022 to 49.08%. Vacancy rates for Resident Assistants were 19.91% in 2022.

25.71% of participants indicated they are offering sign-on bonuses to attract new employees. The average sign-on bonus for Resident Assistants was \$1,509; the average sign-on bonus for Certified Nurse Aides (CNAs) was \$1,720.

The national 50<sup>th</sup> percentile for RAs was \$15.41 in 2022. In a comparison by profit type the national 50<sup>th</sup> percentile for RAs in not-for-profit communities was \$16.25; while RAs in for-profit communities received \$15.19. The national 50<sup>th</sup> percentile for CNAs was \$16.77 in 2022; the national 50<sup>th</sup> percentile for CNAs in not-for-profit communities was \$17.46; while RAs in for-profit communities received \$16.68/hour. (All data reported represent the 50<sup>th</sup> percentile of the data.)

The **Assisted Living Salary & Benefits Report** covers 20 management and 30 non-management positions. 1,124 Assisted Living communities participated in the study and provided data for over 71,200 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 and projected salary increases for 2023. Data are effective as of October 2022. The price for the 250-page **Report** is \$375.

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