(2019 Data, Collected June 2020)

The data in this report was analyzed and prepared by:
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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.*
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.*

![Bar chart showing 2019 total compensation for full-time CRNAs](chart.png)

**2019 Total Compensation for Full-time CRNAs**

*2020 AANA Compensation and Benefits Survey (n=3,591)*

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th percentile</td>
<td>$175,000</td>
</tr>
<tr>
<td>Mean</td>
<td>$201,996</td>
</tr>
<tr>
<td>Median</td>
<td>$200,000</td>
</tr>
<tr>
<td>75th percentile</td>
<td>$226,000</td>
</tr>
<tr>
<td>90th percentile</td>
<td>$257,000</td>
</tr>
</tbody>
</table>

**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).
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.*

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

*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.).
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.*

![Bar Chart: 2019 Median Total Compensation for Full-time Employee CRNAs](chart-image)

**2019 Median Total Compensation for Full-time Employee CRNAs**  
*(in thousands, n=3,591)*

- **All full-time CRNAs**: $200
- **Employee of a hospital**: $204
- **Employee of a group**: $191
- **Military/Govt/V.A.**: $195
- **Employee in other setting**: $192

**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.).*
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.

![Diagram showing the distribution of employment arrangements for CRNAs](image)

**Number of Employment Arrangements/Sources of Income (Full-time Employee CRNAs)**

- 1 arrangement: 64%
- 2 arrangements: 23%
- 3 or more arrangements: 13%

<table>
<thead>
<tr>
<th>2019 Total Compensation for Full-time CRNAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th percentile</td>
</tr>
<tr>
<td>CRNAs with one, two or more employment arrangements, n=3,591</td>
</tr>
<tr>
<td>CRNAs with ONLY ONE employment arrangement, n=2,446</td>
</tr>
</tbody>
</table>

$175,000 | $201,996 | $200,000 | $226,000 | $257,000 |
$170,000 | $195,095 | $194,000 | $220,000 | $245,500 |

**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).
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).
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.

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

![Insurance Benefits: Percent of Employers Providing Benefits to Full-Time CRNAs](image_url)

- **All CRNAs**: 97%
- **Employee of hospital**: 98%
- **Employee of a group**: 96%
- **Military/Govt/Veterans Administration**: 94%
- **Employee in other setting**: 96%
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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### Insurance Benefits: Percent of Employees Whose Employers Provide Benefits to Full-Time CRNAs

*(n=3,102)*

- **Health insurance**: 91%
- **Malpractice**: 90%
- **Dental**: 79%
- **Life Insurance**: 77%
- **Vision**: 71%
- **Long term disability**: 66%
- **Short term disability**: 62%

### Dues, Fees, etc.: Percent of Employees Whose Employers Provide Benefits to Full-Time CRNAs

*(n=3,102)*

- **Continuing education**: 77%
- **Professional association dues**: 60%
- **Professional conference fees**: 51%
- **College tuition credit**: 17%
- **Wellness**: 17%
- **Day care**: 3%
- **Other**: 3%
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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### Retirement benefits provided by your employer

(n=3,085)

- **Defined contribution plan**: 80%
- **Defined benefit plan**: 42%
- **IRA, SEP IRA, Roth IRA**: 29%
- **Investments (stocks, mutual funds, etc.)**: 14%
- **Annuity**: 2%
- **Other retirement benefit**: 5%
- **No retirement benefits**: 1%
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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

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- Retirement Benefits

  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