

Regional Compensation Brief

2024 | Region 1

REGIONAL



Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

MEDIAN TOTAL
INCOME*†

\$135,000

MEDIAN BASE
SALARY*†

\$130,000

MEDIAN HOURLY
RATE*

\$73.50

AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 604 NPs from Region 1. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$128,000

MEDIAN BASE
SALARY*†

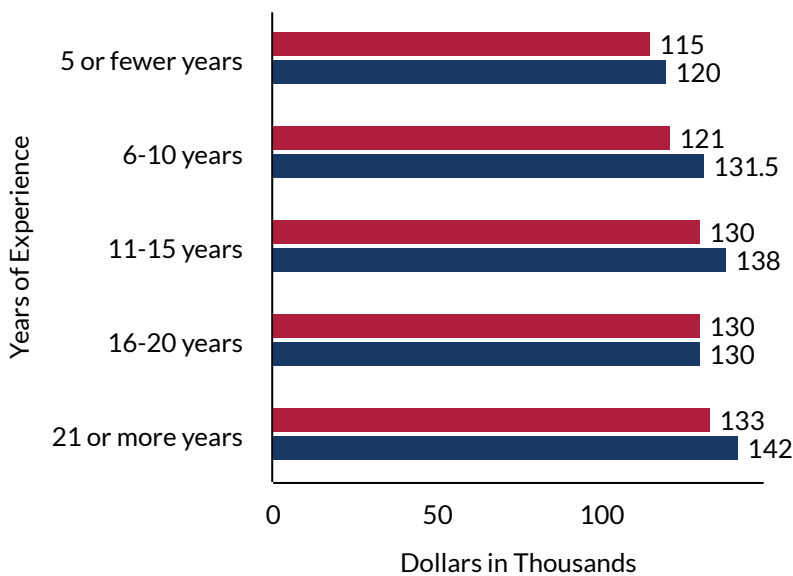
\$120,000

MEDIAN HOURLY
RATE*

\$67.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*

■ National ■ Region 1



TOP 5 WORK SITE SETTINGS IN REGION 1*

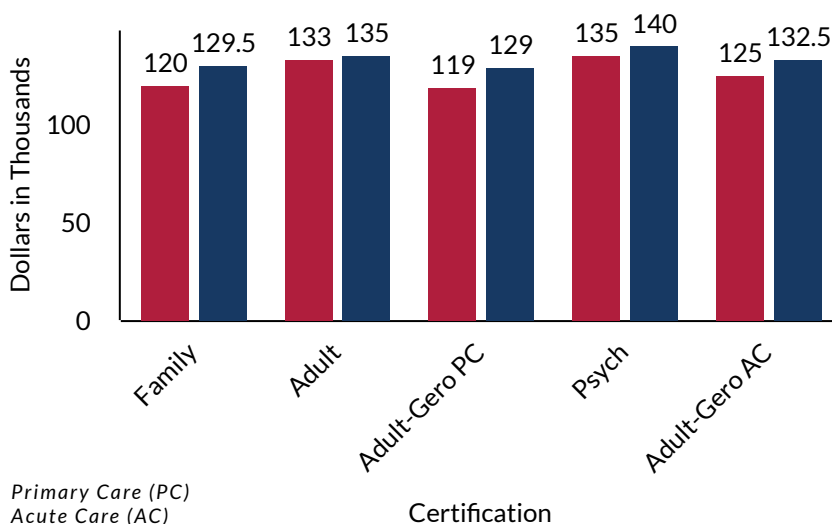
Setting:	Median Base Salary:
1. Hospital Outpatient	\$131,000
2. Hospital Inpatient	\$138,000
3. Private Group Practice	\$120,000
4. Federally Qualified Health	\$120,000
5. Community Health Center	\$121,500

TOP REASONS FOR INCREASE IN SALARY IN REGION 1*

- Received a merit or cost-of-living raise (68%).
- Received a merit or cost-of-living raise (66%).
- Changed jobs (23%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 1*

■ National ■ Region 1



TOP 10 BENEFITS IN REGION 1*

- Health insurance (91%).
- Paid vacation (91%).
- CE reimbursement/allowance (85%).
- Dental insurance (85%).
- Malpractice insurance (74%).
- NP licensure allowance (73%).
- Employer match retirement plan (69%).
- Professional leave to attend conferences (68%).
- Vision insurance (68%).
- Life insurance (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

2024 | Region 2

REGIONAL

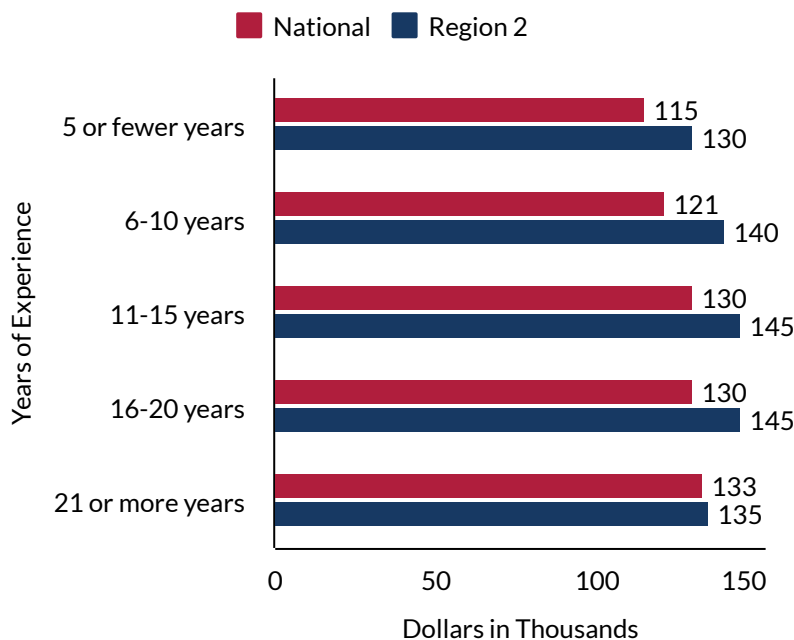
New Jersey New York Puerto Rico	MEDIAN TOTAL INCOME*† \$142,000	MEDIAN BASE SALARY*† \$137,000 MEDIAN HOURLY RATE* \$78.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 752 NPs from Region 2. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



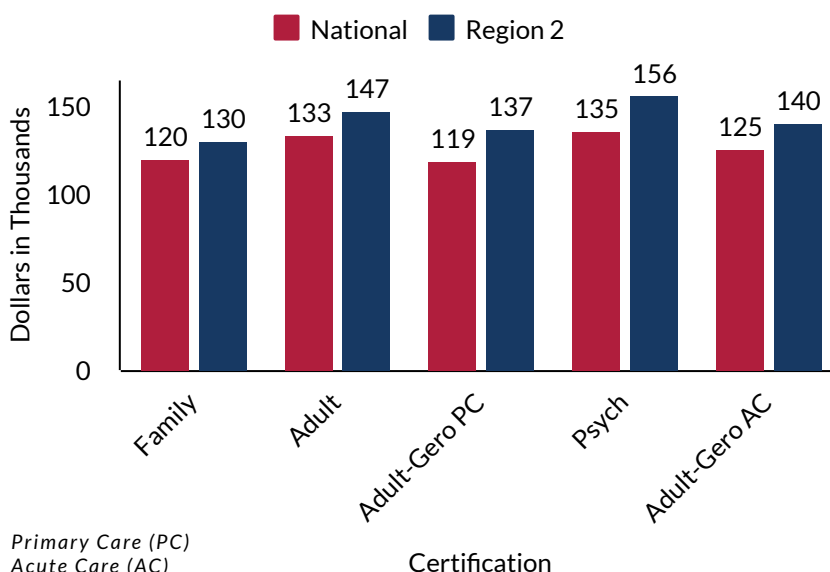
TOP 5 WORK SITE SETTINGS IN REGION 2*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$140,000
2. Hospital Inpatient	\$145,000
3. Private Group Practice	\$130,000
4. Private Physician Practice	\$125,000
5. Federally Qualified Health	\$132,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 2*

- Received a merit or cost-of-living raise (77%).
- Worked more hours/went full-time/did more overtime or call (11%).
- Changed jobs (11%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 2*



TOP 10 BENEFITS IN REGION 2*

- Paid vacation (92%).
- Health insurance (85%).
- Dental insurance (80%).
- CE reimbursement/allowance (77%).
- Paid sick leave (76%).
- Malpractice insurance (71%).
- Vision insurance (66%).
- NP licensure allowance (64%).
- Employer match retirement plan (63%).
- Professional leave to attend conferences (61%).

*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

2024 | Region 3

REGIONAL

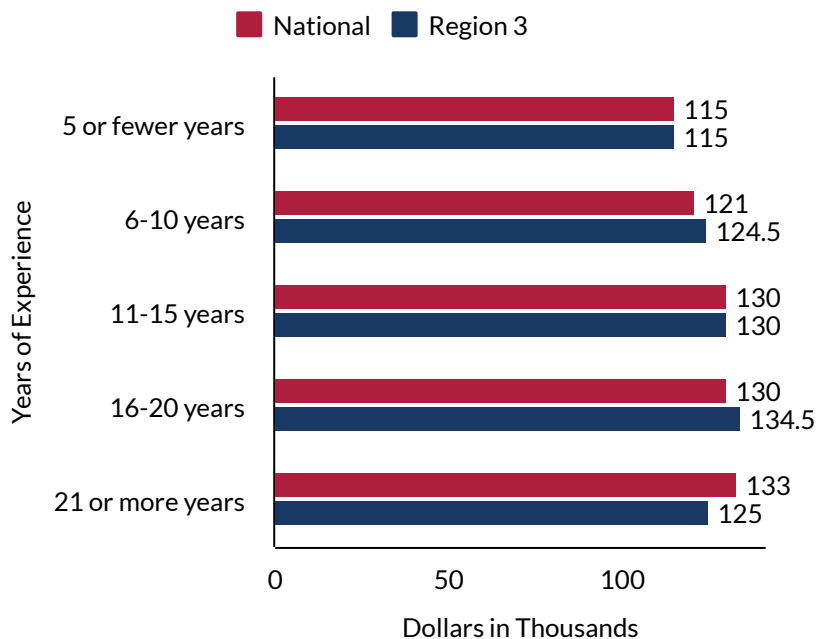
Washington, D.C. Delaware Maryland Pennsylvania Virginia West Virginia	MEDIAN TOTAL INCOME*† \$125,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$65.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 1,019 NPs from Region 3. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



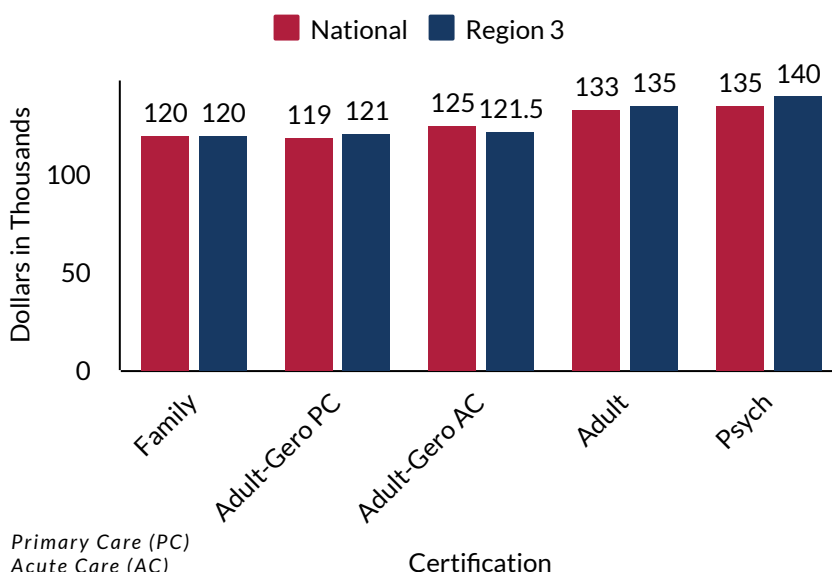
TOP 5 WORK SITE SETTINGS IN REGION 3*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$121,000
2. Hospital Inpatient	\$131,000
3. Private Group Practice	\$112,500
4. Private Physician Practice	\$115,000
5. Federally Qualified Health	\$120,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 3*

- Received a merit or cost-of-living raise (72%).
- Changed jobs (13%).
- Worked more hours/went full time/did more overtime or call (10%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 3*



TOP 10 BENEFITS IN REGION 3*

- Paid vacation (90%).
- Health insurance (87%).
- CE reimbursement/allowance (82%).
- Dental insurance (81%).
- Malpractice insurance (78%).
- Employer match retirement plan (77%).
- Vision insurance (71%).
- Life insurance (68%).
- NP licensure allowance (67%).
- Professional leave to attend conferences (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.

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Regional Compensation Brief

2024 | Region 4

REGIONAL

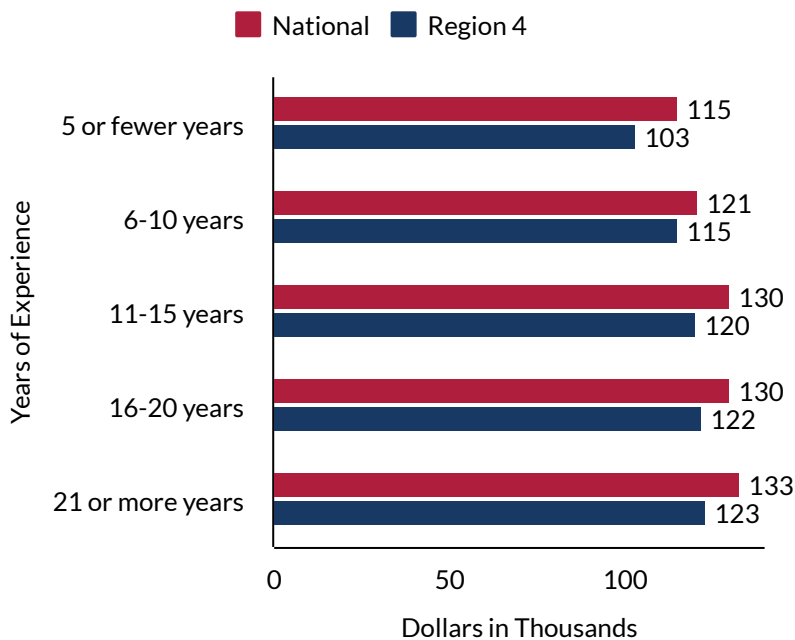
Kentucky North Carolina South Carolina Tennessee	MEDIAN TOTAL INCOME*† \$120,000	MEDIAN BASE SALARY*† \$112,000 MEDIAN HOURLY RATE* \$63.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 988 NPs from Region 4. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



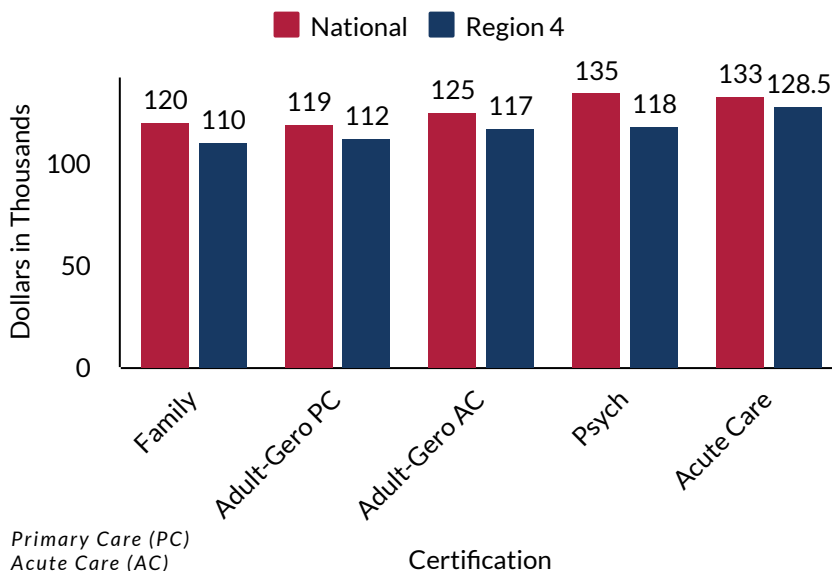
TOP 5 WORK SITE SETTINGS IN REGION 4*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$112,000
2. Hospital Inpatient	\$122,000
3. Private Group Practice	\$109,000
4. Private Physician Practice	\$100,000
5. Urgent Care	\$103,500

TOP REASONS FOR INCREASE IN SALARY IN REGION 4*

- Received a merit or cost-of-living raise (74%).
- Changed jobs (13%).
- Worked more hours/went full time/did more overtime or call (11%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 4*



TOP 10 BENEFITS IN REGION 4*

- Paid leave (89%).
- Health insurance (88%).
- CE reimbursement/allowance (81%).
- Dental insurance (81%).
- Malpractice insurance (77%).
- Employer match retirement plan (76%).
- Vision insurance (75%).
- Life insurance (72%).
- NP licensure allowance (72%).
- Short-term disability (61%).

*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

2024 | Region 5

REGIONAL

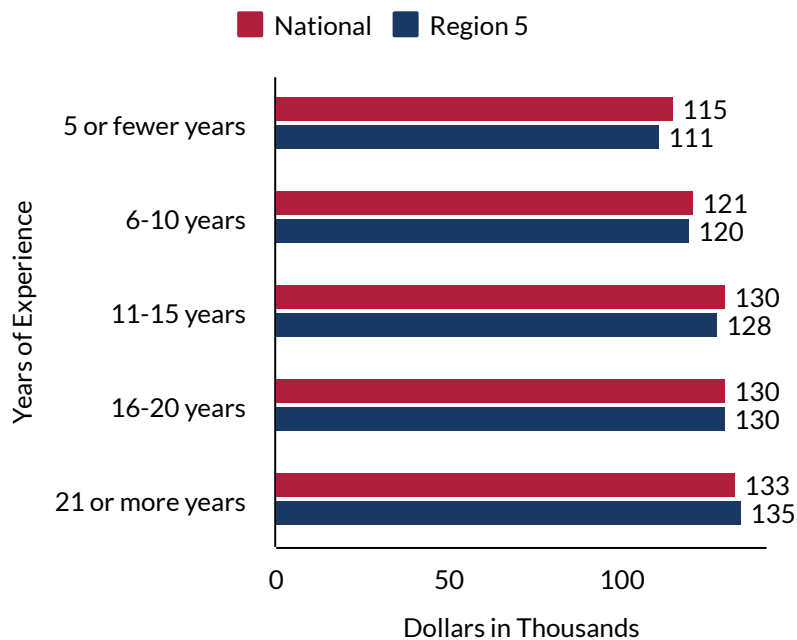
Illinois Indiana Michigan Minnesota Ohio Wisconsin	MEDIAN TOTAL INCOME*† \$123,000	MEDIAN BASE SALARY*† \$118,000 MEDIAN HOURLY RATE* \$63.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 1,921 NPs from Region 5. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



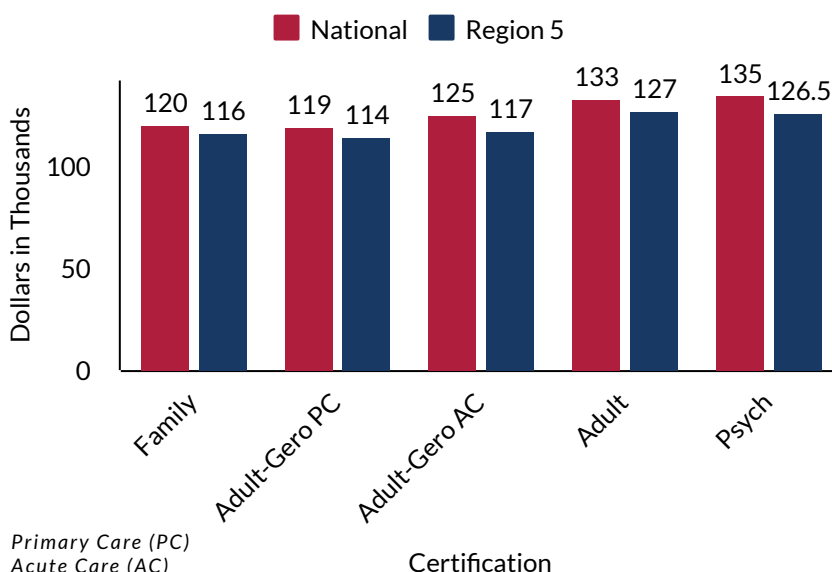
TOP 5 WORK SITE SETTINGS IN REGION 5*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$116,000
2. Hospital Inpatient	\$122,000
3. Private Group Practice	\$120,000
4. Urgent Care	\$120,000
5. Federally Qualified Health Center	\$110,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 5*

- Received a merit or cost-of-living raise (76%).
- Changed jobs (12%).
- Worked more hours/went full time/did more overtime or call (11%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 5*



TOP 10 BENEFITS IN REGION 5*

- Health insurance (90%).
- Paid vacation (89%).
- Dental insurance (86%).
- CE reimbursement/allowance (82%).
- Employer match retirement plan (80%).
- Malpractice insurance (79%).
- Life insurance (75%).
- NP licensure allowance (75%).
- Vision insurance (74%).
- Short-term disability (66%).

*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

2024 | Region 6

REGIONAL

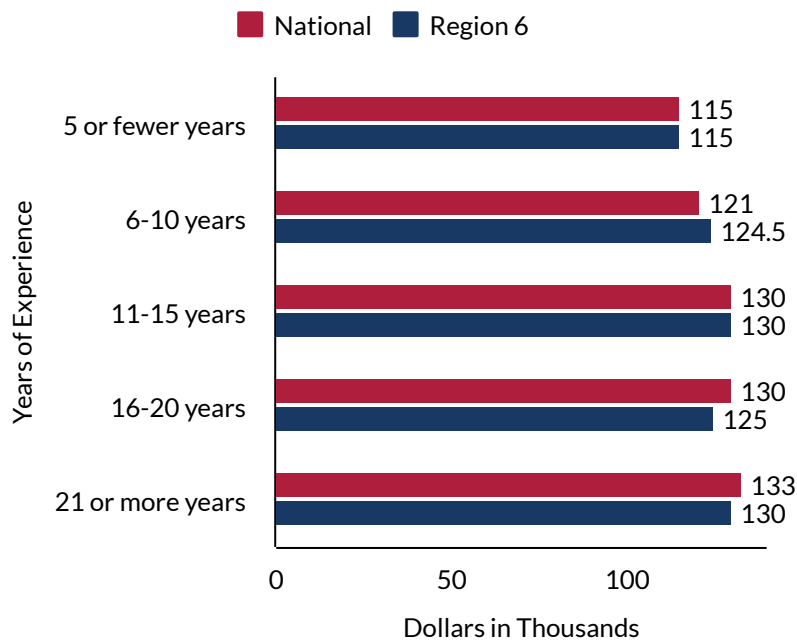
Arkansas Louisiana Oklahoma Texas	MEDIAN TOTAL INCOME*† \$130,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$66.50
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 1,088 NPs from Region 6. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



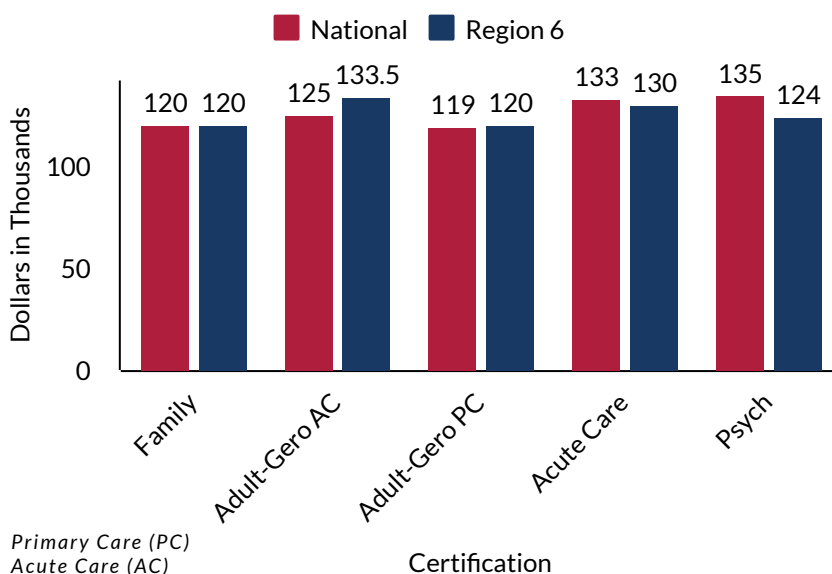
TOP 5 WORK SITE SETTINGS IN REGION 6*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$120,000
2. Hospital Inpatient	\$137,000
3. Private Group Practice	\$120,000
4. Private Physician Practice	\$110,000
5. Urgent Care	\$126,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 6*

- Received a merit or cost-of-living raise (65%).
- Changed jobs (16%).
- Worked more hours/went full time/did more overtime or call (13%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 6*



TOP 10 BENEFITS IN REGION 6*

- Health Insurance (87%).
- Paid vacation (85%).
- Malpractice insurance (78%).
- Dental insurance (77%).
- CE reimbursement/allowance (75%).
- Employer match retirement plan (71%).
- Vision insurance (68%).
- NP licensure allowance (66%).
- Life insurance (66%).
- Paid sick leave (56%).

*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

2024 | Region 7

REGIONAL

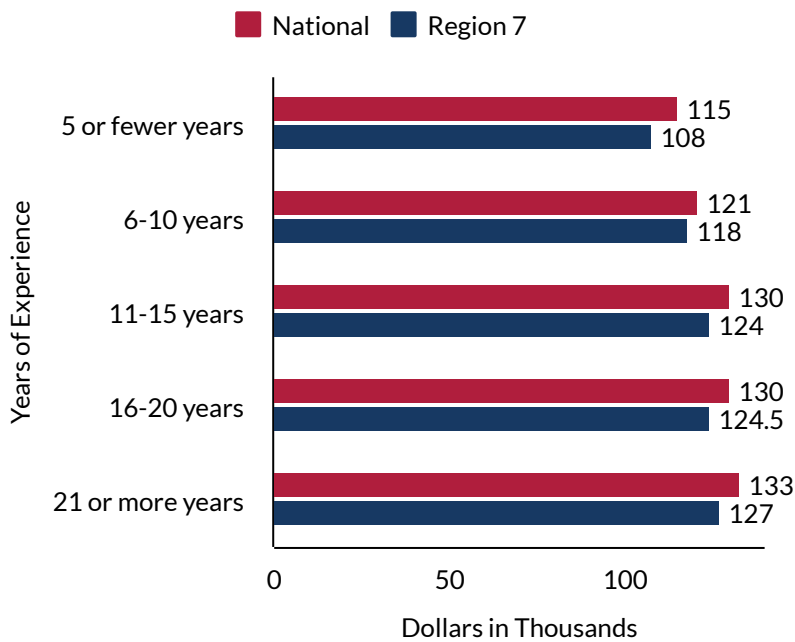
Iowa Kansas Missouri Nebraska	MEDIAN TOTAL INCOME*† \$124,500	MEDIAN BASE SALARY*† \$116,000 MEDIAN HOURLY RATE* \$64.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 542 NPs from Region 7. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



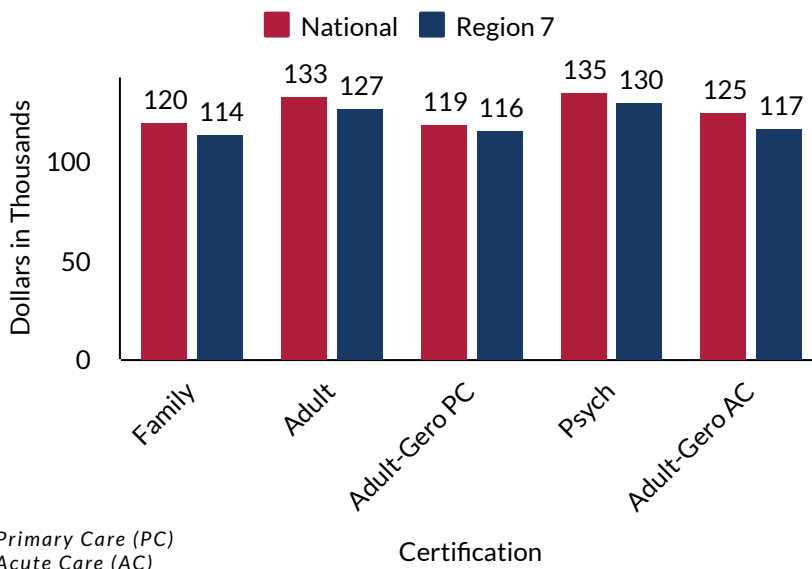
TOP 5 WORK SITE SETTINGS IN REGION 7*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$115,000
2. Hospital Inpatient	\$125,000
3. Rural Health Clinic	\$112,500
4. Private Group Practice	\$115,000
5. Urgent Care	\$123,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 7*

- Received a merit or cost-of-living raise (76%).
- Changed jobs (17%).
- Worked more hours/went full-time/did more overtime or call (7%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 7*



TOP 10 BENEFITS IN REGION 7*

- Paid vacation (87%).
- Health insurance (86%).
- CE reimbursement/allowance (85%).
- Malpractice insurance (85%).
- Employer match retirement plan (85%).
- Dental insurance (84%).
- Life insurance (79%).
- NP licensure allowance (71%).
- Vision insurance (71%).
- Professional leave to attend conferences (68%).

*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

2024 | Region 8

REGIONAL

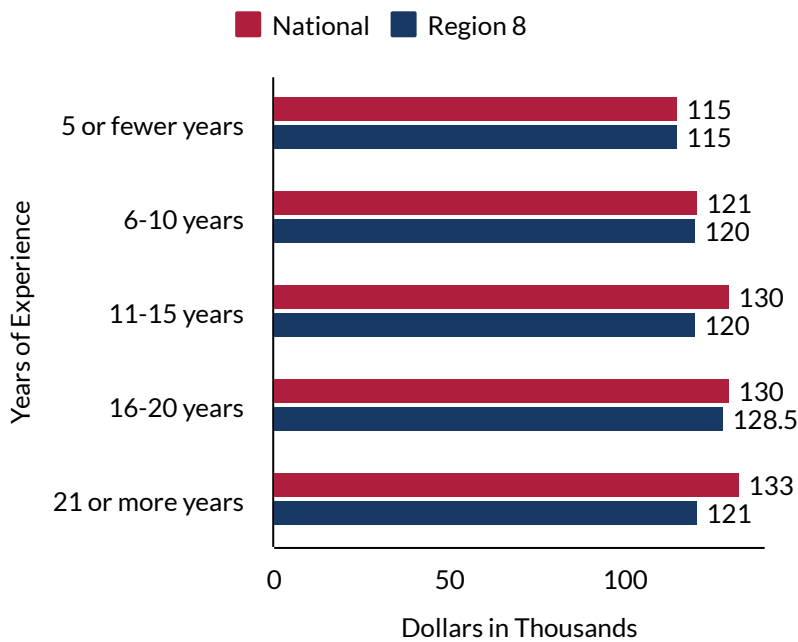
Colorado Montana North Dakota South Dakota Utah Wyoming	MEDIAN TOTAL INCOME*† \$120,500	MEDIAN BASE SALARY*† \$118,000 MEDIAN HOURLY RATE* \$64.50
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 441 NPs from Region 8. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



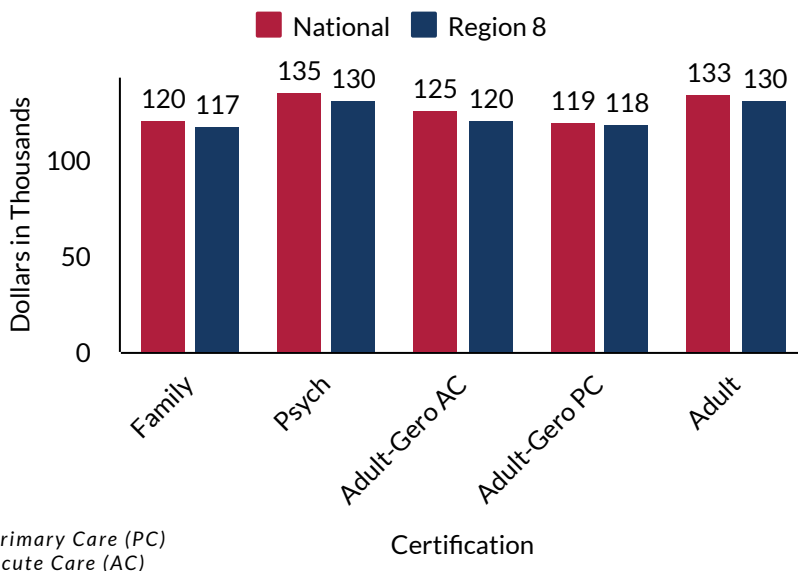
TOP 5 WORK SITE SETTINGS IN REGION 8*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$117,000
2. Private Group Practice	\$115,000
3. Hospital Inpatient	\$118,000
4. Federally Qualified Health	\$116,000
5. Community Health Center	\$119,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 8*

- Received a merit or cost-of-living raise (73%).
- Changed jobs (16%).
- Worked more hours/went full time/did more overtime or call (9%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 8*



TOP 10 BENEFITS IN REGION 8*

- Health insurance (90%).
- Paid vacation (85%).
- CE reimbursement/allowance (80%).
- Employer match retirement plan (79%).
- Dental insurance (79%).
- Malpractice insurance (78%).
- Vision insurance (69%).
- NP licensure allowance (68%).
- Life insurance (67%).
- Professional leave to attend conferences (61%).

*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

2024 | Region 9

REGIONAL

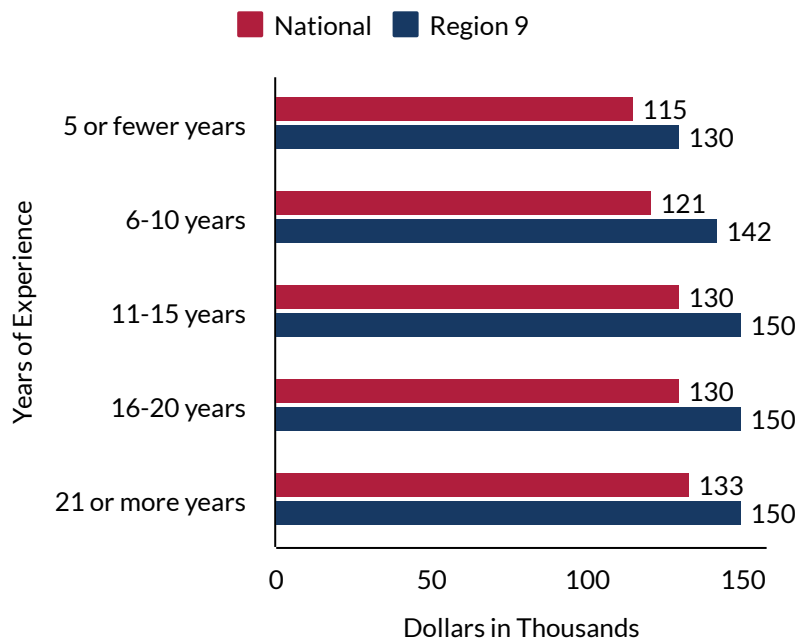
Arizona California Hawaii New Mexico Nevada	MEDIAN TOTAL INCOME*† \$150,000	MEDIAN BASE SALARY*† \$140,000 MEDIAN HOURLY RATE* \$85.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 970 NPs from Region 9. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



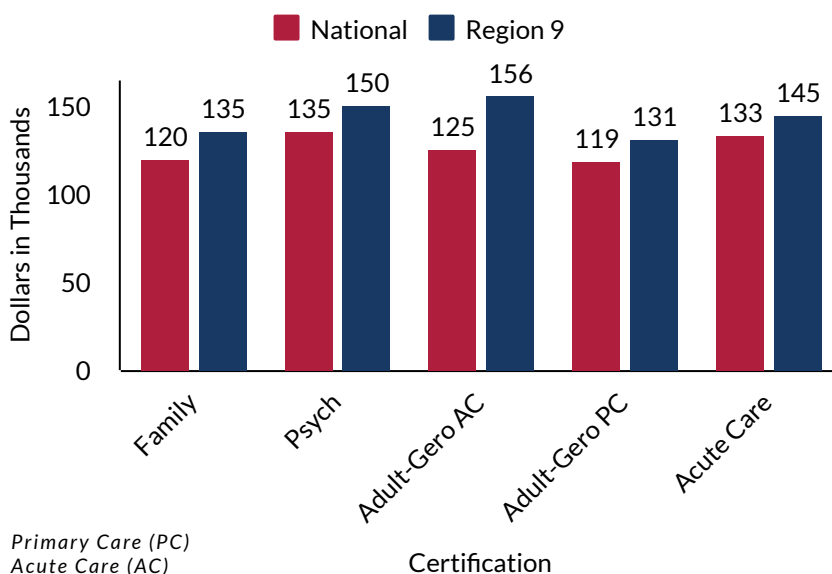
TOP 5 WORK SITE SETTINGS IN REGION 9*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$140,500
2. Hospital Inpatient	\$160,000
3. Private Group Practice	\$135,000
4. Federally Qualified Health	\$120,000
5. Private Physician Practice	\$124,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 9*

- Received a merit or cost-of-living raise (66%).
- Changed jobs (20%).
- Worked more hours/went full time/did more overtime or call (12%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 9*



TOP 10 BENEFITS IN REGION 9*

- Health insurance (92%).
- Paid vacation (88%).
- Dental insurance (86%).
- Malpractice insurance (80%).
- Vision insurance (76%).
- CE reimbursement/allowance (74%).
- Employer match retirement plan (73%).
- Paid sick leave (73%).
- Life insurance (67%).
- NP licensure 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

2024 | Region 10

REGIONAL

Alaska
Idaho
Oregon
Washington

MEDIAN TOTAL
INCOME*†

\$147,500

MEDIAN BASE
SALARY*†

\$140,000

MEDIAN HOURLY
RATE*

\$75.00

AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 545 NPs from Region 10. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL
INCOME*†

\$128,000

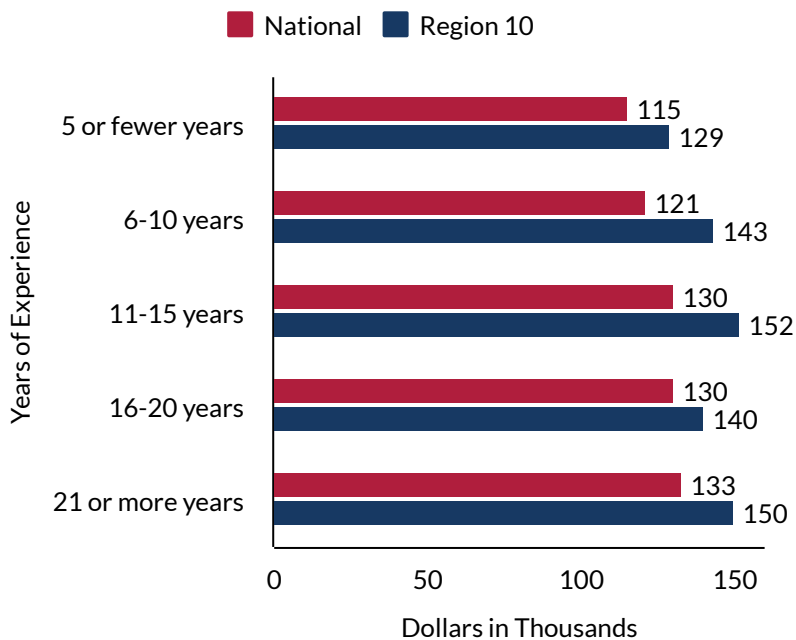
MEDIAN BASE
SALARY*†

\$120,000

MEDIAN HOURLY
RATE*

\$67.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



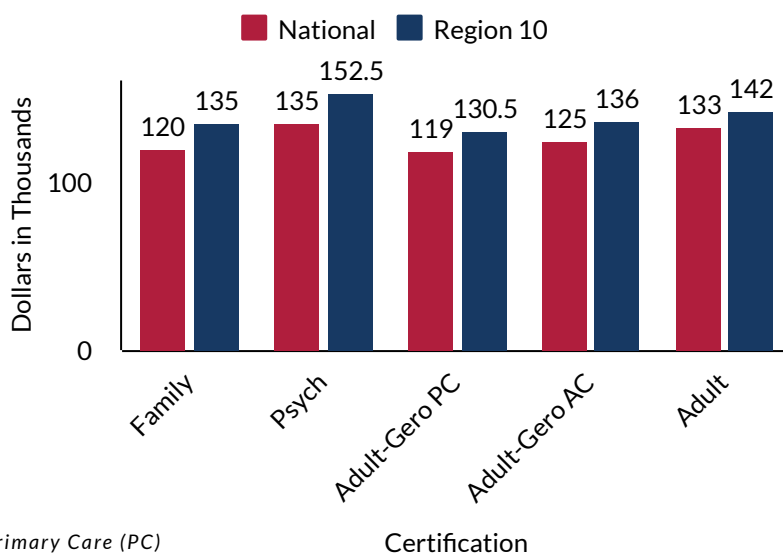
TOP 5 WORK SITE SETTINGS IN REGION 10*

Setting:	Median Base Salary:
1. Hospital Outpatient	\$140,000
2. Hospital Inpatient	\$145,000
3. Private Group Practice	\$129,500
4. Federally Qualified Health	\$140,000
5. Private NP Practice	\$118,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 10*

- Received a merit or cost-of-living raise (66%).
- Changed jobs (21%).
- Worked more hours/went full-time/did more overtime or call (17%).

MEDIAN BASE SALARY BY TOP 2 CERTIFICATIONS IN REGION 10*



TOP 10 BENEFITS IN REGION 10*

- Health insurance (92%).
- Dental insurance (90%).
- Paid vacation (88%).
- CE reimbursement/allowance (87%).
- Malpractice insurance (81%).
- Employer match retirement plan (80%).
- NP licensure allowance (79%).
- Vision insurance (77%).
- Life insurance (71%).
- Paid sick leave (68%).

*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

2024 | Region 11

REGIONAL

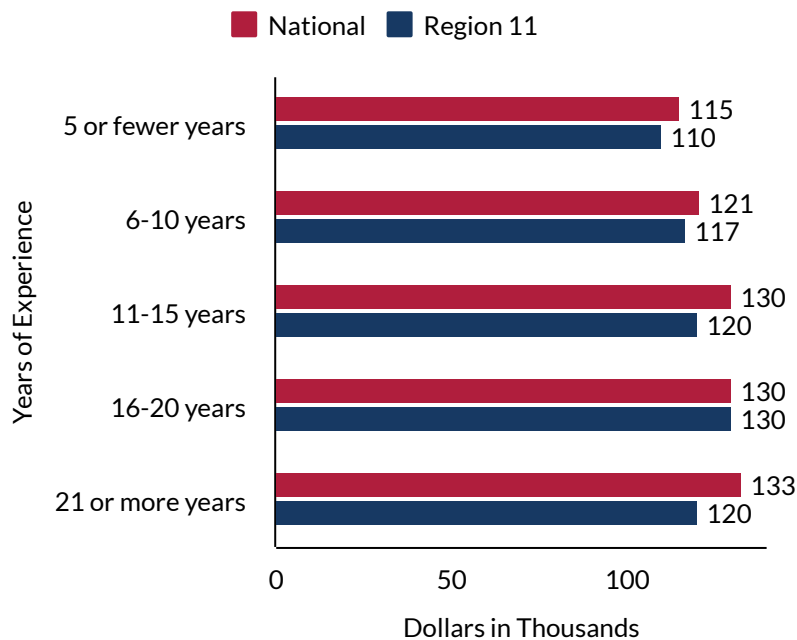
Alabama Florida Georgia Mississippi	MEDIAN TOTAL INCOME*† \$120,000	MEDIAN BASE SALARY*† \$115,000 MEDIAN HOURLY RATE* \$62.00
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AANP conducted the annual National Workforce Survey in 2024 and more than 10,250 nurse practitioners (NPs) completed it, including 1,395 NPs from Region 11. This report provides a regional snapshot of NP compensation and benefits.

NATIONAL

MEDIAN TOTAL INCOME*† \$128,000	MEDIAN BASE SALARY*† \$120,000 MEDIAN HOURLY RATE* \$67.00
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MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



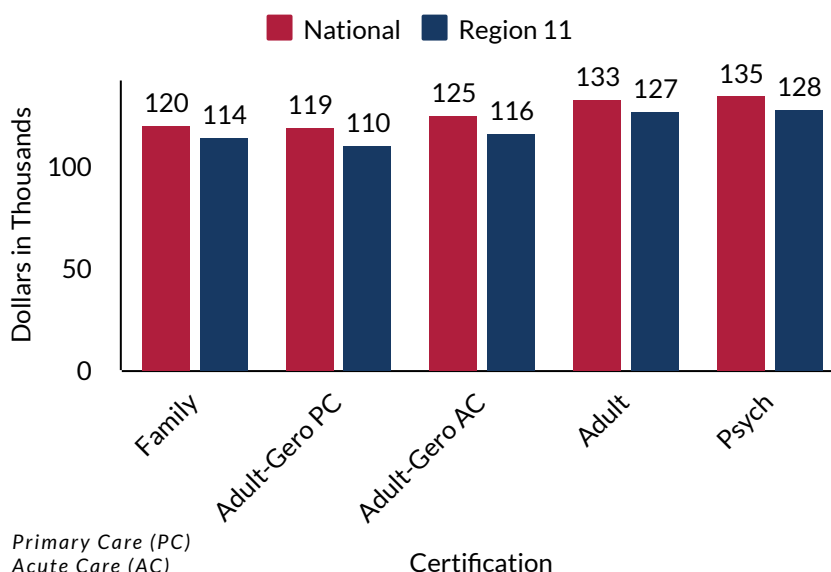
TOP 5 WORK SITE SETTINGS IN REGION 11*

Setting:	Median Base Salary:
1. Private Group Practice	\$110,000
2. Hospital Inpatient	\$130,000
3. Private Physician Practice	\$100,000
4. Hospital Outpatient	\$117,500
5. Urgent Care	\$110,000

TOP REASONS FOR INCREASE IN SALARY IN REGION 11*

- Received a merit or cost-of-living raise (67%).
- Changed jobs (14%).
- Worked more hours/went full time/did more overtime or call (8%).

MEDIAN BASE SALARY BY TOP 5 CERTIFICATIONS IN REGION 11*



TOP 10 BENEFITS IN REGION 11*

- Health insurance (84%).
- Paid vacation (83%).
- Malpractice insurance (73%).
- CE reimbursement/allowance (73%).
- Dental insurance (72%).
- Employer match retirement plan (71%).
- Vision insurance (61%).
- NP licensure allowance (59%).
- Life insurance (59%).
- Paid sick leave (53%).

*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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