

2009 Hospital Compensation Survey

Job Title: **Nursing Assistant**

Job Number: 102

Duties: Assists with nursing care programs such as administering treatments, handling the charting, weighing, taking temperatures, rehabilitative care, etc. Provides patient care under direct supervision of RN or LPN.

Qualifications: Nursing Assistant certification program (CAN) or equivalent.

Overall Results

Number of Hospitals	Number of Employees	Unweighted Average Hourly Salary	Weighted Average Hourly Salary	2008 Weighted Average Hourly Salary	% Difference Between 2008 and 2009 Weighted Average	Hourly Salary 25th Percentile	Hourly Salary 50th Percentile	Hourly Salary 75th Percentile	Average Salary Range Minimum	Average Salary Range Midpoint	Average Salary Range Maximum	Number Hospitals Reporting Overtime	Number Hospitals Reporting Union
46	3,994	14.53	15.59	14.95	4.34%	14.03	15.63	17.21	12.56	14.87	16.97	43	22

Results by Hospital Location (Distance from Downtown Minneapolis: Group 1=1-24 miles; Group 2=25-85 miles; Group 3=more than 85 miles)

Group By Number of Miles to Minneapolis	Number of Hospitals	Number of Employees	Unweighted Average Hourly Salary	Weighted Average Hourly Salary	2008 Weighted Average Hourly Salary	Hourly Salary 25th Percentile	Hourly Salary 50th Percentile	Hourly Salary 75th Percentile	Average Salary Range Minimum	Average Salary Range Midpoint	Average Salary Range Maximum	Number Hospitals Reporting Overtime	Number Hospitals Reporting Union
1	17	2,697	16.26	16.23	15.67	14.90	16.22	17.72	13.94	16.62	18.79	17	12
2	21	798	13.97	14.93	14.60	13.88	15.17	16.39	11.96	14.18	16.27	19	8
3	8	499	12.31	13.23	12.38	11.56	12.68	15.54	11.14	13.00	14.82	7	2

Results by Number of FTEs (Number of Full Time Equivalents: Group 1=40-215 FTEs; Group 2=216-1,000 FTEs; Group 3=more than 1,000 FTEs)

Group By Number of FTEs	Number of Hospitals	Number of Employees	Unweighted Average Hourly Salary	Weighted Average Hourly Salary	2008 Weighted Average Hourly Salary	Hourly Salary 25th Percentile	Hourly Salary 50th Percentile	Hourly Salary 75th Percentile	Average Salary Range Minimum	Average Salary Range Midpoint	Average Salary Range Maximum	Number Hospitals Reporting Overtime	Number Hospitals Reporting Union
1	6	85	13.55	12.50	13.12	11.41	11.62	13.12	11.74	13.70	15.65	4	1
2	25	598	13.90	14.61	13.52	12.83	14.45	16.14	12.05	14.37	16.51	25	9
3	15	3,311	15.96	15.85	15.30	14.39	15.78	17.25	13.88	16.38	18.42	14	12

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Job Title: Nursing Assistant

Job Number: 102

Results by City Population (Group 1=400-4,999; Group 2=5,000-39,999; Group 3=40,000 or more)

Group By City Population	Number of Hospitals	Number of Employees	Unweighted Average Hourly Salary	Weighted Average Hourly Salary	2008 Weighted Average Hourly Salary	Hourly Salary 25th Percentile	Hourly Salary 50th Percentile	Hourly Salary 75th Percentile	Average Salary Range Minimum	Average Salary Range Midpoint	Average Salary Range Maximum	Number Hospitals Reporting Overtime	Number Hospitals Reporting Union
1	11	227	12.75	13.11	12.68	11.41	12.40	14.66	11.06	12.83	14.85	10	3
2	18	656	14.19	15.67	15.41	13.98	16.12	17.62	12.29	14.74	16.73	17	7
3	17	3,111	16.04	15.76	15.19	14.25	15.65	17.22	13.89	16.35	18.67	16	12

Results by Region (Group 1=Metro Area & Surrounding Suburbs; Group 2=Central MN excluding Metro; Group 3=Northern MN; Group 4 = WI & Southern MN)

Group By Region	Number of Hospitals	Number of Employees	Unweighted Average Hourly Salary	Weighted Average Hourly Salary	2008 Weighted Average Hourly Salary	Hourly Salary 25th Percentile	Hourly Salary 50th Percentile	Hourly Salary 75th Percentile	Average Salary Range Minimum	Average Salary Range Midpoint	Average Salary Range Maximum	Number Hospitals Reporting Overtime	Number Hospitals Reporting Union
1	19	2,749	16.26	16.23	15.67	14.90	16.22	17.72	13.77	16.42	18.64	19	14
2	10	289	14.17	14.35	13.44	12.37	13.82	16.14	12.51	14.63	16.60	9	3
3	5	259	12.84	13.96	12.81	12.24	14.51	15.78	11.24	13.15	14.94	5	2
4	12	697	12.78	14.21	13.57	12.40	14.33	15.90	11.24	13.30	15.41	10	3