



## Hospital & Healthcare Compensation Service

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### Press Release

#### Medication Aides in AL Facilities Receive 3.15% Rate Increase in 2025

Oakland, NJ, January 2026 – Hourly rates for Medication Aides in assisted living communities rose by 3.15% in 2025, according to the newly released **Assisted Living Salary & Benefits Report**. The Report is published by **Hospital & Healthcare Compensation Service (HCS)** in cooperation with **LeadingAge** and supported by the **National Center for Assisted Living (NCAL)**.

While all nursing positions received rate increases in 2025, the pace of wage growth has decelerated compared to the previous year. Medication Aides received a 3.15% hourly rate increase in 2025, a decrease from the 3.97% hike seen in 2024. This pattern held true for RNs, Certified Nursing Assistants (CNAs), and Resident Assistants (RAs), all of whom saw modest salary growth compared to the aggressive increases of previous years.

Despite the decelerated wage increases, the industry is seeing positive signs regarding staff retention. Turnover rates continued their downward trajectory in 2025 after peaking in 2020-2021. CNAs saw the most significant improvement, with turnover dropping to 38.43%, down from 40.28% the previous year; Medication Aide turnover decreased to 38.64% from 39.50% in 2024; and RAs dropped slightly to 44.46% in 2025.

While the national median hourly rate for Resident Assistants (RAs) was \$17.52, state-specific data showed a wide variance. Minnesota (\$21.29/hr) and Massachusetts (\$20.71/hr) led the nation in RA pay, while Tennessee (\$14.77/hr) and North Carolina (\$14.92/hr) reported rates below the national median.

#### National Trend Data Increases/Turnover Rates

Position	2024 Trend Data Percent Increase*	2025 Trend Data Percent Increase*	National Hourly Rate 50 <sup>th</sup> Percentile	2024 Turnover Rate	2025 Turnover Rate
RNs	3.70%	2.96%	\$41.36	31.91%	31.75%
Certified Nurse Aides	3.03%	2.77%	\$19.22	40.28%	38.43%
Medication Aides	3.97%	3.15%	\$21.47	39.50%	38.64%
Resident Assistants	3.95%	2.98%	\$17.52	44.46%	43.25%

\*Represents the percent increase of rates from the same group of participants that submitted data in both the 2024 and 2025 studies.  
Data from the 2024 and 2025 HCS **Assisted Living Salary & Benefits Reports**.

Sign-on bonuses became slightly less prevalent in 2025, with 51.39% of facilities offering them compared to 55.22% the previous year. While these bonuses remain a key recruitment tool, average bonus amounts dipped slightly across the board in 2025. The average sign-on bonus for RNs was \$4,726; the average sign-on bonus for CNAs was \$1,809; the average sign-on bonus for Medication Aides was \$1,512; and the average sign-on bonus for RAs was \$1,127.

The **2025-2026 Assisted Living Salary & Benefits Report** includes data from 1,057 ALFs, PCFs, and RCFs nationwide, representing more than 79,500 employees across 50 management and staff positions. Data is reported regionally by bed-size, revenue size, and for-profit/not-for-profit status, as well as by CBSA, state, and nationally. In addition to compensation benchmarks, the report covers 19 fringe benefits, shift differentials, projected salary increases for 2026, and more. The price for the 250-page **Report** is \$400.

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