



## Overview of RN & LPN Compensation – Chicago Survey Quarter 1, 2003; Volume 5

3C recently completed a study of special pay practices for RNs and LPNs working in healthcare organizations located throughout the Chicago area. 10 healthcare organizations were included in this study.

The nursing shortage appears to be impacting both the pay levels and special premium pay programs offered to RNs and LPNs alike. All of the responding organizations use a significant number of premium pay programs to compensate both RNs and LPNs. The most common forms are shift differential, premium pay for working holidays, additional shift bonuses (more common for RNs), on-call pay and charge pay. Performance-related bonuses, however, are not widely used.

Highlights of key survey findings are outlined below:

- ✚ Three organizations do not hire LPNs. All three indicated that this staffing approach is under review given the ongoing nursing shortage.
- ✚ RN median (competitive) per hour pay for survey participants ranges from \$20.00 at the low-end to \$30.63 at the high-end.
- ✚ LPN median per hour pay for survey participants ranges from \$13.50 at the low-end to \$19.30 at the high-end.
- ✚ 70% of survey participants provide a bonus to RNs who work additional shifts. Three organizations also provide RNs with an hourly overtime premium for extra hours worked during a normal work day.
- ✚ RN shift differentials materially exceed the national average for all shifts.
- ✚ On-call pay is offered to RNs and LPNs by a large majority of participants. All organizations offering on-call pay provide one hourly rate across shifts.
- ✚ All organizations provide charge pay to RNs. Only one organization offers charge pay to its LPNs.
- ✚ Education differentials are not widely used among survey participants. Three organizations provide education premium pay to RNs; only one of these organizations also provides an education premium to its LPNs.
- ✚ Holiday premium pay is common among survey participants.

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