



2020 CRNA

Compensation & Benefits

Survey



(2019 Data, Collected June 2020)

The data in this report was analyzed and prepared by:
Informedix Marketing Research, Inc.
Lombard, IL 60148 / USA



American Association of Nurse Anesthetists
2020 Compensation and Benefits Survey (2019 data)

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1. GOALS AND HISTORY OF THE SURVEY

For more than 25 years, the American Association of Nurse Anesthetists (AANA) has conducted an annual survey of members to gather up-to-date data on CRNA compensation and employer benefits.

The 2020 AANA Compensation and Benefits Survey was distributed by email invitation to 43,635 AANA members in June 2020. Overall, 5,026 AANA members participated in the online survey, representing a response rate of 11.5 percent. (The response figure was 11.2 percent in the 2019 Compensation and Benefits Survey and 10.7 percent in 2018.)

Usable compensation figures for 2019 were reported by 3,591 respondents.

The final questionnaire is provided with the full 2020 CRNA Compensation and Benefits Report, which can be purchased from the AANA website here: [AANA Compensation and Benefits Survey Report](#).

Notes:

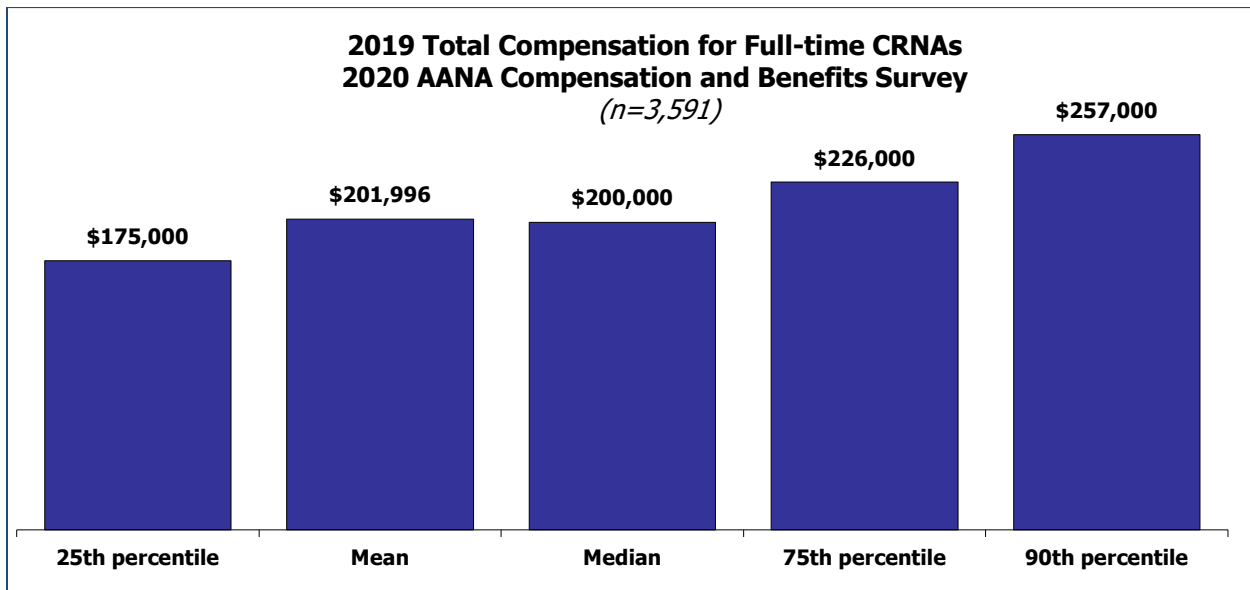
1. *All tables and charts in this report include full-time CRNAs only.*
2. *Due to rounding error, in a few cases percentages in the report may not add up precisely to a subtotal, or 100 percent, as the case may be. This rounding error is usually no more than 1/10 of 1 percent.*
3. *Columns representing fewer than five respondents are not displayed.*

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2. CRNA COMPENSATION (2019)

The median total compensation for full-time employee CRNAs in 2019 was \$200,000; this is up from \$190,000 reported for 2018.

Compensation reported by CRNAs includes income from all employment arrangements/sources of income.



NOTE: Statistics are based on full-time CRNAs with total compensation greater than \$1,000 and less than \$400,000.

Means, medians, and percentiles reflect only respondents who reported income in the listed category (total compensation).

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3. COMPONENTS OF CRNA COMPENSATION (2019)

CRNA compensation during 2019 for full-time employees (excluding owners/partners and independent contractors) averages \$201,996, with a median of \$200,000. This is an increase from 2018; the prior year-over-year compensation (2017-2018) also increased.

Compensation reported by CRNAs includes income from all employment arrangements/sources of income.

2020 AANA Compensation and Benefits Survey	Count	25th Percentile	Mean	Median	75th Percentile	90th Percentile
Income, 2019		\$	\$	\$	\$	\$
Straight salary	3,230	158,000	177,911	178,000	200,000	220,000
Call Pay	1,099	5,000	16,630	10,000	20,000	40,000
Overtime	1,463	6,000	20,716	13,300	25,000	50,000
Bonus	1,000	5,000	12,632	10,000	15,000	25,000
Part-time self-employment or contract income	543	10,000	30,557	22,000	40,000	67,000
Other income from anesthesia services	190	6,000	23,373	13,750	27,000	50,000
Current total income related to anesthesia	3,591	175,000	201,996	200,000	226,000	257,000

NOTE: Statistics are based on full-time CRNAs with total compensation greater than \$1,000 and less than \$400,000.

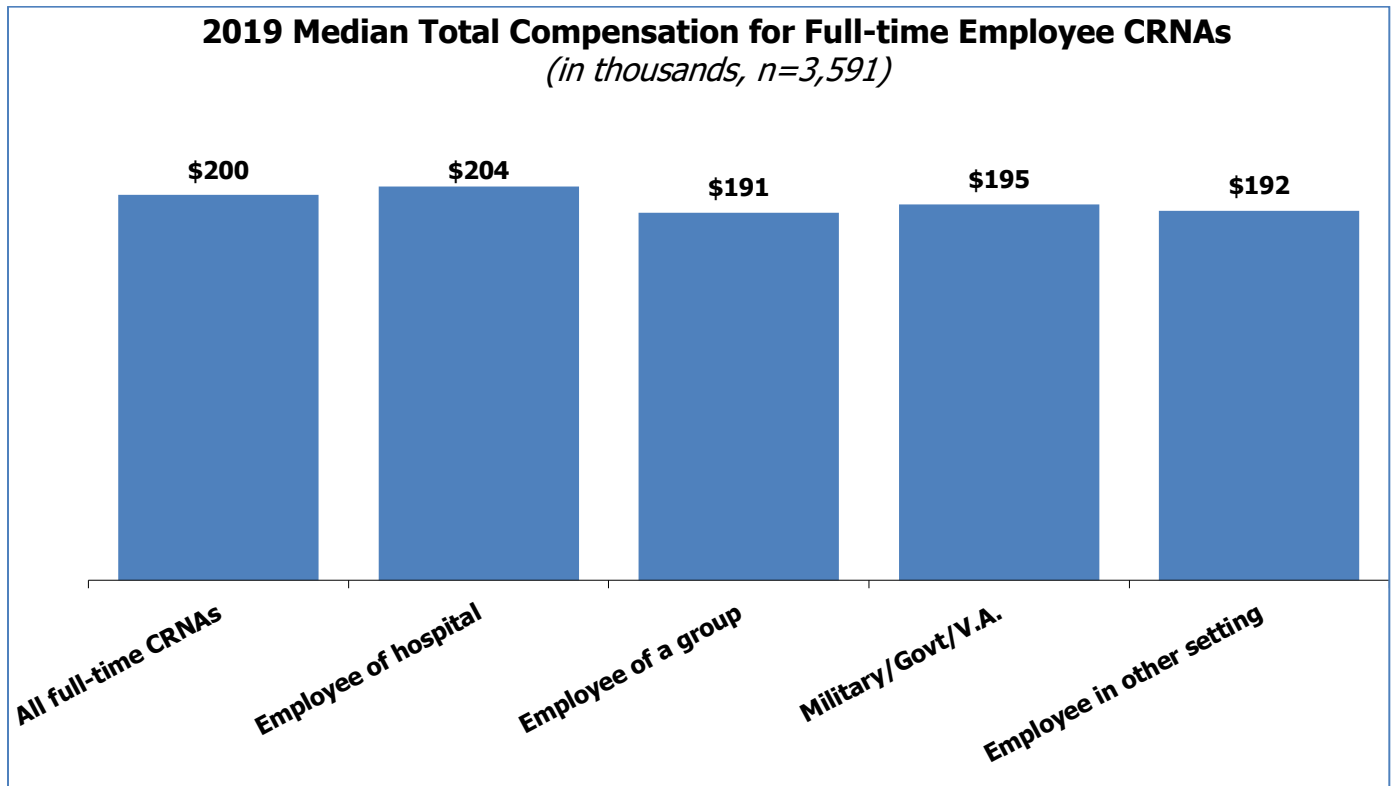
Means, medians, and percentiles reflect only respondents who reported income in the listed category (base salary, call pay, etc.).

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4. TOTAL COMPENSATION FOR FULL-TIME EMPLOYED CRNAs BY EMPLOYMENT ARRANGEMENT/SOURCE OF INCOME

The median total compensation for full-time employee CRNAs is now \$200,000. Employees of a hospital have a median total compensation of \$204,000.

Compensation reported by CRNAs includes income from all employment arrangements/sources of income.



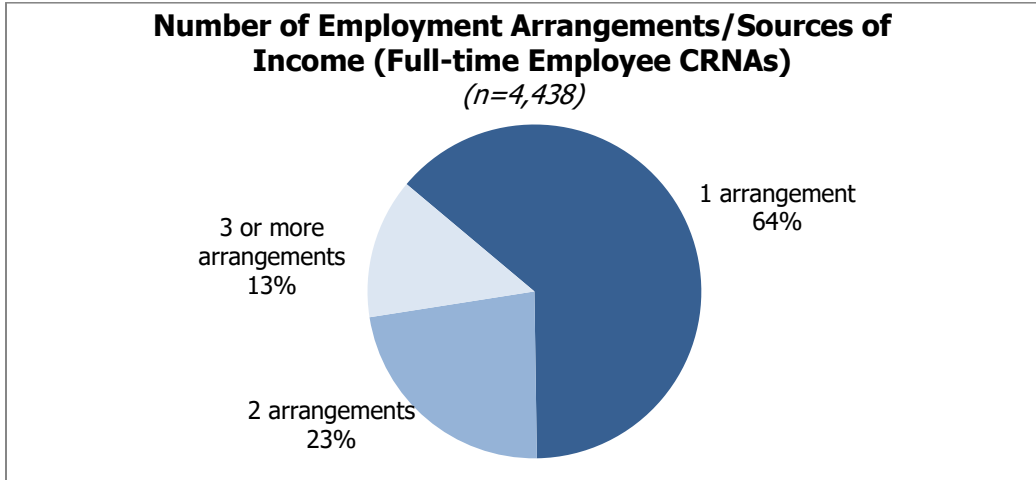
NOTE: Statistics are based on full-time CRNAs with total compensation greater than \$1,000 and less than \$400,000.

Means, medians, and percentiles reflect only respondents who reported income in the listed category (base salary, call pay, etc.).

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5. MULTIPLE EMPLOYMENT ARRANGEMENTS/SOURCES OF INCOME

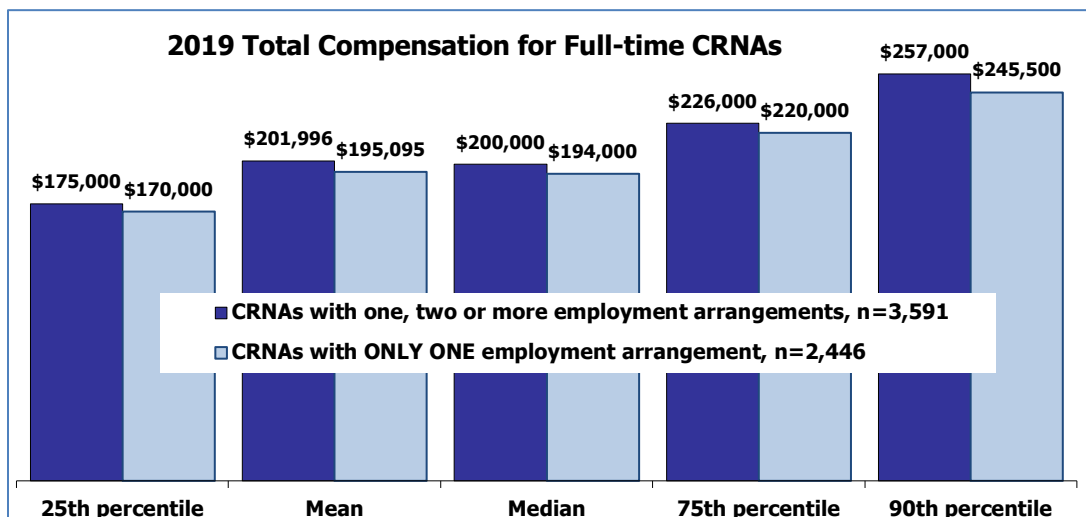
Thirty-six percent (36%) of full-time CRNAs reported having more than one employment arrangement.



There is a measurable difference between the compensation earned by CRNAs who have more than one employment arrangement and those who have only one employment arrangement.

Data tables are provided in this report for:

1. All CRNAs (with one, two, or more employment arrangements); these are useful for assessing overall compensation.
2. CRNAs with *only one employment arrangement*; these are useful for assessing typical compensation packages associated with a single employment position.



NOTE: Statistics are based on full-time CRNAs with total compensation greater than \$1,000 and less than \$400,000.

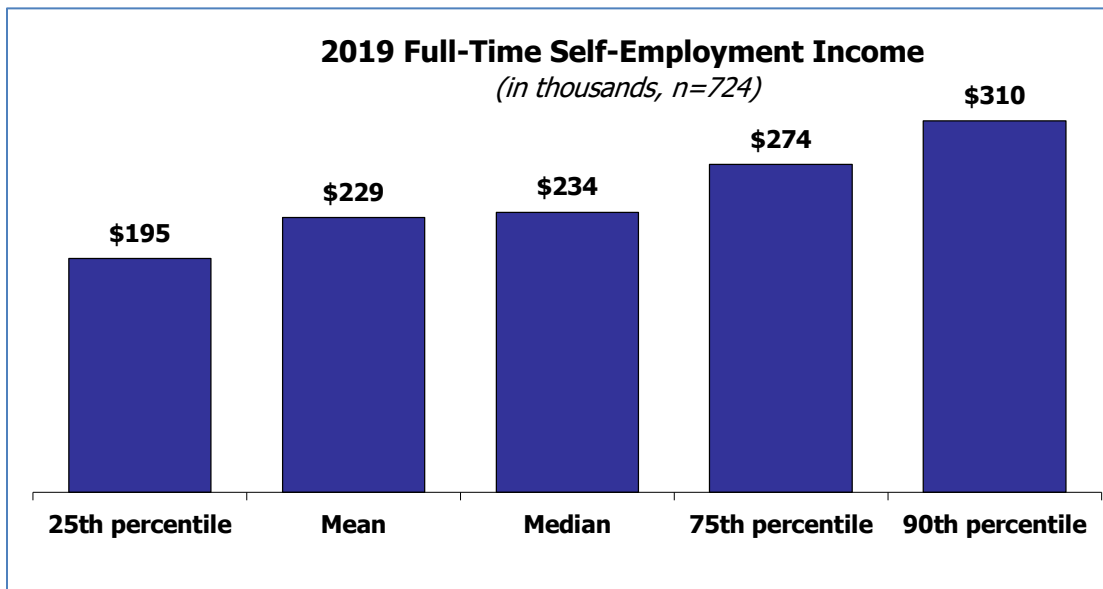
Means, medians, and percentiles reflect only respondents who reported income in the listed category (total compensation).

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6. COMPENSATION FOR SELF-EMPLOYED CRNAs

For full-time self-employed CRNAs, the median Full-Time Self Employment or Contract Income drawn from their practice during 2019 was \$233,600.

The median income for the upper 10% of full-time self-employed CRNAs was \$310,000.



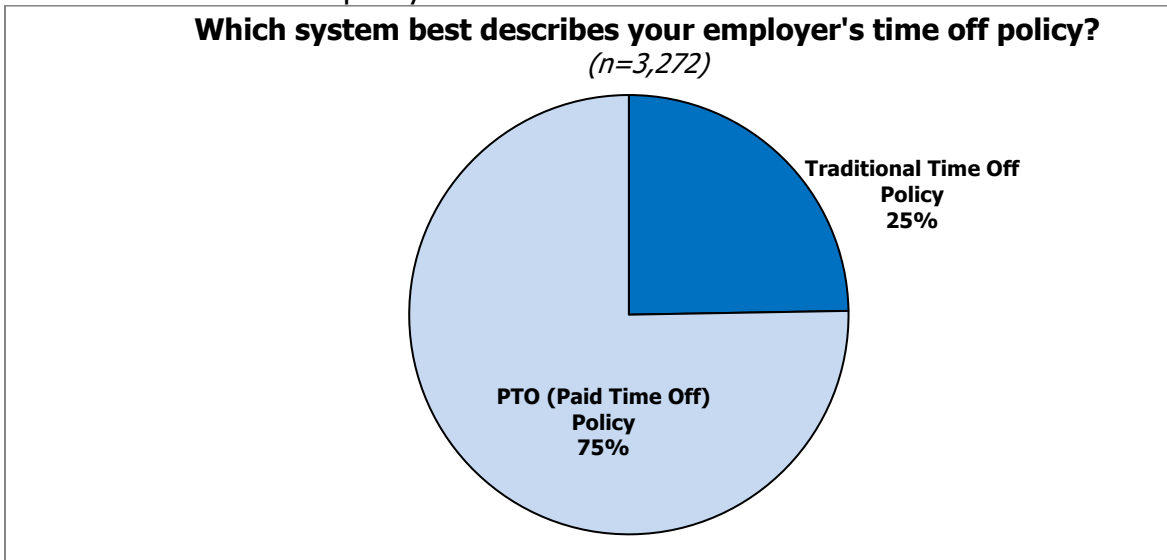
NOTE: Statistics are based on full-time CRNAs with total compensation greater than \$1,000 and less than \$400,000.

Means, medians, and percentiles reflect only respondents who reported income in the listed category (Self-Employment or Contract Income).

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7. TRADITIONAL TIME OFF POLICY; DAYS EARNED ANNUALLY

Seventy-five percent (75%) of full-time CRNAs work with a Paid Time Off (PTO) policy; the remaining 25% have a Traditional Time Off policy.



Among full-time CRNAs who have a Traditional Time Off Policy, the median annual allotments are 7 holidays, 5 weeks of vacation, and 12 sick days.

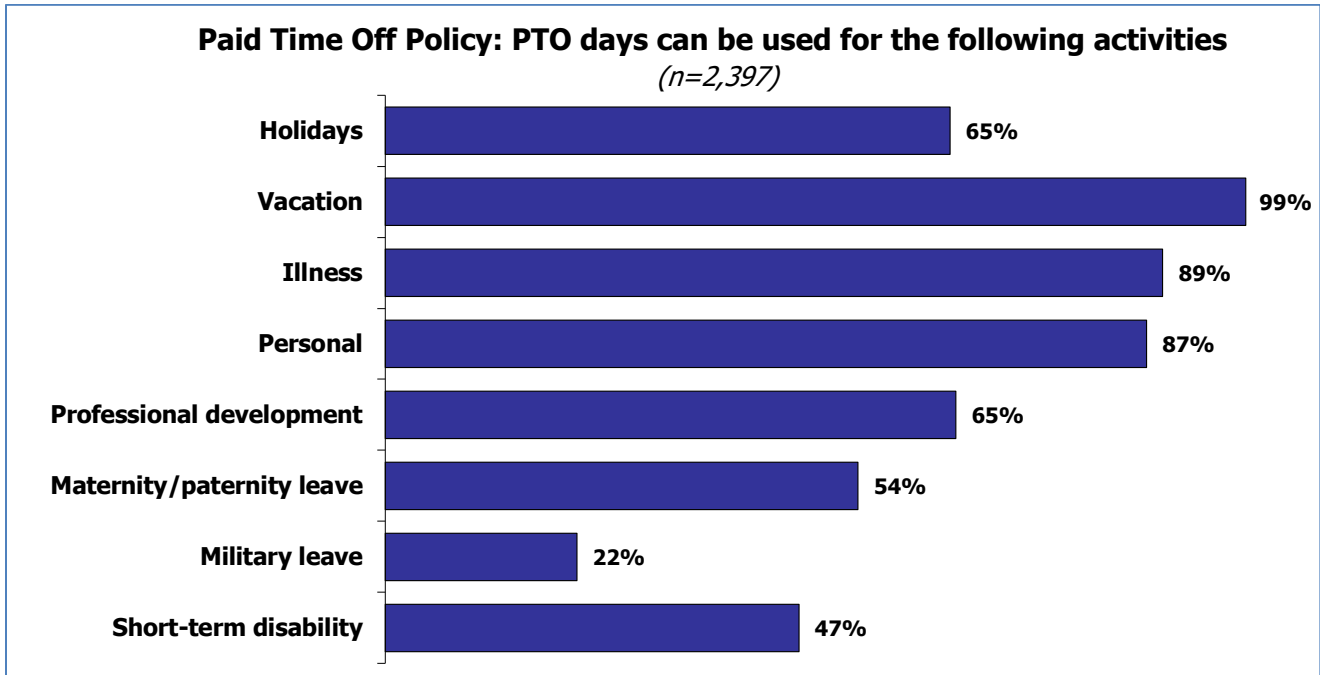
	25th Percentile	Mean	Median	75th Percentile	90th Percentile
Holidays	6	8.9	7	10	11
Vacation	20	31.5	26	30	40
Illness	8	15.5	12	13	24
Personal Days	2	5.9	3	5	11
Professional Development	5	6.8	5	5	10
Maternity/Paternity Leave	14	50.0	30	72	90
Professional Association activities	5	8.3	5	7	10
Short-Term Disability	15	58.7	30	90	120
Military Leave	15	35.9	30	30	30
Other paid days off	3	11.0	5	8	30

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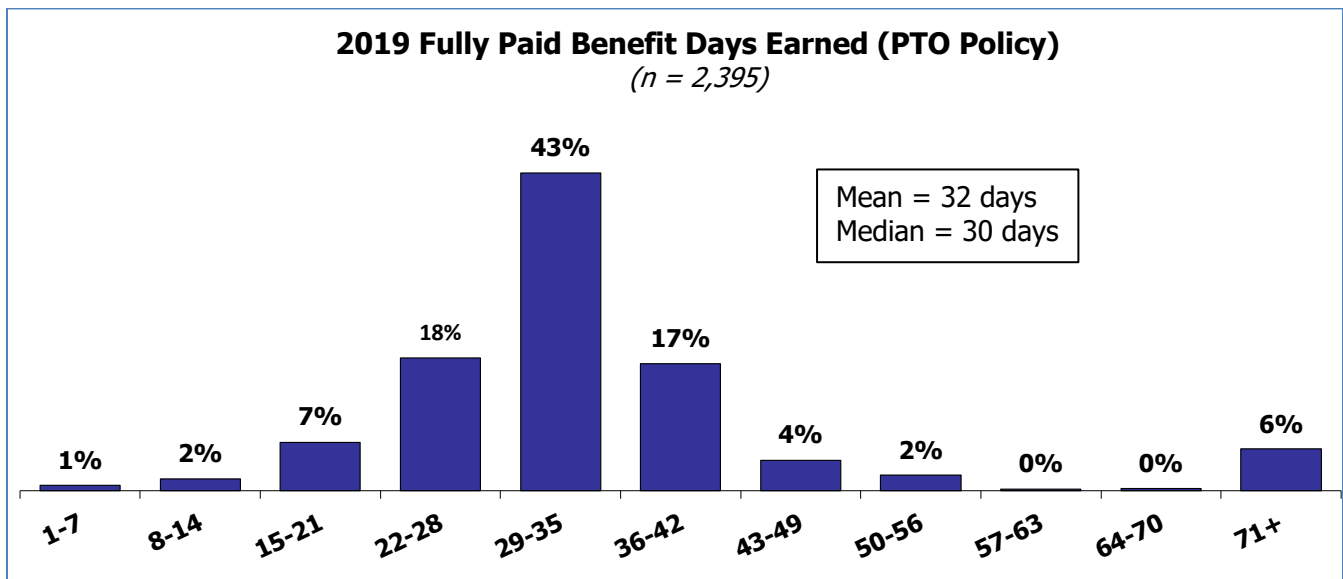
8. PAID TIME OFF (PTO) POLICY

Among full-time employee CRNAs working with a Paid Time Off Policy, 99% can use PTO days for vacation, 89% can use PTO days for illness, and 87% can use PTO for personal days.

Sixty-five percent (65%) can use PTO days for professional development, and 54% can use these days for maternity/paternity leave.



The average number of days earned each year is 32 days (the median is 30 days).

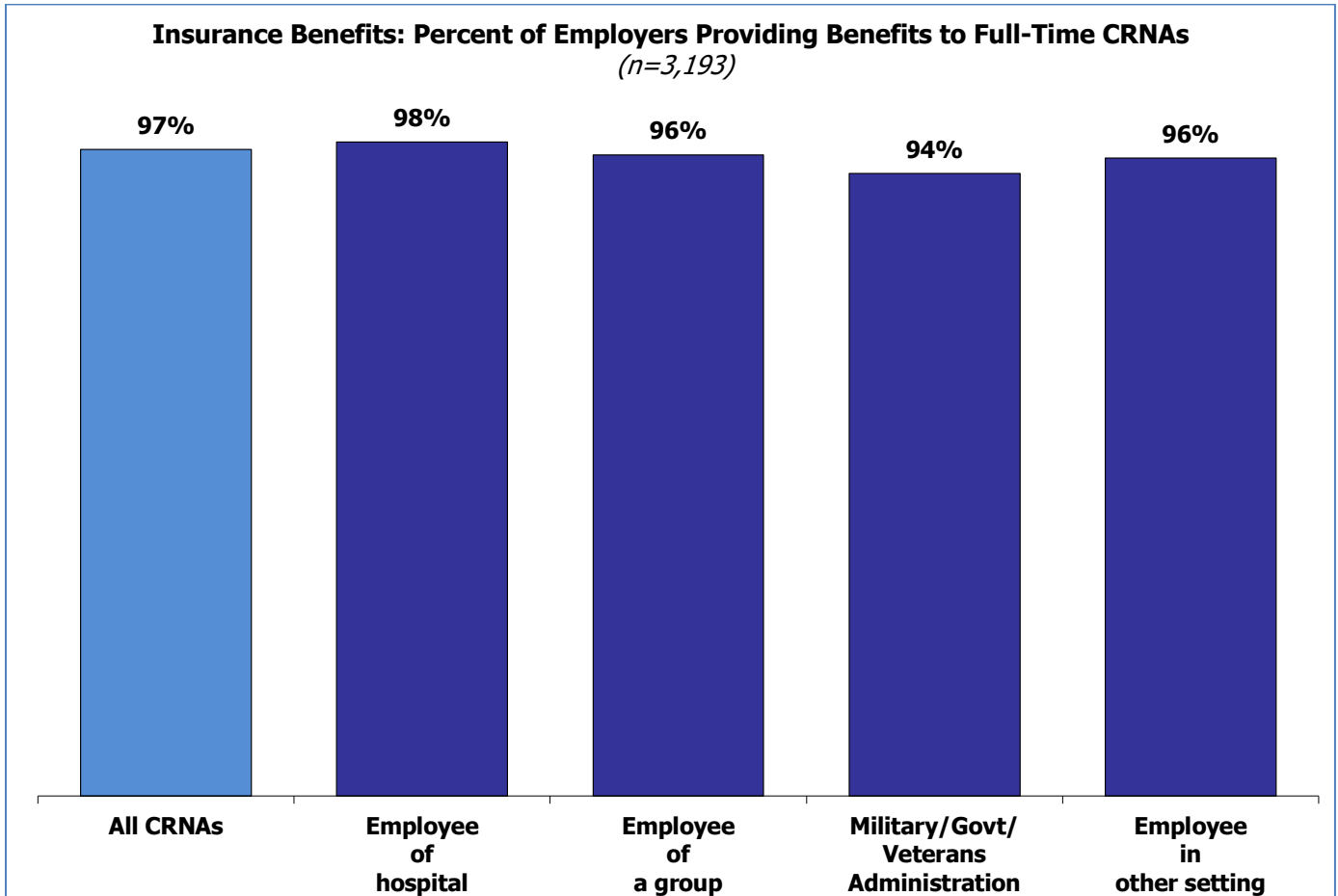


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9. BENEFITS PROVIDED BY EMPLOYERS

Ninety-seven percent (97%) of full-time employee CRNAs say that their employer “provides insurance and other benefits such as retirement, association dues, education reimbursement, day care costs.”

Among those in government or military positions, the percentage is lower (94%).

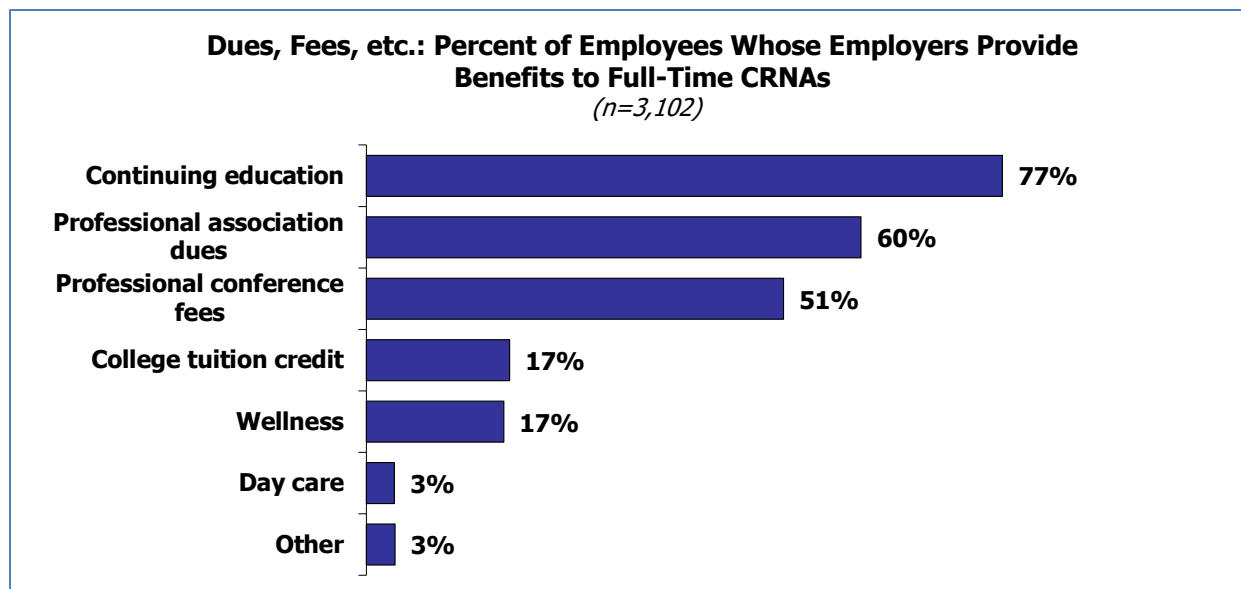
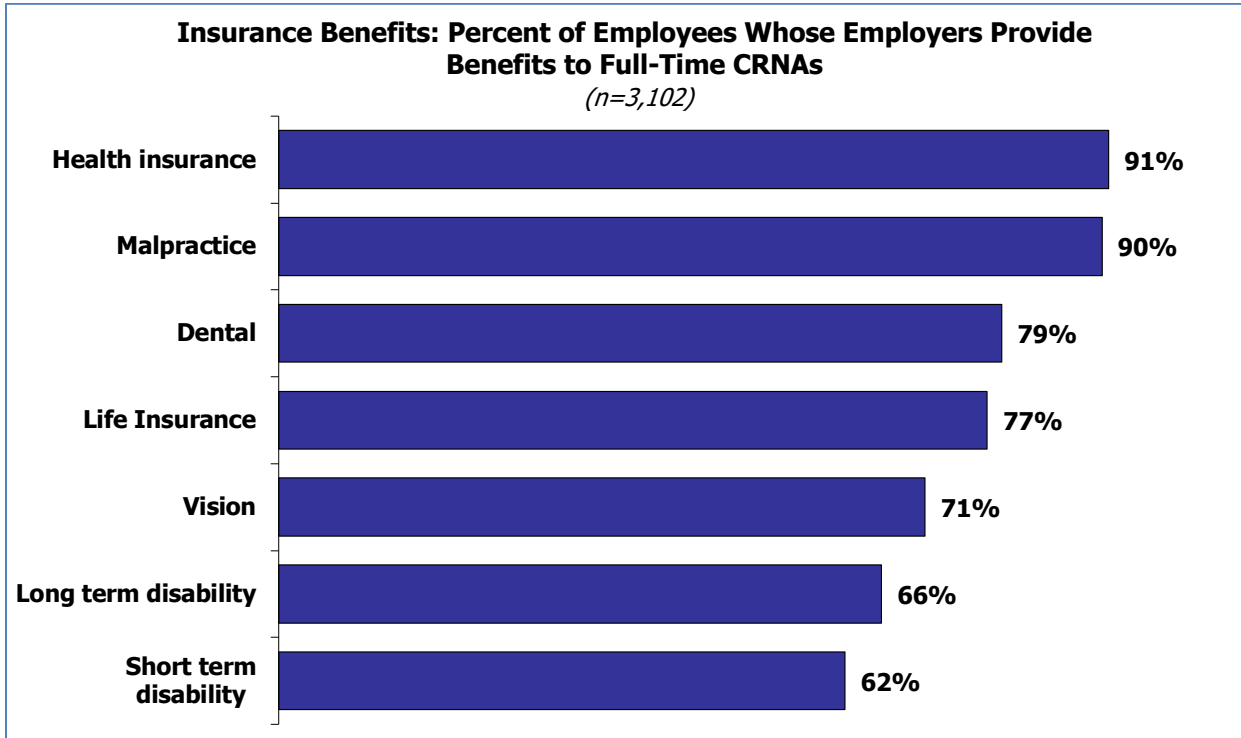


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10. TYPES OF BENEFITS PROVIDED BY EMPLOYERS

Among full-time CRNAs who are employees, ninety-one percent (91%) say that health insurance is offered by their employers. Malpractice insurance is offered to 90%. Dental insurance (79%) and life insurance (78%) and are offered to the great majority of employees.

Continuing education support is offered by employers of 77% of full-time employee CRNAs.

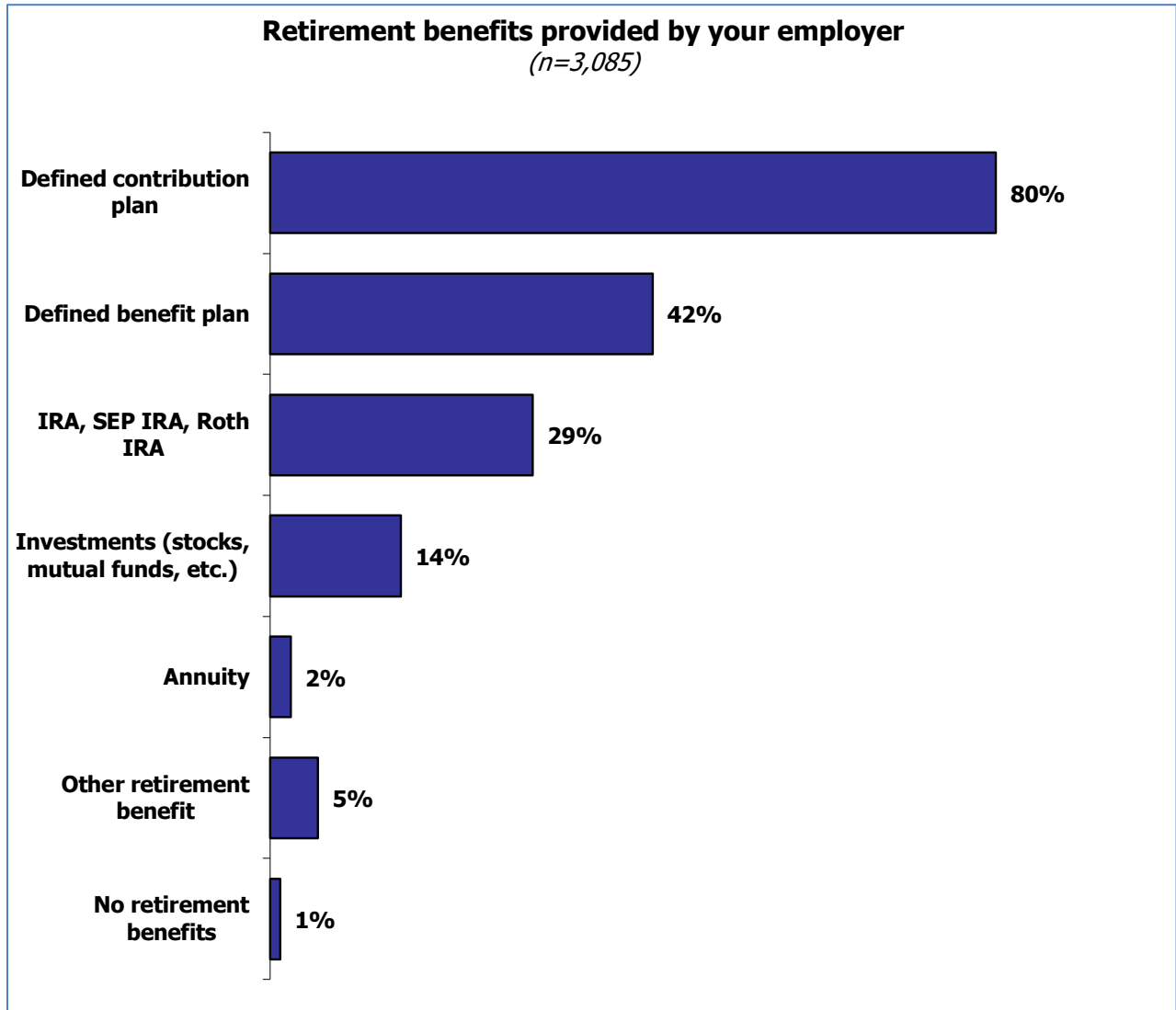


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11. BENEFITS: RETIREMENT PLANS

Among retirement benefits, 80% of full-time employee CRNAs have a “defined contribution plan” provided by their employer.

About 42% have a “defined benefit plan” and 29% have an IRA provided by their employer.



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(CRNAs with one, two, or more employment arrangements)
- **2019 Compensation for Full-Time EMPLOYEE CRNAs**
(CRNAs with only one employment arrangement)
- **2019 Compensation for Full-Time SELF-EMPLOYED CRNAs**

Compensation data is presented **in total** and:

- By Primary Employment Arrangement
- By Years Practicing as a CRNA
- By State of Primary Practice Setting
- By Census Region 1 (NORTHEAST, MIDWEST, SOUTH, WEST), Urban/Rural within region

V. CRNA BENEFITS TABLES

- **Benefits Offered to CRNA By Employer**
- **Traditional Time off Policy, Days Earned Annually**
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Benefits data is presented **in total** and:

- By Primary Employment Arrangement
- By Years Practicing as a CRNA
- By State of Primary Practice Setting
- By Census Region 1 (NORTHEAST, MIDWEST, SOUTH, WEST), Urban/Rural within region

VI. 2020 QUESTIONNAIRE