Registered Nurses

California pay comparison

SOC 29-1141 | May 2025 estimates | All industries

CALIFORNIA MEDIAN

$140,270

Annual gross wage

UNITED STATES MEDIAN

$97,550

Annual gross wage

The state median is $42,720 (43.8%) above the national median for this occupation.

State and national wage distribution

Measure	California Annual (USD)	United States Annual (USD)	California Hourly (USD)	United States Hourly (USD)
10th percentile	$101,260	$68,940	$48.68	$33.14
25th percentile	$122,440	$80,330	$58.87	$38.62
Median (50th)	$140,270	$97,550	$67.44	$46.90
75th percentile	$173,170	$112,350	$83.25	$54.02
90th percentile	$213,320	$137,470	$102.56	$66.09
Arithmetic mean	$150,280	$101,420	$72.25	$48.76

The middle half of the published state wage distribution lies between $122,440 and $173,170 per year. These percentiles describe the distribution of pay; they are not experience or seniority levels.

State estimated employment: 338,940. Employment estimates count jobs and do not measure current vacancies or hiring demand.

Public BLS data are free. This package adds organized comparisons, an editable calculator, prepared files and source traceability.

Local market comparisons

All 27 included local markets are listed below. Their published annual medians range from $103,450 to $216,740. Rows are alphabetical, without cost-of-living or tax adjustments.

BLS metropolitan or nonmetropolitan area	P10 USD/year	P25 USD/year	Median USD/year	P75 USD/year	P90 USD/year	Estimated employment
Bakersfield-Delano, CA	$87,760	$100,900	$128,810	$157,990	$162,020	5,620
Chico, CA	$103,400	$126,160	$127,360	$160,170	$160,170	2,170
Eastern Sierra-Mother Lode Region of California nonmetropolitan area	$101,740	$122,140	$135,270	$163,300	$167,180	1,290
El Centro, CA	$84,500	$101,940	$103,450	$126,380	$150,990	950
Fresno, CA	$89,890	$106,110	$125,420	$141,450	$167,160	11,030
Hanford-Corcoran, CA	$102,410	$116,320	$128,160	$138,660	$157,910	710
Los Angeles-Long Beach-Anaheim, CA	$100,980	$112,070	$135,560	$167,800	$174,200	109,360
Merced, CA	$95,070	$118,890	$131,620	$151,880	$165,580	1,050
Modesto, CA	$102,770	$124,010	$132,590	$166,030	$197,800	4,850
North Coast Region of California nonmetropolitan area	$96,520	$107,480	$133,830	$168,100	$171,620	2,200
North Valley-Northern Mountains Region of California nonmetropolitan area	$96,640	$110,730	$135,560	$161,060	$164,000	1,610
Oxnard-Thousand Oaks-Ventura, CA	$94,360	$106,840	$131,160	$162,550	$169,780	5,710
Redding, CA	$96,990	$107,380	$134,350	$163,260	$168,480	1,720
Riverside-San Bernardino-Ontario, CA	$100,510	$107,730	$133,940	$165,500	$172,900	35,290
Sacramento-Roseville-Folsom, CA	$100,630	$131,830	$171,460	$198,580	$218,780	23,590
Salinas, CA	$102,300	$105,540	$134,910	$166,180	$176,990	3,180
San Diego-Chula Vista-Carlsbad, CA	$102,480	$128,380	$139,520	$169,920	$175,210	28,680
San Francisco-Oakland-Fremont, CA	$119,290	$137,120	$186,610	$215,630	$223,770	41,750
San Jose-Sunnyvale-Santa Clara, CA	$124,140	$165,050	$216,740	$223,510	$235,190	22,930
San Luis Obispo-Paso Robles, CA	$100,560	$106,250	$138,820	$187,670	$199,540	2,180

BLS metropolitan or nonmetropolitan area	P10 USD/year	P25 USD/year	Median USD/year	P75 USD/year	P90 USD/year	Estimated employment
Santa Cruz-Watsonville, CA	$97,980	$122,310	$170,960	$210,360	$210,870	1,750
Santa Maria-Santa Barbara, CA	$101,260	$114,750	$137,360	$162,910	$169,240	3,280
Santa Rosa-Petaluma, CA	$110,800	$132,170	$174,550	$209,310	$225,940	3,720
Stockton-Lodi, CA	$101,390	$122,640	$134,580	$167,020	$212,700	5,460
Vallejo, CA	$122,140	$139,940	$203,290	$216,640	$218,590	4,120
Visalia, CA	$97,560	$97,940	$125,180	$131,440	$160,680	2,990
Yuba City, CA	$98,270	$125,860	$149,320	$178,300	$178,300	1,080

Every available local row meeting the package requirement of published annual P25, median and P75 is included. 1 mapped local area(s) do not meet that requirement and are omitted from this comparison.

Some local areas cross state boundaries. Each row retains the complete BLS area estimate, including the portions in other states. Do not add overlapping areas or sum wage medians.

Use the comparison

1. Choose the BLS area that matches the job location and occupation. A metro estimate describes the complete named area, not only its central city.

2. In the workbook, enter an annual base pay offer and the planned number of people in the role. These two inputs update comparisons with published wage bands and the planned annual base payroll. Hourly figures are reference data, not calculator inputs.

3. Treat differences as historical benchmarks. A wage percentile does not establish an exact percentile for an individual offer, a promised income, or an employer-specific pay range.

OEWS wages include base pay plus commissions, production bonuses, tips and certain allowances. A base-pay-only offer may therefore differ in scope from these benchmarks, especially in roles with variable pay. Overtime premiums and employer benefit costs are excluded.

Reading the data

P25 is the wage below which one quarter of the estimated wage distribution falls; P75 is the corresponding three-quarter point. The median is the midpoint. The arithmetic mean is a different measure. Annual and hourly figures are source estimates, not take-home pay.

Unavailable means the estimate was not published or is absent. It does not mean zero. A value marked >= is a published lower threshold, not an exact wage: >= $115.00 per hour or >= $239,200 per year. No suppressed estimate has been filled in.

OEWS covers wage and salary jobs in nonfarm establishments and excludes self-employed workers. The wage measure is gross straight-time pay, including specified variable-pay components rather than base salary alone. Most annual wages use 2,080 hours; some occupations are reported only hourly or annually. The CSV preserves all 17 available measures and source flags.

May 2025 is the reference period, not today's market. The estimates pool six survey panels over three years. These comparisons do not measure vacancies, forecast hiring, adjust for living costs or taxes, or establish a change over time.

Sources and traceability

BLS OEWS public data
https://data.bls.gov/oes/

May 2025 data tables
https://www.bls.gov/oes/tables.htm

May 2025 technical notes
https://www.bls.gov/oes/2025/may/oes_tec.htm

Definitions and limitations
https://www.bls.gov/oes/oes_ques.htm

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2025, all industries. Public data retrieved on November 16, 2026. This package is independently prepared and is not endorsed by BLS.

The accompanying source-notes.json records the source requests, retrieval times, file checksums, measure definitions, coverage and calculation rules. wage-data.csv supplies national, state and every included local row.