

WASHINGTON STATE ARNPs

Salary Information from the 2006 Survey

Appropriate financial compensation is essential for Washington State ARNPs. As legally autonomous professionals, ARNPs assume demanding roles and provide high quality care to hundreds of thousands of people in Washington State. Until recently there has been little data about the salaries of Washington State nurse practitioners. In 2006 we conducted a statewide survey of Washington State ARNPs that yielded a strong response rate of 65%. Participants were asked to indicate their ARNP related income for 2005. The following data reports salary information for ARNPs practicing in Washington State and **working full time, defined as 30 or more hours per week**. CRNAs are not included.

Highlights

- Average Annual Salary = \$78,845
 - 10% of ARNPs made over \$100,000
 - 2% of ARNPs made over \$150,000
- Salary peaked at 31+ years of practice
- Gender differences followed the national pattern with higher incomes for male ARNPs compared with female
- Urban salaries were higher than rural
- Salaries tended to be higher in hospital related practices
 - Hospitalist NPs and Neonatal NPs had the highest salaries

The average annual salary for a Nurse Practitioner in a Private Office Practice is \$82,866.

A special thank you is extended to ARNPs who were willing to share their salary information for the benefit of all of us. We hope this information will be useful for future salary negotiations.

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**Average Annual Salary
by Employment Location**

Hospital operating room	\$94,784
Hospital based inpatient unit	\$83,983
Hospital obstetrics	\$83,753
Veterans Administration facility	\$83,450
Private office	\$82,866
Hospital emergency department	\$82,642
Hospital (other)	\$82,403
Military facility	\$82,352
Mental health center	\$80,891
Correctional center	\$80,821
Hospital based outpatient clinic	\$78,079
Occupational/employee health center	\$76,419
Long term care facility	\$78,258
Other	\$74,509
Rural health clinic	\$72,194
Urgent care center	\$71,875
Surgery center	\$71,714
Community clinic	\$71,597
Health maintenance organization	\$71,162
Tribal clinic/Indian Health Service	\$68,094
Health department clinic	\$66,297
Home care service	\$65,779
School/college health service	\$61,860
Planned Parenthood clinic	\$60,289

**Average Annual Salary
by Type of Practice**

Hospitalist	\$94,944
Neonatal	\$91,346
Psychiatry/mental health	\$85,337
Midwifery	\$84,453
Dermatology	\$82,436
Emergency care	\$81,976
Rehabilitation	\$80,000
Research	\$79,773
Long term care	\$78,999
Neurology	\$78,954
Adult	\$78,880
Pain management	\$78,758
Other	\$78,697
Orthopedics	\$78,250
Geriatric	\$78,116
Oncology	\$77,630
Family	\$76,901
Gastroenterology	\$76,556
Ob/Gyn women's health	\$76,063
Cardiology	\$76,047
Occupational health	\$75,753
Pediatric	\$73,479
Urgent care	\$72,908
Endocrinology	\$68,325



**Average Annual Salary by
Education Level**

Bachelor's Degree (n=37)	\$79,939
Master's Degree (n=780)	\$78,354
Doctoral Degree (n=34)	\$90,206

Average Salary by Year of Practice

0-5 years	\$75,340
6-10 years	\$77,730
11-15 years	\$80,555
16-20 years	\$82,482
21 to 25 years	\$84,057
26 to 30 years	\$80,336
31+ years	\$96,125

Average Annual Salary by Gender*

Males	\$84,440
Females	\$78,172

**Comparison with American Academy of
NPs 2004 Salary Survey*

Males	\$80,240
Females	\$73,120

Average Salary by Location

Rural	\$72,382
Urban	\$79,869