



	Median (ALL Agencies)	Mean (ALL Agencies)	Median (25 Million +)	Mean (25 Million +)	Median (10 Million-25 Million)	Mean (10 Million-25 Million)	Median Salary (Agencies Less than 10 Million)	Mean Salary (Agencies Less than 10 Million)
<b>Executive Management</b>								
Chief Executive Officer	\$210,000.00	\$230,518.87	\$269,379.00	\$275,368.10	\$206,000.00	\$240,584.55	\$160,670.50	\$152,340.55
Chief Operating Officer	\$154,811.00	\$155,544.01	\$168,000.00	\$171,767.99	\$142,833.00	\$157,228.10	\$116,663.02	\$126,279.14
Chief Information Officer	\$154,903.50	\$156,572.87	\$154,773.00	\$162,332.79	\$191,000.00	\$173,360.20	\$82,925.00	\$82,925.00
Chief Financial Officer	\$163,069.45	\$160,151.64	\$187,387.00	\$192,252.15	\$155,000.09	\$166,732.01	\$109,357.00	\$103,363.19
Chief Clinical Officer	\$142,000.00	\$140,645.81	\$145,184.00	\$161,608.53	\$152,500.13	\$153,596.60	\$84,000.00	\$87,617.07
Chief Human Resources Officer	\$115,000.00	\$126,095.76	\$132,495.00	\$150,530.97	\$115,000.00	\$127,057.14	\$76,000.00	\$82,492.94
Chief Quality Officer	\$91,350.00	\$105,044.20	\$110,118.00	\$114,007.40	\$88,175.00	\$115,337.50	\$86,043.80	\$83,546.90
Chief Administrative Officer	\$147,420.00	\$152,884.45	\$145,166.00	\$151,188.16	\$217,800.00	\$205,200.00	\$79,500.00	\$79,500.00
Chief Medical Officer	\$300,000.00	\$297,289.67	\$300,000.00	\$310,169.46	\$300,000.00	\$300,982.87	\$104,000.00	\$104,000.00
Chief Nursing Officer	\$126,400.00	\$121,913.24	\$140,450.00	\$140,450.00	\$126,300.31	\$126,300.31	\$76,065.60	\$76,065.60
<b>Senior Management</b>								
Senior Clinical Management - Licensed	\$88,500.00	\$91,059.27	\$96,137.00	\$94,161.40	\$90,000.00	\$93,552.29	\$80,000.00	\$77,699.35
Senior Clinical Management - Non-Licensed	\$92,609.00	\$89,324.74	\$97,344.00	\$94,753.78	\$93,783.00	\$91,682.44	\$65,000.00	\$67,536.33
Senior Medical Staff	\$260,323.02	\$209,853.40	\$262,516.00	\$245,183.00	\$217,471.00	\$200,253.33	\$115,000.00	\$115,000.00
Senior Director of Nursing	\$103,736.50	\$107,307.41	\$103,973.00	\$105,719.00	\$104,906.00	\$112,052.02	\$90,000.00	\$90,000.00
Senior Administrative Staff	\$82,000.00	\$93,652.87	\$104,072.50	\$99,427.00	\$90,000.00	\$98,744.19	\$66,750.00	\$64,875.00
Administrative Assistant for CEO	\$60,000.00	\$60,433.80	\$61,800.00	\$63,166.16	\$64,131.00	\$60,465.74	\$44,000.00	\$44,833.33
Admission Coordinator	\$51,000.00	\$52,802.60	\$41,600.00	\$53,706.15	\$51,290.50	\$50,970.25	\$52,000.00	\$52,000.00
Help Desk Technician	\$45,905.00	\$45,490.07	\$49,921.00	\$47,677.03	\$44,512.00	\$42,867.67	\$39,142.00	\$39,142.00
Systems Analyst	\$64,313.50	\$64,908.43	\$65,803.00	\$67,573.27	\$60,000.20	\$67,962.29	\$49,000.00	\$54,237.40
Network Administrator	\$67,789.50	\$69,959.09	\$66,289.50	\$66,713.09	\$70,040.00	\$73,033.00	\$79,459.64	\$77,819.88
Information Security Analyst	\$71,502.40	\$67,039.48	\$68,000.00	\$63,639.83	\$85,000.00	\$84,000.00	\$53,497.50	\$53,497.50
<b>Front Line Management</b>								
Front-line Clinical Management - Licensed	\$71,000.00	\$72,734.07	\$71,000.00	\$71,292.55	\$74,869.00	\$79,077.31	\$60,320.00	\$68,024.45
Front-line Clinical Management - Non-Licensed	\$60,377.02	\$61,349.99	\$60,480.00	\$63,652.63	\$61,767.50	\$61,840.51	\$45,000.00	\$46,666.67
Front-line Residential Management - Licensed	\$75,000.00	\$73,499.25	\$69,320.00	\$71,214.57	\$75,500.00	\$79,696.05	\$74,000.00	\$74,000.00
Front-line Residential Management - Non-Licensed	\$55,000.00	\$57,304.75	\$56,160.00	\$56,341.20	\$55,000.00	\$62,886.49	\$43,500.00	\$51,150.00
Front-line Administrative Management Staff	\$49,000.00	\$51,933.10	\$48,947.50	\$47,365.55	\$50,000.00	\$58,797.88	\$51,500.00	\$50,190.00
Administrative/Clerical Management (May be responsible for an agency-wide function, without supervising other staff)	\$46,275.00	\$50,766.86	\$50,004.00	\$52,796.98	\$63,105.50	\$59,331.48	\$39,998.40	\$40,672.60
MAT Manager	\$63,250.00	\$63,490.49	\$60,000.00	\$61,686.78	\$67,500.00	\$67,171.46	\$65,000.00	\$65,000.00
TCM Manager	\$55,219.00	\$57,640.75	\$57,064.00	\$58,303.98	\$55,219.00	\$56,523.60	\$57,117.50	\$57,117.50
Forensics Manager	\$63,420.00	\$65,712.41	\$68,850.00	\$67,124.90	\$53,000.00	\$53,000.00	N/A	N/A



	Median (ALL Agencies)	Mean (ALL Agencies)	Median (25 Million +)	Mean (25 Million +)	Median (10 Million-25 Million)	Mean (10 Million-25 Million)	Median Salary (Agencies Less than 10 Million)	Mean Salary (Agencies Less than 10 Million)
<b>Medical</b>								
Psychiatrist (undifferentiated)	\$270,714.00	\$266,212.31	\$271,428.00	\$258,994.18	\$259,964.50	\$257,169.25	\$381,784.00	\$381,784.00
Psychiatrist - Adult	\$239,600.00	\$246,833.23	\$240,000.00	\$250,125.76	\$239,200.00	\$241,345.67	N/A	N/A
Psychiatrist - Child	\$251,500.00	\$262,044.01	\$283,000.00	\$267,825.45	\$251,500.00	\$251,500.00	\$242,662.00	\$242,662.00
Physician - Addictions	\$250,545.26	\$244,835.13	\$221,090.52	\$232,030.17	\$283,250.00	\$283,250.00	N/A	N/A
Physician - Medical	\$250,000.00	\$237,432.57	\$261,419.51	\$267,699.76	\$208,000.00	\$197,076.33	N/A	N/A
Physician Assistant	\$136,000.00	\$149,016.55	\$141,440.00	\$156,076.56	\$114,400.00	\$114,400.00	\$120,093.06	\$120,093.06
APRN	\$123,430.00	\$158,925.37	\$130,738.00	\$126,554.82	\$122,715.00	\$210,336.67	\$98,000.00	\$98,000.00
Psychiatric APRN	\$136,762.00	\$135,484.42	\$136,617.50	\$133,060.92	\$136,490.95	\$139,557.37	\$136,762.00	\$134,317.22
Psychologist	\$105,000.00	\$104,050.00	\$105,000.00	\$104,000.00	\$104,150.00	\$104,150.00	N/A	N/A
Registered Nurse	\$72,422.40	\$70,344.46	\$73,840.00	\$72,065.22	\$71,344.00	\$67,429.80	\$69,491.20	\$69,355.20
Licensed Practical Nurse	\$55,002.00	\$56,150.40	\$55,078.00	\$56,044.24	\$55,004.00	\$57,050.74	\$54,080.00	\$54,912.00
Behavioral Health Tech Supervisor	\$45,760.00	\$47,651.86	\$45,463.00	\$48,664.81	\$46,000.00	\$47,692.56	\$43,888.00	\$42,802.67
Behavioral Health Tech/Certified Nursing Assistant	\$35,615.50	\$36,797.38	\$35,544.00	\$36,052.84	\$36,351.50	\$37,791.05	\$35,576.46	\$37,788.23
Certified Behavioral Health Technician	\$35,380.00	\$38,703.37	\$33,758.00	\$34,615.56	\$40,560.00	\$45,529.45	\$35,400.00	\$37,314.67
<b>Clinical/Direct Care</b>								
Clinician - Masters	\$52,815.00	\$54,109.51	\$52,670.00	\$53,882.32	\$55,213.50	\$57,850.92	\$50,000.00	\$50,953.00
Licensed Clinical Social Worker	\$62,353.50	\$61,462.76	\$65,000.00	\$62,737.19	\$62,403.50	\$65,105.40	\$55,000.00	\$55,291.33
Licensed Mental Health Clinician	\$61,700.00	\$62,583.18	\$62,549.50	\$61,706.47	\$65,000.00	\$67,145.68	\$55,000.00	\$57,746.33
Licensed Marriage and Family Therapist	\$64,058.00	\$61,934.96	\$64,058.00	\$61,565.93	\$75,164.00	\$68,437.60	\$52,000.00	\$58,550.00
Clinician - Bachelors	\$45,000.00	\$44,682.96	\$44,350.00	\$42,946.34	\$45,000.00	\$47,552.73	\$45,760.00	\$43,232.00
Life Management Specialist (Bachelors)	\$38,582.50	\$39,816.25	\$38,500.00	\$38,388.33	N/A	N/A	\$44,100.00	\$44,100.00
Targeted Case Management (Hourly Rate)	\$21.50	\$21.68	\$20.73	\$20.70	\$21.50	\$23.99	\$21.50	\$20.82
Certified Addictions Specialist (Hourly Rate)	\$24.28	\$27.08	\$20.17	\$22.37	\$24.64	\$25.71	\$30.00	\$38.33
Forensic Specialist (Hourly Rate)	\$20.00	\$19.89	\$20.00	\$19.92	\$19.50	\$19.50	\$20.35	\$20.35
Forensic Multidisciplinary Case Manager (Hourly Rate)	\$20.19	\$21.68	\$22.25	\$22.58	\$20.10	\$20.29	\$20.00	\$20.00
Care Coordinator (Hourly Rate)	\$20.40	\$21.71	\$20.00	\$20.91	\$21.48	\$23.26	\$21.65	\$21.34
Peer Specialist (Hourly Rate)	\$17.09	\$18.06	\$16.91	\$17.59	\$18.00	\$18.88	\$17.00	\$18.06