



Hospital & Healthcare Compensation Service

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Press Release

ALF LPN Hourly Rates Increase

Oakland, NJ, January 2018 -- LPNs in Assisted Living Facilities (ALFs) received a 2.88% increase in hourly rates in 2017, according to the 20th annual **Assisted Living Salary & Benefits Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**. The **Report** is published in cooperation with **LeadingAge** and supported by the **National Center for Assisted Living(NCAL)**.

LPN Hourly Rates by Bed-size

Up to 89 Beds	90 Beds+	All Combined
\$22.44	\$24.27	\$23.13

National 50th percentiles

The national average hourly rate of LPNs increased 2.88%, up slightly from the 2016 increase of 2.82%. (Figures represent the increase in LPN pay from communities that participated in both the 2016 and 2017 studies.) LPNs in larger communities were paid more than those smaller communities. The 50th percentile for LPNs in ALFs with up to 89 beds was \$22.44, compared to \$24.27 in ALFs with 90 or more beds. The national hourly rate was \$23.13.

As LPN hourly rates increased, turnover rates declined. LPN turnover was 27.39% in 2016, compared to 26.59% in 2017. Additional pay for working 2nd shift increased 3.17% to \$1.30, while 3rd shift differential rates increased 3.50% to \$1.48.

600+ Assisted Living communities participated in the study and provided compensation data on 37,700+ employees nationwide. 79.57% of participants were for-profit and 20.43% were not-for-profit communities.

The **Assisted Living Salary & Benefits Report** covers 20 management and 29 non-management positions. Data are reported according to for-profit and not-for-profit status, revenue size, unit-size, state, county, and geographic region. Also covered are 18 fringe benefits, turnover rates by department, and projected salary increases for 2018. Data are effective as of October 2017. The discounted price for **LeadingAge** members is \$275.

Since 1971, HCS has served the healthcare industry by conducting and publishing an array of comprehensive, reliable compensation reports. HCS currently publishes 10 different **Reports** on an annual basis. In addition, the firm conducts custom marketplace studies to support its clients. For a complete listing of all products and services, please visit www.hhsinc.com.
