



	Median (ALL Agencies)	Mean (All Agencies)	Median (35 Million +)	Mean (35 Million +)	Median (10 Million-35 Million)	Mean (10 Million-35 Million)	Median Salary (Agencies Less than 10 Million)	Mean Salary (Agencies Less than 10 Million)
Executive Management								
Chief Executive Officer	\$200,105	\$217,752	\$268,700	\$266,956	\$189,246	\$203,165	\$161,341	\$167,893
Chief Operating Officer	\$157,397	\$162,364	\$178,000	\$177,883	\$135,000	\$156,170	\$143,400	\$146,300
Chief Information Officer	\$124,988	\$128,773	\$129,977	\$125,579	\$180,000	\$146,160	\$102,925	\$120,142
Chief Financial Officer	\$150,000	\$151,640	\$172,492	\$174,169	\$151,732	\$159,883	\$104,000	\$110,206
Chief Clinical Officer	\$112,320	\$127,961	\$150,738	\$148,864	\$110,000	\$124,327	\$100,000	\$108,743
Chief Human Resources Officer	\$116,419	\$112,065	\$123,000	\$124,054	\$111,500	\$106,911	\$75,000	\$94,216
Chief Quality Officer	\$83,639	\$84,779	\$101,084	\$98,042	\$71,760	\$71,377	\$87,078	\$82,943
Chief Administrative Officer	\$129,376	\$141,589	\$139,826	\$141,530	\$217,000	\$170,190	\$87,000	\$94,000
Chief Medical Officer	\$292,000	\$294,710	\$326,478	\$308,170	\$269,264	\$276,158	\$249,996	\$258,332
Chief Nursing Officer	\$124,800	\$125,196	\$127,504	\$131,893	\$101,757	\$101,757		
Senior Management								
Senior Clinical Management - Licensed	\$85,000	\$90,915	\$94,016	\$98,797	\$84,678	\$89,353	\$75,500	\$74,854
Senior Clinical Management - Non-Licensed	\$78,625	\$86,152	\$78,249	\$79,984	\$99,000	\$103,189	\$65,000	\$63,333
Senior Medical Staff	\$266,040	\$232,875	\$277,026	\$234,134	\$300,000	\$297,402	\$68,475	\$68,475
Senior Director of Nursing	\$95,000	\$92,409	\$97,000	\$99,695	\$80,154	\$80,154	\$75,500	\$78,500
Senior Administrative Staff	\$70,320	\$75,977	\$72,192	\$83,767	\$70,160	\$74,152	\$47,566	\$58,855
Administrative Assistant for CEO	\$55,000	\$55,774	\$62,235	\$63,144	\$53,000	\$52,599	\$43,300	\$47,244
Admission Coordinator	\$43,680	\$47,321	\$40,400	\$44,246	\$55,000	\$55,381	\$39,595	\$43,395
Help Desk Technician	\$44,556	\$44,303	\$43,742	\$44,789	\$45,761	\$44,741	\$43,080	\$41,147
Systems Analyst	\$57,250	\$58,588	\$56,573	\$57,141	\$60,000	\$63,998	\$55,806	\$53,461
Network Administrator	\$65,302	\$67,220	\$65,659	\$67,775	\$56,000	\$59,250	\$73,500	\$73,250
Information Security Analyst	\$60,216	\$62,760	\$60,008	\$56,329	\$75,000	\$71,755	\$60,845	\$60,845
Front Line Management								
Front-line Clinical Management - Licensed	\$69,575	\$70,905	\$74,000	\$70,658	\$69,775	\$73,917	\$66,754	\$66,476
Front-line Clinical Management - Non-Licensed	\$61,966	\$62,443	\$60,750	\$61,338	\$61,285	\$62,811	\$66,000	\$65,208
Front-line Residential Management - Licensed	\$75,000	\$74,175	\$75,000	\$72,270	\$78,000	\$78,333	\$80,000	\$77,000
Front-line Residential Management - Non-Licensed	\$57,000	\$56,821	\$58,612	\$58,425	\$47,317	\$49,002	\$62,750	\$62,200
Front-line Administrative Management Staff	\$52,073	\$53,910	\$47,773	\$50,693	\$61,321	\$59,583	\$52,073	\$56,605
Administrative/Clerical Management (May be responsible for an agency-wide function, without supervising other staff)	\$45,000	\$49,199	\$44,070	\$51,012	\$45,675	\$47,277	\$49,000	\$48,703
MAT Manager	\$64,500	\$62,375	\$64,194	\$61,885	\$73,000	\$73,000	\$60,000	\$60,000
TCM Manager	\$53,050	\$51,563	\$47,840	\$48,473	\$59,750	\$59,750	\$55,000	\$53,850
Forensics Manager	\$65,000	\$61,934	\$62,369	\$61,693	\$68,000	\$64,170	\$65,000	\$60,500



	Median (ALL Agencies)	Mean (All Agencies)	Median (35 Million +)	Mean (35 Million +)	Median (10 Million-35 Million)	Mean (10 Million-35 Million)	Median Salary (Agencies Less than 10 Million)	Mean Salary (Agencies Less than 10 Million)
Medical								
Psychiatrist (undifferentiated)	\$240,000	\$262,234	\$240,000	\$264,816	\$255,749	\$268,939	\$230,500	\$230,500
Psychiatrist - Adult	\$269,264	\$260,551	\$264,963	\$257,909	\$269,264	\$253,088	\$312,000	\$312,000
Psychiatrist - Child	\$273,350	\$256,418	\$278,350	\$253,619	\$297,132	\$297,132	\$232,500	\$232,500
Physician - Addictions	\$228,000	\$208,520	\$228,000	\$208,520				
Physician - Medical	\$233,438	\$220,597	\$236,719	\$222,696			\$208,000	\$208,000
Physician Assistant	\$127,500	\$124,685	\$118,750	\$122,399	\$128,889	\$128,889	\$130,000	\$130,000
APRN	\$125,185	\$121,737	\$120,000	\$118,615	\$119,900	\$121,050	\$130,000	\$128,820
Psychiatric APRN	\$134,167	\$126,960	\$130,000	\$116,241	\$135,000	\$134,461	\$155,375	\$155,375
Psychologist	\$100,000	\$145,544	\$94,710	\$94,710	\$83,300	\$83,300	\$227,500	\$227,500
Registered Nurse	\$68,000	\$67,548	\$68,000	\$67,203	\$64,500	\$66,075	\$72,400	\$70,080
Licensed Practical Nurse	\$54,080	\$54,952	\$54,080	\$53,637	\$53,520	\$55,802	\$57,200	\$57,260
Behavioral Health Tech Supervisor	\$41,600	\$43,221	\$39,869	\$41,113	\$42,121	\$43,467	\$45,000	\$48,826
Behavioral Health Tech/Certified Nursing Assistant	\$33,904	\$34,490	\$33,280	\$34,865	\$34,780	\$33,480	\$37,000	\$35,663
Certified Behavioral Health Technician	\$34,500	\$35,245	\$34,410	\$35,854	\$35,360	\$34,787	\$34,100	\$34,600
Clinical/Direct Care								
Clinician - Masters	\$50,000	\$51,632	\$51,000	\$52,145	\$50,000.00	\$51,308.79	\$50,000	\$51,316
Licensed Clinical Social Worker	\$60,000	\$59,100	\$62,700	\$61,321	\$58,325.00	\$59,355.50	\$52,600	\$55,302
Licensed Mental Health Clinician	\$59,001	\$58,753	\$62,400	\$60,560	\$59,001.00	\$59,551.23	\$53,500	\$55,345
Licensed Marriage and Family Therapist	\$58,927	\$58,532	\$62,700	\$59,394	\$58,927.00	\$59,482.33	\$53,300	\$56,433
Clinician - Bachelors	\$45,000	\$42,514	\$45,000	\$43,567	\$45,220.50	\$40,301.80	\$41,000	\$43,916
Life Management Specialist (Bachelors)	\$42,100	\$41,838	\$36,920	\$37,942			\$46,000	\$45,733
Targeted Case Management (Hourly Rate)	\$20.24	\$20.60	\$19.78	\$20.05	\$20.74	\$22.11	\$20.00	\$20.05
Certified Addictions Specialist (Hourly Rate)	\$21.50	\$22.33	\$19.73	\$21.76	\$22.10	\$22.60	\$22.00	\$22.92
Forensic Specialist (Hourly Rate)	\$19.78	\$19.86	\$19.57	\$19.41	\$20.25	\$20.25	\$21.50	\$21.50
Forensic Multidisciplinary Case Manager (Hourly Rate)	\$20.08	\$20.51	\$19.78	\$20.89	\$20.10	\$20.22	\$20.30	\$20.15
Care Coordinator (Hourly Rate)	\$20.07	\$20.48	\$19.23	\$19.72	\$20.18	\$21.34	\$21.00	\$20.60
Peer Specialist (Hourly Rate)	\$17.00	\$17.19	\$16.82	\$16.72	\$17.00	\$17.24	\$18.00	\$17.85