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.

**TOP 3 WORK SITE SETTINGS IN REGION 8**

<table>
<thead>
<tr>
<th>Setting</th>
<th>Median Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Hospital Outpatient</td>
<td>$104,000</td>
</tr>
<tr>
<td>2. Private Group Practice</td>
<td>$100,000</td>
</tr>
<tr>
<td>3. Hospital Inpatient</td>
<td>$111,000</td>
</tr>
</tbody>
</table>

**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%).

**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. Visit [http://www.aanp.org/research/reports](http://www.aanp.org/research/reports) to download the full report.