

Regional Compensation Brief



2019 | Region 9

REGIONAL

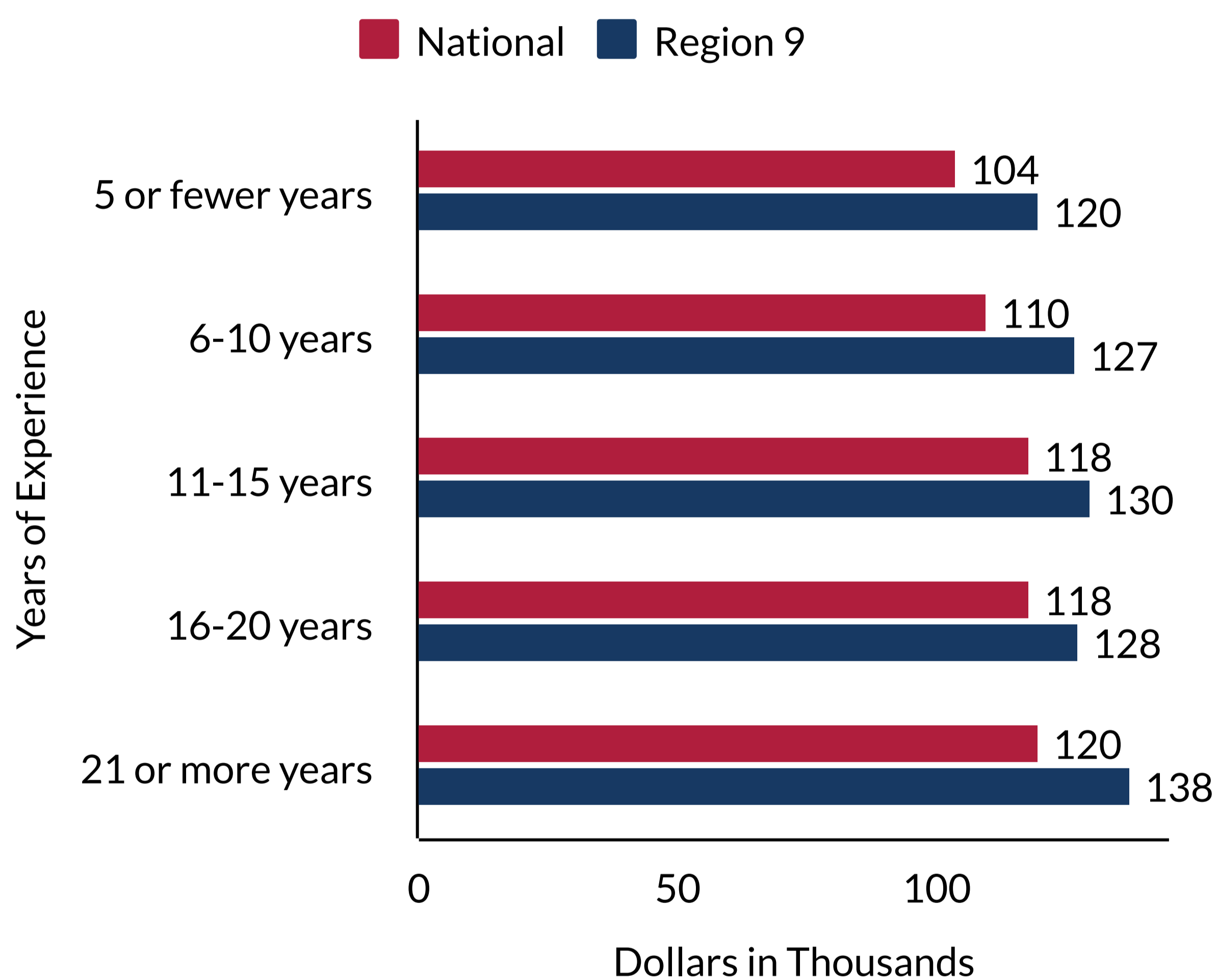
Arizona California Hawaii New Mexico Nevada	MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY*†
	\$133,000	\$125,000
		MEDIAN HOURLY SALARY*
		\$70.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



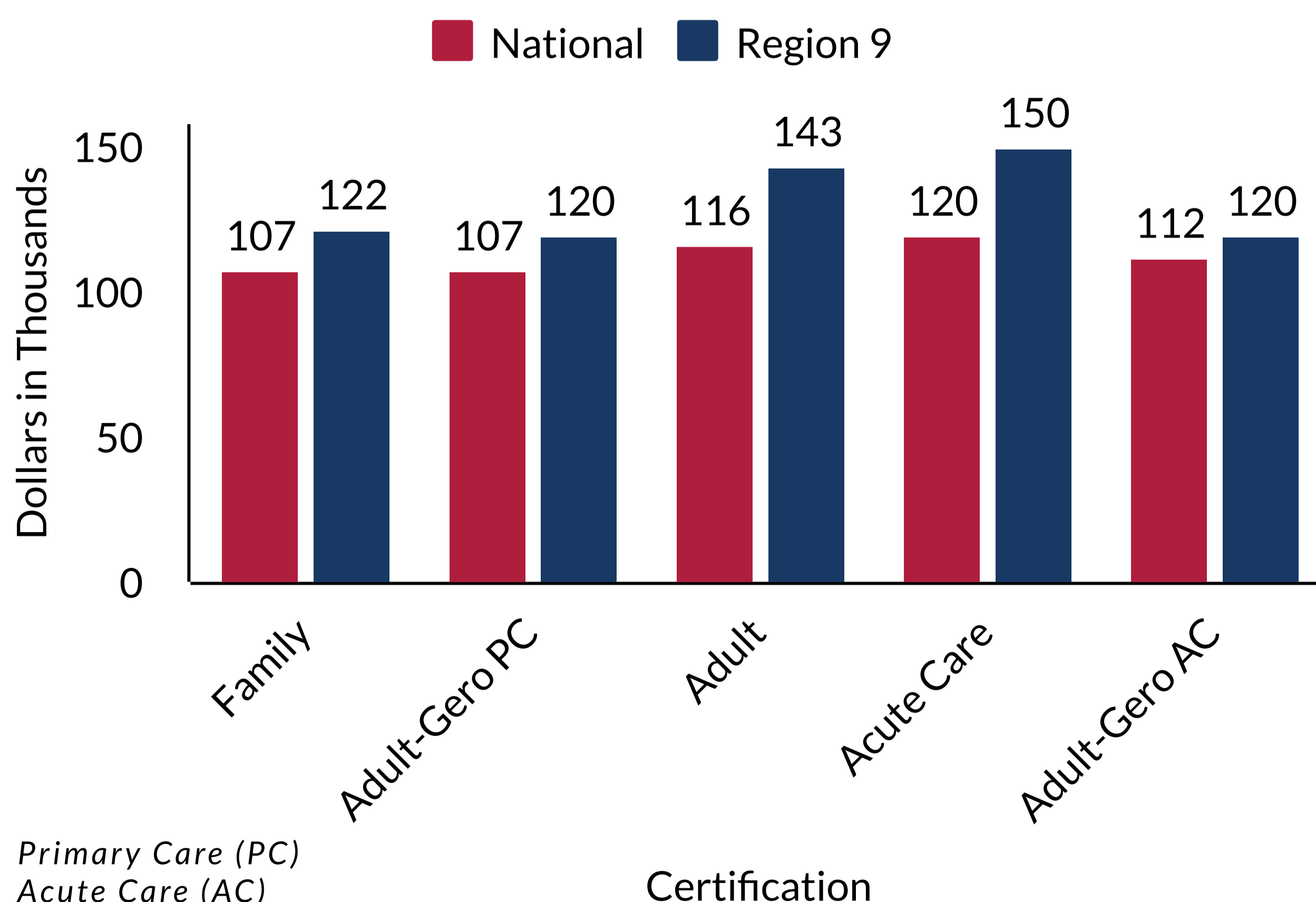
TOP 5 WORK SITE SETTINGS IN REGION 9*

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*



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.

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