

**Nurse Compensation at
The Johns Hopkins Hospital:
The Case for a Nurse Union**

A 2016 report from the US Bureau of Labor Statistics shows that nurse compensation at Johns Hopkins hospital is well below average both nationally and regionally.

Region	Mean Hourly Wage	Mean Annual Wage	Annual 25 th Percentile Wage	Annual 50 th Percentile Wage (Median Wage)	Annual 75 th Percentile Wage
Baltimore-Columbia-Towson	\$36.43	\$75,780	\$62,520	\$74,130	\$88,620
Maryland State	\$35.92	\$74,710	\$61,960	\$73,440	\$86,920
District of Columbia Metro area	\$37.73	\$78,490	\$62,950	\$75,950	\$92,090
Nationally	\$34.70	\$72,180	\$56,190	\$68,450	\$83,770
Sacramento	\$54.54	\$113,440	\$93,470	\$118,560	\$139,170

* Occupational Outlook Handbook. Bureau of Labor Statistics; 2016. Accessed 1/4/18.

Does cost of living alone explain nurse wages?

Cost of living is one factor in the variability of nurse salaries but Baltimore, MD and Sacramento, CA have similar cost of living.

Region	Mean Hourly Wage	Mean Annual Wage	Annual 25 th Percentile Wage	Median Annual Wage	Annual 75 th Percentile Wage
Baltimore-Columbia-Towson	\$36.43	\$75,780	\$62,520	\$74,130	\$88,620
Sacramento	\$54.54	\$113,440	\$93,470	\$118,560	\$139,170

Nurses who are organized in a union receive much higher compensation than their non union peers.

National Nurses United is responsible for negotiating the strongest contracts for registered nurses.

CNA/NNU LANDMARK SALARIES

	RN Days	RN Nights	Charge Days	Charge Nights
Kaiser Permanente	\$79.57	\$90.04	\$83.55	\$94.02
Mercy Sacramento	66.35	70.85	67.35	71.85
HCA, San jose	70.89	76.89	74.89	80.89
Salinas Valley Memorial	81.06	86.06	85.92	90.92
Dignity Health, California Hospital	60.90	64.90	62.15	66.15
Tenet, San Ramon	72.66	78.30	74.41	80.05
UCLA Medical Center	64.59	70.59	67.09	73.09

Top Staff Nurse II Wage Rates. Rates as of July 2015.

Can The Johns Hopkins Hospital afford to pay registered nurses more?

In 2012 The Johns Hopkins Hospital was able to pay former President Ron Peterson's \$15,385,619.

In 2014 The Johns Hopkins Hospital was able to pay former VP of nursing Karen Haller \$627,946

In 2015 The Johns Hopkins Hospital reported \$2,104,740,640 in revenue, and \$58,613,573 in net income.