



	Median (ALL Agencies)	Mean (ALL Agencies)	Median (25 Million +)	Mean (25 Million +)	Median (10 Million-25 Million)	Mean (10 Million-25 Million)	Median (Agencies Less than 10 Million)	Mean (Agencies Less than 10 Million)
Executive Management								
Chief Executive Officer	\$221,500.00	\$234,878.59	\$272,950.00	\$283,836.60	\$219,620.00	\$231,504.19	\$162,500.00	\$160,995.92
Chief Operating Officer	\$162,979.00	\$166,489.84	\$176,133.48	\$189,278.25	\$146,000.00	\$157,181.44	\$101,389.00	\$123,133.88
Chief Information Officer	\$158,910.00	\$155,316.83	\$158,910.00	\$158,705.58	\$130,000.00	\$146,504.50	\$170,000.00	\$170,000.00
Chief Financial Officer	\$160,160.00	\$166,611.83	\$183,750.00	\$191,141.88	\$147,500.09	\$157,519.68	\$112,500.00	\$121,843.78
Chief Clinical Officer	\$145,000.00	\$145,780.33	\$156,238.00	\$158,007.87	\$129,332.63	\$150,577.54	\$103,000.00	\$95,724.50
Chief Human Resources Officer	\$134,152.50	\$136,542.24	\$140,000.00	\$154,720.44	\$115,849.50	\$111,509.70	\$85,000.00	\$90,695.00
Chief Quality Officer	\$112,495.00	\$107,672.70	\$118,700.00	\$121,847.50	\$102,000.00	\$103,765.60	\$86,254.50	\$86,254.50
Chief Administrative Officer	\$142,916.00	\$149,043.52	\$149,389.88	\$142,295.44	\$225,000.00	\$182,182.83	\$101,100.00	\$101,100.00
Chief Medical Officer	\$304,903.80	\$300,617.74	\$309,000.00	\$331,594.62	\$282,727.38	\$264,675.22	\$234,093.00	\$234,093.00
Chief Nursing Officer	\$134,200.00	\$129,989.90	\$151,205.50	\$150,952.75	\$115,000.00	\$118,000.04	\$79,108.00	\$79,108.00
Chief Development/Marketing/Fundraising Officer	\$121,027.94	\$137,670.07	\$121,027.94	\$129,698.98	\$206,000.00	\$168,166.67	\$70,847.00	\$70,847.00
Senior Management								
Senior Clinical Management (Directors) - Licensed	\$93,700.00	\$97,145.70	\$93,700.00	\$97,745.36	\$96,000.00	\$100,945.71	\$88,000.00	\$84,664.83
Senior Clinical Management (Directors) - Non-Licensed	\$87,680.00	\$94,161.92	\$88,048.00	\$95,943.47	\$84,000.00	\$91,625.59	\$86,142.00	\$92,047.33
Senior Medical Staff (Senior physician or senior psychiatrist)	\$276,514.50	\$277,758.74	\$294,525.00	\$297,102.57	\$278,029.00	\$267,509.67	\$202,250.00	\$202,250.00
Senior Director of Nursing	\$104,923.00	\$107,077.93	\$105,000.00	\$104,000.41	\$104,846.00	\$113,040.71	\$105,000.00	\$105,000.00
Senior Administrative Staff	\$78,685.50	\$89,447.93	\$78,685.50	\$86,357.49	\$103,000.00	\$101,568.51	\$55,000.00	\$55,000.00
Senior Director Development/Marketing/Fundraising	\$92,568.46	\$91,159.57	\$94,318.46	\$94,707.30	\$91,500.00	\$88,146.67	\$74,100.00	\$74,100.00
Senior Director of Accounting	\$101,401.02	\$107,518.72	\$105,000.22	\$111,774.15	\$96,700.00	\$92,844.01	\$83,000.00	\$108,407.25
Senior Director of HR	\$86,718.00	\$87,809.53	\$88,740.00	\$96,002.80	\$90,350.00	\$84,311.91	\$85,000.00	\$79,156.00
Senior Dietary Director	\$74,950.50	\$58,731.50	\$79,689.96	\$74,307.26	\$70,521.00	\$60,786.00	N/A	N/A
Administrative Assistant for CEO	\$63,000.00	\$60,800.51	\$66,950.00	\$63,120.80	\$64,135.00	\$66,093.54	\$41,620.00	\$40,117.10
Admission Coordinator	\$45,000.00	\$50,891.94	\$42,702.01	\$49,391.98	\$62,772.00	\$62,423.20	\$37,400.00	\$40,574.75
Office Manager	\$52,000.00	\$50,277.08	\$52,609.06	\$55,329.64	\$61,613.00	\$60,862.67	\$36,598.00	\$30,037.93
General Administrative Assistant	\$38,006.00	\$39,577.82	\$37,192.00	\$38,521.11	\$42,000.00	\$44,202.00	\$37,440.00	\$35,154.03
HR Coordinator	\$47,840.00	\$50,655.02	\$47,403.00	\$47,538.03	\$56,500.00	\$55,763.56	\$49,000.00	\$50,401.80
HR Generalist	\$50,337.00	\$51,896.96	\$50,337.00	\$52,348.45	\$51,054.50	\$50,723.72	\$51,011.50	\$52,062.07



	Median (ALL Agencies)	Mean (All Agencies)	Median (25 Million +)	Mean (25 Million +)	Median (10 Million-25 Million)	Mean (10 Million-25 Million)	Median (Agencies Less than 10 Million)	Mean (Agencies Less than 10 Million)
Training and Development Coordinator	\$54,080.00	\$57,673.45	\$54,000.00	\$57,441.55	\$56,100.00	\$58,050.00	\$59,000.00	\$59,000.00
Payroll Specialist	\$50,000.00	\$52,651.16	\$50,000.00	\$52,656.70	\$53,000.00	\$54,686.17	\$45,988.00	\$44,944.00
Accountant	\$61,726.08	\$65,661.99	\$61,275.58	\$66,455.59	\$66,860.00	\$66,263.89	\$61,252.00	\$61,079.20
Help Desk Technician	\$45,832.56	\$45,785.97	\$46,405.11	\$46,077.27	\$45,406.50	\$44,199.72	\$45,000.00	\$47,680.00
Systems/Data Analyst	\$59,437.60	\$63,526.23	\$65,649.00	\$67,897.78	\$53,210.00	\$56,970.02	\$58,875.00	\$58,142.50
Network Administrator	\$77,250.00	\$76,045.41	\$76,756.16	\$79,763.60	\$77,250.00	\$69,689.15	N/A	N/A
Information Security Analyst	\$56,650.00	\$65,299.85	\$75,000.00	\$70,253.00	\$56,650.00	\$54,654.20	N/A	N/A
IT Director	\$94,658.00	\$96,330.27	\$99,281.70	\$104,064.12	\$91,000.00	\$83,990.71	\$89,000.00	\$87,278.25
Dietary Supervisors	\$49,909.50	\$49,865.68	\$54,880.80	\$54,005.91	\$47,840.00	\$45,688.00	\$46,970.00	\$46,970.00
Cook	\$36,925.00	\$36,094.74	\$37,440.00	\$36,844.33	\$36,000.00	\$33,933.32	\$39,500.00	\$41,345.25
Dietary Aid	\$34,165.56	\$34,106.81	\$33,083.00	\$32,836.30	\$37,107.00	\$37,107.00	\$37,000.00	\$37,000.00
Facilities Director	\$76,900.00	\$73,782.12	\$74,389.12	\$79,383.50	\$76,900.00	\$70,569.20	\$77,500.00	\$59,717.50
Facilities Supervisor	\$55,333.50	\$55,052.21	\$55,667.00	\$55,017.32	\$55,000.00	\$54,654.73	\$60,000.00	\$57,500.00
Custodial Staff	\$33,748.00	\$32,367.19	\$32,780.00	\$27,829.02	\$35,697.50	\$37,105.50	\$35,287.00	\$35,072.20
Maintenance Technician	\$41,600.00	\$42,410.76	\$40,933.00	\$39,578.23	\$44,741.50	\$43,906.04	\$44,720.00	\$46,934.13
Front Line Management								
Front-line Clinical Management – Licensed	\$74,125.00	\$94,133.83	\$73,000.00	\$78,317.69	\$80,000.00	\$81,101.10	\$74,652.00	\$137,018.90
Front-line Clinical Management – Non-Licensed	\$64,919.50	\$90,106.73	\$65,000.00	\$72,099.72	\$64,919.50	\$65,081.62	\$60,796.00	\$189,077.60
Front-line Residential Management – Licensed	\$75,000.00	\$75,220.50	\$72,000.00	\$75,501.20	\$81,500.00	\$80,694.40	\$49,920.00	\$49,920.00
Front-line Residential Management – Non-Licensed	\$61,412.00	\$62,514.72	\$67,743.00	\$64,088.60	\$55,000.14	\$54,304.79	\$69,272.00	\$69,833.20
Front-line Administrative Management Staff	\$53,919.53	\$55,987.81	\$53,804.03	\$54,442.22	\$52,840.06	\$56,518.01	\$61,152.00	\$60,576.00
Administrative/Clerical Management (May be responsible for an agency-wide function, without supervising other staff)	\$60,727.00	\$60,038.49	\$55,000.00	\$57,169.90	\$72,936.50	\$69,232.90	\$64,256.00	\$64,256.00
MAT Manager	\$62,905.50	\$62,537.21	\$65,811.00	\$62,087.56	\$63,365.00	\$64,019.60	\$60,000.00	\$60,000.00
TCM Manager	\$55,105.50	\$57,351.59	\$54,540.00	\$50,290.50	\$63,723.00	\$66,784.25	\$52,499.00	\$60,049.25
Forensics Manager	\$57,555.48	\$59,817.61	\$57,555.48	\$58,908.36	\$61,000.00	\$62,600.00	N/A	N/A
Medical								
Psychiatrist (undifferentiated)	\$274,500.00	\$259,583.49	\$267,000.00	\$274,050.80	\$252,749.00	\$221,005.20	\$286,500.00	\$286,500.00
Psychiatrist - Adult	\$278,231.91	\$268,035.11	\$269,963.82	\$264,835.87	\$270,000.00	\$270,000.00	\$286,500.00	\$286,500.00



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Psychiatrist - Child	\$282,829.25	\$277,280.00	\$281,914.63	\$276,894.88	\$340,000.00	\$340,000.00	\$247,460.50	\$247,460.50
Physician - Addictions	\$251,550.00	\$253,227.94	\$250,000.00	\$253,253.52	N/A	N/A	\$253,100.00	\$253,100.00
Physician - Medical	\$214,012.00	\$209,547.30	\$220,000.04	\$226,860.01	\$133,629.00	\$133,629.00	\$186,912.00	\$186,912.00
Physician Assistant	\$132,497.00	\$140,161.35	\$133,174.00	\$142,935.69	N/A	N/A	\$129,064.00	\$129,064.00
APRN	\$131,556.00	\$129,164.38	\$130,000.00	\$125,499.94	\$145,048.50	\$139,684.70	\$134,500.00	\$138,725.00
Psychiatric APRN	\$135,686.18	\$138,278.36	\$135,207.65	\$137,479.64	\$143,432.50	\$141,916.96	\$129,650.00	\$132,454.00
Psychologist	\$107,000.00	\$107,431.83	\$110,000.00	\$108,918.20	\$100,000.00	\$100,000.00	N/A	N/A
Registered Nurse	\$73,500.00	\$73,519.48	\$73,500.00	\$73,921.22	\$69,500.00	\$72,444.40	\$74,880.00	\$73,485.00
Licensed Practical Nurse	\$54,080.00	\$54,750.99	\$54,080.00	\$55,099.46	\$54,080.00	\$53,504.83	\$60,320.00	\$56,840.00
Lead/Senior Behavioral Health Tech	\$40,102.40	\$41,872.39	\$38,480.00	\$41,607.23	\$41,246.00	\$42,555.80	\$40,892.00	\$40,756.50
Behavioral Health Tech Supervisor	\$50,000.00	\$48,601.56	\$47,500.00	\$48,221.55	\$52,500.00	\$52,500.00	\$45,364.80	\$45,364.80
Behavioral Health Tech/Nursing Assistant/Mental Health Assistants	\$35,914.00	\$37,562.99	\$35,000.00	\$36,918.61	\$35,957.00	\$38,345.85	\$37,730.00	\$37,688.40
Certified Behavioral Health Technician	\$39,520.00	\$41,377.36	\$37,032.60	\$38,026.93	\$41,600.00	\$51,905.00	\$40,536.00	\$40,536.00
Clinical/Direct Care								
Clinician - Masters	\$53,000.00	\$54,175.59	\$52,255.00	\$53,441.00	\$56,616.50	\$57,422.35	\$52,000.00	\$51,303.60
Licensed Clinical Social Worker	\$62,400.00	\$63,045.69	\$65,775.00	\$64,026.14	\$61,275.00	\$62,789.91	\$60,750.00	\$61,054.56
Licensed Mental Health Counselor	\$62,975.00	\$62,722.24	\$63,917.50	\$63,404.01	\$64,692.00	\$65,781.20	\$60,000.00	\$58,224.50
Licensed Marriage and Family Therapist	\$62,000.00	\$61,871.82	\$64,000.00	\$63,996.57	\$59,000.00	\$59,903.50	\$52,000.00	\$52,000.00
Clinician - Bachelors	\$45,246.00	\$45,495.63	\$46,413.00	\$45,988.82	\$45,000.00	\$45,108.40	\$43,500.00	\$44,193.60
Life Management Specialist (Bachelors)	\$44,000.00	\$42,949.17	\$44,000.00	\$42,198.33	\$43,550.00	\$43,550.00	\$44,000.00	\$44,000.00
Targeted Case Manager (Hourly Rate)	\$21.00	\$22.22	\$21.00	\$21.43	\$21.32	\$23.96	\$21.00	\$21.46
Certified Addictions Professional (Hourly Rate)	\$24.19	\$24.42	\$26.00	\$25.07	\$24.65	\$24.65	\$22.60	\$22.60
Forensic Specialist (Hourly Rate)	\$20.53	\$20.67	\$21.42	\$20.89	\$20.68	\$20.68	\$19.78	\$19.78
Forensic Multidisciplinary Case Manager (Hourly Rate)	\$20.59	\$20.89	\$20.16	\$20.67	\$20.67	\$20.84	\$21.55	\$21.55
Care Coordinator/Case Manager (Hourly Rate)	\$21.22	\$21.80	\$21.15	\$20.97	\$21.63	\$23.76	\$21.00	\$20.53
Peer Specialist (Hourly Rate)	\$18.00	\$18.30	\$17.28	\$17.49	\$18.07	\$19.32	\$18.03	\$18.51