



# REGISTERED NURSES IN CALIFORNIA: INCOME, WAGE, AND ORGANIZATIONS 2015

The Board of Registered Nursing (BRN) is required to collect and report data on California's Registered Nurse (RN) workforce every two years. The University of California, San Francisco (UCSF) has been contracted since 2006 to partner with the BRN to manage and conduct the RN survey. Since 2008, all survey management has been handled by UCSF. At the time of the 2014 survey, 385,853 nurses had an active RN license. The 2014 survey was mailed to 10,000 active licensed RNs, and 5,573 RNs responded. Data represents all RNs with active licenses who responded to the survey. A few key facts from the 2014 Registered Nurses in California Survey are listed below:

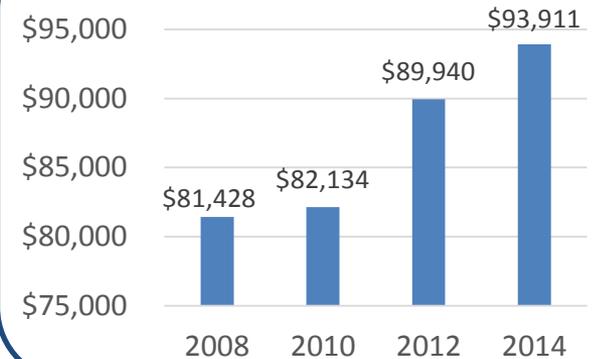
Quick Facts

## Top Three Regions With Highest and Lowest RN Annual Income:

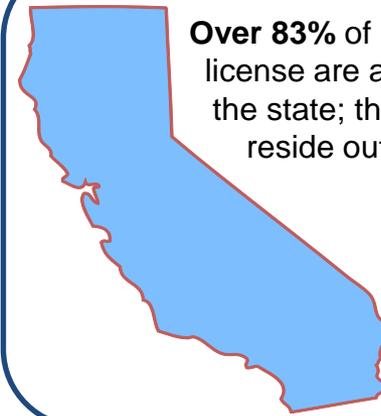
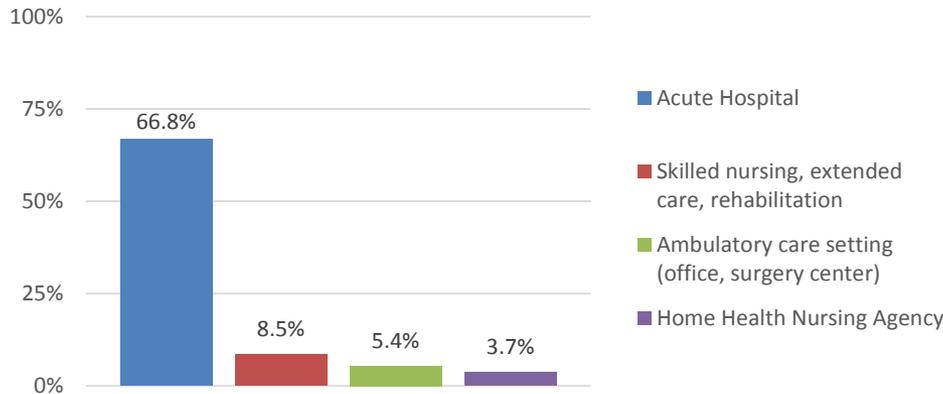
*Regions with highest annual income	Annual Income	*Regions with lowest annual income	Annual Income
San Francisco Bay Area	\$106,180	Inland Empire	\$86,578
Sacramento	\$102,129	Border Counties	\$86,516
Central Coast	\$93,928	Northern Counties	\$84,461

\*See reference slide for region county list.

## Average Annual Income (n=3,823)



## \*Top Organizations Employing RNs (n=4,092)



**Over 83%** of RNs with a current license are actively working in the state; the remaining **17%** reside outside the state.

**Source of Data:** Survey of Registered Nurses in California, 2014, published September 2014 by the California Board of Registered Nursing. All charts and tables are weighted to represent all RNs with active licenses. The "n" refers to the number of licensee respondents to a survey question. \*See resources page.

<http://www.rn.ca.gov/index.shtml>

<http://www.rn.ca.gov/pdfs/forms/survey2014.pdf>



# REGISTERED NURSES IN CALIFORNIA: REASONS FOR NOT WORKING IN NURSING PROFESSION, JOB SATISFACTION 2015

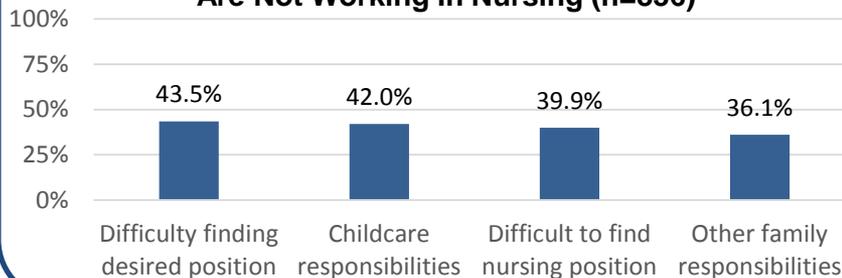
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## RNs' Top 5 Reasons For High and Low Job Satisfaction\* (n=4,129)

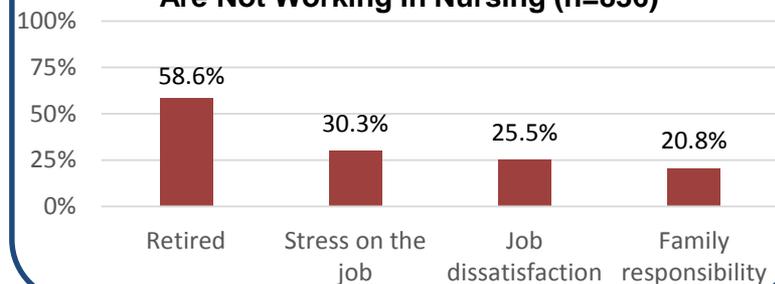
\*Rated on a five-point Likert-type scale ranging from "1=very dissatisfied" to "5=very satisfied"

Reasons for high job satisfaction	Rating	Reasons for low job satisfaction	Rating
Interactions with patients	4.28	Involvement in policy and management decisions	3.14
Nursing profession overall	4.18	Amount of paperwork required	3.19
Feeling that work is meaningful	4.14	Non-nursing tasks required	3.31
Your job overall	4.11	Employer-supported education/training programs	3.32
Relationships with non-nursing staff	4.09	Quality of preceptor/mentor programs	3.38

### \*\*Most Important Reasons RNs Ages 55 and Under Are Not Working In Nursing (n=836)



### \*\*Most Important Reasons RNs Ages 55 and Older Are Not Working In Nursing (n=836)



**Source of Data:** Survey of Registered Nurses in California, 2014, published September 2014 by the California Board of Registered Nursing. All charts and tables are weighted to represent all RNs with active licenses. The "n" refers to the number of licensee respondents to a survey question. \*\*See resources page.

<http://www.rn.ca.gov/index.shtml>

<http://www.rn.ca.gov/pdfs/forms/survey2014.pdf>



# RESOURCES

Board of Registered Nursing website: <http://www.rn.ca.gov/>

Board of Registered Nursing 2014 Survey: <http://www.rn.ca.gov/pdfs/forms/survey2014.pdf>

## Top Three Regions With Highest and Lowest RN Annual Income region listing:

### Region Counties:

- **San Francisco Bay Area** – Alameda, Marin, San Francisco, San Mateo, Santa Clara
- **Sacramento** – El Dorado, Placer, Sacramento, Yolo
- **Central Coast** – Monterey, San Benito, San Luis Obispo, Santa Barbara
- **Inland Empire** – Riverside, San Bernardino
- **Border Counties** – Imperial, San Diego
- **Northern** – Butte, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mendocino, Modoc, Plumas, Shasta, Siskiyou, Sierra, Tehama, Trinity

**\*Top organizations represent only 4 organizations identified by respondents as employing RNs.**

**\*\*Reasons for not working in nursing profession: Respondents select multiple reasons for not working in nursing and rate those reasons by degree of importance.**