



**Increases Decline in 2009
 for CCRC RNs**

| Hourly Rate Percent Increase | 2008 | 2009 |
|---------------------------------|-------|-------|
| RNs | 4.24% | 2.31% |

Oakland, NJ, June 18--The national average hourly rate of RNs in Continuing Care Retirement Communities (CCRCs) increased 2.31% in 2009, according to the eleventh annual **Continuing Care Retirement Community Salary & Benefits Report**, just published by **Hospital & Healthcare Compensation Service (HCS)**. The percent increase represents only those CCRCs that participated in both the 2008 and 2009 **Reports**. By comparison, the hourly rate of RNs increased 4.24% in 2008.

Nationally, participants in 2008 anticipated granting a 3.43% increase to RNs, while the actual percent increase reported in 2009 was 3.13%. Planned increases for 2009 decreased, as participants in 2009 reported an anticipated increase for RNs of only 2.82%. The average length of time to fill a position also declined for RNs, going from 32.13 days in 2008 to 31.26 days in 2009.

513 CCRCs participated in the study and provided compensation data on more than 73,674 employees nationwide, covering 42 management and 40 nonmanagement positions. Data are reported according to revenue size, total unit size, geographic region, city, and state. Also covered are 22 fringe benefits, turnover rates by department, and projected salary increases for 2009 to 2010. Data are effective as of March 2009.

The complete 280+ page **Report** will be published in late June. The cost of the **Report** is \$295. In addition, the **Report** results are available in Excel, enabling clients to upload data directly into their pay systems. The Excel tables contain the salary/hourly data from the published **Report** and show the results by job for each grouping (i.e. state, beds, profit type).

For more information on the **2009-2010 CCRC Salary & Benefits Report** or to order the **Report** online, visit our website at www.hhcsinc.com.

HCS also conducts and publishes a separate **Nursing Home Salary & Benefits Report** that will be available in July, and an annual **Assisted Living Salary & Benefits Report**, which was released earlier this year.

Since 1971, HCS has served the healthcare industry by conducting and publishing an array of comprehensive, reliable compensation reports. HCS currently publishes 12 different **Reports** on an annual basis. In addition, the firm conducts custom marketplace studies to support its clients. A complete listing of all HCS products and services is available on our website: www.hhcsinc.com.

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