

2026

NP COMPENSATION BENCHMARK REPORT



Salaries by State,
Specialty &
Practice Setting



Prepared by
NPHire

AT A GLANCE

\$129,210

**Median
Annual Salary**

\$132,000

**Mean Annual
Salary**

**10th Percentile:
\$94,000**

**25th Percentile:
\$109,940**

**75th Percentile:
\$149,570**

**90th Percentile:
\$172,000+**

NPs Employed (2024): ~307,390

Projected Job Growth 2024-2034: +40%

Highest Paying State: California (\$166,610)

Lowest Paying State: Tennessee (\$103,720)

Sources: U.S. Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics, May 2024; CompHealth 2024 APRN Compensation Report; AANP 2024 NP Compensation Report; Clinical Advisor 2024 Salary Survey

SECTION 1: NP SALARY BY STATE

Data reflects BLS mean annual wage estimates from the May 2024 Occupational Employment and Wage Statistics (OEWS) program, released April 2, 2025. Practice authority classification reflects AANP state practice environment data as of 2024. States with full practice authority tend to offer more competitive compensation, as NPs operate with greater independence.

NP Mean Annual Salary by State

Source: BLS OEWS May 2024 2020 edition NPHIRE

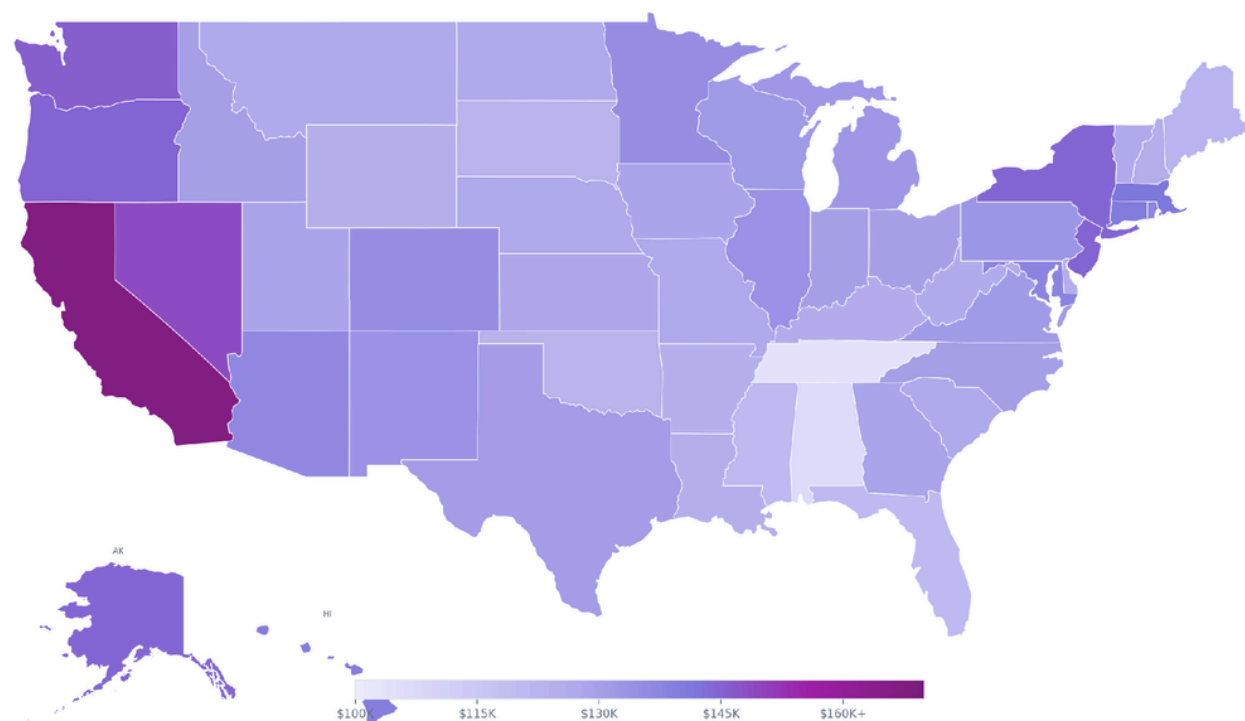


Figure 1: NP mean annual salary by state. Purple = lower; deep pink = higher. Source: BLS OEWS May 2024.

NP SALARY BY STATE

State	Mean Annual Salary	Mean Hourly	Practice Authority
California	\$166,610	\$80.10	Full Practice
Nevada	\$148,670	\$71.48	Full Practice
Washington	\$145,400	\$69.90	Full Practice
New Jersey	\$145,030	\$69.73	Reduced Practice
Oregon	\$144,950	\$69.69	Full Practice
Alaska	\$144,520	\$69.48	Full Practice
New York	\$144,390	\$69.42	Reduced Practice
Massachusetts	\$141,760	\$68.15	Reduced Practice
Connecticut	\$140,320	\$67.46	Full Practice
Hawaii	\$139,450	\$67.04	Full Practice
Maryland	\$137,800	\$66.25	Full Practice
Rhode Island	\$137,490	\$66.10	Full Practice
Arizona	\$136,560	\$65.65	Full Practice
Colorado	\$135,200	\$64.98	Full Practice
Minnesota	\$134,790	\$64.80	Full Practice
Illinois	\$133,680	\$64.27	Reduced Practice
New Mexico	\$133,420	\$64.14	Full Practice
Pennsylvania	\$132,760	\$63.82	Reduced Practice
Michigan	\$132,450	\$63.68	Full Practice
Wisconsin	\$131,900	\$63.41	Full Practice

NP SALARY BY STATE

State	Mean Annual Salary	Mean Hourly	Practice Authority
Virginia	\$131,200	\$63.08	Full Practice
Texas	\$130,950	\$62.96	Full Practice
Idaho	\$130,620	\$62.80	Full Practice
North Carolina	\$130,440	\$62.71	Full Practice
Indiana	\$129,980	\$62.49	Full Practice
Ohio	\$129,640	\$62.33	Reduced Practice
Georgia	\$128,980	\$62.01	Reduced Practice
Utah	\$128,760	\$61.91	Full Practice
Iowa	\$128,340	\$61.70	Full Practice
Kansas	\$128,020	\$61.55	Full Practice
Missouri	\$127,860	\$61.47	Full Practice
Nebraska	\$127,640	\$61.37	Full Practice
South Carolina	\$127,300	\$61.20	Full Practice
North Dakota	\$126,980	\$61.05	Full Practice
Montana	\$126,750	\$60.94	Full Practice
Vermont	\$126,500	\$60.82	Full Practice
West Virginia	\$126,100	\$60.63	Reduced Practice
Kentucky	\$125,800	\$60.48	Restricted Practice

NP SALARY BY STATE

State	Mean Annual Salary	Mean Hourly	Practice Authority
New Hampshire	\$125,480	\$60.33	Full Practice
Delaware	\$125,100	\$60.14	Full Practice
Louisiana	\$124,520	\$59.87	Restricted Practice
Wyoming	\$124,200	\$59.71	Full Practice
Arkansas	\$123,860	\$59.55	Restricted Practice
South Dakota	\$123,540	\$59.40	Full Practice
Oklahoma	\$123,300	\$59.28	Restricted Practice
Maine	\$122,980	\$59.13	Full Practice
Mississippi	\$121,200	\$58.27	Restricted Practice
Florida	\$120,450	\$57.91	Full Practice
Alabama	\$106,930	\$51.41	Restricted Practice
Tennessee	\$103,720	\$49.86	Restricted Practice

Source: U.S. Bureau of Labor Statistics OEWS, May 2024 (released April 2, 2025). Practice authority: AANP, 2024.

SECTION 2: NP SALARY BY SPECIALTY

Specialty is the single largest driver of NP earnings, with a gap of more than \$30,000 between the lowest and highest-paying roles. Figures below represent 2025–2026 national medians from CompHealth's APRN Compensation Survey data and do not include shift differentials, overtime, bonuses, or geographic adjustments.

NP Median Annual Salary by Specialty

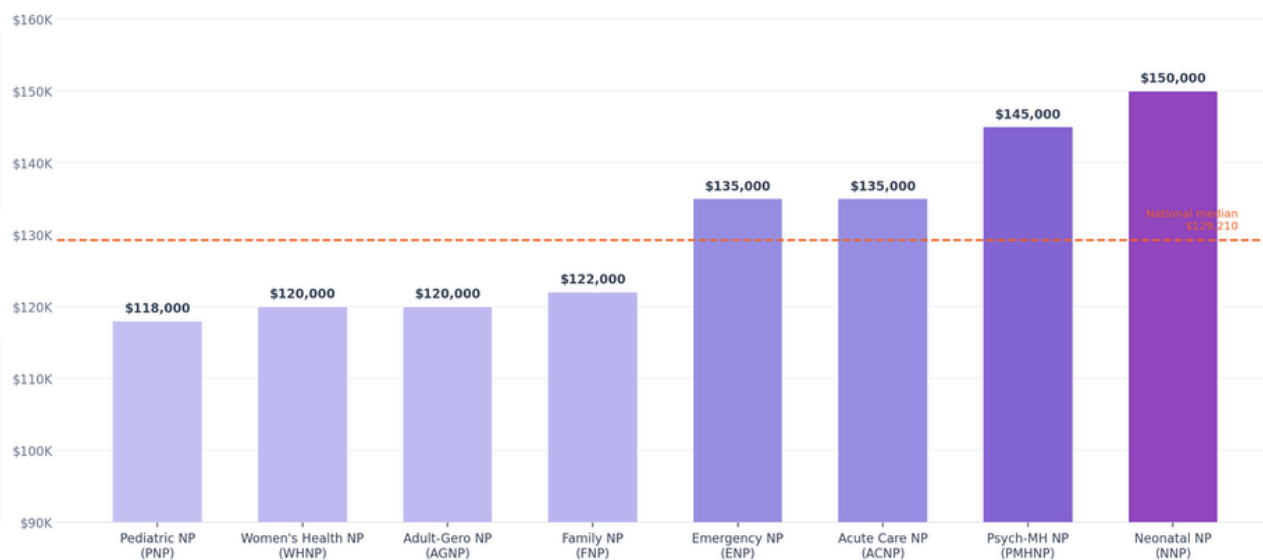


Figure 2: NP median annual salary by specialty. Orange dashed line = national median (\$129,210). Source: CompHealth 2024–2025 APRN Compensation Report.

NP SALARY BY SPECIALTY CONT.

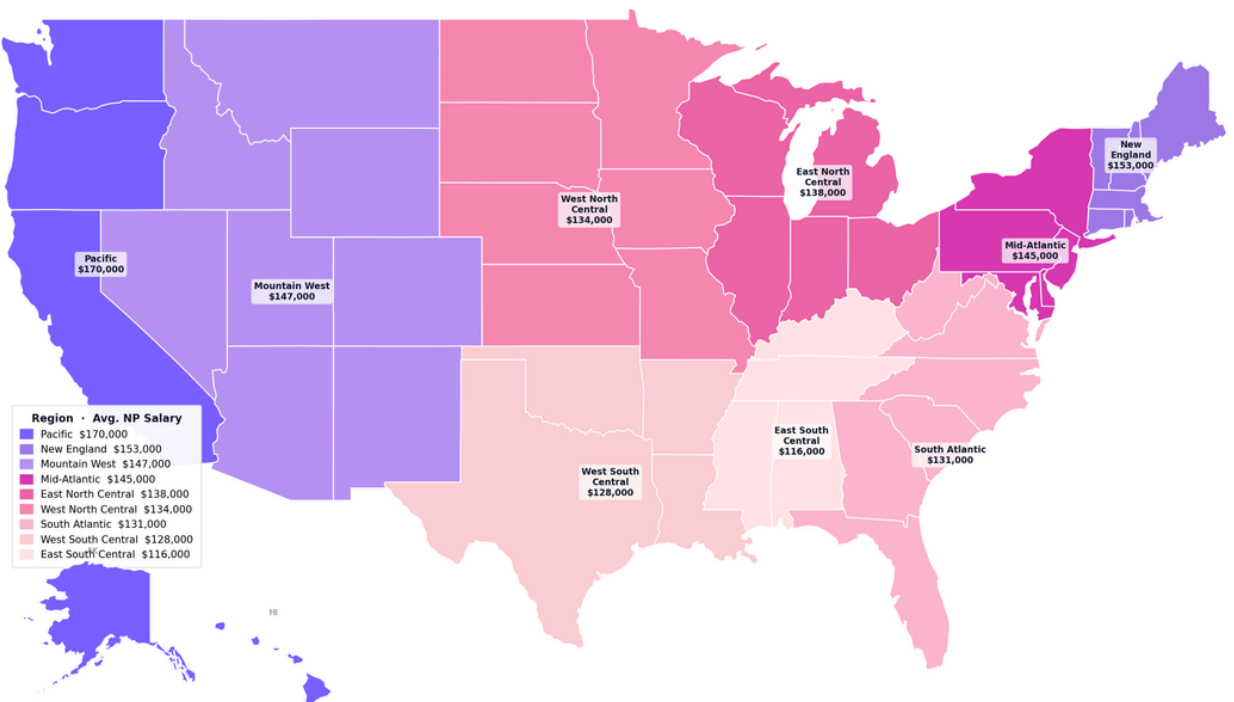
Specialty	Median Annual	Median Hourly	Key Notes
Neonatal NP (NNP)	\$150,000	\$72.12	High acuity NICU; critical shortage
Psychiatric-Mental Health NP (PMHNP)	\$145,000	\$69.71	Nationwide MH provider shortage; telehealth premium
Acute Care NP (ACNP)	\$135,000	\$64.90	Hospital/ICU settings; shift differentials apply
Emergency NP (ENP)	\$135,000	\$64.90	Hospital ED; on-call and shift premium
Family NP (FNP)	\$122,000	\$58.65	Most common NP role; broad scope, high volume
Adult-Gerontology NP (AGNP)	\$120,000	\$57.69	Primary/LTC care; aging population demand rising
Women's Health NP (WHNP)	\$120,000	\$57.69	OB/GYN and reproductive health settings
Pediatric NP (PNP)	\$118,000	\$56.73	Competitive for family care roles; lower supply

Sources: CompHealth 2024–2025 APRN Compensation Report; NursePractitionerOnline.com Specialty Salary Compilation; BLS OEWS 2024.

SECTION 3: NP SALARY BY U.S. REGION

Practice setting significantly influences total compensation, particularly when shift differentials, on-call requirements, and productivity bonuses are factored in. Hospital-based NPs often see a meaningful premium over their outpatient counterparts once total compensation is considered.

NP Average Annual Salary by U.S. Region



NP SALARY BY U.S. REGION

Region (States)	Avg. Annual Salary	Key Drivers
Pacific (CA, WA, OR, AK, HI)	\$170,000	Highest-paying region; union contracts and high COL
New England (CT, MA, RI, VT, NH, ME)	\$153,000	Strong demand; COL-adjusted value is high
Mountain West (NV, CO, AZ, NM, MT, ID, WY)	\$147,000	Full-practice authority in most states
Mid-Atlantic (NY, NJ, PA, MD, DE)	\$145,000	Reduced/restricted practice authority in key states
East North Central (IL, MI, WI, IN, OH)	\$138,000	Solid pay; practice scope varies by state
West North Central (MN, IA, MO, ND, SD, NE, KS)	\$134,000	Full-practice majority; rural premium applies
South Atlantic (VA, NC, SC, GA, FL, WV)	\$131,000	Mixed practice authority; FL/GA lower end
West South Central (TX, OK, LA, AR)	\$128,000	TX strong; AR/LA restricted practice pulls down avg.
East South Central (AL, TN, KY, MS)	\$116,000	Lowest-paying region; restricted practice authority

Source: CompHealth 2024 APRN Compensation Report; BLS OEWS 2024 state-level data aggregated by U.S. Census Bureau region groupings.

SECTION 4: NP SALARY BY PRACTICE SETTING

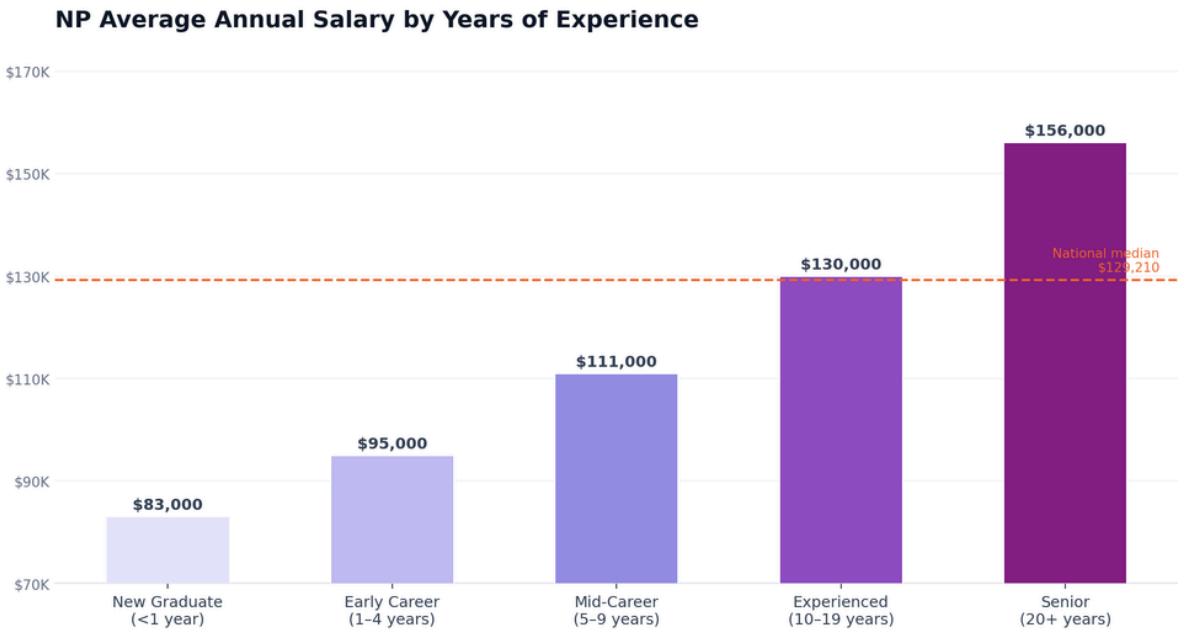
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Practice Setting	Avg. Annual Salary	Notes
Outpatient Care Centers	\$139,860	Highest-paying industry per BLS
Hospitals (inpatient/outpatient)	\$138,200	Shift differentials and on-call pay add value
Telehealth Platforms	\$135,000– \$145,000	Rapidly growing; often salaried + productivity bonus
Physician Offices	\$128,490	Most common employer; 137K+ NPs employed
Urgent Care / Retail Health	\$125,000	High volume; usually salaried, limited call
Community Health Centers (FQHC)	\$118,000	Often includes loan repayment benefits (NHSC)
Long-Term Care / SNF	\$115,000	Growing demand; geriatric specialty premium
Schools / Universities	\$108,000	Stable hours; lower base but strong benefits

SECTION 5: NP SALARY BY YEARS OF EXPERIENCE

Experience drives meaningful salary progression, particularly through the first decade of practice. After 20 years, salary growth tends to plateau.



Experience Level	Avg. Annual Salary	Avg. Hourly
New Graduate (<1 year)	\$83,000	\$39.90
Early Career (1-4 years)	\$95,000	\$45.67
Mid-Career (5-9 years)	\$111,000	\$53.37
Experienced (10-19 years)	\$130,000	\$62.50
Senior (20+ years)	\$156,000	\$75.00

Source: BLS-derived weekly wage data (nursingprocess.org, 2024-2025); Clinical Advisor 2024 Salary Survey.

SECTION 6

ADDITIONAL

COMPENSATION

FACTORS

Gender Pay Gap

A gender pay gap persists across NP compensation data. In 2024, male NPs reported earning an average of \$143,000–\$146,064 annually, compared to \$131,000–\$131,429 for female NPs — a gap of approximately \$12,000–\$15,000. This gap has remained consistent across multiple years of reporting.

Sources: CompHealth 2024 APRN Compensation Report; Clinical Advisor 2024 Salary Survey.

Hourly vs. Salaried

Hourly NPs typically out-earn salaried NPs due to overtime and scheduling flexibility. In 2024, hourly APRNs earned approximately \$168,000 annually compared to \$149,000 for salaried APRNs — a gap of roughly \$19,000–\$26,000.

Source: CompHealth 2025 APRN Compensation Report; Medscape 2024 APRN Salary Report.

Compensation Trend

After a significant 14% year-over-year increase in 2023 (from \$121K to \$135K), average NP compensation dipped slightly in 2024 to approximately \$133K. About half of NPs received a modest raise in 2024; those who saw increases of over 10% typically changed employers rather than received merit increases.

Source: CompHealth 2025 NP Salary Trend Report.

Full Practice Authority States

NPs in full-practice authority (FPA) states, where they can practice independently without physician oversight, tend to earn more. Of the top 15 paying states, 11 are full-practice authority states. Restricted and reduced practice states (primarily in the South and parts of the Northeast) correlate with lower compensation.

Source: AANP State Practice Environment Map, 2024.

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SOURCES & METHODOLOGY

All salary figures in this report are sourced from the following authoritative datasets:

1. U.S. Bureau of Labor Statistics (BLS) — Occupational Employment and Wage Statistics (OEWS), May 2024. Released April 2, 2025. Primary source for state-by-state salary data. bls.gov/oes
2. American Association of Nurse Practitioners (AANP) — 2024 NP Compensation Report. aanp.org/practice/practice-related-research/research-reports
3. CompHealth — 2024–2025 APRN Compensation Report. Surveyed ~2,500 APRNs including ~1,500 NPs. comphealth.com/resources/np-salary-report
4. Medscape — 2024 APRN Compensation Report. Survey of 2,987 APRNs (1,788 NPs).
5. Clinical Advisor — 2024 NP & PA Salary Survey. Surveyed 766 NPs. clinicaladvisor.com
6. PayScale — NP Salary Survey 2024. payscale.com
7. AANP — State Practice Environment Map, 2024. aanp.org
8. NursePractitionerOnline.com — Specialty Salary Compilation, 2025–2026. nursepractitioneronline.com/salary

This report was compiled by NPHire for informational and benchmarking purposes. Salary data reflects reported averages and medians; individual compensation varies based on employer, negotiation, total compensation package, and local market conditions. Data is current as of May 2024–June 2025 survey periods.