

NURSE PRACTITIONER REGIONAL COMPENSATION BRIEFS 2019

Results
from the
National
Nurse
Practitioner
Sample
Survey

Regional Compensation Brief

2019 | Region 1

REGIONAL



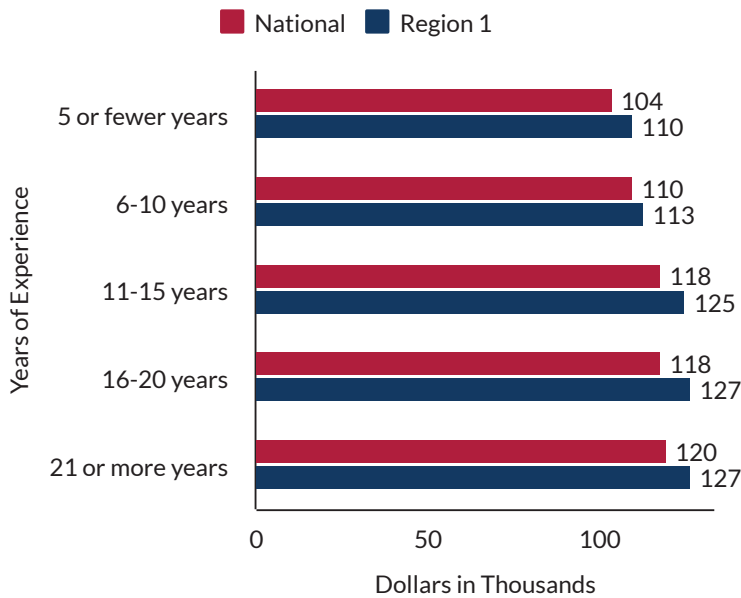
Connecticut Massachusetts Maine New Hampshire Rhode Island Vermont	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$120,000	\$115,000
		MEDIAN HOURLY RATE*
		\$57.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



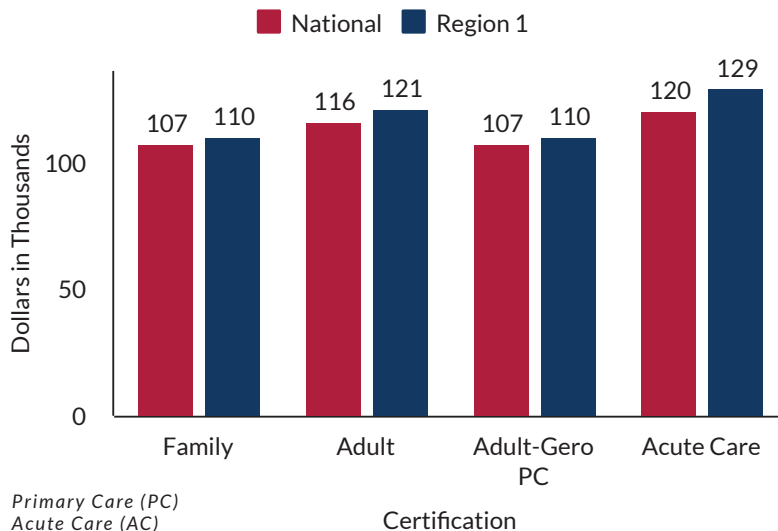
TOP 5 WORK SITE SETTINGS IN REGION 1*

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*



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



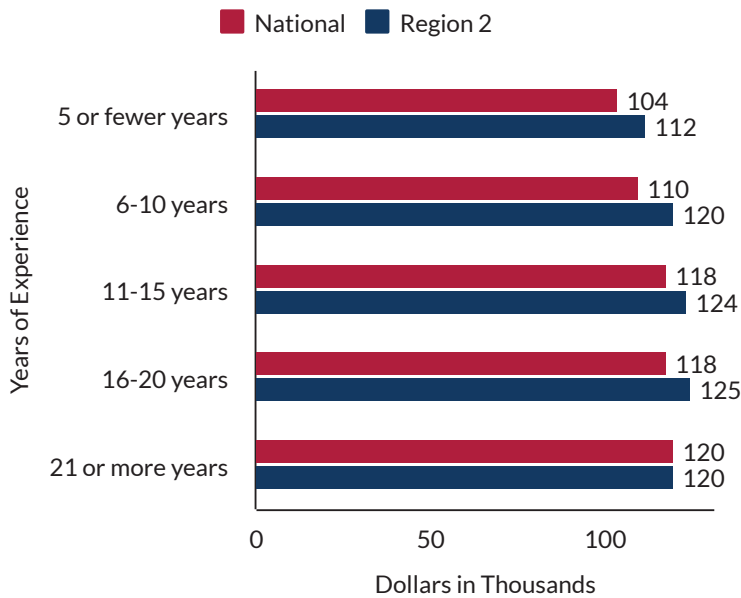
New Jersey New York	MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY**
	\$123,000	\$118,000
		MEDIAN HOURLY RATE*
		\$64.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



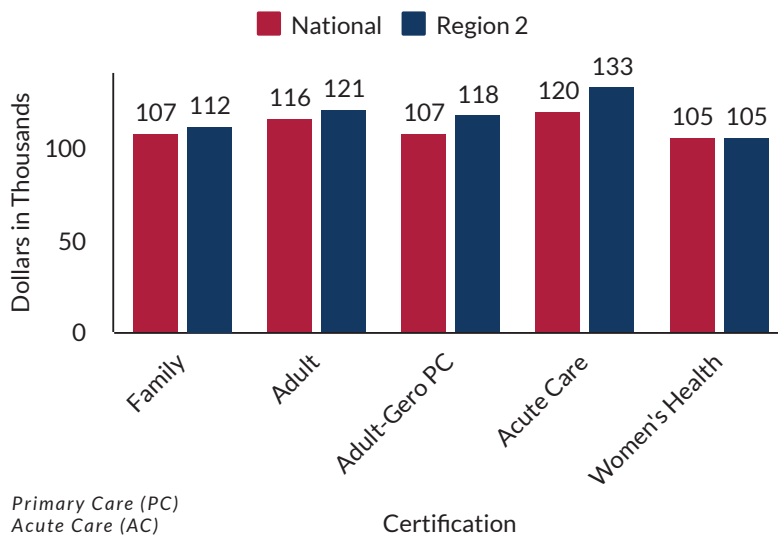
TOP 5 WORK SITE SETTINGS IN REGION 2*

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



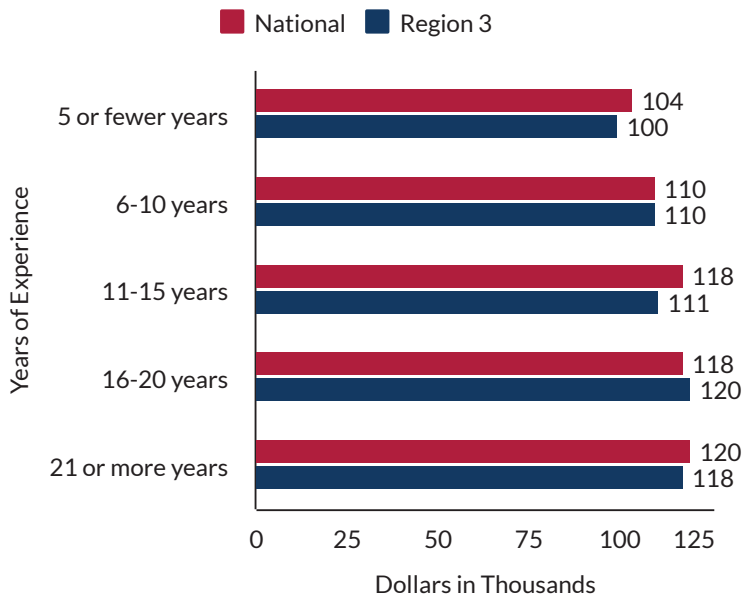
Washington, D.C. Delaware Maryland Pennsylvania Virginia West Virginia	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$114,000	\$109,000
		MEDIAN HOURLY RATE*
		\$55.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



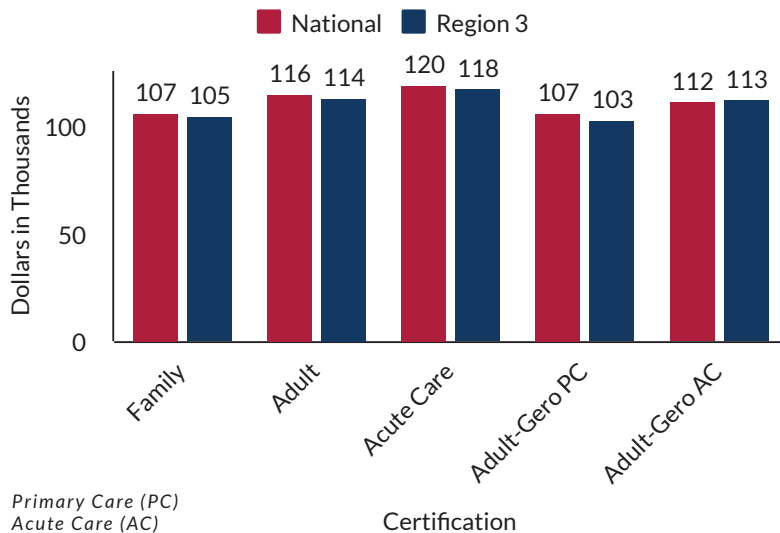
TOP 5 WORK SITE SETTINGS IN REGION 3*

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*



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).

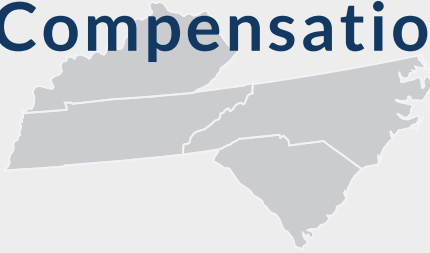
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 4

REGIONAL



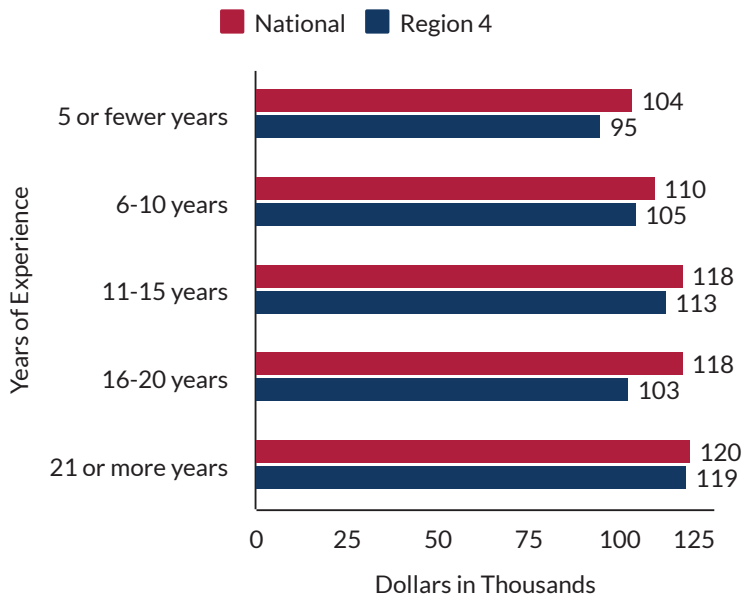
Kentucky North Carolina South Carolina Tennessee	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$110,000	\$101,000
		MEDIAN HOURLY RATE*
		\$53.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



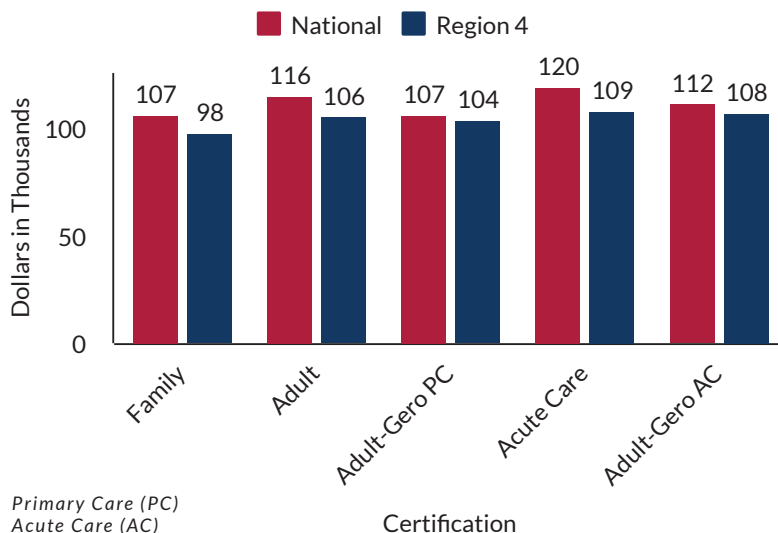
TOP 5 WORK SITE SETTINGS IN REGION 4*

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

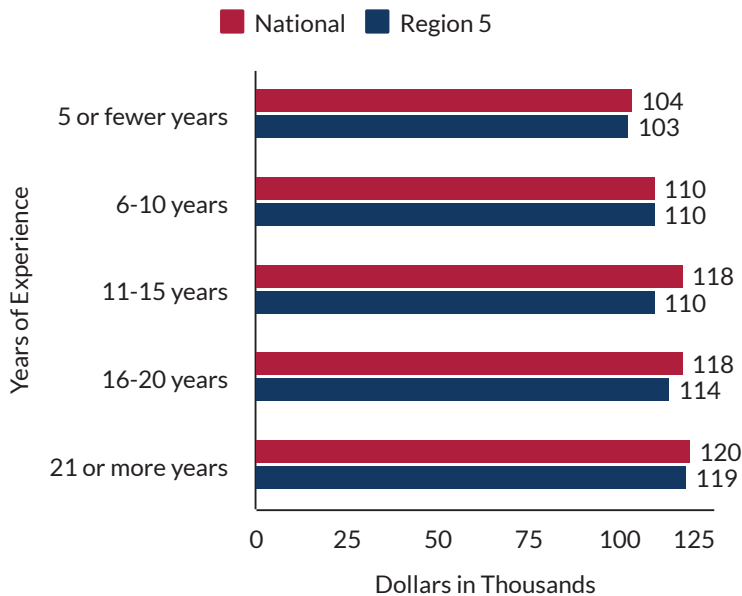
Illinois Indiana Michigan Minnesota Ohio Wisconsin	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$110,000	\$106,000
		MEDIAN HOURLY RATE*
		\$53.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



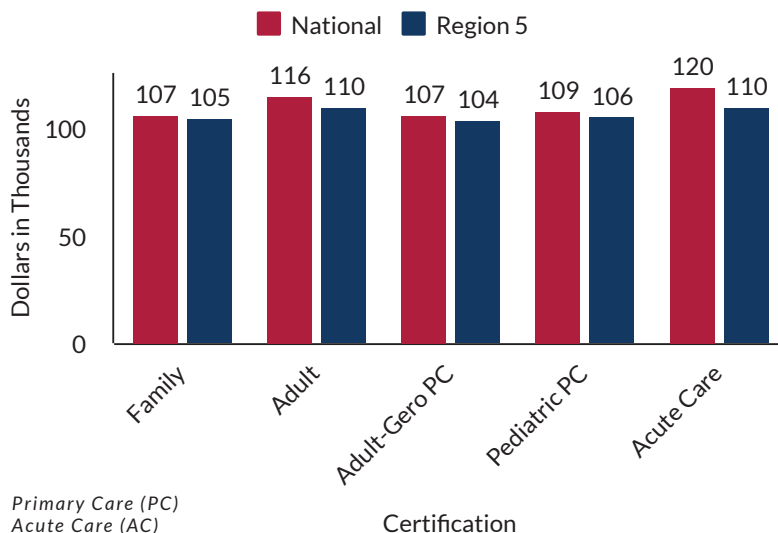
TOP 5 WORK SITE SETTINGS IN REGION 5*

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*

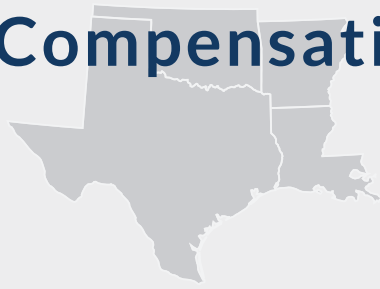
- Health insurance (92%).
- Paid vacation (92%).
- Dental insurance (88%).
- CE reimbursement/allowance (86%).
- Malpractice insurance (84%).
- Employer match retirement plan (82%).
- Life insurance (76%).
- Vision insurance (76%).
- Professional leave (75%).
- NP reimbursement/allowance (71%).

*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

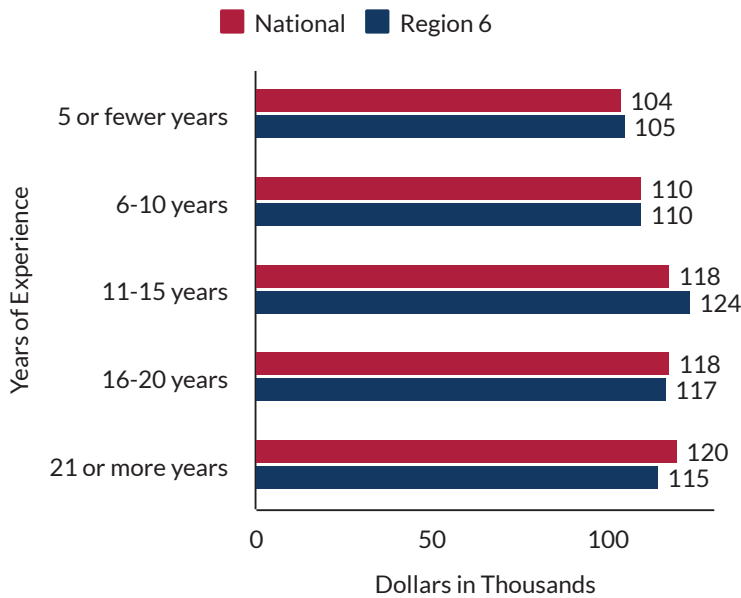
Arkansas Louisiana Oklahoma Texas	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$118,000	\$110,000
		MEDIAN HOURLY RATE*
		\$62.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



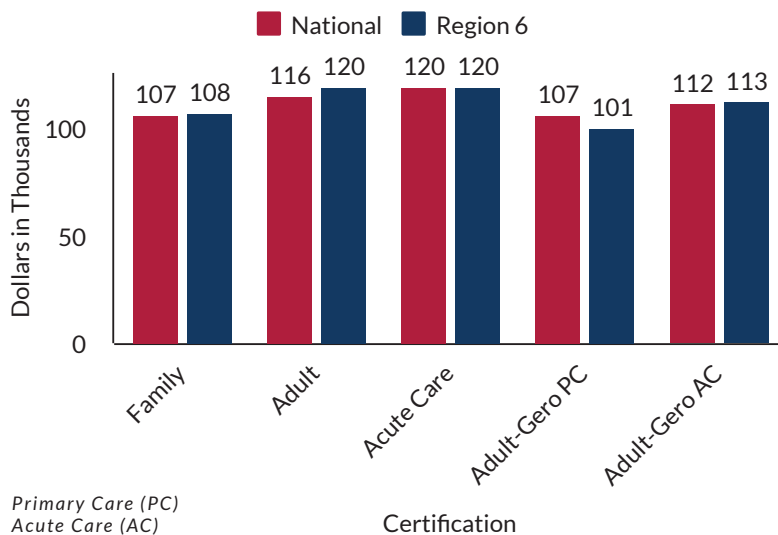
TOP 5 WORK SITE SETTINGS IN REGION 6*

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).

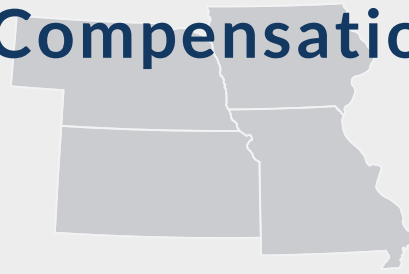
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 7

REGIONAL



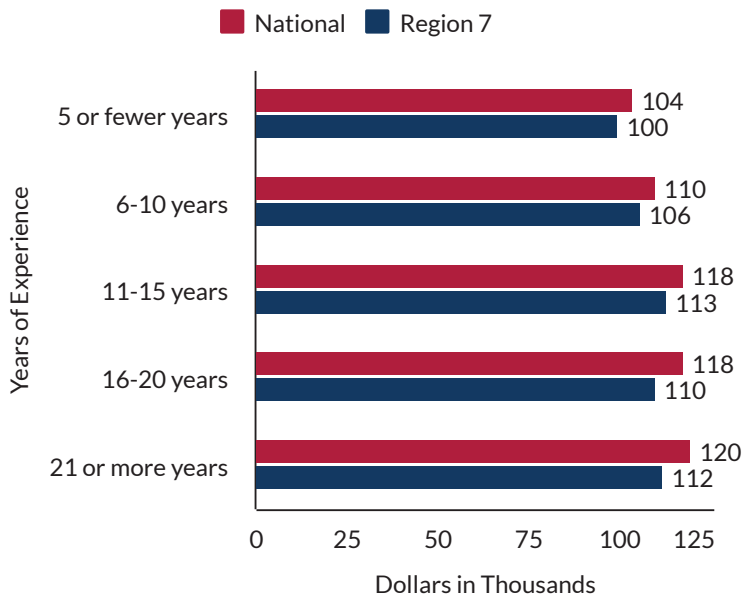
Iowa Kansas Missouri Nebraska	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$110,000	\$105,000
		MEDIAN HOURLY RATE*
		\$56.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



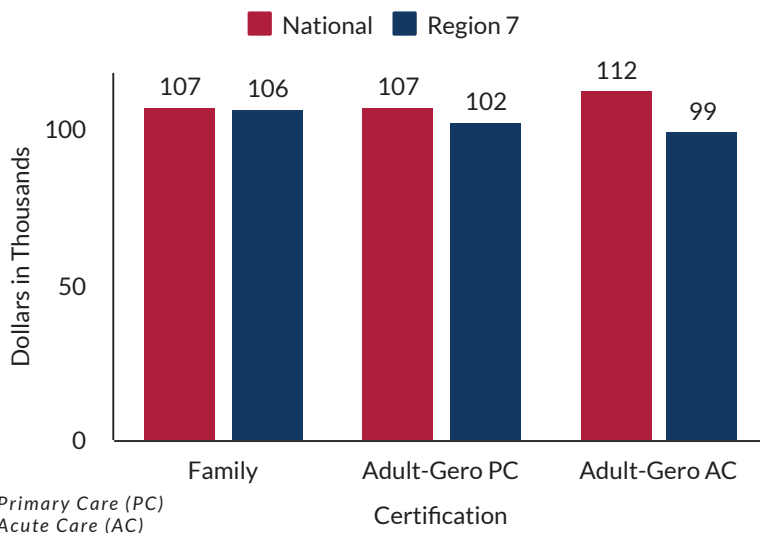
TOP 4 WORK SITE SETTINGS IN REGION 7*

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*



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).

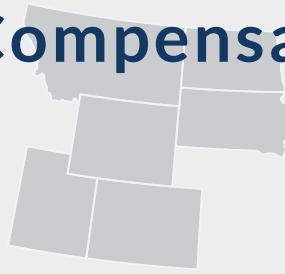
†Base salary is the fixed amount of money paid by an employer in return for work performed. Total income includes the dollar value of productivity bonuses, incentive payments, etc.

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Regional Compensation Brief

2019 | Region 8

REGIONAL



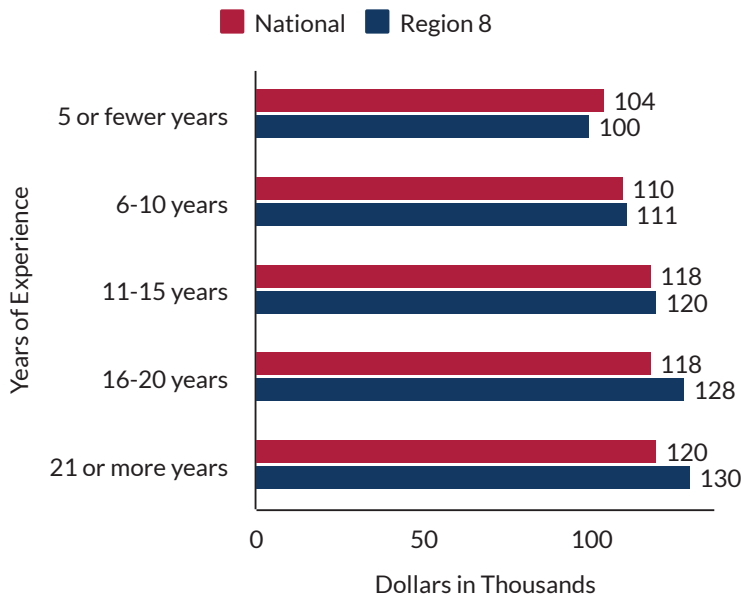
Colorado Montana North Dakota South Dakota Utah Wyoming	MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY*†
	\$113,000	\$105,000
		MEDIAN HOURLY RATE*
		\$54.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



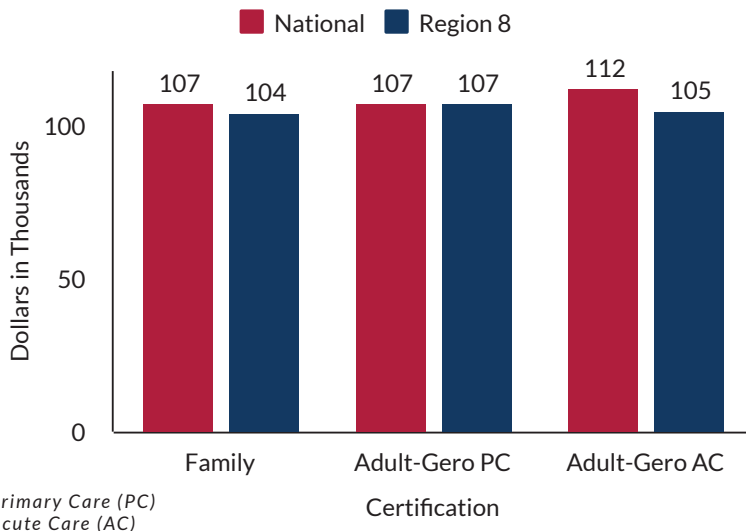
TOP 3 WORK SITE SETTINGS IN REGION 8*

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*



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

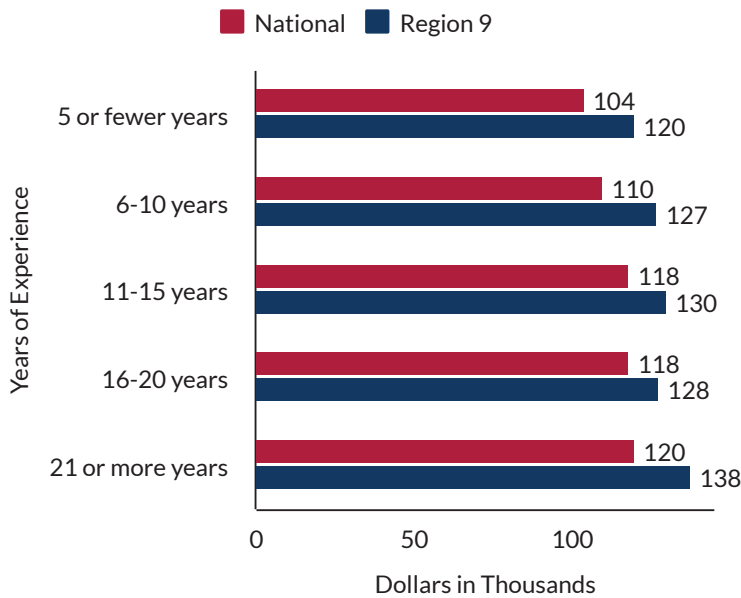
Arizona California Hawaii New Mexico Nevada	MEDIAN TOTAL INCOME*†	MEDIAN BASE SALARY**†
	\$133,000	\$125,000
		MEDIAN HOURLY RATE*
		\$70.00

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 RATE*
	\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



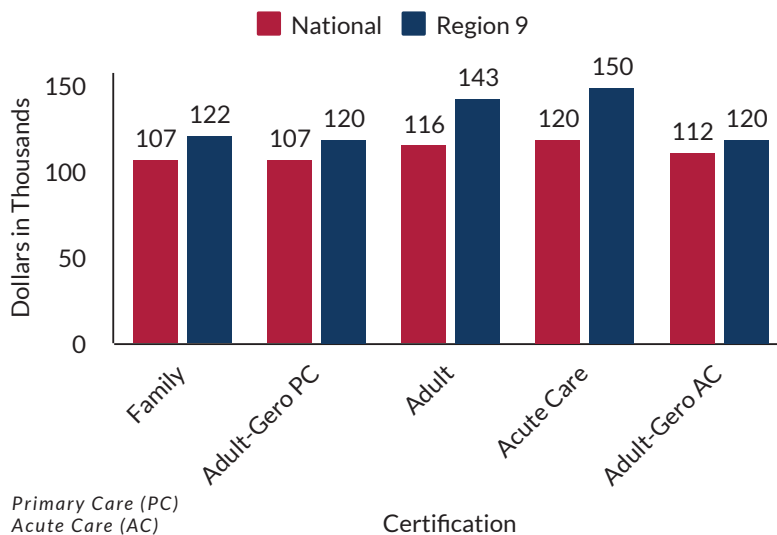
TOP 5 WORK SITE SETTINGS IN REGION 9*

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.

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Regional Compensation Brief

2019 | Region 10

REGIONAL

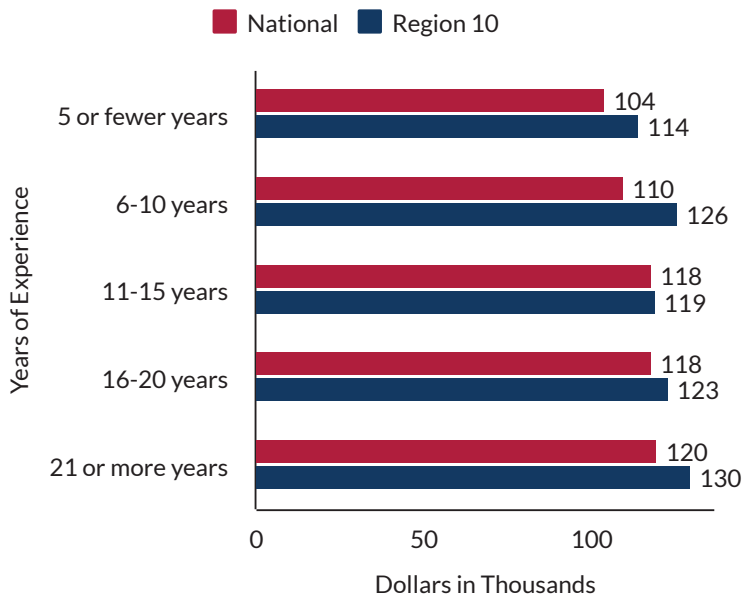
Alaska Idaho Oregon Washington	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$125,000	\$120,000
		MEDIAN HOURLY RATE*
		\$62.00

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 RATE*
	\$57.00

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



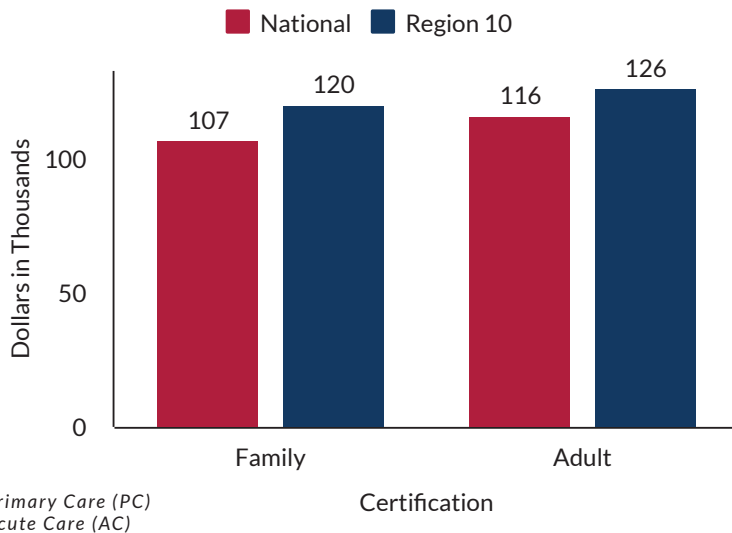
TOP 4 WORK SITE SETTINGS IN REGION 10*

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

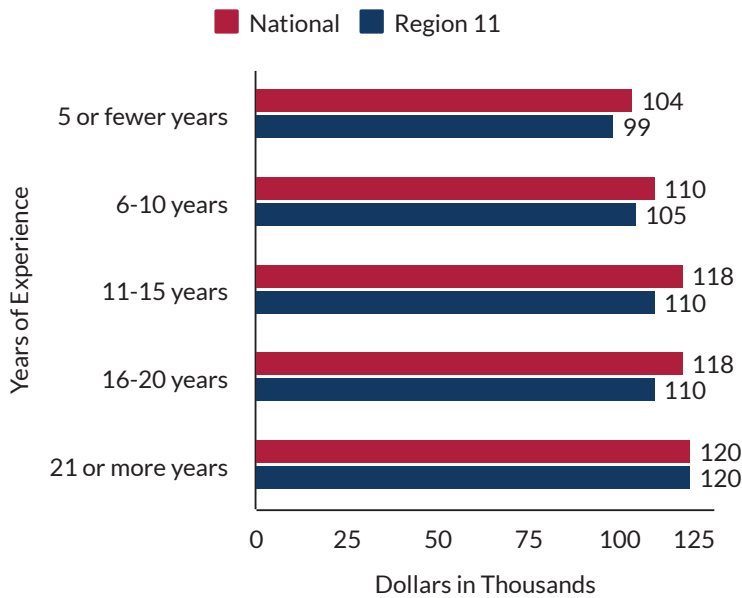
Alabama Florida Georgia Mississippi	MEDIAN TOTAL INCOME**†	MEDIAN BASE SALARY**†
	\$110,000	\$103,000
		MEDIAN HOURLY RATE*
		\$52.00

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

MEDIAN BASE SALARY BY YEARS OF EXPERIENCE*



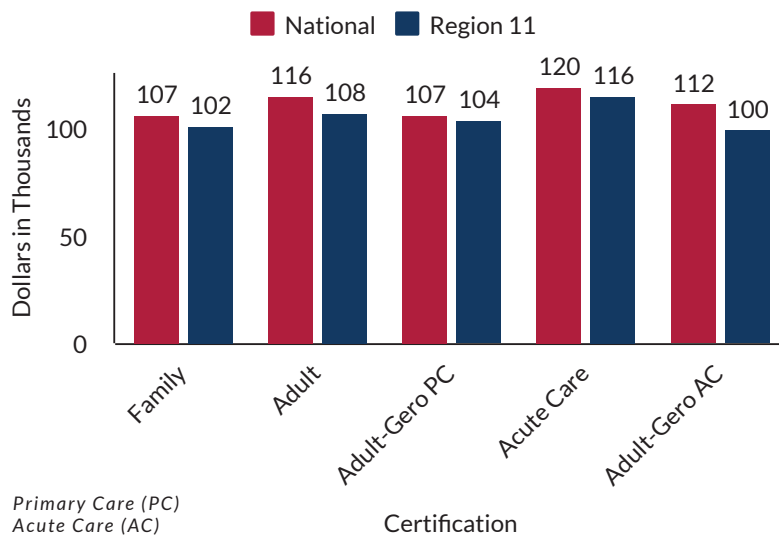
TOP 5 WORK SITE SETTINGS IN REGION 11*

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.

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