



Hospital & Healthcare Compensation Service

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Press Release

CCRC DON Salaries Increased 3.56% in 2020

Oakland, NJ, July 2020--The national average salary for Directors of Nursing (DONs) in Continuing Care Retirement Communities (CCRCs) increased 3.56%, according to the **2020-2021 CCRC Salary & Benefits Report**. The 2019 increase was 2.43%. The national study is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge**.

DON Salary Comparison

CCRC Revenue Size	Average Salary
< \$17.5 Million	\$96,577
≥ \$17.5 Million	\$105,530
Combined	\$100,716

National data from the 2020-2021 CCRC Salary & Benefits Report.

Nationally, the average DON salary was \$100,716. The national average salary in CCRCs with gross revenue <\$17.5 million was \$96,577, compared to an average of \$105,530 in CCRCs with ≥\$17.5 million in revenue. In a state comparison, the lowest salary was reported in Iowa at \$82,462, with the highest in California at \$120,824. DONs received an average bonus of 6.34% of salary; 26.02% of participants reported bonus data.

The hourly rate for CNAs increased 4.62% while rates for Certified Medication Technicians increased 4.10%. Hourly employees in Dining/Dietary Services showed the greatest hourly increase, with the average rate for Waitperson increasing 6.64%; followed by the second highest increase in Dietary Aides of 5.64%.

Turnover for RNs increased from 31.05% in 2019 to 34.81% in 2020. CNAs showed a slight increase, going from 40.66% in 2019 to 41.08% in 2020.

71.86% of study participants were not-for-profit facilities, with 48.77% of respondents religiously affiliated. The effective date of study data is March 2020.

This year marks the 23rd annual year of publication of the **Report**. 565 CCRCs participated and provided compensation data on 79,620+ employees, covering 46 management and 53 nonmanagement positions. Findings are reported according to revenue size, total unit size, region, state, and CBSA. The **Report** also includes 18 fringe benefits, turnover rates by department, and projected salary increases by department for 2020 to 2021.

The **CCRC Report** is available for \$350. The price for **LeadingAge** members is \$275. 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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