



American Association of
NURSE PRACTITIONERS®

NURSE PRACTITIONER COMPENSATION 2019

Results
from the
National
Nurse
Practitioner
Sample
Survey

Dear Colleague,

Below, you will find results from the 2019 National Nurse Practitioner Sample Survey that will not only inform you about nurse practitioner (NP) compensation and benefits but also introduce you to the type of work AANP's research team conducts and the type of data collected and maintained throughout the year.

AANP serves as a robust resource on NPs and their practices and houses the only comprehensive database of NPs in the United States (U.S.). As a leader in NP compensation and practice research, AANP is also exploring new ways of collecting and analyzing data that will further serve the NP community and continue to shape the future of health care. A primary goal of AANP is to expand research access for all NPs and stakeholders interested in timely information. We are ushering in a new era at AANP and hope to work with you in your future research of the NP role.

Sincerely,
Chris

Christine Tracy
Vice President of Research
American Association of Nurse Practitioners®

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Introduction

In the fall of 2019, the American Association of Nurse Practitioners® (AANP) completed the annual National Nurse Practitioner Sample Survey that focused on nurse practitioner (NP) compensation and benefits. Previous versions were conducted in 2007, 2008, 2011, 2015 and 2017. The purpose of this survey was to update compensation-related data to further evaluate the changing compensation characteristics and arrangements associated with NP practice. The survey consisted of 75 questions relating to NP salary information; employee arrangement; employee satisfaction; practice communities, settings and characteristics; education; and demographics. Compensation data included in the 2019 survey results are reported using the median instead of the mean, or average. This change aligns AANP with both industry standards for reporting salary data and federal estimates on nurse practitioner (NP) pay. **Unless otherwise specified, salary and benefits information depicted in this report represents full-time NPs, defined as working 35 hours or more per week.**

Methods

The sampling frame for this survey was pulled from the AANP National NP Database, which includes contact information from AANP members and customers as well as from state regulatory agencies. NPs were included if, in the past year, they were reported by a state licensing agency that did not restrict the use of their contact information for research and if the NP had a valid email address from the state board or from an existing business relationship with AANP. The resulting database contained approximately 156,000 valid email records available for sampling and a stratified random sample of just over 59,000 was generated.

Selected participants were notified about the survey through email and web campaigns. Those who had a valid email address available to AANP were sent a unique link to the online survey. Non-responders were sent follow-up emails weekly during the survey period, approximately 9 weeks.

A total of 5,770 respondents completed the survey for a response rate of 9.7 percent, using the American Association of Public Opinion Research Outcome Rate Calculator, Version 4.0. A multivariate weighting adjustment was used to adjust for sampling bias and for subtle over- and under-representations of certain demographic and geographic groups using standards established by the 2013–14 National NP Practice Site Census. The final weighted data file was projected to be representative of the more than 270,000 licensed NPs in the U.S.

This report is limited to the NP respondents who were clinically practicing at the time of their participation; therefore, 131 respondents were not included in the analysis because they were not clinically practicing. Additionally, unless otherwise noted (e.g., salary and benefits), data presented throughout this report is from NPs who are licensed and reported working or volunteering full- and part-time.

Limitations

The 2019 National Nurse Practitioner Sample Survey was designed to provide a national snapshot of NPs and does not necessarily reflect local or regional environments. Regional or state-based data is made available on a limited basis, depending on the stability of point estimates. While several attempts were made to eliminate bias through questionnaire design, sampling and weighting strategies, self-reported data is always associated with a certain level of response-bias based on factors such as differences in question interpretation.

Please note, sample survey report materials and data may not be reproduced or retransmitted in any form without the expressed written consent of AANP.

Section I: General Results

Demographics

Respondents were asked to report their demographic information in order to characterize the composition of the workforce. On average, clinically practicing NPs were 47 years old, and approximately 90.8 percent were female. **Table 1.1** depicts the distribution of age groups of the clinically practicing NP population. NPs were asked to report their race and ethnicity; they described themselves as White (81.9%), Black/African American (6.5%), Asian (4.7%), American Indian/Alaska Native (0.6%), Native Hawaiian/Other Pacific Islander (0.1%) or multiracial (1.9%). A majority (95.7%) described themselves as not Hispanic or Latino, while 4.3 percent indicated they were Hispanic/Latino (see **Table 1.2**).

Respondents were also geographically diverse, with a large concentration of NPs located in the South. **Tables 1.3** and **1.4** provide additional details on the proportion of respondents by both AANP and U.S. Census region. Data on work setting location also reveals that most NPs practice in urban areas. Additionally, when asked about their military background, 6.6 percent of NPs indicated current or previous active duty military service (see **Table 1.5**).

Education and Experience

When asked about their initial NP education, the vast majority said they received a graduate degree (95.9%) and an estimated 16.4 percent indicated a doctoral degree as their highest level of education (see **Tables 1.6** and **1.7**). In addition to their NP preparation, more than six percent of NPs were educated in an additional Advanced Practice Registered Nurse (APRN) role (e.g., Clinical Nurse Specialist, Certified Nurse Midwife or Certified Registered Nurse Anesthetist).

On average, NPs had been in practice for 10 years, but more than a third (41.1%) had been in practice five years or fewer. This group of early career NPs has continued to grow, since the number of new NP graduates has been steadily increasing. **Table 1.8** depicts the distribution of NPs by number of years in practice.

Certification and Clinical Focus

Given that some NPs are certified in multiple population areas, respondents were able to select more than one certification. The NP workforce most frequently reported certifications in the areas of Family (65.4%), Adult (12.6%) and Adult-Gerontology Primary Care (7.8%). **Table 1.9** depicts the distribution of each NP certification. A total of 89.7 percent of NPs were certified in an area of primary care.

Practice Community and Setting

NPs reported working in communities of all sizes in both rural and urban areas. More than 11.9 percent of NPs work in communities with a population of less than 10,000, and approximately 3.2 percent of NPs work in communities with a population of less than 2,500 (see **Table 1.10**). In these smaller communities, NPs most frequently practiced in rural health clinics. About one in eight NPs practiced in large urban areas (population of 1 million or more), where they were most likely to work in hospital inpatient units.

NPs also work in a variety of different practice settings. **Table 1.11** lists the 10 most common practice settings for NPs. NPs were most likely to work in hospital outpatient clinics (14.4%), hospital inpatient units (13.3%), private group practices (11.6%) and private physician practices (8.4%). Among many other settings, NPs also frequently reported working in urgent care (4.7%) and community health centers (3.8%).

Section II: NP Compensation Results

Employment Characteristics

At their main NP practice site, 91.0 percent of NPs had a job description, 66.7 percent had an employment contract and 57.3 percent had their own patient panel. When asked about the employment arrangement at their main NP practice site, 92.3 percent of NPs were full- or part-time staff or faculty and 2.1 percent were practice owners. Overall, NPs report a high level of job satisfaction; 76.5 percent were satisfied or very satisfied with their employment at their main NP practice site. A majority (69.0%) of NPs believed their compensation to be fair.

Compensation

For the purposes of this analysis, salary and hourly rates excluded benefit packages, including health insurance, retirement plans, etc. In addition, salary data was withheld if there were fewer than 10 respondents prior to weighting. Full-time was defined as working 35 or more hours per week, and part-time is working less than 35 hours per week. Respondents could report compensation data as hourly rates or annual base salary as well as total annual income, which includes base salary, productivity bonuses, and incentive payments for the year.

When asked about the compensation arrangement at their main NP practice site, 69.6 percent of NPs were salaried, 26.8 percent were hourly and 3.6 percent were self-employed. More than three out of four NPs (76.8%) worked full-time. Most full-time NPs (78.6%) were salaried whereas more than half (55.0%) of NPs who worked part-time had hourly compensation arrangements. **Table 2.1** highlights the differences in compensation arrangement between full-time and part-time NPs.

The median hourly rate for all NPs, regardless of the number of hours worked, was \$58.00, slightly lower than the average hourly rate of \$60.94. The median hourly pay rate for NPs in full-time practice was \$57.00. The median base salary for a full-time NP was \$110,000. The median total annual income for full-time NPs was \$115,000. Sixty percent of NPs described an increase in their total annual income compared to the previous year. The main reasons for the increase were attributed to receiving a merit or cost-of living raise (61.3%), changing jobs (13.8%) and working more hours/ transitioning to full time/ doing more overtime or call (7.3%).

In addition to base compensation, more than a third (33.7%) of NPs received an incentive payment or bonus at their main NP work site, however, almost half (45.6%) reported a cap on that amount. Bonuses were most frequently determined by quality measures/outcomes (40.4%), number of patient encounters (40.2%), Relative Value Units (33.8%), practice revenue/profit (29.3%) and patient satisfaction (27.5%) (see **Table 2.10**). It is important to note, NPs were able to select multiple factors.

NP compensation varied greatly based on several variables, including certification, practice setting and clinical focus. Among NP certifications, those who reported an Adult Psychiatric/Mental Health certification and worked full time had the highest median annual base salary (\$125,000) while Emergency NPs had the highest average hourly rate (\$70.00). **Table 2.2** provides the hourly rates, median base salary and total annual income by NP certification.

Subsequently, full-time NPs working in emergency rooms had the highest median hourly rate (\$70.50) and total annual income (\$135,000) while those working at VA facilities had the highest median annual base salary (\$124,000), see **Table 2.3**. In addition to area of NP certification(s), respondents were asked to select their clinical focus at their main NP work site. **Table 2.4** displays the compensation for the top ten clinical focus areas reported by full-time NPs. As the most frequently reported clinical focus area, NPs with a clinical focus area in primary care had a total annual income of \$112,000 per year.

Other factors that contribute to compensation include holding additional administrative roles, number of years of experience and education level. Clinically practicing NPs reported having roles in Administration, Faculty or Research. NPs with an administration role (14.2%) reported a higher median base salary of \$120,000 whereas NPs who only held a clinical role reported a median base salary of \$108,000. A majority (73.4%) described their administrative role as a “professional-level” position (e.g., director, manager or supervisor), and about one in seven (14.7%) held an “executive-level” position (e.g., CEO, CNO or owner). Full-time NPs with 6-10 years of experience had a higher median base salary (\$110,000) and median hourly rate (\$60.00) than NPs with 5 or fewer years of experience, which was \$104,000 base salary and \$54.00 hourly (see **Table 2.5**). NPs with a DNP or Nursing PhD reported a higher median base salary and total annual income than NPs with a master’s degree (see **Table 2.6**).

In general, the size of the community NPs work in and the geographic location is another factor that impacts total compensation for NPs. Full-time NPs working in a community with a population of one million or more residents had the highest median hourly rate, annual base salary and total annual income (\$63.00; \$115,000; \$120,000 respectively). **Table 2.7** depicts the annual base salary and total income depending on the community size. For the first time in 2019, AANP is reporting median salary by state (see **Table 2.8**). Respondents from Alabama and Kentucky reported the lowest median total annual income (\$104,000 and \$100,000 respectively) while those from California and Hawaii reported the highest median total annual income (\$145,000 and \$140,000 respectively).

Nearly one-third (32.7%) of all full-time NPs take evening or weekend calls at their primary work site; only 30.7% of these NPs were compensated for this time. The most common compensation arrangements for taking evening and weekend calls were per day on call (12.9%) and per hour of call time (10.0%). The median daily rate was \$150.00 and the median hourly rate per hour of call time was \$25.00.

Benefits

When asked about employment benefits provided at their main NP work site, most full-time NPs received paid vacation (90.4%), health insurance (88.4%), dental insurance (81.0%), professional liability insurance (80.7%), a retirement plan with employer match (74.8%), vision insurance (71.7%), paid sick leave (69.2%) and life insurance (67.2%). Most NPs also received employment benefits related to professional development including continuing education reimbursement/allowance (83.3%), professional leave to attend professional meetings or conferences (69.3%) and registration fees for professional meetings or conferences (52.4%). Additional benefits are listed in **Table 2.9**.

Table 1.1: Distribution of NPs by Age Group

Age Group	Percent
< 30 years	2.3
30-34 years	13.2
35-39 years	16.1
40-44 years	13.3
45-49 years	13.0
50-54 years	11.5
55-59 years	12.6
60-64 years	11.3
65+ years	6.7

Table 1.2: Distribution of NPs by Race

Race	Percent
White	81.9
Black	6.5
Hispanic	4.3
Multiracial	1.9
Asian	4.7
Native Hawaiian or Pacific Islander	0.1
American Indian or Alaska Native	0.6

Table 1.3: Distribution of NPs by AANP Region

AANP Region	Percent
Region 1 (CT, ME, MA, NH, RI, VT)	6.3
Region 2 (NJ, NY, PR)	8.2
Region 3 (DC, DE, MD, PA, VA, WV)	11.3
Region 4 (KY, NC, SC, TN)	10.6
Region 5 (IL, IN, MI, MN, OH, WI)	13.6
Region 6 (AR, LA, OK, TX)	10.5
Region 7 (IA, KS, MO, NE)	5.7
Region 8 (CO, MT, ND, SD, UT, WY)	3.3
Region 9 (AZ, CA, HI, NM, NV, AS, GU)	12.2
Region 10 (AK, ID, OR, WA)	3.4
Region 11 (AL, FL, GA, MS, VI)	14.8

Table 1.4: Distribution of NPs by Census Region*

Region	Percent
Northeast (ME, NH, VT, MA, RI, CT, NY, NJ, PA)	19.1
Midwest (OH, MI, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS)	19.6
South (DE, MD, VA, WV, KY, NC, SC, TN, GA, FL, AL, MS, AR, LA, TX, OK)	42.7
West (MT, ID, WY, CO, NM, AZ, UT, NV, CA, OR, WA, AK, HI)	18.5

*As defined by the U.S. Census Bureau

Table 1.5: Distribution of NPs by Military Status

Veteran Status	Percent
Currently on Active Duty	1.5
Previously on Active Duty	5.1
Not a Veteran	93.3

Table 1.6: Distribution of NPs by Initial NP Education Level

Initial NP Education	Percent
Certificate	2.4
Bachelor's	1.7
Master's	83.1
Post-Master's Certificate	9.4
Doctoral	3.4

Table 1.7: Distribution of NPs by Highest Degree Awarded

Highest Degree Awarded	Percent
Other Degree or Certificate	1.4
Nursing Master's	81.3
Non-nursing Master's	1.1
DNP	13.2
Nursing PhD	1.6
Non-nursing Doctorate	1.3

Table 1.8: Distribution of NPs by Number of Years in NP Practice

Years of NP Experience	Percent
5 or fewer years	41.1
6-10 years	22.6
11-15 years	12.0
16-20 years	10.8
21 or more years	13.5

Table 1.9: Distribution of NPs by Certification Area*

NP Certification	Percent
Family*	65.4
Adult*	12.6
Adult—Gerontology Primary Care*	7.8
Acute Care	5.5
Pediatrics—Primary Care*	3.7
Adult—Gerontology Acute Care	3.4
Women's Health*	2.8
Psychiatric/Mental Health—Family	1.8
Gerontology*	1.7
Hospice and Palliative Care	1.5
Oncology	1.4
Psychiatric/Mental Health	1.4
Psychiatric/Mental Health—Adult	1.2
Emergency	1.1
Neonatal	1.0
Pediatrics—Acute Care	0.8

Diabetes Management—Advanced	0.5
Dermatology	0.4
Orthopedics	0.4
Pediatric—Primary Care Mental Health	0.4
School Health	0.2
Addictions-Advanced Practice	0.2

*Indicates a primary care certification. The sum of all percentages > 100% because some NPs have more than one certification

Table 1.10: Distribution of NPs by Main Work Site Community Size

Main Work Site Community Size	Percent
Less than 2,500	3.2
2,500 to 9,999	8.7
10,000 to 49,999	20.0
50,000 to 249,999	33.2
250,000 to 999,999	21.8
1,000,000 or more	13.1

Table 1.11: Distribution of NPs by Top 10 Main Work Site Settings

Work Setting	Percent
Hospital Outpatient	14.4
Hospital Inpatient	13.3
Private Group Practice	11.6
Private Physician Practice	8.4
Urgent Care	4.7
Community Health Center	3.8
Employer/Corporate Clinic	3.5
Federally Qualified Health Center	3.3
Rural Health Clinic	2.9
Emergency Room	2.8

Table 2.1: Compensation Arrangements for NPs by Hours Worked

	All NPs	Full-Time 35+ hours	Part-Time <35 hours
Compensation Arrangement	Percent	Percent	Percent
Salaried	69.6	78.9	55.0
Hourly	26.8	18.3	38.9
Self-Employed	3.6	2.8	6.1

Table 2.2: Median Hourly, Annual Base and Total Salary by NP Certification Area

	Hourly Rate		Annual Base Salary		Total Income	
NP Certification	n	\$	n	\$	n	\$
Family*	720	57.00	1978	107,000	2479	114,000
Adult*	97	60.00	376	115,500	435	120,000
Adult—Gerontology Primary Care*	65	53.00	293	107,000	327	112,000

Acute Care	62	62.00	181	120,000	216	127,500
Pediatrics—Primary Care*	28	61.50	94	108,500	113	115,000
Adult—Gerontology Acute Care	39	59.00	137	112,000	159	118,000
Women's Health*	19	52.00	77	105,000	89	110,000
Psychiatric/Mental Health—Family	20	64.50	52	119,000	68	125,000
Gerontology*	12	64.50	50	118,000	61	120,000
Hospice and Palliative Care	14	58.50	49	116,000	56	119,500
Oncology	**	**	52	119,000	57	123,000
Psychiatric/Mental Health	15	68.00	46	120,000	58	131,500
Psychiatric/Mental Health—Adult	16	68.00	38	125,000	51	135,000
Emergency	29	70.00	24	114,000	41	135,000
Neonatal	15	64.00	28	122,500	36	130,500
Pediatrics—Acute Care	**	**	29	112,000	33	115,000
Diabetes Management—Advanced	**	**	19	110,000	21	112,000
Dermatology	**	**	**	**	**	**
Orthopedics	**	**	15	113,000	18	121,000
Pediatrics—Primary Care Mental Health	**	**	10	124,000	14	128,000
School Health	**	**	**	**	**	**
Addictions-Advanced Practice	**	**	**	**	**	**

*Indicates a primary care certification

**Data unavailable

Table 2.3: Median Hourly, Annual Base and Total Salary by Top 20 NP Work Site Settings

Work Setting	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
Hospital Outpatient	141	55.00	544	110,000	606	115,000
Hospital Inpatient	164	59.00	502	115,500	592	120,000
Private Group Practice	65	53.00	365	105,000	402	112,000
Private Physician Practice	51	50.00	235	104,000	273	110,000
Urgent Care	108	60.00	90	108,000	170	120,000
Community Health Center	29	57.00	132	105,000	149	110,000
Employer/Corporate Clinic	25	56.00	122	108,000	135	115,000
Federally Qualified Health Center	19	52.00	128	105,000	140	109,000
Rural Health Clinic	31	53.00	99	104,000	123	115,000
Emergency Room	74	70.50	35	110,000	93	135,000
Long-term Care Facility	16	53.00	79	110,000	91	120,000
Private NP Practice	11	57.00	36	107,500	73	120,000
University, public (e.g., Faculty)	18	59.50	76	104,000	83	110,000
VA Facility	54	62.50	63	124,000	102	125,500
Retail Clinic	31	56.00	27	109,000	50	110,000
Behavioral Health/Addiction	17	66.00	40	120,000	55	125,000
Occupational Health Clinic	13	60.00	53	117,000	62	118,000

College Student Health	**	**	43	94,000	46	96,000
Hospice/Palliative Care	10	52.00	45	107,000	47	114,000
Home Health Care	11	57.00	28	119,000	40	125,000

**Data unavailable

Table 2.4: Median Hourly, Annual Base and Total Salary by Top 10 NP Clinical Focus Areas

NP Clinical Focus	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
Primary Care	246	53.00	961	105,000	1136	112,000
Internal Medicine	59	53.00	226	108,000	261	115,000
Urgent Care	130	60.00	120	106,000	217	115,000
Cardiology	44	58.00	176	110,000	195	115,000
OB/GYN	32	53.50	87	103,000	104	105,500
Psychiatric	33	65.00	72	116,500	105	130,000
Oncology	25	57.00	112	110,000	124	120,000
Health Promotion	24	59.50	64	108,000	85	115,000
Emergency	70	70.50	36	116,500	87	135,000
Hospitalist	35	65.00	93	115,000	118	120,500

Table 2.5: Median Hourly, Annual Base and Total Salary by NP Years of Experience

Years Experience	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
5 or fewer years	471	54.00	1478	104,000	1784	110,000
6-10 years	230	60.00	755	110,000	910	118,500
11-15 years	124	60.00	347	118,000	428	122,500
16-20 years	101	63.00	277	118,000	350	124,000
21 or more years	115	61.00	284	120,000	363	125,000

Table 2.6: Median Hourly, Annual Base and Total Salary by Highest Degree

Degree	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
Nursing Master's	788	56.00	2465	108,000	2996	115,000
DNP	151	60.00	421	113,000	513	120,000
Nursing PhD	14	62.50	30	120,000	42	125,000

Table 2.7: Median Hourly, Annual Base and Total Salary by Community Population Size

Community Population Size	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
Less than 2,500	34	54.50	101	105,000	124	110,000
2,500 to 9,999	89	55.00	268	105,000	331	110,000
10,000 to 49,999	201	55.00	561	106,000	704	115,000
50,000 to 249,999	341	57.00	1040	109,000	1254	115,000
250,000 to 999,999	217	58.00	686	110,000	840	117,000

1,000,000 or more	141	63.00	437	115,000	526	120,000
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Table 2.8: Median Hourly, Annual Base and Total Salary by State

State	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
Alabama	15	53.00	44	100,000	55	104,000
Alaska	**	**	**	**	**	**
Arizona	22	59.50	84	115,500	110	120,000
Arkansas	**	**	26	95,000	33	106,000
California	106	75.00	177	130,000	266	145,000
Colorado	23	53.00	65	109,000	81	114,000
Connecticut	14	58.50	39	118,000	44	123,500
Delaware	**	**	**	**	**	**
District of Columbia	**	**	15	118,000	18	135,000
Florida	59	52.00	174	103,000	214	109,000
Georgia	35	53.00	113	105,000	133	112,000
Hawaii	**	**	**	**	12	140,000
Idaho	**	**	10	116,500	12	126,000
Illinois	29	54.00	93	108,000	106	115,000
Indiana	22	52.00	68	107,000	80	113,000
Iowa	15	64.00	44	110,000	55	120,000
Kansas	14	55.50	43	100,000	55	106,000
Kentucky	29	51.00	79	95,000	94	100,000
Louisiana	11	70.00	52	103,500	62	113,000
Maine	**	**	19	105,000	20	108,000
Maryland	27	57.00	70	111,500	85	120,000
Massachusetts	40	58.00	101	119,000	120	120,000
Michigan	28	53.00	55	103,000	78	109,000
Minnesota	17	60.00	48	120,000	57	123,000
Mississippi	16	55.50	36	99,000	50	109,000
Missouri	33	56.00	75	105,000	97	110,000
Montana	**	**	12	113,500	13	135,000
Nebraska	**	**	14	112,500	18	112,500
Nevada	**	**	22	120,000	27	134,000
New Hampshire	**	**	13	107,000	14	115,000
New Jersey	17	63.00	80	120,000	92	123,000
New Mexico	**	**	30	110,000	34	116,000
New York	49	64.00	183	117,000	211	123,000
North Carolina	23	60.00	129	106,000	139	114,000

Table 2.8: Median Hourly, Annual Base and Total Salary by State (continued)

State	Hourly Rate		Annual Base Salary		Total Income	
	n	\$	n	\$	n	\$
North Dakota	**	**	**	**	**	**
Ohio	34	53.00	149	104,000	162	105,500
Oklahoma	10	50.50	49	106,000	56	110,000
Oregon	15	60.00	27	120,000	43	131,000
Pennsylvania	48	55.00	161	105,000	190	110,000
Rhode Island	**	**	15	112,000	18	114,500
South Carolina	12	53.00	42	98,500	49	108,000
South Dakota	**	**	14	100,000	14	105,500
Tennessee	34	52.50	96	101,500	116	105,000
Texas	86	65.00	240	110,000	312	120,000
Utah	**	**	33	104,000	38	111,500
Vermont	**	**	**	**	**	**
Virginia	33	55.00	78	110,000	99	114,000
Washington	21	63.00	96	120,000	112	124,000
West Virginia	**	**	18	101,000	20	114,000
Wisconsin	16	52.50	74	107,000	84	109,500
Wyoming	**	**	**	**	**	**

**Data unavailable

Table 2.9: Benefits Provided by Work Site

Benefit	Percent
Paid Vacation	90.4
Health Insurance	88.4
Continuing education reimbursement/ allowance	83.3
Dental insurance	81.0
Professional liability (malpractice) insurance	80.7
Retirement plan with employer match	74.8
Vision insurance	71.7
Professional leave to attend meetings or conferences	69.3
Paid Sick Leave	69.2
Life insurance	67.2
Reimbursement/allowance for NP licensure/certification	63.5
Short term disability	58.9
Disability insurance	58.5
Long term disability	55.5
Registration fees for professional meetings or conferences	52.4
Healthcare savings account	52.0
Dues for professional organizations	48.0
Journal reimbursement/ allowance	18.9

Paid parental leave	18.2
Retirement without employer match	14.4
Commuter assistance	12.6

Table 2.10: Bonus Factors

Bonus Factor	Percent
Quality measures/ Outcomes	40.4
Number of patient encounters	40.2
Relative Value Units	33.8
Practice revenue/Profit	29.3
Patient satisfaction	27.5
Number of new patients	7.3
Types/complexities of patients seen	7.0
Shared Savings from Accountable Care Organization	5.1
Number of Referrals obtained	1.3

Regional Compensation Brief

2019 | Region 1

REGIONAL



Connecticut
Massachusetts
Maine
New Hampshire
Rhode Island
Vermont

MEDIAN TOTAL
INCOME*†
\$120,000

MEDIAN BASE
SALARY*†
\$115,000

MEDIAN HOURLY
SALARY*
\$57.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 231 NPs from Region 1. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

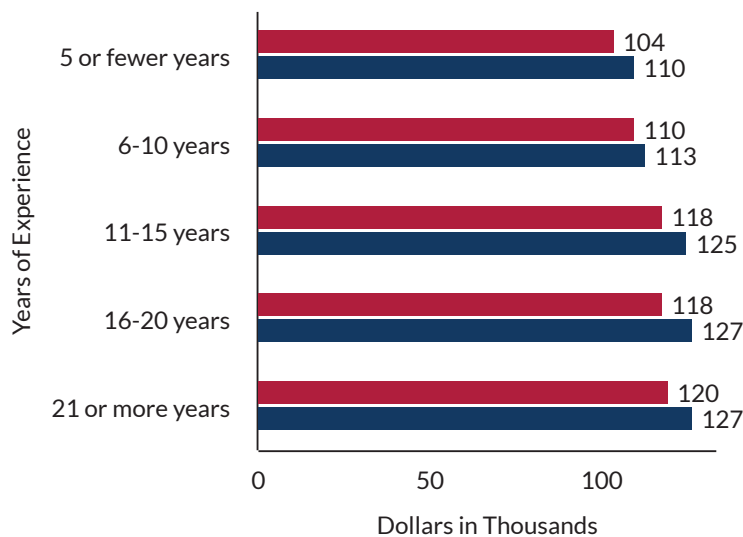
MEDIAN TOTAL
INCOME*†
\$115,000

MEDIAN BASE
SALARY*†
\$110,000

MEDIAN HOURLY
SALARY*
\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 1



TOP 5 WORK SITE SETTINGS IN REGION 1*

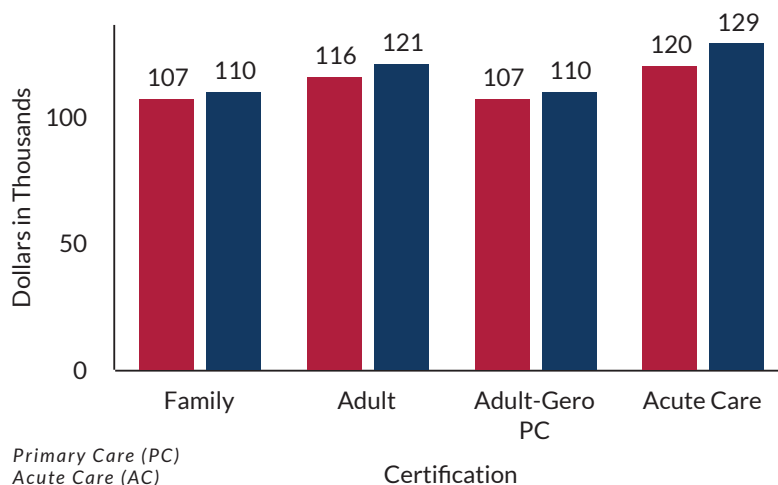
Setting:	Median Base Salary:
1. Hospital Outpatient	\$120,000
2. Hospital Inpatient	\$131,000
3. Private Group Practice	\$110,000
4. Community Health Center	\$102,000
5. Private Physician Practice	\$102,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 1*

- Received a merit or cost-of-living raise (67%).
- Changed jobs (12%).
- Worked more hours/went full time/did more overtime or call (6%).

MEDIAN BASE SALARY BY TOP 4 CERTIFICATIONS IN REGION 1*

■ National ■ Region 1



TOP 10 BENEFITS IN REGION 1*

- Health insurance (94%).
- Paid vacation (93%).
- Dental insurance (87%).
- CE reimbursement/allowance (84%).
- Malpractice insurance (81%).
- Paid sick leave (76%).
- Professional leave (76%).
- Employer match retirement plan (73%).
- Life insurance (71%).
- NP reimbursement/allowance (70%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 2

REGIONAL

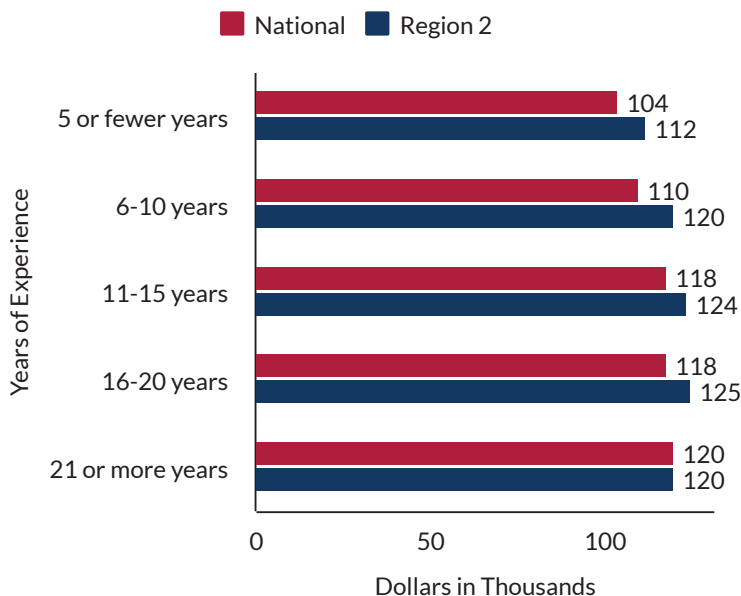
New Jersey New York	MEDIAN TOTAL INCOME*† \$123,000	MEDIAN BASE SALARY*† \$118,000 MEDIAN HOURLY SALARY* \$64.00
------------------------	---	---

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 312 NPs from Region 2. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$115,000	MEDIAN BASE SALARY*† \$110,000 MEDIAN HOURLY SALARY* \$57.00
---	---

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



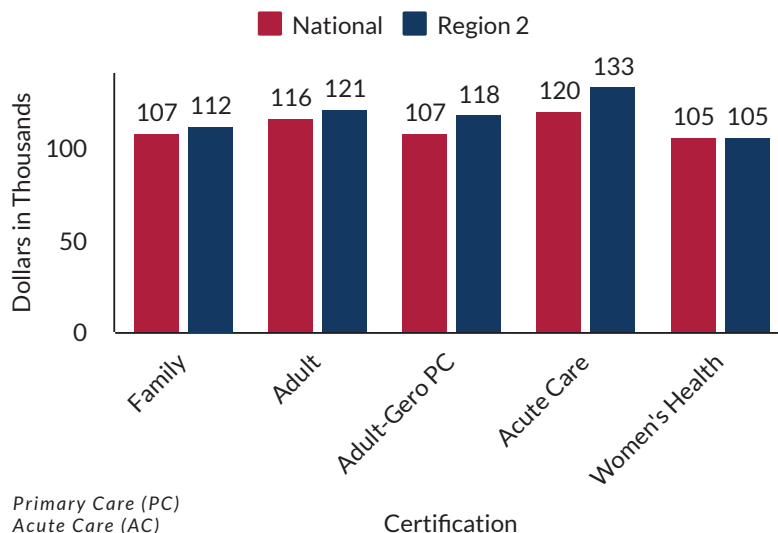
TOP 5 WORK SITE SETTINGS IN REGION 2*

Setting:	Median Base Salary:
1. Hospital Inpatient	\$129,000
2. Hospital Outpatient	\$115,000
3. Private Group Practice	\$105,000
4. Private Physician Practice	\$120,000
5. Long-term Care Facility	\$115,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 2*

- Received a merit or cost-of-living raise (62%).
- Changed jobs (11%).
- Received a promotion (6%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 2*



TOP 10 BENEFITS IN REGION 2*

- Paid vacation (93%).
- Health insurance (84%).
- CE reimbursement/allowance (80%).
- Malpractice insurance (77%).
- Dental insurance (74%).
- Paid sick leave (74%).
- Professional leave (68%).
- Employer match retirement plan (62%).
- Vision insurance (62%).
- Life insurance (57%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 3

REGIONAL



Washington, D.C.
Delaware
Maryland
Pennsylvania
Virginia
West Virginia

MEDIAN TOTAL
INCOME*†

\$114,000

MEDIAN BASE
SALARY*†

\$109,000

MEDIAN HOURLY
SALARY*

\$55.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 435 NPs from Region 3. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$115,000

MEDIAN BASE
SALARY*†

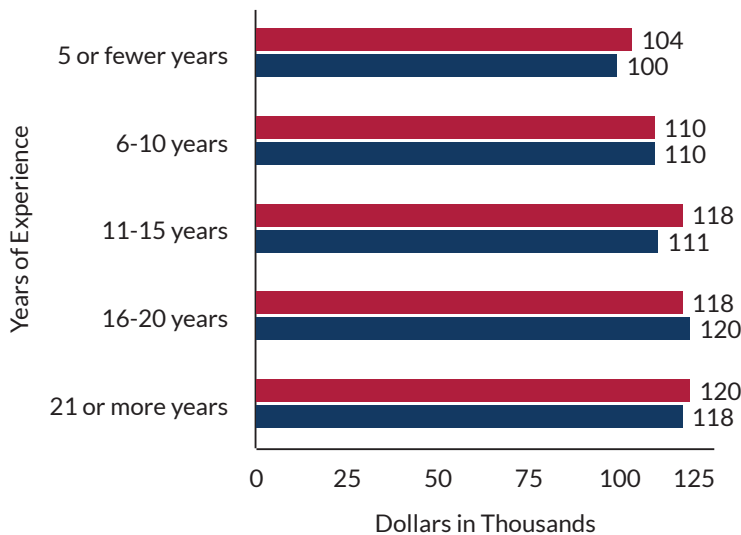
\$110,000

MEDIAN HOURLY
SALARY*

\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 3



TOP 5 WORK SITE SETTINGS IN REGION 3*

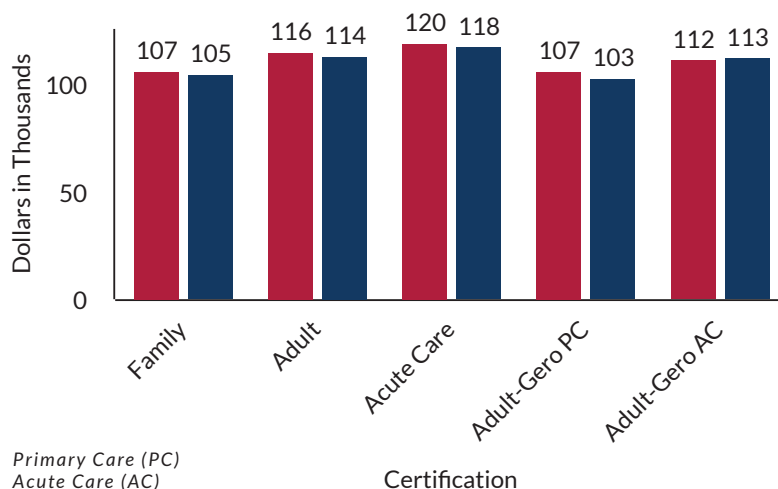
Setting:	Median Base Salary:
1. Hospital Outpatient	\$107,000
2. Hospital Inpatient	\$116,000
3. Private Group Practice	\$102,000
4. Private Physician Practice	\$104,000
5. Long-term Care Facility	\$110,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 3*

- Received a merit or cost-of-living raise (65%).
- Changed jobs (14%).
- Worked more hours/went full time/did more overtime or call (5%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 3*

■ National ■ Region 3



TOP 10 BENEFITS IN REGION 3*

- Paid vacation (93%).
- Health insurance (91%).
- CE reimbursement/allowance (89%).
- Dental insurance (83%).
- Malpractice insurance (81%).
- Employer match retirement plan (76%).
- Vision insurance (75%).
- Paid sick leave (71%).
- Professional leave (71%).
- Life insurance (69%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 4

REGIONAL

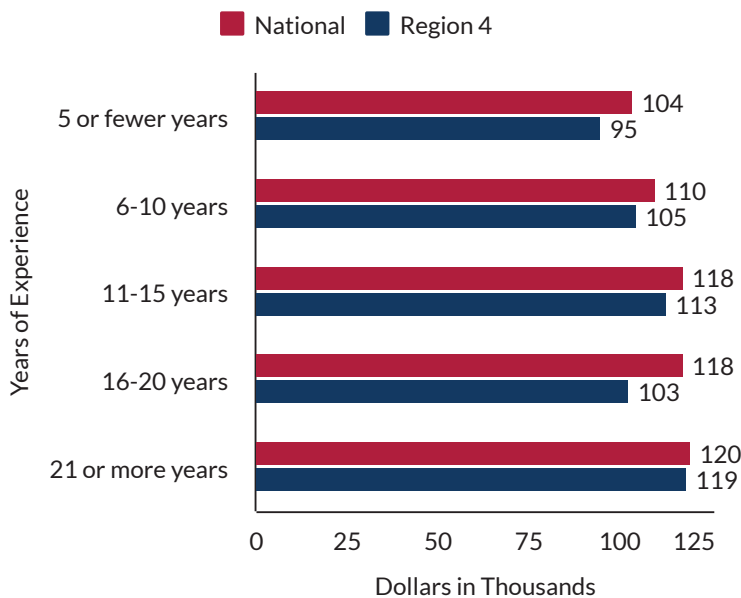
Kentucky North Carolina South Carolina Tennessee	MEDIAN TOTAL INCOME*† \$110,000	MEDIAN BASE SALARY*† \$101,000 MEDIAN HOURLY SALARY* \$53.00
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AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 409 NPs from Region 4. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$115,000	MEDIAN BASE SALARY*† \$110,000 MEDIAN HOURLY SALARY* \$57.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



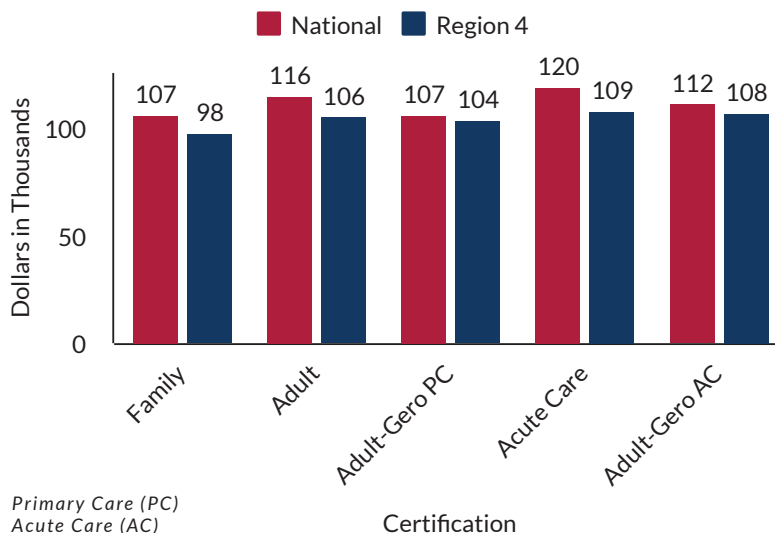
TOP 5 WORK SITE SETTINGS IN REGION 4*

Setting:	Median Base Salary:
1. Hospital Inpatient	\$110,000
2. Hospital Outpatient	\$106,000
3. Private Group Practice	\$99,000
4. Private Physician Practice	\$95,000
5. Employer/Corporate Clinic	\$95,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 4*

- Received a merit or cost-of-living raise (58%).
- Changed jobs (17%).
- Worked more hours/went full time/did more overtime or call (8%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 4*



TOP 10 BENEFITS IN REGION 4*

- Paid vacation (90%).
- Health insurance (87%).
- CE reimbursement/allowance (86%).
- Malpractice insurance (84%).
- NP reimbursement/allowance (80%).
- Dental insurance (80%).
- Employer match retirement plan (80%).
- Vision insurance (73%).
- Life insurance (70%).
- Professional leave (70%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 5

REGIONAL

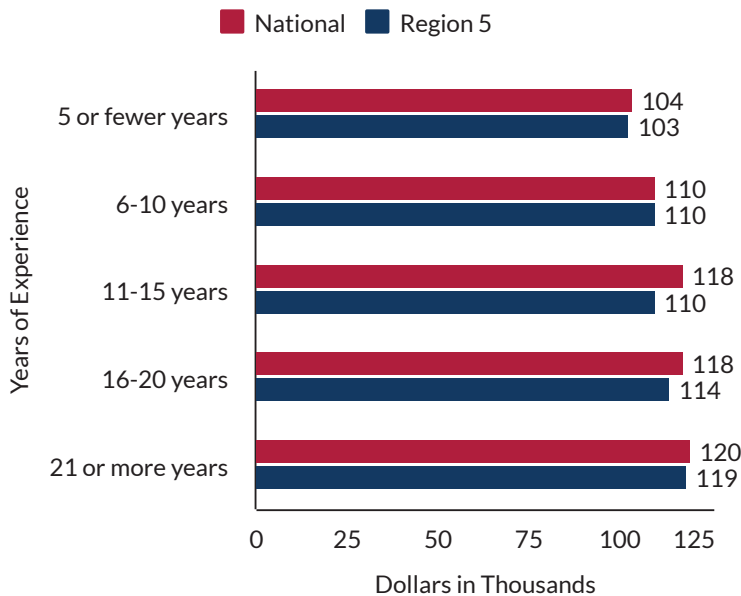
Illinois Indiana Michigan Minnesota Ohio Wisconsin	MEDIAN TOTAL INCOME*† \$110,000	MEDIAN BASE SALARY*† \$106,000 MEDIAN HOURLY SALARY* \$53.00
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AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 578 NPs from Region 5. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$115,000	MEDIAN BASE SALARY*† \$110,000 MEDIAN HOURLY SALARY* \$57.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



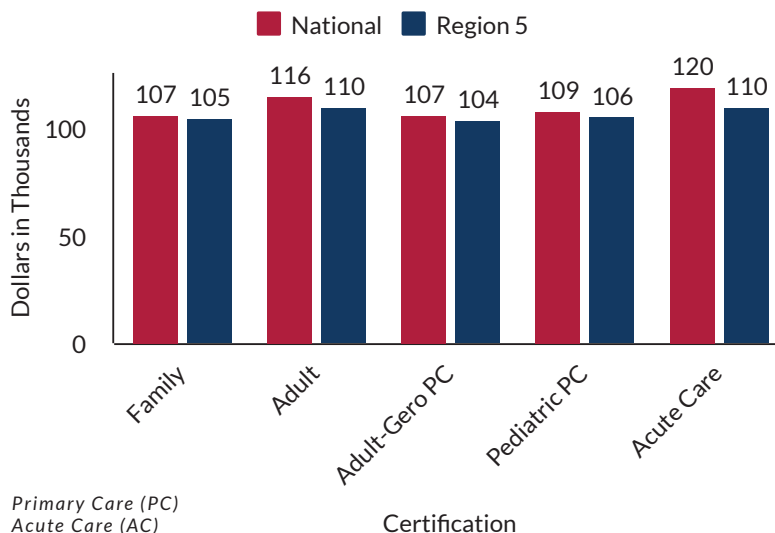
TOP 5 WORK SITE SETTINGS IN REGION 5*

Setting:	Median Base Salary:
1. Hospital Inpatient	\$112,000
2. Hospital Outpatient	\$107,000
3. Private Group Practice	\$104,000
4. Private Physician Practice	\$99,000
5. Federally Qualified Health Center	\$105,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 5*

- Received a merit or cost-of-living raise (71%).
- Changed jobs (12%).
- Worked more hours/went full time/did more overtime or call (6%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 5*



TOP 10 BENEFITS IN REGION 5*

- Health insurance (92%).
- Paid vacation (92%).
- Dental insurance (88%).
- CE reimbursement/allowance (86%).
- Malpractice insurance (84%).
- Employer match retirement plan (82%).
- Life insurance (76%).
- Vision insurance (76%).
- Professional leave (75%).
- NP reimbursement/allowance (71%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

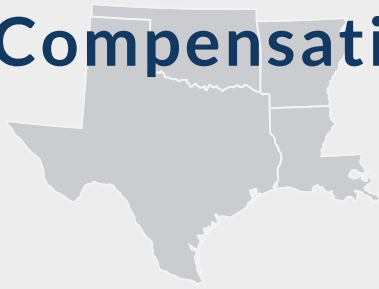
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 6

REGIONAL



Arkansas
Louisiana
Oklahoma
Texas

MEDIAN TOTAL
INCOME**†
\$118,000

MEDIAN BASE
SALARY**†
\$110,000

MEDIAN HOURLY
SALARY*
\$62.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 478 NPs from Region 6. This report provides a regional snapshot of NP compensation and benefits.

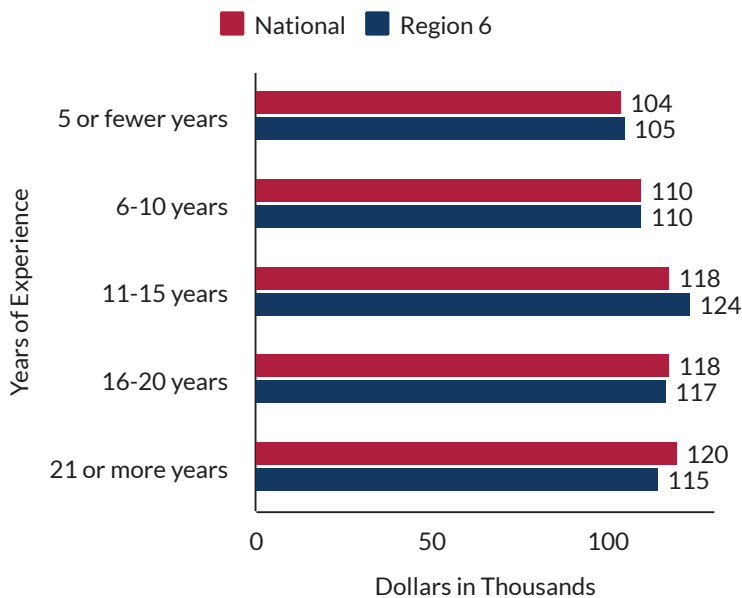
NATIONAL

MEDIAN TOTAL
INCOME**†
\$115,000

MEDIAN BASE
SALARY**†
\$110,000

MEDIAN HOURLY
SALARY*
\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



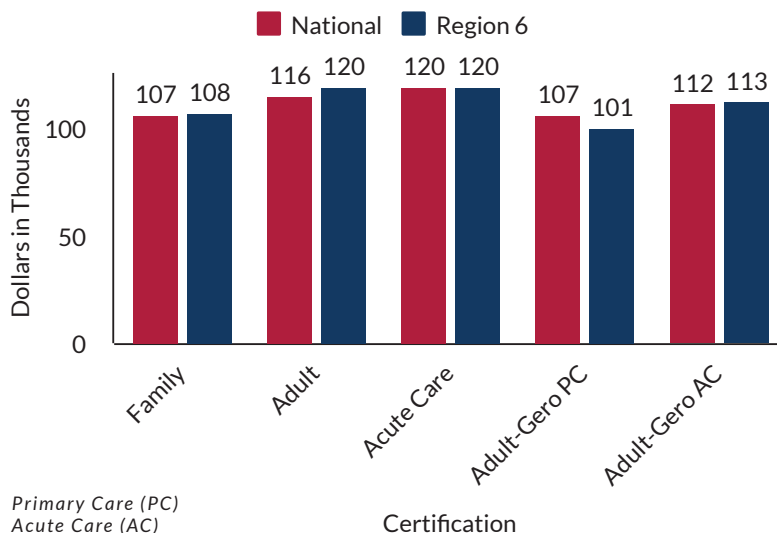
TOP 5 WORK SITE SETTINGS IN REGION 6*

Setting:	Median Base Salary:
1. Hospital Inpatient	\$115,000
2. Private Physician Practice	\$109,000
3. Private Group Practice	\$105,000
4. Hospital Outpatient	\$106,000
5. Rural Health Clinic	\$107,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 6*

- Received a merit or cost-of-living raise (57%).
- Changed jobs (20%).
- Worked more hours/went full time/did more overtime or call (7%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 6*



TOP 10 BENEFITS IN REGION 6*

- Paid vacation (88%).
- Health insurance (85%).
- CE reimbursement/allowance (82%).
- Malpractice insurance (78%).
- Dental insurance (76%).
- Employer match retirement plan (74%).
- Vision insurance (69%).
- Professional leave (67%).
- Paid sick leave (66%).
- Life insurance (65%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

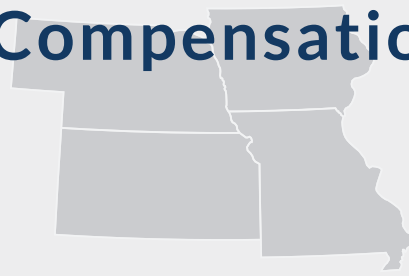
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

Visit <http://www.aanp.org/research/reports> to download the full report.

Regional Compensation Brief

2019 | Region 7

REGIONAL



Iowa
Kansas
Missouri
Nebraska

MEDIAN TOTAL
INCOME*†

\$110,000

MEDIAN BASE
SALARY*†

\$105,000

MEDIAN HOURLY
SALARY*

\$56.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 232 NPs from Region 7. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$115,000

MEDIAN BASE
SALARY*†

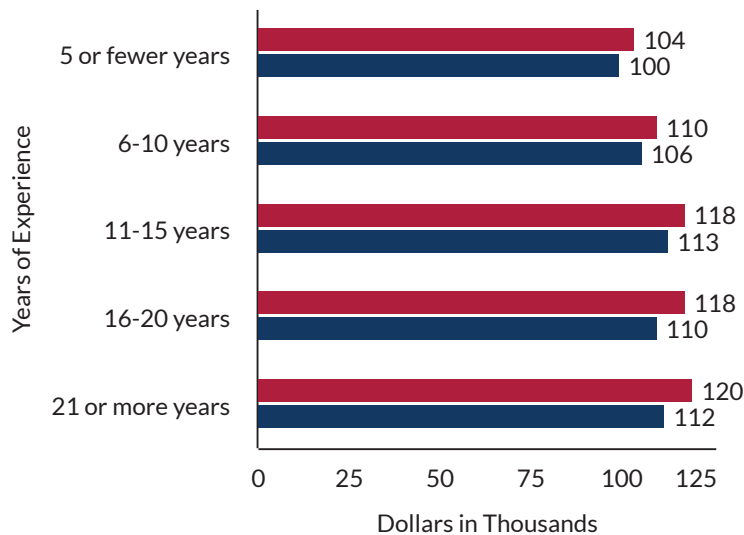
\$110,000

MEDIAN HOURLY
SALARY*

\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 7



TOP 4 WORK SITE SETTINGS IN REGION 7*

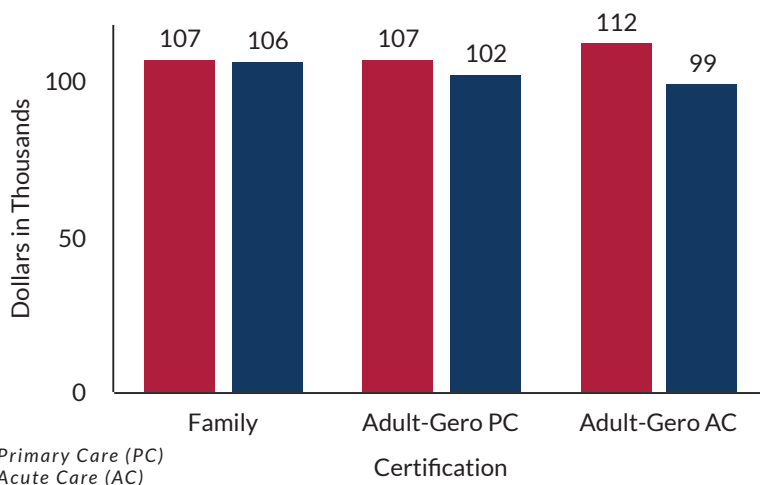
Setting:	Median Base Salary:
1. Hospital Outpatient	\$105,000
2. Hospital Inpatient	\$112,000
3. Private Group Practice	\$104,000
4. Rural Health Clinic	\$100,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 7*

- Received a merit or cost-of-living raise (70%).
- Changed jobs (10%).

MEDIAN BASE SALARY BY TOP 3 CERTIFICATIONS IN REGION 7*

■ National ■ Region 7



TOP 10 BENEFITS IN REGION 7*

- Health insurance (91%).
- Paid vacation (90%).
- Employer match retirement plan (87%).
- CE reimbursement/allowance (86%).
- Malpractice insurance (86%).
- Dental insurance (83%).
- Life insurance (73%).
- Vision insurance (73%).
- Professional leave (70%).
- Paid sick leave (69%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

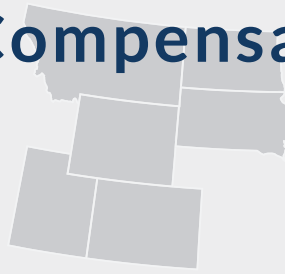
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 8

REGIONAL



Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

MEDIAN TOTAL
INCOME*†

\$113,000

MEDIAN BASE
SALARY*†

\$105,000

MEDIAN HOURLY
SALARY*

\$54.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 163 NPs from Region 8. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$115,000

MEDIAN BASE
SALARY*†

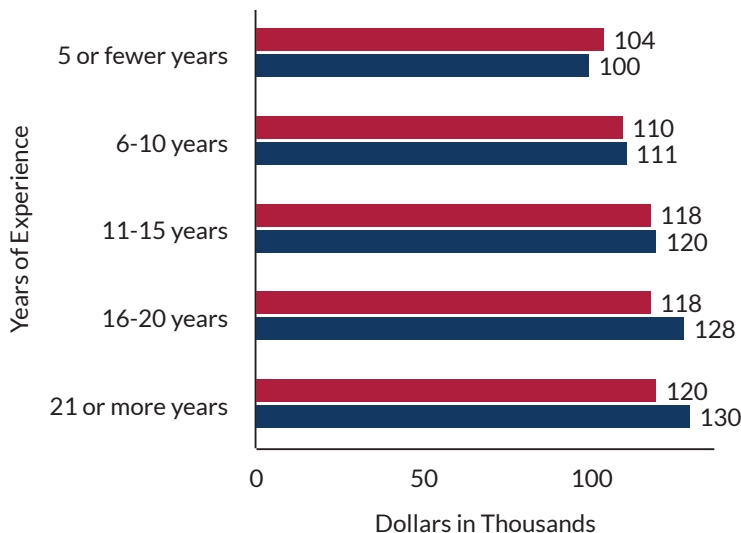
\$110,000

MEDIAN HOURLY
SALARY*

\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 8



TOP 3 WORK SITE SETTINGS IN REGION 8*

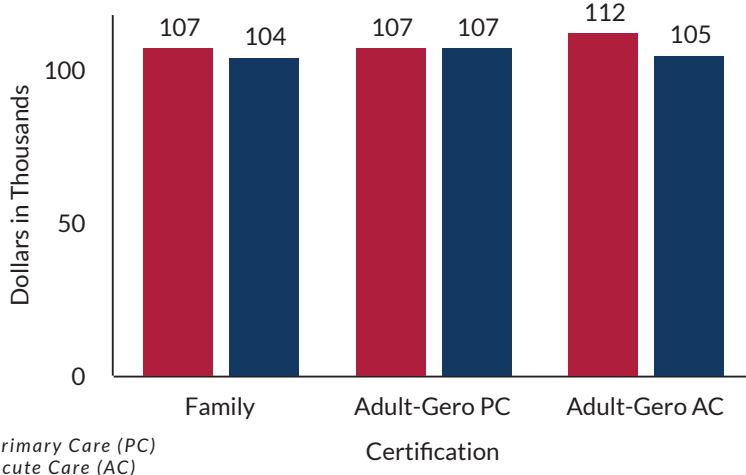
Setting:	Median Base Salary:
1. Hospital Outpatient	\$104,000
2. Private Group Practice	\$100,000
3. Hospital Inpatient	\$111,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 8*

- Received a merit or cost-of-living raise (63%).
- Changed jobs (10%).
- Worked more hours/went full time/did more overtime or call (10%).

MEDIAN BASE SALARY BY TOP 3 CERTIFICATIONS IN REGION 8*

■ National ■ Region 8



TOP 10 BENEFITS IN REGION 8*

- Health insurance (91%).
- Dental insurance (87%).
- Paid vacation (86%).
- CE reimbursement/allowance (84%).
- Malpractice insurance (81%).
- Employer match retirement plan (79%).
- Life insurance (74%).
- Vision insurance (68%).
- Professional leave (65%).
- NP reimbursement/allowance (64%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 9

REGIONAL



Arizona
California
Hawaii
New Mexico
Nevada

MEDIAN TOTAL
INCOME*†

\$133,000

MEDIAN BASE
SALARY*†

\$125,000

MEDIAN HOURLY
SALARY*

\$70.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 459 NPs from Region 9. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$115,000

MEDIAN BASE
SALARY*†

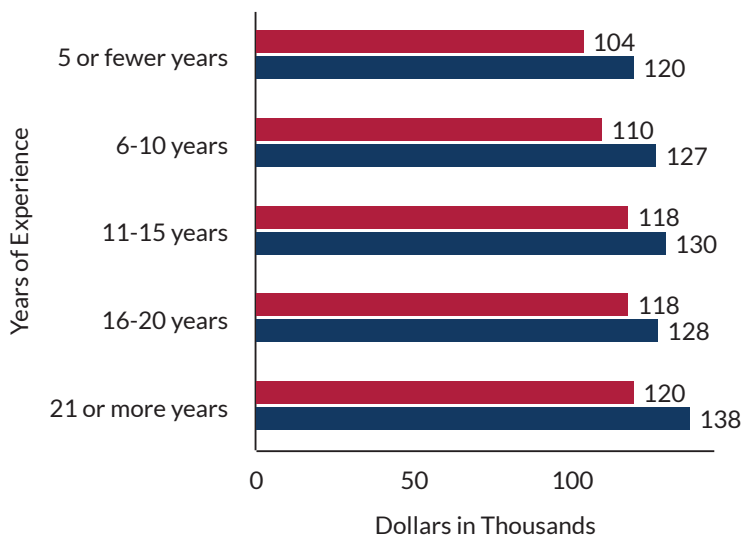
\$110,000

MEDIAN HOURLY
SALARY*

\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 9



TOP 5 WORK SITE SETTINGS IN REGION 9*

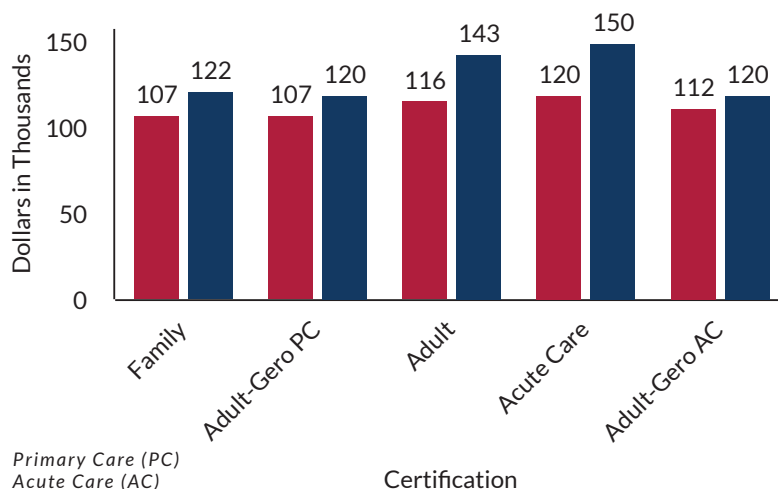
Setting:	Median Base Salary:
1. Hospital Outpatient	\$125,000
2. Private Group Practice	\$120,000
3. Hospital Inpatient	\$132,000
4. Community Health Center	\$127,000
5. Private Physician Practice	\$120,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 9*

- Received a merit or cost-of-living raise (58%).
- Changed jobs (17%).
- Worked more hours/went full time/did more overtime or call (5%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 9*

■ National ■ Region 9



TOP 10 BENEFITS IN REGION 9*

- Paid vacation (90%).
- Health insurance (90%).
- Dental insurance (85%).
- Paid sick leave (81%).
- CE reimbursement/allowance (80%).
- Malpractice insurance (79%).
- Vision insurance (77%).
- Employer match retirement plan (70%).
- Professional leave (69%).
- Life insurance (62%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 10

REGIONAL

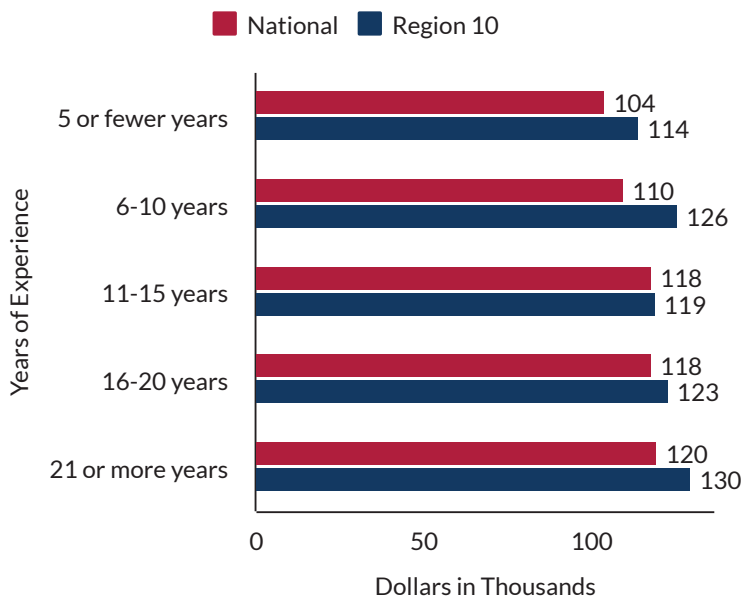
Alaska Idaho Oregon Washington	MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY*†
	\$125,000	\$120,000
		MEDIAN HOURLY SALARY* \$62.00

AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 179 NPs from Region 10. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY*†
\$115,000	\$110,000
	MEDIAN HOURLY SALARY* \$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



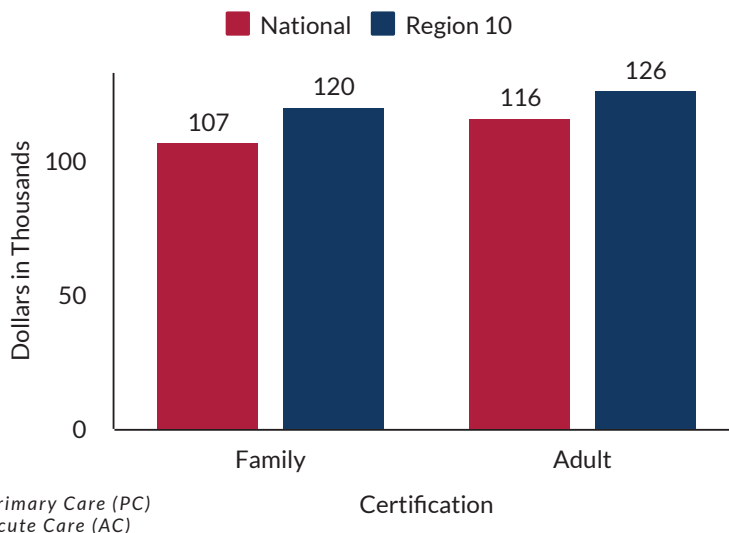
TOP 4 WORK SITE SETTINGS IN REGION 10*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$118,000
2. Hospital Inpatient	\$120,000
3. Private Group Practice	\$119,000
4. Community Health Center	\$105,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 10*

- Received a merit or cost-of-living raise (60%).
- Changed jobs (20%).

MEDIAN BASE SALARY BY TOP 2 CERTIFICATIONS IN REGION 10*



TOP 10 BENEFITS IN REGION 10*

- Health insurance (92%).
- Paid vacation (90%).
- CE reimbursement/allowance (86%).
- Dental insurance (83%).
- Malpractice insurance (82%).
- Vision insurance (78%).
- Employer match retirement plan (77%).
- NP reimbursement/allowance (74%).
- Professional leave (73%).
- Paid sick leave (67%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 11

REGIONAL

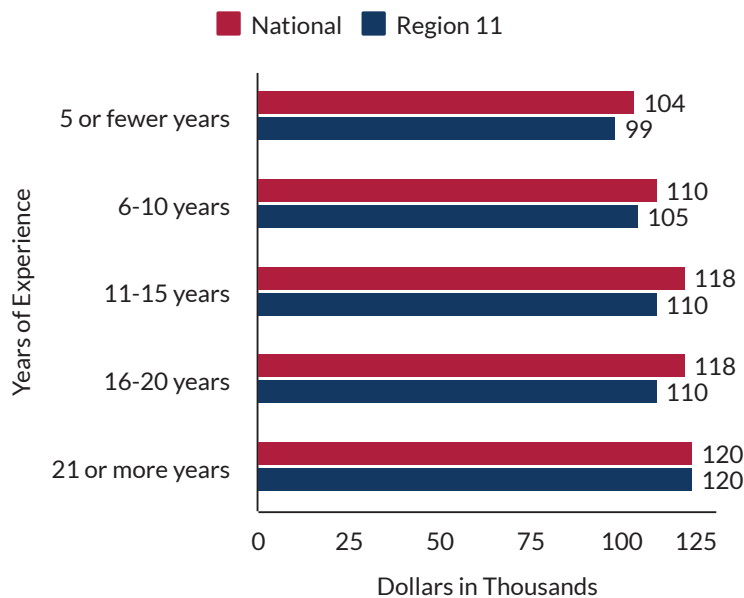
Alabama Florida Georgia Mississippi	MEDIAN TOTAL INCOME*† \$110,000	MEDIAN BASE SALARY*† \$103,000 MEDIAN HOURLY SALARY* \$52.00
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AANP conducted the annual National Workforce Survey in 2019 and more than 5,700 nurse practitioners (NPs) completed it, including 464 NPs from Region 11. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$115,000	MEDIAN BASE SALARY*† \$110,000 MEDIAN HOURLY SALARY* \$57.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



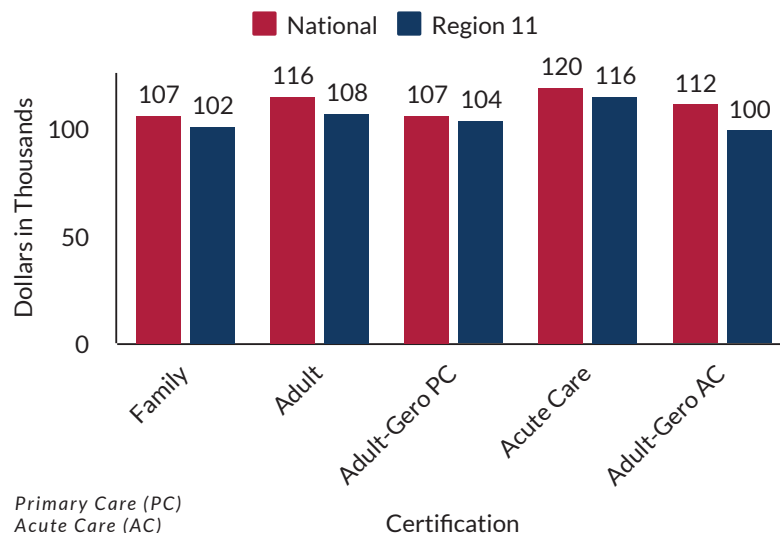
TOP 5 WORK SITE SETTINGS IN REGION 11*

Setting:	Median Base Salary:
1. Hospital Inpatient	\$106,000
2. Private Group Practice	\$100,000
3. Hospital Outpatient	\$104,000
4. Private Physician Practice	\$95,000
5. Employer/Corporate Clinic	\$106,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 11*

- Received a merit or cost-of-living raise (56%).
- Changed jobs (15%).
- Worked more hours/went full time/did more overtime or call (10%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 11*



TOP 10 BENEFITS IN REGION 11*

- Paid vacation (88%).
- Health insurance (80%).
- Malpractice insurance (79%).
- CE reimbursement/allowance (77%).
- Dental insurance (70%).
- Employer match retirement plan (67%).
- Vision insurance (66%).
- Life insurance (61%).
- Professional leave (61%).
- Paid sick leave (60%).

*Includes only NPs working full time (defined as working an average of 35+ hours per week).

†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

Visit <http://www.aanp.org/research/reports> to download the full report.

