



Nursing Home CNAs Show 4.76% Hourly Increase

Oakland, NJ, August 2020 – The national average hourly rate for Certified Nurse Aides (CNAs) in nursing homes increased 4.76% in 2020, according to the **2020-2021 HCS Nursing Home Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)**, in cooperation with **LeadingAge** and **AHCA**.

CNA rates continued their upward trend from the 2019 increase of 3.10%. In a comparison by state, the lowest rates were reported in Louisiana at \$10.21 and Mississippi at \$11.81, with the highest reported in Connecticut at \$16.42 and California at \$16.50. Data reported above represent the national 50th percentile.

Hourly Rate Increases

Job Title	2019 Increase	2020 Increase
Certified Nurse Aide	3.10%	4.76%
Non-Certified Nurse Aide	2.47%	4.24%
Certified Medication Tech.	2.60%	3.12%

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

Turnover for CNAs decreased from 46.36% in 2019 to 39.38% in 2020. CNA shift differential pay also increased in 2020. The average additional hourly pay for weekend shift (day rate) was \$1.38; the average 2nd shift rate was \$1.18; and the average 3rd shift rate was \$1.29. Comparatively, in 2019 the weekend shift (day rate) was \$1.32; the average 2nd shift rate was \$1.16; and the average 3rd shift rate was \$1.30.

Non-Certified Nurse Aides saw a 4.24% increase in hourly rates, up from a 2.47% increase in 2019. Certified Medication Technicians saw a 3.12% increase, up from last year’s 2.60% increase.

This year marks the 43rd annual year of publication. 1,588 nursing homes participated in the study and provided compensation data on 141,700+ employees, covering 46 management and 53 nonmanagement positions. 28.59% of study participants were not-for-profit facilities, while 71.41% were for-profit facilities. The results are reported according to revenue size, profit type, region, state, and CBSA. The **Report** includes 19 fringe benefits, shift differentials, and projected salary increases by department for 2019 to 2020. Data in the study are effective as of March 2020.

The **Nursing Home Report** is available for \$350. The price for **LeadingAge** and **AHCA** members is \$275. To order online, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

HCS released a separate **CCRC Salary & Benefits Report** last month, as well as its **Assisted Living Salary & Benefits Report**, which was released earlier this year.

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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