Regional Compensation Brief
2019 | Region 10

Regional

- Alaska
- Idaho
- Oregon
- Washington

<table>
<thead>
<tr>
<th>Regional</th>
<th>MEDIAN TOTAL INCOME*</th>
<th>MEDIAN BASE SALARY*</th>
<th>MEDIAN BASE HOURLY SALARY*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska</td>
<td>$125,000</td>
<td>$120,000</td>
<td>$62.00</td>
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<tr>
<td>Idaho</td>
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NATIONAL

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<tr>
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<td>$115,000</td>
<td>$110,000</td>
<td>$57.00</td>
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</table>

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%).

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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