Licensure/Level: Mental Health Level I

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Henderson Behavioral Health **4740 N. State Road 7, Suite 201,** **Lauderdale Lakes** **33319** https://www.hendersonbh.org **32 beds** **Licensed/in operation**	**Psychiatrists**			**LPNs**	$26.44/hr		8a-4p 4p-12a 12a-8a	1:16 (2:16 forensic)
	ARNPs			**RNS**	$36/hr		8a-4p	1:32
	Licensed Clinicians			**BHTs**	$16.83/hr (Certified)	7a-3p 3p-11p 11p-7a		1:10
				Behavior Analysts				

Licensure/Level: Mental Health Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
CASL **(Mariposa Place)** **461 Van Buren Street Fort Myers 33916** CASLinc.org **16 beds** **Licensed/in operation**	**Psychiatrists**			**LPNs**				
	ARNPs			**RNS**				
	Licensed Clinicians			**BHTs**	$17/hr	$2 for overnight	7a-3p 3p-11p 11a-7p	1:15
				Behavior Analysts				
Aspire Health Partners **Bayhouse 1** **351 S. Bay Avenue** **Sanford 32771** https://aspirehealthpartners.com **15 beds** **Licensed/in operation**	**Psychiatrists**	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider F 1p-3p (available as needed)	**LPNs**				
	ARNPs	$48.08/hr; 100K MN-No Psych Experience (Relevant additional certs may increase rate)	Overlay Provider M 1:20p-3:30p Th 1:20p-3:30p (available as needed)	**RNS**				
	Licensed Clinicians	Licensed LMHC,LMFT $24/hr LCSW $26/hr	M-Th 8a-6p (Lead) M-F 9a-5p & On call (Program Manager)	**BHTs**	$15/hr		8a-6p 3p-12a 12a-10a	1:8
				Behavior Analysts				

Licensure/Level: Mental Health Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
Aspire Health Partners **Bayhouse 2** **300 S. Bay Avenue** **Sanford 32771** https://aspirehealthpartners.com **12 beds** **Licensed/in operation**	**Psychiatrists**	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider F 1-3p (available as needed)	**LPNs**				
	ARNPs	$48.08/hr; 100K MN-No Psych Experience (Relevant additional certs may increase rate)	Overlay Provider M 1:20-3:30p Th 1:20-3:30p (available as needed)	**RNS**				
	Licensed Clinicians	LMHC,LMFT $24/hr LCSW $26/hr	M-Th 8a-6p (Lead) M-F 9a-5p & On call (Program Manager)	**BHTs**	$15/hr		7a-6p 6p-12a 12-10a	1:6
				Behavior Analysts				
Henderson Behavioral Health **4740 N. State Road 7, Suite 201, Lauderdale Lakes** **33319** https://www.hendersonbh.org **30 beds** **Licensed/in operation**	**Psychiatrists**			**LPNs**	$26.44/hr		8a-4p 4p-12a 12a-8a	1:30
	ARNPs			**RNS**	$36/hr		8a-4p	1:30
	Licensed Clinicians			**BHTs**	$16.83/hr		7a-3p 3p-11p 11p-7a	1:15
				Behavior Analysts				

Licensure/Level: Mental Health Level III

		Salaried Staff			Hourly Staff			
		Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
Aspire Health Partners **College Place** **4524 Thisledown Drive** **Orlando 32804** https://aspirehealthpartners.com **54 beds** **Licensed/in operation**	**Psychiatrists**	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider M 9-1a	**LPNs**				
	ARNPs	$48.08/hr; 100K MN-No Psych Experience (Relevant additional certs may increase rate)	Overlay Provider: Available PRN	**RNS**				
	Licensed Clinicians	LMHC,LMFT $24/hr LCSW $26/hr	M-F 9a-5p (Program Manager) M-F 9a-5p & On Call (Director) M-F 8a-4:30p (Lead)	**BHTs**	$15/hr		7a-3p 3-11p 11p-7a	1:28
				Behavior Analysts				
Henderson Behavioral Health **4740 N. State Road 7, Suite 201, Lauderdale Lakes** **33319** https://www.hendersonbh.org **20 beds** **Licensed/in operation**	**Psychiatrists**			**LPNs**				
	ARNPs			**RNS**				
	Licensed Clinicians			**BHTs**	$16.83/hr		7a-3p 3-11p 11p-7a	1:20
				Behavior Analysts				

Licensure/Level: Mental Health Level IV

	Salaried Staff			Hourly Staff				
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Devereux Florida **6147 Christian Way** **Orlando 32808** Orlando Campus - Devereux Advanced Behavioral Health Florida **44 beds** **Licensed/in operation**	**Psychiatrists**	$200,000 plus 2%/yr up to 14 years for experience	Independent Contractor - 1 day/week, on call during weekdays/weekend for emergencies	**LPNs**	$23.00/hr plus 2%/yr up to 14 years for experience	7a-3p Weekend only $1.00 3p-11p Weekend only $2.00 11p-7a Weekend only $1.50 $2.00 Holiday Pay 12/24,12/25,12/31,1/1 3-11p Weekdays $0.35 11p -7a Weekdays $0.25	7a-3p 3-11p 11p-7a	1:44
	ARNPs			**RNS**	$32.00/hr 2%/yr up to 14 years for experience			
	Licensed Clinicians	$60,500 plus 2%/yr up to 14 years for experience	M-F, on call for assigned cases	**BHTs**	$17.50/hr plus 2%/yr up to 14 years for experience			1:4
				Behavior Analysts			M-F, on call for assigned cases	1:44

Licensure/Level: Substance Abuse Level I

	Salaried Staff			Hourly Staff				
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
SMA Healthcare Women's Residential 3590 SW 137th Loop Ocala 5 beds Licensed/in-operation	**Psychiatrists**			**LPNs**				
	ARNPs			**RNS**				
	Licensed Clinicians	LMHC $28/hr LCSW $31/hr	M-F (Women's Director is licensed)	**BHTs**	$16/hr	Mon-Fri 3pm-11pm- 8% 11pm-7am- 15% Weekends 7am-3pm- 10% 3pm- 11pm- 18% 11pm-7am- 25%	7a-3p 3-11p 11p-7a	
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

	Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Drug Abuse Foundation of Palm Beach County, Inc. **400 S Swinton Avenue** **Delray Beach 33444** dafpbci.org **65 beds** **Licensed/in operation**	**Psychiatrists**	$180/ hour	Independent Contractor about 8 hours per week	**LPNs**	$28/hr ($1000 bonus after 12 months)		8a-8p 8p-8a	
	ARNPs	$55/hour	As needed	**RNS**	RN $32/ hr ($1000 bonus after 12 months)			
	Licensed Clinicians	$65,000 per year, increased based on classification increase. Licensed or MCAP $75,000	Either Tu-Sat or Sun-Th	**BHTs**	$15/hr for high school level; $16/hr for certified BHT/ $17/hr for BA must works nights	Bachelor level $17 per hr for night shifts		1:25
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
IMPOWER (The Grove) https://www.impowerfl.org/ **47 beds Licensed** **32 in Operation**	**Psychiatrists**	$165,000 per hr plus 2%/yr of relevant exp. beyond min. requirements, with additional compensation for education above required qualifications	On call 24/7 Psych PA M-F daytime	**LPNs**				
	ARNPs			**RNS**	$35 per hr plus 2%/yr of relevant experience beyond minimum. requirements with additional compensation for education above required qualifications		M-F 7:30a-4p	1:30
	Licensed Clinicians	$27.65/hr plus 2%/yr up to 7% for experience with additional compensation for education above required qualifications	M-F 8a-4p Saturday 11a-7p Sunday on call	**BHTs**	Base of $16.50/hr with 2%/yr beyond min. requirements with additional compensation for education above required qualifications	Weekend shifts (starting Friday at 10:00p through Monday 6:00a - . $1.00/hr Weeknight 10:00pm-6:00am $1.00/hr Holiday Pay - Double time for NYD, MLK, Memorial, 4th, Thanksgiving, and Christmas	6a-2p 2-10p 10p-6a	average of 1:08
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

	Salaried Staff			Hourly Staff			
	Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
SMA Healthcare **5664 SW 60th Ave** **Ocala 34474** **45 beds** **Licensed/in operation**		Psychiatrist outpatient (clients are transported)		$25/hour	Mon-Fri 3pm-11pm- 8% 11pm-7am- 15% Weekends 7am-3pm- 10% 3pm- 11pm- 18% 11pm-7am- 25%	7a-3p 3p-11p 11p-7a	
Psychiatrists	$112/hour		**LPNs**				
ARNPs	$60/hour	ARNP outpatient (clients are transported)	**RNS**				
Licensed Clinicians	LMHC $28.00/hr LCSW $31.00/hr	M-F (Men's Residential Director is Licensed)	**BHTs**	$16/hour	Mon-Fri 3pm-11pm- 8% 11pm-7am- 15% Weekends 7am-3pm- 10% 3pm- 11pm- 18% 11pm-7am- 25%	7a-3p 3p-11p 11p-7a	
			Behavior Analysts				
SMA Healthcare **Women's Residential** **3590 SW 137th Loop** **Ocala** **40 beds** **Licensed/in operation**				$25/hour	Mon-Fri 3pm-11pm- 8% 11pm-7am- 15% Weekends 7am-3pm- 10% 3pm- 11pm- 18% 11pm-7am- 25%	7a-3p 3p-11p 11p-7a	
Psychiatrists			**LPNs**				
ARNPs			**RNS**				
Licensed Clinicians	LMHC $28.00/hr LCSW $31.00/hr	M-F (Women's Director is licensed)	**BHTs**			7a-3p 3p-11p 11p-7a	
			Behavior Analysts				

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Aspire Health Partners **Men's Residential Orange** **1401 W. Michigan Street** **Orlando 32805** https://aspirehealthpartners.com **45 beds** **Licensed/in operation**	**Psychiatrists**	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider Monday 1-3p	**LPNs**				
	ARNPs	$48.08/hr; 100K MN-No Psych Experience (Relevant additional certs may increase rate)	Overlay Provider, Available PRN	**RNS**	$26/hr ASSOC $27/hr BS $28/hr MS		M-F 8am-4pm	1:45
	Licensed Clinicians	Licensed LMHC,LMFT $24/hr LCSW $26/hr	M W F 1p-8p TTH 11:30a-6:30p M W TH 9a-5p T F 9:15a-7p M-F 9a-5p On Call	**BHTs**	$15/hr		7:30a-3:30p 3p-11:30p 11p-7:30a	1:15
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Centerstone of Florida **2020 26th Ave E** **Bradenton 34208,** https://centerstone.org/locations/florida/ **30 beds** **Licensed/in operation**	**Psychiatrists**	$212,300 annually	M-F - on call rotation for weekend emergencies	**LPNs**	$21.11/hr	3-6p Weekday $1	M-F 10a-6p,	1:30
	ARNPs			**RNS**				
	Licensed Clinicians	$53,200 annually	M-F	**BHTs**	$16 hourly base. After 2 years of experience, increase to $16.50, lead BHTs start at $17 hourly.	Weekday Evening $1 Weekday Night $3 Weekend Day $1 Weekend Evening $2 Weekend Night $4.40	7a-3p 3-11p 11p-7a	1:15
				Behavior Analysts				
DISC Village, Inc. **Natural Bridge Recovery Center** **10942 Recovery Way** **Tallahassee 32305** www.discvillage.org **20 beds Licensed** **15 In operation**	**Psychiatrists**		Subcontract as needed	**LPNs**	$26.50/hr		6a-2 p 1-9p	1:20
	ARNPs			**RNS**				
	Licensed Clinicians	$60k	M-F and on call	**BHTs**	$18/hr		6a-2p 11a-7p 7 a-3 p 3 p-11 p 11 p -7a	1:5
				Behavior Analysts	$65K		M-F and on call	1:40

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
Aspire Health Partners **Seminole Center for Co-Occuring Disorders** **919 E. 2nd Street** **Sanford 32771** https://aspirehealthpartners.com **36 beds** **Licensed/in operation**	**Psychiatrists**	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certifications/experience may increase rate.)	Overlay Provider T 1-3pm (available as needed)	**LPNs**	$24/hr		M, T, TH, F 7:30a-4p	1:36
	ARNPs	$48.08/hr 100K MN-No Psych Experience, various (Relevant additional certifications/experience may increase rate.)	Overlay Provider M 1:20-3:30pm Th 1:20-3:30pm, available as needed	**RNS**				
	Licensed Clinicians	Licensed LMHC, LMFT $24/hr LCSW $26/hr	M-F 7:30a-4p On Call/Non Licensed M-F 7:30am-4pm (x2)	**BHTs**	$15/hr		7:30a-4p 3:30p-12a 12a-8a	1:18
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Aspire Health Partners **Women's Residential Brevard** **3905 Grissom Parkway** **Cocoa 32926** https://aspirehealthpartners.com **16 beds** **Licensed/in operation**	**Psychiatrists**	$200K-Non BRD Certified, $220K BRD Cert (Relevant additional certifications/experience may increase rate.)	Overlay Provider (Visits onsite as needed)	**LPNs**				
	ARNPs	$48.08/hr 100K MN-No Psych Experience, various (Relevant additional certifications/experience may increase rate.)	Overlay Provider (Visits onsite as needed)	**RNS**				
	Licensed Clinicians	Licensed LMHC, LMFT $24/hr LCSW $26/hr	M-F 9a-5pm & On Call (Program Manager)	**BHTs**	$15/hr		6:45a-3:15p 2:45p-11:15a 10:45p-7:15a	1:16
				Behavior Analysts				

Licensure/Level: Substance Abuse Level II

	Salaried Staff			Hourly Staff			
	Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
Aspire Health Partners Women's Residential Orange 301 E. Colonial Drive Orlando 32817 https://aspirehealthpartners.com 35 beds Licensed/in operation							
Psychiatrists	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider F 1-3p	**LPNs**				
ARNPs	$48.08/hr 100K MN-No Psych Experience, various (Relevant additional certifications/experience may increase rate.)	Overlay Provider Available PRN	**RNS**	$26/hr ASSOC $27/hr BS $28/hr MS		M-F 9a-5:30p	1:35
Licensed Clinicians	Licensed LMHC, LMFT $24/hr LCSW $26/hr	M-F 9a-5:30p MWTH 9a-5:30p & On Call	**BHTs**	$15/hr		7:30a-3:30p 3-11:30p 11p-7:30a	1:12
			Behavior Analysts				
Aspire Health Partners Women's Residential Seminole 6 Plumosa Avenue Casselberry 32707 https://aspirehealthpartners.com 15 beds Licensed/in operation							
Psychiatrists	$200K Non-BRD Certified $220K BRD Certified (Relevant additional certs may increase rate)	Overlay Provider Friday 1-3p	**LPNs**	$24/hr		W 7:30a-4p	1:15
ARNPs	$48.08/hr 100K MN-No Psych Experience, various (Relevant additional certifications/experience may increase rate.)	Overlay Provider W 1-3p	**RNS**				
Licensed Clinicians	Licensed LMHC, LMFT $24/hr LCSW $26/hr	TF 9a-5:30p & On Call	**BHTs**	$15/hr		8a-4:30p 4p-10p 10p-8:30a	1:8
			Behavior Analysts				

Licensure/Level: Substance Abuse Level II

		Salaried Staff			Hourly Staff			
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
DISC Village, Inc. **Sisters In Sobriety** **2923 Serenity Way** **Tallahassee 32305** www.discvillage.org **26 beds Licensed** **20 In operation**	**Psychiatrists**		Subcontract as needed	**LPNs**	$26.50/hr		6a-2p 1p-9p	1:20
	ARNPs			**RNS**				
	Licensed Clinicians	$60k	M-F and on call (For all three DISC programs)	**BHTs**	$18/hr		6a-2p 11a-7p 7a-3 p 3p-11p 11p -7a	1:5
				Behavior Analysts	$65K		M-F and on call	1:40
DISC Village, Inc. **Mothers In Sobriety** **10914 Recovery Way** **Tallahassee 32305** www.discvillage.org **16 beds Licensed** **6 In operation**	**Psychiatrists**		Subcontract as needed	**LPNs**	$26.50/hr		6a-2 p 1p-9p	1:20
	ARNPs			**RNS**				
	Licensed Clinicians	$60k	M-F and on call	**BHTs**	$18/hr		6a-2p 11a-7p 7a-3p 3p-11p 11p -7a	1:5
				Behavior Analysts	$65K		M-F and on call	1:40

Licensure/Level: Substance Abuse Level III

	Salaried Staff			Hourly Staff				
		Starting Salary	Schedule		Starting Rate	Pay differentials	Shifts	Ratio
Drug Abuse Foundation of Palm Beach County, Inc. **400 S Swinton Avenue** **Delray Beach 33444** dafpbci.org **12 beds** **Licensed/in operation**	**Psychiatrists**	$180/hr	Independent Contractor about 8 hr/wk	**LPNs**	$28/hr ($1000 bonus after 12 months)		8a-8p 8p-8a	
	ARNPs	$55/hr	As needed	**RNS**	$32/ hr ($1000 bonus after 12 months)			
	Licensed Clinicians	$65,000/yr, increased based on classification increase. Licensed or MCAP $75,000	Either Tuesday-Saturday or Sunday-Thursday	**BHTs**	$15/hr HS level $16/hr certified $17/hr BA (must works nights)	Bachelor level $17 per hr for night shifts		1:25
				Behavior Analysts				

Licensure/Level: Substance Abuse Level IV

		Salaried Staff			Hourly Staff			
		Starting Salary	**Schedule**		**Starting Rate**	**Pay differentials**	**Shifts**	**Ratio**
Drug Abuse Foundation of Palm Beach County, Inc. **400 S Swinton Avenue** **Delray Beach 33444** dafpbci.org **24 beds** **Licensed/in operation**	**Psychiatrists**	$180/hr	Independent Contractor about 8hr/wk	**LPNs**	$28/hr ($1000 bonus after 12 months)		8a-8p 8p-8a	
	ARNPs	$55/hr	As needed	**RNS**	RN $32/hr ($1000 bonus after 12 months)			
	Licensed Clinicians	$65,000/yr, increased based on classification increase. Licensed or MCAP $75,000	Either Tuesday-Saturday or Sunday-Thursday	**BHTs**	$15/hr for high school level; $16/hr for certified BHT $17/hr for BA must works nights	Bachelor level $17/hr for night shifts		1:25
				Behavior Analysts				