

Hourly Rate Increases for ALF CNAs/RAs Continue to Decline in 2024

Oakland, NJ, January 2025 – Hourly rates for Certified Nurse Aides (CNAs) in Assisted Living Communities increased by a modest 3.03% in 2024, according to the 27th annual **Assisted Living Salary & Benefits Report**. The Report, published by **Hospital & Healthcare Compensation Service (HCS)**, is supported by the **National Center for Assisted Living (NCAL)**.

Hourly increases for RAs and CNAs in assisted living communities continued to decline from the double-digit increases seen in 2021/2022. Resident Assistant rates increased by 3.95% in 2024, down from an increase of 10.61% in 2021. Lead Resident Assistant hourly rates increased by 4.44% in 2024, down from an increase of 7.99% in 2021. CNAs rate increases had the most dramatic decline in 2024, dropping from a high of 9.79% in 2022 to 3.03% in 2024.

Turnover rates also continued to decline, after peaking in 2021. RAs turnover had the most significant decline, dropping to 44.46% after a high of 68.09% turnover in 2021; 49.08% in 2022; and 47.10% in 2023. CNA turnover declined to 40.28%; dropping from 46.27% in 2021; 43.84% in 2022; and 41.88% in 2023.

The national 50th percentile for CNAs was \$18.71 in 2024. In a comparison of rates by state, CNAs in Washington received \$20.85/hour; CNAs in Colorado received \$23.39/hour; and California CNAs ranked the highest in pay at \$24.11/hour. On the lower spectrum, CNAs in Texas received \$16.00/hour, while RAs in Tennessee received \$15.87/hour. *(Data reported are the national 50th percentile.)*

National Turnover Rates, Sign-on Bonuses, and Trend Data Increases

Position	2023 Trend Data Percent Increase*	2024 Trend Data Percent Increase*	Average Sign-on Bonus	2023 Turnover Rate	2024 Turnover Rate
RNs	5.15%	3.70%	\$4,958	34.72%	31.91%
LPNs	6.13%	3.90%	\$3,558	38.60%	37.39%
Certified Nurse Aides	5.69%	3.03%	\$2,046	41.88%	40.28%
Resident Assistants	4.92%	3.95%	\$1,142	47.10%	44.46%

*The Trend Data Percent Increase represents data from participants that submitted data in both the 2023 and 2024 studies. Data are from the 2023 and 2024 HCS **Assisted Living Salary & Benefits Reports**.

55.22% of participants indicated they offered sign-on bonuses to attract new employees. The average sign-on bonus for Certified Nurse Aides was \$2,046; the average sign-on bonus for Resident Assistants was \$1,142. Both numbers reflect a slight decrease from the 2023 numbers.

The **Assisted Living Salary & Benefits Report** covers 20 management and 30 non-management positions. 1,067 Assisted Living communities participated in the study and provided data for over 76,750 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 19 fringe benefits and projected salary increases for 2025. Data are effective as of October 2024. The discounted **NCAL** member price for the 250-page **Report** is \$325, versus the non-member price of \$400.

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