



CCRC Nursing Staff Rates Continue to Increase in 2024

Oakland, NJ, July 2024 – Nursing staff (RNs, LPNs, and CNAs) in Continuing Care Retirement Communities (CCRCs) saw another year of sizeable rate increases, according to the **2024-2025 CCRC Salary & Benefits Report**. The national study is published by **Hospital & Healthcare Compensation Service (HCS)**.

Nursing positions saw an average increase of 5.04% in 2024, following the 7.04% increase of 2023, and an average increase of 8.87% in 2022 when CNA increases reached a high of 11.03%. CNA increases dropped to 9.44% in 2023 and in 2024 the current increase was 5.03%. LPNs did not see as dramatic of an increase in 2022, going from 7.89% in 2022, 5.92% in 2023, and a smaller increase of 4.82% in 2024.

Nursing Staff Rate Increases

Job Title	2022 % Increase	2023 % Increase	2024 % Increase	2024 Hourly Rate*
RN	7.70%	5.75%	5.28%	\$39.29
LPN	7.89%	5.92%	4.82%	\$31.04
Certified Nurse Aide	11.03%	9.44%	5.03%	\$19.81

Percent increases based on trend data from the same participants year-to-year from the 2022-2024 CCRC Salary & Benefits Reports.

*Hourly rates represent the national 50th percentile of data.

While sign-on bonuses continue to be used to attract new staff, the percent of CCRCs utilizing sign-on bonuses decreased to 56.60% from 64.19% in 2023. The average sign-on bonus for CNAs dropped slightly to \$2,107 from \$2,247 last year; RN sign-on bonuses increased from \$4,578 in 2023 to \$5,134 in 2024; and LPN sign-on bonuses rose from \$3,353 in 2023 to \$3,909 in 2024.

Sign-on Bonus Data

Sign-On Bonuses	2023 Average Sign-on Bonus	2024 Average Sign-on Bonus	2024 % of Participants Reporting Bonus Data
RN	\$4,578	\$5,134	33.62%
LPN	\$3,353	\$3,909	33.19%
CNA	\$2,247	\$2,107	27.66%

National data: 2024-2025 CCRC Salary & Benefits Report.

This year marks the 27th annual year of publication of the **Report**. 510 CCRCs participated and provided compensation data on more than 80,750 employees, covering 47 management and 55 nonmanagement positions. 80.78% of study participants were not-for-profit facilities; 57.77% of not-for-profit respondents were religiously affiliated. The effective date of study data is March 2024. 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, shift differentials, and projected salary increases by department for 2024 to 2025.

The **CCRC Report** is available for \$400. 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. The studies are supported by **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.