

# California Board of Registered Nursing

## *2012 Survey of Registered Nurses*

### *Errata*

*October 18, 2013*



Conducted for the  
California Board of Registered Nursing

by the  
University of California, San Francisco

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**SURVEY OF REGISTERED NURSES IN CALIFORNIA, 2012**

*Published October 2013 by the California Board of Registered Nursing*

## **Executive Summary**

### ***Nurses' earnings and benefits***

Nurse incomes rose dramatically between 1990 and 2008. In 1990, average annual income from nursing was \$31,504 for California residents; in 2004, it was \$59,937, and by 2008 it had reached \$81,428. Income growth was slower between 2008 and 2010, reaching \$82,134. Between 2010 and 2012, average nurse earnings grew at a higher rate than in the prior two-year period, increasing to \$89,940. More than 73 percent of nurses received personal retirement benefits and personal health insurance in 2012. Over 61 percent received dental insurance from their employers, and 75.4 percent received health insurance for their families. Nearly 38 percent received tuition reimbursement benefits, and 17.6 percent received paid time off to pursue education.

### ***Summary***

California has a diverse workforce of nurses, and this diversity is increasing with the entry of more men and ethnic minorities into the profession. Nurses are well educated, and a large share of nurses pursues additional education after entering the profession. The commitment to ongoing professional education is one of the strengths of the nursing workforce. Nurses have a wide range of job opportunities, and can take advantage of even more with appropriate educational advancement. Nurses are generally satisfied with their jobs, the profession, and their interactions with patients.

The employment settings of RNs have been relatively stable over the past decade, with most nurses working in staff nurse positions, and the majority working in acute-care hospitals. Nurses work in a wide range of fields, including long-term care, management, patient care coordination, education, home health, community health, and public health. Overall satisfaction levels are high for most aspects of employment.

In both 2010 and 2012, RNs indicated that finding nursing work was a growing concern. This is a notable change from prior surveys. The employment rate for RNs in 2012 was 85.1 percent, and many non-working RNs reported they were looking for nursing work. In 2010 and 2012, more RNs over the age of 50 were working than in previous years, while RNs under the age of 40 have lower levels of employment. Many RNs younger than 35 years are planning to work more over the next two years. Although annual nurse earnings rose between 2010 and 2012, for the first time the earnings of nurses under 35 years of age were lower than those of RNs 65 years and older. This suggests that the entry-level labor market remains weak, and employers did not need to raise wages in order to attract young nurses. Fewer working RNs felt they had adequate job security in 2012 than in 2008. Nearly 27 percent of working RNs experienced a job change between 2011 and 2012, and another 39.2 percent changed how much they work.

Increased RN employment and the temporary difficulty of some RNs to find nursing work in California should be interpreted carefully. Some researchers have found that the recession has abated the ongoing nursing shortage. However, as the country slowly moves out of recession, the primary drivers of increased RN demand – the aging of the nursing and general population – remain strong. The strengths of the nursing profession, which include broad job opportunities, career mobility, commitment to ongoing education, increasing diversity, and high rates of professional satisfaction, must be sustained to ensure that California's nursing workforce thrives in the future. Employers and health care leaders can work to maintain the positive aspects of nursing, address the factors that may be prompting nurses' decisions to work outside nursing, and actively strive to expand the supply of new graduates into the profession.

## Chapter 3. Employment, Wages, and Satisfaction of Registered Nurses

### *Income and Earnings of Registered Nurses*

Nurse incomes have risen dramatically since 1990. In 2006, 2008, 2010, and 2012 RNs were asked to report annual earnings from their primary position, and each of their additional nursing positions. In the 1990, 1993, 1997, and 2004 surveys, nurses were asked to report their annual income by category. Average earnings were estimated by assuming nurses earned the midpoint of the income category for the surveys. The income categories changed for the 2004 survey to accommodate for income growth.

Table 3.29 presents the total annual income received from all nursing positions by currently working RNs residing in California, for each survey year, and Figure 3.5 depicts the 2012 data. As seen in this table, there was modest growth in nurse earnings between 1993 and 1997, rapid growth between 1997 and 2008, little change between 2008 and 2010, and then a return to growth between 2010 and 2012. The slow growth in earnings from 2008 to 2010 is not surprising because reports of nursing shortage abated during this period. The increase between 2010 and 2012 suggests that the labor market is improving for RNs. Thirty-one percent of RNs reported that they earned \$100,000 or more in 2012 (compared to 22.3 percent in 2010). The proportion of nurses reporting earnings of less than \$60k per year dropped from just under a quarter in 2010 to only 19 percent in 2012. The increase in earnings between 2010 and 2012 was not accompanied by an increase in average hours worked, as discussed above, suggesting that the wages of RNs increased during this period.

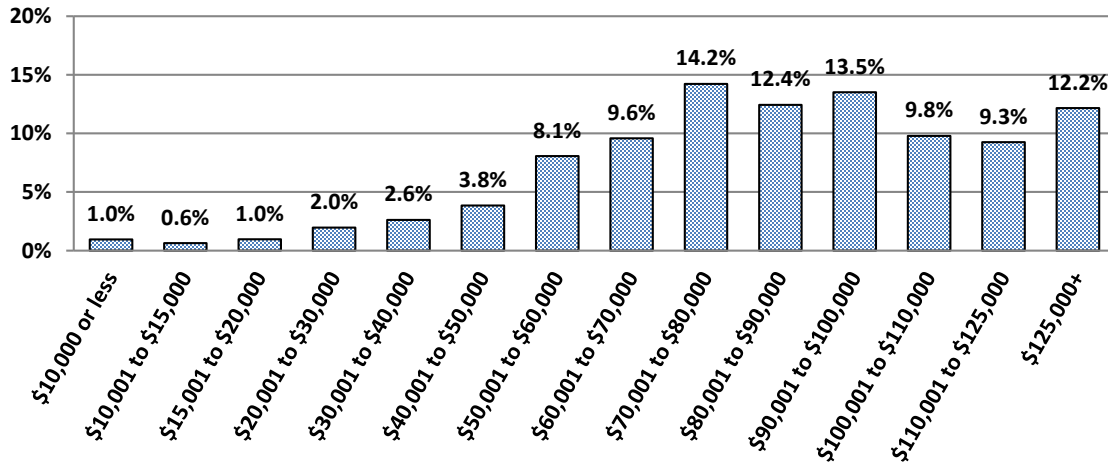
**Table 3.29. Total annual income received from all nursing positions by currently working registered nurses residing in California, by survey year**

	1990	1993	1997	2004	2006	2008	2010	2012
<b>\$20,000 or less</b>	18.0%	10.2%	10.0%	4.9%	4.6%	2.4%	3.1%	2.6%
<b>\$20,001 to \$30,000</b>	27.6%	11.1%	9.0%	3.5%	2.1%	1.8%	1.8%	2.0%
<b>\$30,001 to \$40,000</b>	33.2%	24.3%	20.0%	8.6%	5.5%	3.5%	3.1%	2.6%
<b>\$40,001 to \$55,000</b>	18.3%	35.9%	34.5%	*	*	*	*	*
<b>\$40,001 to \$50,000</b>	*	*	*	14.2%	7.8%	6.0%	5.7%	3.8%
<b>\$50,001 to \$60,000</b>	*	*	*	20.2%	12.5%	10.0%	9.6%	8.1%
<b>\$55,001 to \$75,000</b>	2.3%	15.3%	22.6%	*	*	*	*	*
<b>\$60,001 to \$70,000</b>	*	*	*	16.4%	17.8%	13.8%	12.3%	9.6%
<b>\$70,001 to \$80,000</b>	*	*	*	12.2%	15.6%	17.0%	16.8%	14.2%
<b>More than \$75,000</b>	0.5%	3.3%	4.5%	*	*	*	*	*
<b>\$80,001 to \$90,000</b>	*	*	*	8.5%	12.8%	14.1%	14.2%	12.4%
<b>\$90,001 to \$100,000</b>	*	*	*	4.5%	8.0%	11.6%	11.1%	13.5%
<b>\$100,001 to \$110,000</b>	*	*	*	2.2%	5.6%	6.6%	8.2%	9.8%
<b>\$110,001 to \$125,000</b>	*	*	*	1.4%	3.5%	6.6%	6.6%	9.3%
<b>More than \$125,000</b>	*	*	*	1.1%	4.1%	6.6%	7.5%	12.2%
<b>Mean Annual Income</b>	\$31,504	\$42,163	\$45,073	\$59,937	\$73,542	\$81,428	\$82,134	\$89,940
<b>Number of cases</b>	2,186	2,141	2,420	2,885	3,447	3,728	3,738	3,692

\* Surveys in 1990, 1993, 1997, and 2004 asked nurses to report by income category. The categories changed in 2004. The 2006 survey asked nurses to report exact income for each nursing position.

Note: Columns might not total 100% due to rounding. Data (2006-2012) are weighted to represent all RNs with active licenses.

**Figure 3.5. Total annual income received from all nursing positions by currently working registered nurses residing in California, 2012**



Note: Number of cases=3,692. Data are weighted to represent all RNs with active licenses.

Annual nursing incomes vary by region of California, as seen in Table 3.30. Total nursing incomes among California-resident RNs are highest in the San Francisco Bay Area (\$101,568), and lowest in the counties north of Sacramento (\$75,725). Between 2006 and 2012, the Sacramento region experienced the greatest increase in average earnings from principal nursing position, rising 25.6 percent (\$19,355). The least growth between 2006 and 2012 occurred in the Border counties, where average earnings from the principal position grew only 15.4 percent (\$9,605).

**Table 3.30. Annual income received from nursing by currently working registered nurses, by region, 2006-2012**

	Primary nursing position				All nursing positions			
	2006	2008	2010	2012	2006	2008	2010	2012
<b>Northern counties</b>	\$60,160	\$66,291	\$70,763	\$74,387	\$61,868	\$69,142	\$70,546	\$75,725
<b>Sacramento</b>	\$72,594	\$79,453	\$82,498	\$92,732	\$75,508	\$82,122	\$82,232	\$94,863
<b>San Francisco Bay Area</b>	\$78,319	\$89,984	\$93,406	\$98,075	\$82,514	\$93,564	\$93,547	\$101,568
<b>Central Valley &amp; Sierra</b>	\$65,689	\$77,730	\$81,973	\$82,908	\$70,252	\$79,995	\$81,553	\$85,077
<b>Central Coast</b>	\$65,715	\$74,801	\$76,563	\$83,096	\$69,208	\$76,809	\$76,536	\$84,933
<b>Los Angeles</b>	\$67,207	\$74,188	\$79,381	\$85,577	\$71,822	\$77,167	\$79,288	\$88,414
<b>Inland Empire</b>	\$66,938	\$77,904	\$77,913	\$81,805	\$70,602	\$81,176	\$77,786	\$83,655
<b>Border Counties</b>	\$67,188	\$71,226	\$76,008	\$79,842	\$70,046	\$72,850	\$75,895	\$82,399
<b>Outside California</b>	\$59,696	\$64,198	\$67,847	\$69,597	\$62,467	\$67,026	\$68,158	\$72,072

Note: Data are weighted to represent all RNs with active licenses.

Nursing incomes for California residents vary with age, as seen in Table 3.31. Average incomes are highest for the group of nurses between 55 and 64 years old. Annual earnings are lowest for nurses 35 years and younger; 2012 is the first year when their earnings were lower than those of RNs 65 years and older. Older RNs typically work fewer hours; the lower annual earnings of younger nurses indicate that entry-level wages may have declined between 2010 and 2012.

**Table 3.31. Total annual income received from all nursing positions by currently working registered nurses residing in California, by age group, 2006-2012**

	2006	2008	2010	2012
<b>Under 35 years</b>	\$68,307	\$74,632	\$74,982	\$76,341
<b>35-44 years</b>	\$75,113	\$81,318	\$80,008	\$89,286
<b>45-54 years</b>	\$78,530	\$84,711	\$85,718	\$96,171
<b>55-64 years</b>	\$74,411	\$85,696	\$88,169	\$97,894
<b>65 years and older</b>	\$52,888	\$65,790	\$71,636	\$79,295

Note: Data are weighted to represent all RNs with active licenses.

There is some variation in average annual nursing income by education. As seen in Table 3.32, nurses with bachelor's degrees enjoy higher annual nursing income than RNs with associate degrees, averaging \$92,326 versus \$84,839. Nurses with master's degrees have even higher average earnings, at \$99,042. Nurse practitioner earnings are higher, on average, than those of RNs with bachelor's degrees, but not as high as RNs with master's degrees. Clinical nurse specialists, all of whom have master's degrees, report average earnings of \$100,482, which is higher than the average for master's-educated RNs in general.

**Table 3.32. Total annual income received from all nursing positions by currently working registered nurses residing in California, by highest level of nursing education and specialty certification, 2006-2012**

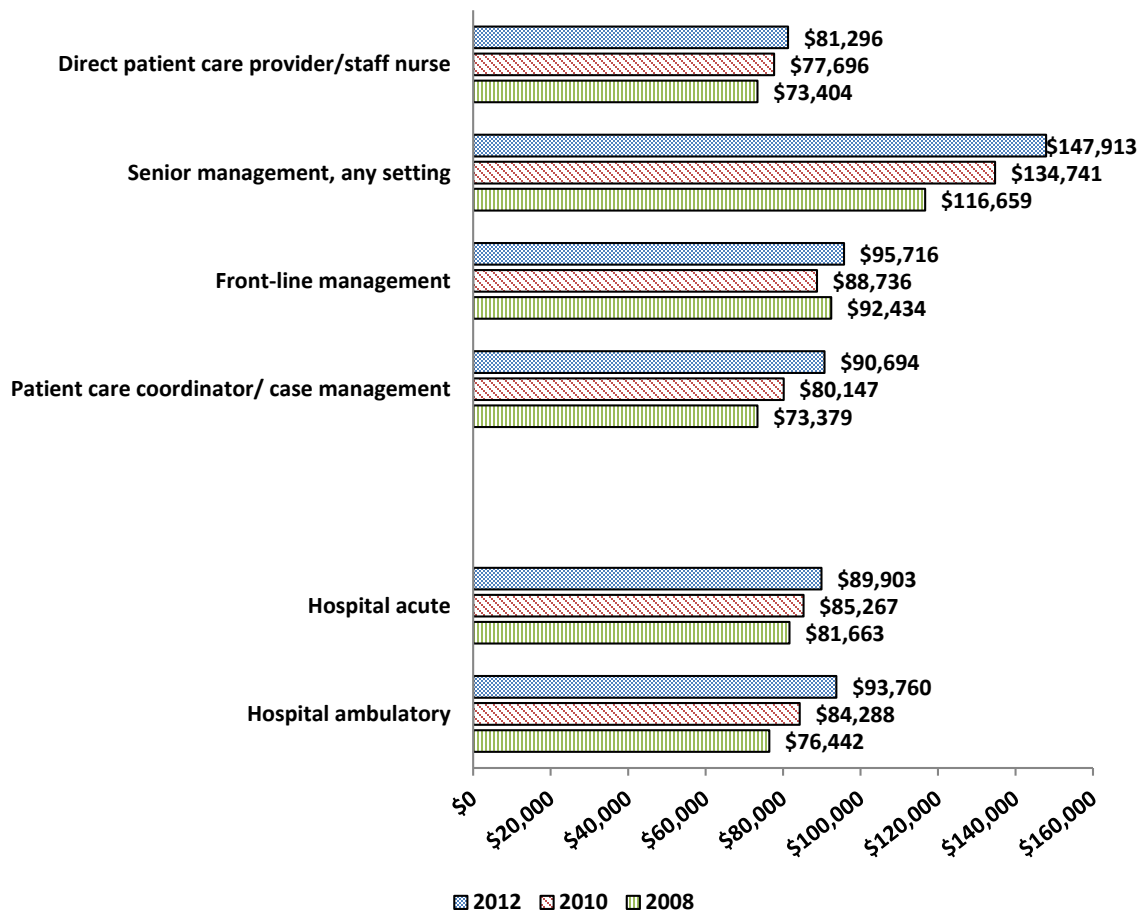
	2006	2008	2010	2012
<b>Diploma</b>	\$70,840	\$79,824	\$83,209	\$89,726
<b>Associate Degree</b>	\$70,804	\$76,995	\$78,228	\$84,839
<b>Baccalaureate Degree</b>	\$75,017	\$82,362	\$83,441	\$92,326
<b>Master's Degree</b>	\$82,638	\$93,378	\$91,225	\$99,042
<b>Public Health Nurse</b>	\$72,285	\$81,413	\$83,746	\$90,715
<b>Nurse Practitioner</b>	\$73,138	\$88,135	\$88,087	\$93,493
<b>Clinical Nurse Specialist</b>	\$82,323	\$88,077	\$89,953	\$100,482

\* Means are not reported if there were fewer than 50 responses.

Note: Data are weighted to represent all RNs with active licenses.

Job title and work setting are associated with differences in annual nursing income, as seen in Figure 3.6. For nurses residing in California, nurses in senior management have incomes from their principal nursing position averaging nearly \$150,000. Direct patient care nurses (also called staff nurses) reported annual earnings of \$81,296, which is higher than the average was in 2010. RNs employed in acute care departments of hospitals report an average income of \$89,903, which also is an increase compared with 2010.

**Figure 3.6. Income received from principal nursing position by currently working registered nurses residing in California, by job title and work setting, 2008, 2010, and 2012**



Note: Number of cases=2,143. Data are weighted to represent all RNs with active licenses.

The total household incomes of currently working RNs residing in California are examined in Table 3.33. The income categories were revised in 2006. The household incomes of nurses have risen since 1990, and by 2012, over 31 percent of working RNs who lived in California had household incomes over \$150,000.



**Table 3.33. Total household incomes of working registered nurses residing in California, by survey year**

	1990	1993	1997	2004	2006	2008	2010	2012
Less than \$30,000	13.3%	5.1%	5.5%	2.1%	1.0%	0.3%	0.7%	1.4%
\$30,001 to \$40,000	19.1%	10.3%	7.5%	2.8%	*	*	*	*
\$30,000 to \$44,999	*	*	*	*	3.9%	1.6%	1.4%	1.9%
\$40,001 to \$55,000	23.0%	19.7%	18.1%	*	*	*	*	*
\$40,001 to \$50,000	*	*	*	5.5%	*	*	*	*
\$45,000 to \$59,999	*	*	*	*	6.6%	3.2%	3.0%	2.4%
\$50,001 to \$60,000	*	*	*	8.7%	*	*	*	*
\$55,001 to \$75,000	24.3%	27.5%	25.1%	*	*	*	*	*
\$60,001 to \$70,000	*	*	*	9.9%	*	*	*	*
\$60,000 to \$75,000	*	*	*	*	13.8%	10.0%	9.0%	8.5%
\$70,001 to \$80,000	*	*	*	10.9%	*	*	*	*
More than \$75,000	20.4%	37.3%	43.7%	*	*	*	*	*
\$75,000 to \$99,999	*	*	*	*	20.5%	20.1%	18.6%	17.3%
\$80,001 to \$90,000	*	*	*	10.0%	*	*	*	*
\$90,001 to \$100,000	*	*	*	10.9%	*	*	*	*
\$100,001 to \$110,000	*	*	*	10.9%	*	*	*	*
\$100,000 to \$124,999	*	*	*	*	21.8%	23.4%	22.6%	21.3%
\$110,001 to \$125,000	*	*	*	8.8%	*	*	*	*
More than \$125,000	*	*	*	19.7%	*	*	*	*
\$125,000 to \$149,999	*	*	*	*	13.5%	13.9%	14.4%	15.8%
\$150,000 to \$174,999	*	*	*	*	8.6%	11.5%	11.1%	11.3%
\$175,000 to \$199,999	*	*	*	*	4.3%	6.1%	6.9%	7.6%
\$200,000 or more	*	*	*	*	6.0%	10.0%	12.2%	12.5%
Number of Cases	2,182	2,128	2,415	2,864	3,608	3,838	4,323	3,846

\* Income categories changed in 2004 and 2006.

Note: Columns might not total 100% due to rounding. Data (2006-2012) are weighted to represent all RNs with active licenses.

Nurses' earnings are increasingly important to their households (Table 3.34). In 1990, over 36 percent of RNs reported that their nursing income accounted for more than 75 percent of their household's income. In 2012, 50.7 percent of nurses said their nursing income comprised at least 80 percent of household income.

**Table 3.34. Percentage of total household income that was derived from nursing for currently working registered nurses residing in California, by survey year**

	1990	1993	1997	2004	2006	2008	2010	2012
<b>Less than 25 percent</b>	13.2%	8.7%	9.3%	8.1%	*	*	*	*
<b>25 to 50 percent</b>	32.3%	28.4%	26.2%	24.3%	*	*	*	*
<b>51 to 75 percent</b>	18.4%	25.1%	23.7%	24.7%	*	*	*	*
<b>76 to 99 percent</b>	8.8%	10.9%	13.2%	15.0%	*	*	*	*
<b>Less than 20 percent</b>	*	*	*	*	4.1%	3.4%	3.9%	3.7%
<b>20 to 39 percent</b>	*	*	*	*	9.7%	9.3%	7.7%	6.7%
<b>40 to 59 percent</b>	*	*	*	*	23.9%	21.5%	20.0%	18.8%
<b>60 to 79 percent</b>	*	*	*	*	17.7%	19.5%	20.4%	20.1%
<b>80 to 99 percent</b>	*	*	*	*	14.6%	13.9%	13.8%	14.5%
<b>100 percent</b>	27.3%	26.9%	27.6%	27.9%	30.1%	32.5%	34.3%	36.2%
<b>Number of Cases</b>	2,209	2,150	2,448	2,915	3,676	3,983	4,568	3,961

\*No Data Available

Note: Percent of income from nursing was reported by category. The categories changed in 2006. Columns might not total 100% due to rounding. Data (2006-2012) are weighted to represent all RNs with active licenses.

## **Chapter 5. Thematic Analysis of Nurses' Comments**

### ***Theme 5: Compensation for Work***

The 2012 RN Survey findings showed the average compensation for working RNs in California was \$89,940 (Chapter 3, Table 3.29). Earnings from nursing work were reported to be very important to the households of nurses, accounting for the majority of the household income for more than 70 percent of working nurses (Chapter 3, Table 3.34). Almost universally, narrative responses regarding compensation expressed dissatisfaction with salary, benefits, or both.

## **Chapter 6. Conclusions**

California has a diverse workforce of nurses, and this diversity is increasing with the entry of more men and minorities into the profession. In general, the trends in nursing seen between 2004 and 2010 have continued through 2012, including the persistent impact of the economic downturn on the nursing labor market and RN employment. Employment rates of registered nurses are very high, particularly for a profession composed of many older and female workers. However, there was a continued decline in the share of RNs employed in nursing in 2012, particularly among nurses under 40 years old, and many of these unemployed nurses indicated that were not able to find a job in nursing. At the same time, employment rates of nurses age 50 years and older continue to be higher than previous years; more of these nurses are seeking work and delaying retirement. The growing number of young RNs who are not employed is problematic, as California has spent considerable money on increasing school enrollments to abate the nursing shortage. Long-term forecasts indicate that a shortage is likely to re-emerge over the next decade; in the interim, strategies must be identified to ensure that unemployed new graduates can retain their skills and stay in California.

The age of the RN workforce has stabilized in the past five years. In 2012, 45.4 percent of RNs were 50 years or older, as compared with 46.3 percent in 2010. The age distribution has become more even across age groups, with nearly as many nurses in the youngest age groups as in the oldest age groups. The workforce has continued to become more diverse. In 2012, nearly 12 percent of RNs were men, and nearly 47 percent were non-White. Fewer than 45 percent of RNs under 45 years old are White. The share of RNs that has never been married rose from 15.3 percent in 2010 to 18.1 percent in 2012, reflecting the growth of the population of younger RNs. At the same time, the share of RNs who do not have children living at home rose from 47.5 percent in 2010 to 57.8 percent in 2012. Those who do have children at home tend to have younger children, 2 years or younger, or adult children at home.

Nurses are well educated, with more than 53 percent of RNs having a baccalaureate or higher degree. In 2012, more than a quarter of RNs reported that they had complete a baccalaureate or graduate degree in a non-nursing field before they began their nursing education. About 58 percent of RNs who graduated in the 2000s were under 30 years old when they completed their initial nursing education; the share of RNs who enter nursing at older ages has risen over the decades. In 2012, about 43 percent of nurses with active California licenses received some additional education; this share was only 37 percent in 2010. Nurses have a wide range of job opportunities available, and can take advantage of even more with appropriate educational advancement. However, the pattern of long gaps between initial RN education and completion of additional education has not changed. In 2012, RNs who entered the profession with an associate degree took an average of 9.4 years before completing a baccalaureate degree, and those whose initial education was a baccalaureate degree took an average of 10.1 years to complete a master's degree.

The employment settings and job titles of RNs have been relatively stable over the past decade, with most nurses working in staff nurse positions, and most working in acute-care hospitals. Nurses work in a wide range of roles, including long-term care, management, patient care coordination, education, and other roles. About 15 percent of working RNs who reside in California reported that they hold more than one nursing position. Total compensation for nurses rose substantially from 1990 through 2012, from an average of \$31,504 in 1990 to \$89,940 in 2012. Earnings growth was very low between 2008 and 2010, but returned to a pace that was consistent with pre-recession growth between 2010 and 2012. Earnings from nursing are very important to the households of nurses, with half of nurses reporting their nursing income comprised at least eighty percent of household income.

About 15 percent of RNs with active California licenses live outside California (52,978 in 2012). Many of these nurses contribute to California's labor supply. Of the actively licensed nurses residing outside California, 41.5 percent worked in California in the previous year. Over 17 percent of out-of-state nurses worked for a temporary agency, registry, or traveling agency, and another 14.2 percent worked for a telenursing employer with California clients. Nurses employed with a traveling or temporary agency worked an average of 4 months and 39 hours per week in California during the previous year. About one-quarter of nurses who have active California licenses but reside outside the state plan to work intermittently in California in the future, indicating that this non-resident workforce is important to meeting the health care needs of Californians. Another 25.8 percent intend to relocate to California in the next five years.

In 2010, nurses were generally satisfied with their jobs, the profession, and their interactions with patients. The five aspects of nursing that received the highest satisfaction ratings in 2012 were interactions with patients, feeling that work is meaningful, job overall, team work between coworkers, and support from other nurses. The five lowest rated areas of satisfaction were the amount of paperwork required, involvement in policy and management decisions, leadership from administration, non-nursing tasks required, and employer-supported educational and training programs.

About 15 percent of nurses with active California licenses who lived in California were not working in nursing jobs in 2012. These nurses are, on average, older than the employed RN workforce. However, some RNs who are not employed in nursing are involuntarily unemployed. Among RNs who graduated between 2010 and 2012, 41.2 percent who were not working in 2012 had never worked as an RN. Among those who had worked previously as an RN, about 55 percent have been out of nursing for five or more years. The factors most frequently identified as “very important” reasons for not working in nursing were retirement, stress on the job, other family responsibilities, difficulty finding a nursing position, and other job dissatisfaction. There has been a notable increase in the share of RNs who report that they are not working because it is difficult to find a nursing position, from 4.6 percent in 2008 to 15.9 percent in 2012. Thirty-eight percent of non-retired RNs who are not working in nursing are currently seeking work, and another 23.6 percent said they plan to return to nursing. The factors that are most important in the decision to return to nursing are availability of re-entry programs and mentoring, flexible work hours, better nurse to patient ratios, and adequate support staff for non-nursing tasks. Some nurses who are not in nursing positions work in other fields, some of which are related to health care. In 2010, 27.5 percent of California residents not in nursing positions were working outside nursing, and 74.2 percent of these said their non-nursing job used their nursing knowledge.

About 11 percent of currently-employed RNs plan to retire in the next five years, which is an increase from the 9.5 percent that had such plans in 2010. Among nurses under 35 years, about 23 percent plan to increase their hours of nursing work, and a similar share intends to reduce their hours of nursing work. About 21 percent of RNs aged 35 to 44 years plans to reduce their hours of nursing work, while only 13.6 percent plan to increase their hours.

One-fifth of all survey respondents offered comments in addition to their survey responses. Most comments included positive remarks about the nursing profession, although many comments were tempered by a short or long list of conditions at their job or in the profession that need fixing. Significant numbers of comments indicate that nurses feel stressed under heavy workloads, demanding schedules, excessive documentation, and support systems perceived to be inadequate. Underlying many of these comments are nurses’ collective concerns about quality of care and patient safety. Some respondents offered solutions to improve nursing in California as well as suggestions to improve this biennial BRN survey of RNs.

Nursing remains a strong profession in California, but the 2010 and 2012 surveys show signs of stress among nurses caused by the recession of the late 2000s. Many new people are entering the field of nursing, but employment rates of younger RNs have continued to decline between 2010 and 2012, after dropped between 2008 and 2010. Many new graduate are having difficulty finding nursing work. At the same time, employment rates of older RNs have risen. The satisfaction of RNs with most aspects of their work has improved over recent years, but improvements were much smaller between 2010 and 2012 than between previous surveys.

The nursing workforce in California is becoming increasingly diverse in both gender and ethnicity, and thus is even better positioned to meet the health care needs of Californians. RNs remain dedicated to improving their skills, and their ongoing commitment to education is one of the strengths of the nursing workforce. Employers and health care leaders will continue to benefit from supporting this dynamic workforce, seeking to improve the factors that frustrate nurses, and promoting the aspects of nursing which attract RNs to the profession.

## Appendices

### *Appendix A. Tabulations of Responses, 2006-2012*

33. Please specify the **annual earnings** for your **principal position only**, before deductions for taxes, social security, etc. If you do not have a set annual salary, please estimate your annual earnings for last year.

	<b>2006</b>	<b>2008</b>	<b>2010</b>	<b>2012</b>
<b>Less than 25,000</b>	3.7%	2.9%	3.1%	3.5%
<b>25,000 to 49,999</b>	12.9%	9.3%	7.4%	6.9%
<b>50,000 to 74,999</b>	41.0%	32.3%	29.1%	23.4%
<b>75,000 to 99,999</b>	30.9%	34.7%	33.4%	31.5%
<b>100,000 to 124,999</b>	9.4%	15.4%	19.0%	23.8%
<b>over 125,0000</b>	2.1%	5.4%	8.0%	10.9%
<b>Number of Cases</b>	3,567	3,711	3,707	3,692

Note: Data are weighted to represent all RNs with active licenses.

40. Please indicate the following for your other nursing positions.

Estimated pre-tax annual income

<b>Job 1</b>	<b>2006</b>	<b>2008</b>	<b>2010</b>	<b>2012</b>
<b>Less than 25,000</b>	72.5%	68.3%	97.5%	70.3%
<b>25,000 to 49,999</b>	18.5%	23.0%	1.7%	20.4%
<b>50,000 to 74,999</b>	6.9%	7.0%	0.9%	6.4%
<b>75,000 to 99,999</b>	1.6%	1.0%	0.0%	2.3%
<b>100,000 to 124,999</b>	0.5%	0.6%	0.0%	0.6%
<b>over 125,0000</b>	0.1%	0.1%	0.0%	0.0%
<b>Number of Cases</b>	582	549	521	386

Note: Data are weighted to represent all RNs with active licenses.

<b>Job 2</b>	<b>2006</b>	<b>2008</b>	<b>2010</b>	<b>2012</b>
<b>Less than 25,000</b>	87.0%	100%	98.6%	83.1%
<b>25,000 to 49,999</b>	6.4%	0.0%	1.4%	11.6%
<b>50,000 to 74,999</b>	3.6%	0.0%	0.0%	5.3%
<b>75,000 to 99,999</b>	1.3%	0.0%	0.0%	0.0%
<b>100,000 to 124,999</b>	0.0%	0.0%	0.0%	0.0%
<b>over 125,0000</b>	1.7%	0.0%	0.0%	0.0%
<b>Number of Cases</b>	110	3	65	42

Note: Data are weighted to represent all RNs with active licenses .