

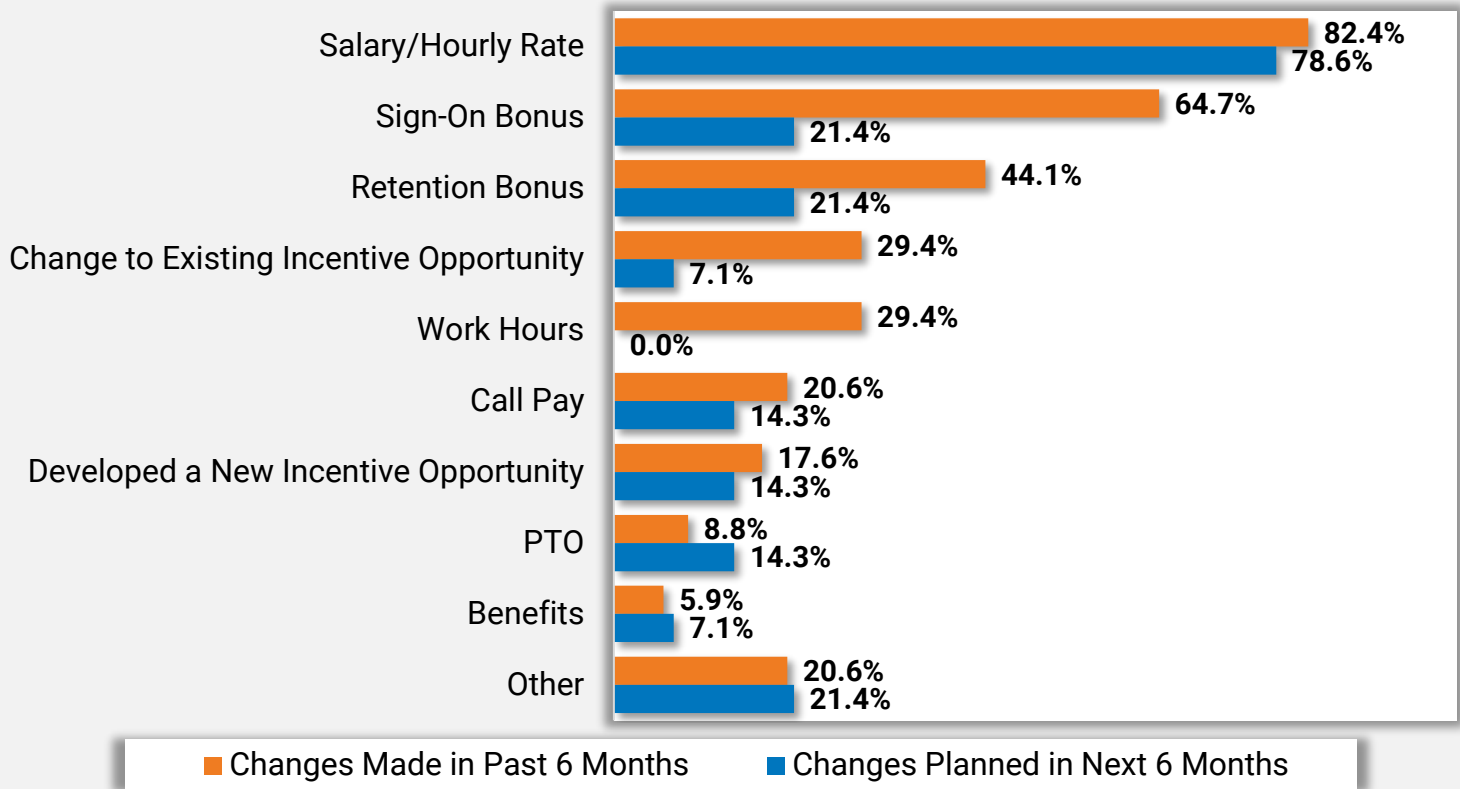


SullivanCotter recently surveyed National APP Advisory Council and Large Clinic® Group members to capture the most current and relevant CRNA pay practices.

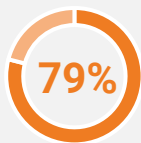
As organizations work to recruit and retain CRNAs, understanding growth expectations and changes in compensation will provide organizations with critical information to keep pace with this quickly moving market.



Changes to CRNA Compensation: Made vs. Planned



Changes Made in the Past 6 Months:



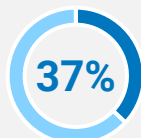
79% report changes to their **CRNA compensation packages** (n=43)



For those that made changes to **salary/hourly rate** (n = 24):

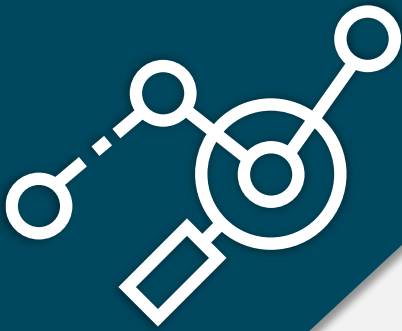
- Median reported change: **7.3%**
- 75th percentile: **11%**

Changes Planned in the Next 6 Months:



37% **plan to make changes** to CRNA compensation in the next 6 months (n=43)

Other Key Takeaways:



2/3 of organizations are offering sign-on bonuses



Near **1:1 ratio of CRNAs to anesthesiologists** at the reporting organizations

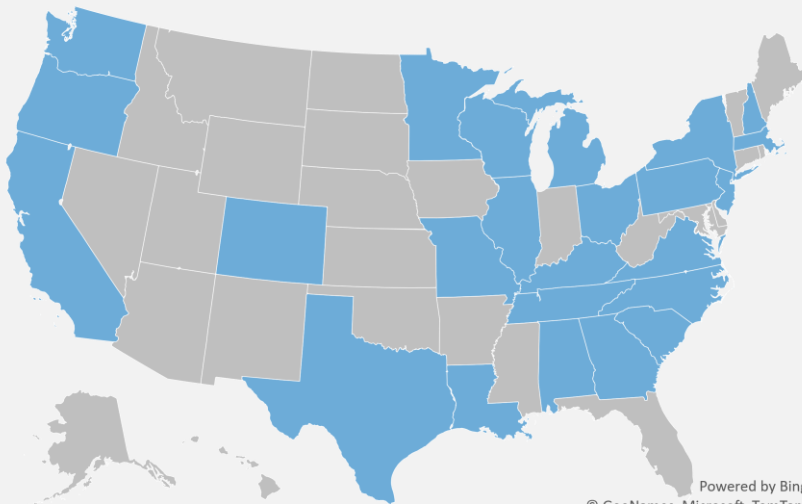


Less than ½ of the organizations differentiate pay between their CRNAs based on location, specialty, etc.



The **turnover** for both CRNAs and anesthesiologists is **less than expected** with medians at 7.7 and 12.5 respectively. The wide range suggests a regional element to the data.

Characteristics of Survey Participants



- **44 participating organizations**
- Members of the **National APP Advisory Council** and **Large Clinic® Group**
- Across **24 different states**

Looking for additional CRNA insights?
Contact-Us@sullivancotter.com