



NATIONAL ASSOCIATION[®]
OF
ADDICTION TREATMENT PROVIDERS

Voice. Vision. Leadership.

2020

National Addiction Industry
SALARY SURVEY

PUBLISHED BY THE NATIONAL ASSOCIATION OF ADDICTION TREATMENT PROVIDERS

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The National Association of Addiction Treatment Providers (NAATP or The National Association) is a National not-for-profit membership organization of addiction treatment service providers and supporters. The mission of The National Association is to provide leadership, advocacy, training, and member support services to assure the availability and highest quality of addiction treatment.

Established in 1978, NAATP serves as the leading voice for addiction treatment providers in North America. Together with over 900 treatment facilities as members, The National Association plays a strong leadership role on behalf of addiction treatment providers in law and public policy, practice standards, education, training, research, clinical and operational resources, ethics, and business development.

To provide feedback, please go to:

www.naatp.org/salary-survey-feedback-form

The National Association Addiction Industry Salary Survey 2020

In 1986, NAATP conducted the first ever salary survey within the addiction treatment provider industry, recognizing that a salary survey is an essential tool to help members of our field attract and retain top talent and provide high quality addiction service and care.

The 2020 survey is the 12th salary survey produced by The National Association. The survey included questions related to location, leadership, staffing and benefit structures, service and revenue information, salary information, employee benefits, and staff demographics. We hope that this information will be useful in helping benchmark your organization regarding services offered, diversity of staff, benefits, and salaries.

Data for the 2020 salary survey was collected online, via a survey hosted on Qualtrics. Data collection began on April 1, 2020, and ended on August 14, 2020. Respondents completed the survey entirely online. If an organization had branches in different locations, a separate survey was completed for each location. Survey responses were then exported for analysis and the final report was completed in October 2020.

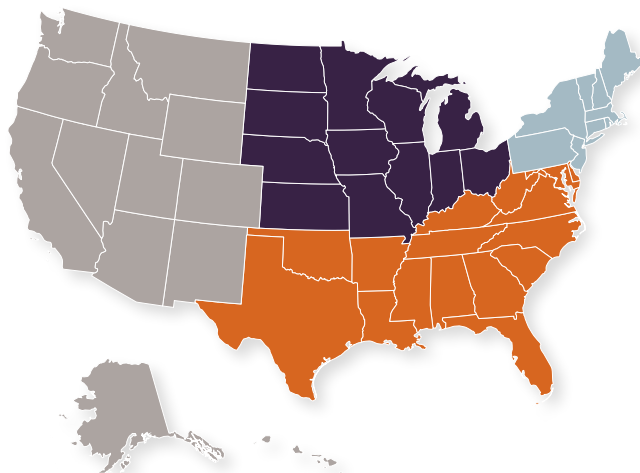
A total of 141 organizations participated in the survey, which represents 14% of NAATP membership. The participation in the 2020 survey represents a 23% decrease in the number of organizations that participated in the 2018 salary survey. The primary reason for this decrease is the ongoing COVID-19 pandemic. Data collection started three weeks after the World Health Organization declared COVID-19 a worldwide pandemic. During the data collection period, treatment providers were required to rapidly adapt to new challenges to continue to provide services. Each organization generously donated their time and data. NAATP and our field owe a debt of gratitude to them. They exemplify the collegiality and collaboration that NAATP stands for and encourages from all our members. The next NAATP salary survey of addiction treatment providers will take place in 2022.

We welcome feedback from our members and others within the addiction treatment industry to ensure that this report continues to provide useful and actionable information to help addiction treatment providers attract talent and strengthen service offerings.

A total of 141 organizations/branches completed the 2020 National Addiction Industry Salary Survey. One hundred and forty of the providers were based in the United States, with one in Canada.

Location

The Southern and Western regions of the United States accounted for over half the sample. However, providers from all regions of the United States were represented in the survey.



Region	Frequency	Percent
South	53	38%
Midwest	50	36%
West	28	20%
Northeast	9	6%
Canada	1	1%

When asked to describe the organization’s location, over half of participants described their location as urban (60%). Other participants were in rural areas (17%) and suburban areas (23%). Urban areas were defined as an area with greater than 50,000 inhabitants, suburban areas were defined as areas with between 2,500 and 50,000 inhabitants, and rural areas were defined as areas with less than 2,500 inhabitants¹.

Location Type	Frequency	Percent
Urban	85	60%
Suburban	32	23%
Rural	24	17%

1. <https://www2.census.gov/geo/pdfs/reference/GARM/Ch12GARM.pdf>

Organizational Profit Structure

Half of the organizations reported having a nonprofit organizational structure (51%) and half of the organizations reported a for-profit organizational structure (48%).

Profit Structure			
	Frequency	Percent	
Nonprofit Organization	72	51%	
For-Profit Organization	68	48%	
Missing	1	1%	

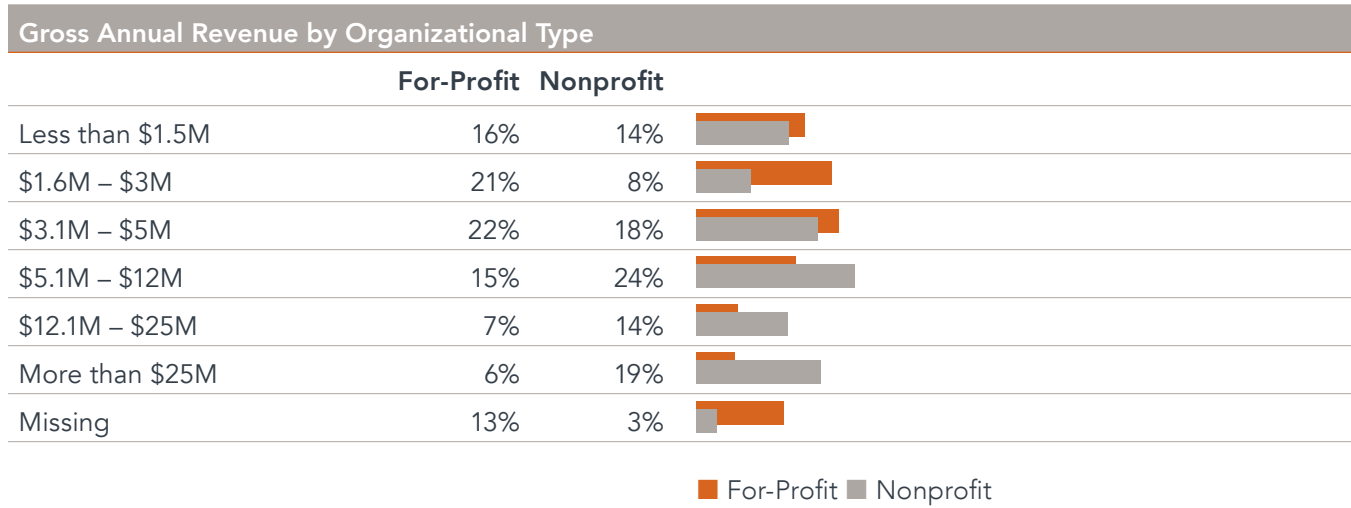
Gross Annual Revenue

Nearly half of organizations surveyed reported gross annual revenue of less than \$5 million (49%). Twelve of the 141 respondents (9%) did not answer this question. Note that some response options were combined for the purposes of reporting to create more meaningful categories. For example, the response options “25-35 million”, “35-50 million”, and “over 50 million” were combined to create the category More than \$25M.

Gross Annual Revenue			
	Frequency	Percent	
Less than \$1.5M	21	15%	
\$1.6M - \$3M	20	14%	
\$3.1M - \$5M	28	20%	
\$5.1M - \$12M	27	19%	
\$12.1M - \$25M	15	11%	
More than \$25M	18	13%	
Missing	12	9%	

Gross Annual Revenue by Organizational Type

Nonprofit organizations were more likely to report higher gross annual revenues than for-profit organizations.



Gross Annual Revenue by Region

Organizations in the Northeast and Midwest regions were more likely to report higher gross annual revenues than organizations in other regions.

Gross Annual Revenue by Region

	Northeast	South	Midwest	West
Less than \$1.5M	11%	13%	11%	20%
\$1.6M – \$3M	11%	19%	4%	16%
\$3.1M – \$5M	0%	13%	14%	32%
\$5.1M – \$12M	22%	21%	18%	18%
\$12.1M – \$25M	33%	8%	11%	10%
More than \$25M	11%	11%	39%	0%
Missing	11%	15%	4%	4%













Organizational Classification by Type of Facility

Organizations reported a range of different classifications to describe their facility. Please note that classifications were not mutually exclusive, so organizations could select multiple categories. Organizations were most likely to classify themselves as outpatient addiction treatment centers (75%), residential addiction treatment centers (70%), and inpatient medical detox centers (45%).





Type of Facility	Frequency	Percent	
Outpatient Addiction treatment	106	75%	
Residential Addiction Treatment	98	70%	
Inpatient Medical Detox	63	45%	
Sober Living Facility	35	25%	
Other Extended Care Facility	20	14%	
Primary Mental Health Provider with Addiction Treatment Services Offered	13	9%	
Specialty Hospital in Addiction Treatment	6	4%	
General or Psychiatric Hospital with Addiction Treatment Service Specialty	6	4%	

Type of Treatment Provided

The table below displays the average percentage of patients receiving each type of treatment. The most common treatments offered across organizations were in person treatment (77%) individual counseling (68%), and group counseling (68%).

Treatment Provided		
	Average Percent	
In Person Treatment	77%	
Individual Counseling	68%	
Group Counseling	68%	
12-Step Facilitation	55%	
Cognitive Behavioral Therapy	53%	
Family Program	41%	
Dialectical Behavioral Therapy	35%	
Medication Management	35%	
Psychiatric Services	31%	
Tele-Health	19%	
Medication Assisted Treatment	15%	
Eye Movement Desensitization and Reprocessing	13%	

Organizations that offer Medication Assisted Treatment were asked to provide the percentage of patients who receive each type of medication. The table below displays the average percentage of patients receiving each type of medication. On average 35% of patients at organizations that offer Medication Assisted Treatment receive buprenorphine and a quarter of patients receive Vivitrol (25%) and Naltrexone (24%).

Medication Assisted Treatment Provided		
	Average Percent	
Buprenorphine	35%	
Vivitrol (IM Injection)	25%	
Naltrexone (Oral)	24%	
Methadone	1%	

Service Area

Forty-three organizations offer only local services (31%), while another forty-three offer multi-state or regional services (31%). Twenty-nine organizations provide national-level services (21%) and twenty-six provide state level services (18%).

Service Area			
	Frequency	Percent	
Local only	43	31%	
Multi-state/regional	43	31%	
National	29	21%	
State	26	18%	

Affiliations, Licenses, and Memberships

Nearly all organizations were state licensed (97%), and many organizations are credentialed by other organizations such as the Joint Commission (62%) or LegitScript (48%). Multiple responses were possible for each respondent.

Affiliations, Licenses, and Memberships			
	Frequency	Percent	
State Licensed	137	97%	
Joint Commission	88	62%	
LegitScript	67	48%	
CARF	50	36%	
State Provider Association	35	25%	
Other Association	26	18%	
The National Council	16	11%	
Shatterproof Atlas	12	9%	
ATAC	9	6%	
NABH	6	4%	

Organization Services Delivered

Participants were asked to report the percentage of their services that were addiction treatment services, mental health treatment services, and other services. On average organizations reported that 86% of their services were focused on addiction treatment and 12% on mental health treatment services. The other services delivered (2%) include family education, co-occurring behavioral health services, DUI programs, and dual diagnosis services.

Services Delivered		
	Average Percent	
Addiction Treatment Services	86%	
Mental Health Treatment Services	12%	
Other	2%	

Sources of Revenue

On average about half of revenue came from health insurance reimbursement (52%), and a quarter of revenue came from self-pay (26%). Nonprofit organizations were more likely to have revenue from Medicaid (27%) compared to for-profit organizations (3%).

Sources of Revenue			
	Average Percent Overall	Average Percent For-profit	Average Percent Nonprofit
Health Insurance Reimbursement	52%	61%	42%
Self-Pay	26%	31%	21%
Medicaid	15%	3%	27%
Federal, State, or County Funds	5%	2%	7%
Philanthropic Donations/Grants	2%	1%	3%
Medicare	1%	1%	<1%

Facility Capacity

Survey participants were asked how many patients their facility could support by type of patient. On average, organizations had the lowest patient capacity for inpatient services and the highest patient capacity for outpatient services.

Capacity Per Patient Type

Average Capacity	
	Average Number
Adult, Inpatient	21
Adult, Outpatient	105
Adult, Residential	58
Adolescent, Inpatient	15
Adolescent, Outpatient	57
Adolescent, Residential	31

The table below shows the percentage of organizations that report each category of patient capacities (e.g., 1 to 15 patients, 16 to 25 patients, etc.). Organizations were more likely to have capacity for adult services compared to adolescent services. Only seven respondents (5%) have capacity for adolescent, inpatient services and eleven respondents (7%) have capacity for adolescent, residential services.

Patient Capacity					
	1 to 15 patients	16 to 25 patients	26 to 50 patients	More than 50 patients	Not provided
Adult, Inpatient	22%	6%	9%	1%	62%
Adult, Outpatient	9%	7%	16%	32%	35%
Adult, Residential	11%	8%	18%	28%	35%
Adolescent, Inpatient	4%	1%	1%	0%	95%
Adolescent, Outpatient	4%	4%	5%	4%	84%
Adolescent, Residential	1%	4%	1%	1%	92%

Facility Capacity

Survey participants were asked about the average daily census for each type of patient. The average daily census was highest for residential patients as a percentage of capacity for both adults (78%) and adolescents (58%). Note the average percentage of capacity was calculated by computing the percentages of capacity at each organization and then taking an average of these percentages.

Average Daily Census Per Patient Type

Average Daily Census		
	Average Number	Average % of capacity*
Adult, Inpatient	11	64%
Adult, Outpatient	56	61%
Adult, Residential	45	78%
Adolescent, Inpatient	6	27%
Adolescent, Outpatient	24	52%
Adolescent, Residential	18	58%

Number of Clinical and Medical Staff per Type of Patient

Survey participants also indicated the number of full-time equivalent clinical and medical staff for each patient type. The table below lists the average number of clinical and medical staff as well as the average staff to patient ratio for each patient type. Note the average staff to patient ratio was calculated by computing the staff to patient ratio at each organization and then taking an average of these ratios.

Average Number of Clinical Medical Staff		
	Average Number	Average Staff to Patient Ratio
Adult, Inpatient	17	3:1
Adult, Outpatient	11	1:8
Adult, Residential	21	1:2
Adolescent, Inpatient	33	12:1
Adolescent, Outpatient	5	1:4
Adolescent, Residential	15	1:2

Total Staff

In this section of the report you will find the **average number of staff**, **average percentage of total staff**, **median** (midpoint or middle number of all responses provided), **minimum**, and **maximum** number of staff in different categories. The number of staff in each category varied widely across organizations and sectors. On average the nonprofit organizations who participated in the survey had more employees (132) than for-profit organizations (81).

Total Number of Employees					
	Average	Average % of Total Staff	Median	Minimum	Maximum
Total Number of Employees	109	–	48	3	1567
Total Number of Full-Time Staff	87	82%	38	2	1200
Total Number of Part-Time Staff	16	16%	6	0	277
Total Number of On Call, Agency Fill In, or Per Diem Staff	12	6%	0	0	266
Total Number of Medical Staff	12	11%	3	0	172
Total Number of Clinical Staff	32	34%	9	0	518
Total Number of Licensed Clinical Staff	14	18%	5	0	171
Total Number of Certified Clinical Staff	11	14%	3	0	225
Total Number of Clinical Staff Interns	6	5%	1	0	282

Staff Demographics

On average there are more females on staff at participating organizations than males and no individuals who identify as transgender or gender non-conforming. There are very few individuals with a disability on staff.

Race, Gender, Disability					
	Average	Average % of Total Staff	Median	Minimum	Maximum
Male	32	34%	14	0	420
Female	65	63%	26	1	917
Transgender or Gender Non-Conforming	0	1%	0	0	10
Individuals with Disability	2	2%	0	0	46
Employees of Color	25	21%	7	0	652

Participating Addiction Treatment Providers tend to employ staff relatively equally across the given age ranges. On average there are more employees between ages 35-50, however this difference is small.

Age					
	Average	Average % of Total Staff	Median	Minimum	Maximum
Under Age 35	32	33%	11	0	372
Age 35–50	36	37%	13	0	491
Age 50+	32	28%	11	0	523

Executive and Management Staff Demographics

On average, the companies surveyed employ 109 people and 60% are women. Each organization has an average of 4 executive leaders and 48% are women. On average each organization has 11 management staff and 65% are women.

People of color are less well represented among leadership and management staff. On average 16% of executive leaders and 18% of management staff are people of color.

Executive Staff					
	Average	Average % of Executive Staff	Median	Minimum	Maximum
Number of Executive Leaders	4	–	3	0	18
Female Executive Leaders	2	48%	1	0	9
Executive Leaders of Color	1	16%	0	0	6

Management Staff					
	Average	Average % of Management Staff	Median	Minimum	Maximum
Number of Management Staff	11	–	5	0	189
Female Management Staff	7	65%	3	0	143
Management Staff of Color	2	18%	1	0	54

Contractors

Organizations were asked whether they hired professional contractors. Ninety-three organizations (66%) reported using contractors. The number of contractors ranged from a minimum number of 1 to a maximum number of 46. On average organizations hired 6 professional contractors. This number was slightly higher among nonprofit organizations (7 contractors) than for-profit organizations (5 contractors).

The types of contractors hired by survey respondents are outlined in the table below.

Types of Contractors Hired by Survey Respondents:		
Medical Professionals	Specialized Therapists/Coaches	Support Staff
Addiction Specialist	Acupuncturist	Accountant
Chief Medical Officer	Art Therapist	Business Development Support
Clinical Director	Chaplain	Chief Financial Officer
Clinical Supervision	Cosmetologist	Community Relations
Counselor	DBT Therapist	Food Services Staff
MD Physician	Dietician	Grant Writer
MD Psychiatrist	EMDR Therapist	Housekeeping Staff
Medical Director	Experiential Therapist	HR Support
Nurse Practitioner	Family Therapist	IT Staff
Pharmacist	Group Therapist	Maintenance Staff
Physician Assistant	Holistic Health Practitioner	Security Officer
PHD Psychologist	Life Coach	
Registered Nurse	Life Skills Trainer	
Social Worker	Massage Therapist	
Therapist	Music Therapist	
	Nutritionist	
	Personal Trainer	
	Recovery Coach	
	Reiki Practitioner	
	Rosen Movement Instructor	
	Tai Chi Instructor	
	Yoga Instructor	

In this section of the report you will find the average, median (midpoint or middle number of all responses provided), minimum, and maximum annual salary for a wide range of positions typically found among addiction treatment providers. Each section includes the count which represents the number of survey participants who provided salary information for this position in their organization.

Where possible we have compared for-profit and nonprofit salaries as well as salaries by region, and by gross annual revenue. Sub-population salaries are only reported when at least five cases are available to minimize the risk of sharing identifiable salary information and to provide a representative sample of each sub-population. Cases where this is true are indicated by a dash in the tables.

+ Executive Management Positions

Over two thirds of the organizations surveyed (65%) have a Chief Executive Officer or Executive Director.

Executive Staff Yearly Salaries					
	Count	Average	Median	Minimum	Maximum
Chief Medical Officer	28	\$270,294	\$292,500	\$25,000	\$482,388
Chief Executive Officer/Executive Director	92	\$209,641	\$182,500	\$40,000	\$632,650
Chief Financial Officer	48	\$158,591	\$134,650	\$48,000	\$365,478
Chief Operations Officer	41	\$141,616	\$120,000	\$56,000	\$330,000
Chief Clinical Officer	44	\$130,480	\$120,000	\$30,000	\$200,000
Chief Compliance Officer	13	\$81,235	\$72,100	\$48,000	\$139,050

Across executive staff salaries, nonprofit organizations report higher average salaries than for-profit organizations.

Executive Staff Average Yearly Salaries by Organizational Type		
	For-Profit	Nonprofit
Chief Medical Officer	\$252,282	\$291,078
Chief Executive Officer/Executive Director	\$180,373	\$240,210
Chief Financial Officer	\$152,793	\$160,979
Chief Operations Officer	\$133,369	\$153,259
Chief Clinical Officer	\$111,366	\$155,630
Chief Compliance Officer	\$78,125	\$86,210

+ Executive Management Positions

For most executive staff salaries, organizations in the Midwest region report the highest average salaries. Note that a dashed line indicates that less than five salaries were reported in this region.

Executive Staff Average Yearly Salaries by Region

	Northeast	South	Midwest	West
Chief Medical Officer	–	\$248,643	\$355,665	\$224,848
Chief Executive Officer/Executive Director	\$275,429	\$206,870	\$323,337	\$153,758
Chief Financial Officer	\$169,860	\$137,482	\$223,500	\$105,213
Chief Operations Officer	\$146,000	\$129,287	–	\$140,745
Chief Clinical Officer	–	\$117,372	\$183,536	\$112,420
Chief Compliance Officer	–	\$93,310	–	\$66,357

The following table displays average salaries for executive staff by gross annual revenue.

Executive Staff Average Yearly Salaries by Revenue

	Less than \$1.5M	\$1.6M – \$3M	\$3.1M – \$5M	\$5.1M – \$12M	\$12.1M – \$25M	More than \$25M
Chief Medical Officer	–	–	–	\$254,189	–	\$395,928
Chief Executive Officer/ Executive Director	\$145,364	\$145,767	\$151,055	\$194,895	\$230,888	\$388,291
Chief Financial Officer	–	–	\$102,212	\$124,279	\$136,672	\$242,403
Chief Operations Officer	–	\$112,375	\$114,100	\$148,381	–	–
Chief Clinical Officer	–	\$69,800	\$112,000	\$104,343	\$160,290	\$185,882
Chief Compliance Officer	–	–	–	–	–	–

+ Management Positions

The most common management positions found at Addiction Treatment Provider Organizations are Clinical Director, Program Director, HR Director, Intake/Admissions Director, and Nursing Director.

Management Staff Yearly Salaries					
	Count	Average	Median	Minimum	Maximum
Medical Director	54	\$180,090	\$163,437	\$18,000	\$450,000
Director of Development	34	\$96,533	\$95,675	\$50,000	\$155,000
Information Systems Director	31	\$95,499	\$90,000	\$52,000	\$175,000
Marketing Director	46	\$91,408	\$88,445	\$25,000	\$180,000
Nursing Director	60	\$89,627	\$84,000	\$50,000	\$145,600
Clinical Director	89	\$84,063	\$85,000	\$26,000	\$150,000
Compliance Director	44	\$83,468	\$87,215	\$38,000	\$135,000
HR Director	65	\$78,307	\$79,500	\$15,000	\$149,000
Program Director	68	\$77,920	\$76,500	\$45,000	\$128,000
Intake/Admissions Director	64	\$76,109	\$71,000	\$40,000	\$175,000
QA/QI/UR Director	29	\$74,418	\$75,000	\$43,680	\$125,000
Facilities/Grounds Director	44	\$67,847	\$65,500	\$33,280	\$130,000
Food Services Director	31	\$63,038	\$61,000	\$39,520	\$110,000
Business Office Manager	47	\$58,375	\$55,000	\$32,000	\$110,000
Alumni Coordinator	40	\$54,836	\$50,000	\$30,161	\$110,000
Housekeeping Director	15	\$49,724	\$41,080	\$30,000	\$90,000
Internal Auditor	–	–	–	–	–

+ Management Positions

Across management staff salaries, there is variation in average compensation by for-profit and nonprofit organizations.

Management Staff Average Yearly Salaries by Organizational Type		
	For-Profit	Nonprofit
Medical Director	\$165,889	\$202,405
Director of Development	\$103,129	\$91,916
Information Systems Director	\$96,273	\$95,131
Marketing Director	\$92,163	\$90,121
Nursing Director	\$88,865	\$90,341
Clinical Director	\$86,534	\$80,895
Compliance Director	\$79,336	\$88,904
HR Director	\$69,340	\$87,554
Program Director	\$68,653	\$87,161
Intake/Admissions Director	\$78,111	\$72,287
QA/QI/UR Director	\$74,366	\$74,492
Facilities/Grounds Director	\$62,337	\$74,460
Food Services Director	\$58,325	\$71,609
Business Office Manager	\$54,821	\$64,100
Alumni Coordinator	\$54,293	\$55,571
Housekeeping Director	\$49,707	–
Internal Auditor	–	–

+ Management Positions

The following table displays average salaries for management staff in each region.

Management Staff Average Yearly Salaries by Region				
	Northeast	South	Midwest	West
Medical Director	–	\$188,358	\$140,184	\$161,476
Director of Development	\$108,392	\$94,526	\$107,859	\$80,961
Information Systems Director	–	\$102,903	\$104,471	\$68,090
Marketing Director	\$109,540	\$103,583	–	\$78,128
Nursing Director	\$92,664	\$92,074	\$91,059	\$83,922
Clinical Director	\$91,981	\$86,225	\$79,376	\$81,594
Compliance Director	–	\$83,200	\$95,075	\$68,783
HR Director	\$76,433	\$72,421	\$97,627	\$71,441
Program Director	–	\$79,875	\$84,630	\$69,749
Intake/Admissions Director	\$57,500	\$73,472	\$79,636	\$82,587
QA/QI/UR Director	–	\$78,200	\$68,547	\$71,150
Facilities/Grounds Director	\$77,450	\$66,297	–	\$61,521
Food Services Director	\$78,242	\$64,662	–	\$57,709
Business Office Manager	–	\$60,202	\$63,117	\$52,267
Alumni Coordinator	–	\$56,609	–	\$48,228
Housekeeping Director	–	\$50,335	–	\$42,104
Internal Auditor	–	–	–	–

+ Management Positions

The following table displays average salaries for management staff by gross annual revenue.

Management Staff Average Yearly Salaries by Revenue						
	Less than \$1.5M	\$1.6M – \$3M	\$3.1M – \$5M	\$5.1M – \$12M	\$12.1M – \$25M	More than \$25M
Medical Director	\$81,000	\$95,625	\$127,812	\$200,703	\$249,202	\$320,557
Director of Development	–	–	–	\$98,831	\$103,395	\$113,725
Information Systems Director	–	–	–	\$68,090	\$90,716	\$110,015
Marketing Director	\$62,240	\$85,675	\$85,674	\$99,444	\$100,458	\$119,720
Nursing Director	–	\$88,032	\$74,728	\$84,546	\$97,441	\$113,388
Clinical Director	\$74,447	\$80,769	\$79,252	\$89,421	\$87,557	\$91,375
Compliance Director	–	–	\$70,750	\$85,833	\$76,162	\$100,998
HR Director	–	\$68,586	\$67,669	\$74,442	\$79,504	\$104,801
Program Director	\$72,800	\$58,250	\$62,710	\$88,802	\$89,831	\$84,596
Intake/Admissions Director	\$72,200	\$77,412	\$65,631	\$78,013	\$71,777	\$107,289
QA/QI/UR Director	–	–	\$73,533	\$64,804	\$69,017	\$97,621
Facilities/Grounds Director	–	–	\$61,680	\$62,147	\$70,734	\$111,548
Food Services Director	–	–	\$49,752	\$59,969	\$64,620	–
Business Office Manager	\$55,425	\$55,800	\$49,125	\$64,778	\$57,722	\$71,588
Alumni Coordinator	–	–	\$43,000	\$49,131	\$43,232	\$74,206
Housekeeping Director	–	–	\$52,036	–	–	–
Internal Auditor	–	–	–	–	–	–

+ Clinical/Medical Staff

Most addiction treatment centers have multiple clinical and medical personnel. In this section of the report you will find the **average number of staff** for each position in addition to salary information. For these positions, survey respondents provided salary information as percentiles. Percentile information describes the distribution of salaries. The percentile salary is the value of a salary below which a certain percent of workers fall.

- **25th Percentile:** The lowest quarter of salaries for this job fall below the 25th percentile
- **50th Percentile (median):** The lower half of salaries for this job fall below the 50th percentile while the upper half are above it.
- **75th Percentile:** The highest quarter of salaries for this job are above the 75th percentile

Example

	Average Number	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Registered Nurse	12	\$58,304	\$61,962	\$64,254	\$69,061	\$72,489

The example table above indicates that:

- On **average** each organization employs 12 Registered Nurses
- On average the **minimum salary** for Registered Nurses is \$58,304 and the **maximum salary** is \$72,489
- 25% of Registered Nurses earn less than \$61,962 per year; 75% earn more than \$61,962
- 50% of Registered Nurses earn less than \$64,254; 50% earn more than \$64,254
- 75% of Registered Nurses earn less than \$69,061; 25% earn more than \$69,061

+ Clinical/Medical Staff

The most common clinical/medical staff positions found at Addiction Treatment Providers are 24 Hour Residential Unit Staff/Techs, Registered Nurses, and Counselors.

Clinical/Medical Staff Yearly Salaries

	Average Number	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
MD Psychiatrist	2	\$202,635	–	\$217,935	–	\$232,183
MD Physician	2	\$161,560	–	\$179,921	–	\$192,370
Physician Assistant (PA)	2	\$115,341	–	\$120,885	–	\$126,429
Registered Nurse Practitioner (RNP)	3	\$90,470	–	\$100,624	–	\$111,039
PhD Psychologist	2	\$87,141	–	\$96,158	–	\$103,758
Registered Nurse	12	\$58,304	\$61,962	\$64,254	\$69,061	\$72,489
Masters Social Worker	4	\$56,979	–	\$63,892	–	\$73,971
Counselor (Licensed, Masters)	9	\$51,971	\$53,124	\$57,945	\$61,344	\$67,164
Family Therapist	6	\$49,010	–	\$54,394	–	\$62,474
Licensed Practical Nurse (LPN)	6	\$48,435	\$45,902	\$51,242	\$51,729	\$55,784
Registered Activity Therapist	2	\$48,747	–	\$50,322	–	\$51,249
Intake/Admissions Counselor	7	\$43,223	–	\$49,829	–	\$58,830
Counselor (Certified, Bachelors)	7	\$44,820	–	\$48,619	–	\$53,437
Counselor (Certified, No Degree)	5	\$40,881	–	\$46,243	–	\$49,484
Discharge Counselor	1	\$43,096	–	\$43,630	–	\$45,090
BA Social Worker	4	\$41,380	–	\$43,455	–	\$48,372
Case Manager	7	\$39,100	–	\$42,366	–	\$45,915
24 Hour Residential Unit Staff/Techs (Bachelors)	13	\$30,795	–	\$32,983	–	\$37,921
24 Hour Residential Unit Staff/Techs (No Degree)	20	\$29,783	\$30,383	\$32,621	\$33,504	\$37,919
Certified Nurse Assistant (CNA)	9	\$28,463	\$28,587	\$31,075	\$32,463	\$33,468
Teacher	–	–	–	–	–	–

+ Clinical/Medical Staff

Across clinical/medical staff salaries, there is variation in average compensation by for-profit and nonprofit organizations.

Clinical/Medical Staff Average Yearly Salaries by Organizational Type		
	For-Profit	Nonprofit
MD Psychiatrist	\$179,898	\$293,914
MD Physician	\$148,675	\$211,168
Physician Assistant (PA)	\$120,007	\$121,957
Registered Nurse Practitioner (RNP)	\$91,204	\$111,492
PhD Psychologist	\$93,288	–
Registered Nurse	\$61,276	\$66,136
Masters Social Worker	\$71,727	\$55,597
Counselor (Licensed, Masters)	\$58,712	\$57,353
Family Therapist	\$59,225	\$48,597
Licensed Practical Nurse (LPN)	\$52,426	\$50,310
Registered Activity Therapist	\$50,619	–
Intake/Admissions Counselor	\$50,792	\$48,786
Counselor (Certified, Bachelors)	\$49,551	\$48,095
Counselor (Certified, No Degree)	\$46,537	\$45,977
Discharge Counselor	\$43,254	\$44,005
BA Social Worker	\$43,013	\$38,597
Case Manager	\$42,346	\$41,527
24 Hour Residential Unit Staff/Techs (Bachelors)	\$32,670	\$33,227
24 Hour Residential Unit Staff/Techs (No Degree)	\$33,196	\$32,147
Certified Nurse Assistant (CNA)	\$29,934	\$31,582
Teacher	–	–

+ Clinical/Medical Staff

The following table displays average salaries for clinical/medical staff in each region.

Clinical/Medical Staff Average Yearly Salaries by Region				
	Northeast	South	Midwest	West
MD Psychiatrist	–	\$218,697	–	\$130,857
MD Physician	–	\$198,166	–	\$138,933
Physician Assistant (PA)	–	\$117,850	–	\$134,468
Registered Nurse Practitioner (RNP)	–	\$109,970	\$90,262	\$99,211
PhD Psychologist	–	\$110,502	–	–
Registered Nurse	\$68,912	\$62,957	\$61,576	\$65,552
Masters Social Worker	–	\$57,395	\$59,573	\$77,861
Counselor (Licensed, Masters)	\$57,090	\$55,742	\$58,861	\$59,151
Family Therapist	–	\$52,587	–	\$57,695
Licensed Practical Nurse (LPN)	\$60,248	\$49,550	\$45,006	\$54,872
Registered Activity Therapist	–	–	–	–
Intake/Admissions Counselor	\$48,010	\$48,326	\$45,237	\$55,594
Counselor (Certified, Bachelors)	\$53,320	\$47,216	\$48,126	\$49,514
Counselor (Certified, No Degree)	–	\$42,322	–	\$49,019
Discharge Counselor	–	\$40,720	–	–
BA Social Worker	–	–	–	–
Case Manager	–	\$42,696	\$40,559	\$42,934
24 Hour Residential Unit Staff/Techs (Bachelors)	–	\$30,772	–	–
24 Hour Residential Unit Staff/Techs (No Degree)	\$32,932	\$31,507	\$30,763	\$33,830
Certified Nurse Assistant (CNA)	–	\$31,426	\$30,241	\$31,149
Teacher	–	–	–	–

+ Clinical/Medical Staff

The following table displays average salaries for clinical/medical staff by gross annual revenue.

Clinical/Medical Staff Average Yearly Salaries by Revenue						
	Less than \$1.5M	\$1.6M – \$3M	\$3.1M – \$5M	\$5.1M – \$12M	\$12.1M – \$25M	More than \$25M
MD Psychiatrist	–	–	–	–	–	\$302,500
MD Physician	–	\$115,154	\$112,147	–	–	\$273,860
Physician Assistant (PA)	–	–	–	\$134,400	–	\$125,143
Registered Nurse Practitioner (RNP)	–	–	–	\$93,580	\$115,921	\$114,670
PhD Psychologist	–	–	–	–	–	–
Registered Nurse	–	–	\$66,270	\$63,659	\$62,703	\$70,145
Masters Social Worker	\$51,800	\$68,174	\$65,171	\$58,868	\$79,676	–
Counselor (Licensed, Masters)	\$56,062	\$52,577	\$57,054	\$57,884	\$54,298	\$64,092
Family Therapist	–	–	–	\$56,556	\$49,873	\$54,585
Licensed Practical Nurse (LPN)	–	\$51,059	\$50,892	\$49,893	\$50,407	\$49,367
Registered Activity Therapist	–	–	–	–	–	–
Intake/Admissions Counselor	–	\$57,115	\$56,100	\$47,020	\$47,071	\$52,466
Counselor (Certified, Bachelors)	\$48,250	\$45,232	\$47,555	\$49,188	\$46,405	\$51,914
Counselor (Certified, No Degree)	–	\$40,556	\$49,545	\$47,229	\$42,544	–
Discharge Counselor	–	–	–	–	–	–
BA Social Worker	–	–	–	–	–	–
Case Manager	\$41,197	\$42,230	\$43,267	\$43,215	\$38,045	\$42,538
24 Hour Residential Unit Staff/Techs (Bachelors)	–	–	–	–	–	–
24 Hour Residential Unit Staff/Techs (No Degree)	\$34,722	\$32,846	\$33,391	\$31,732	\$30,756	\$32,621
Certified Nurse Assistant (CNA)	–	–	–	\$29,393	\$29,198	–
Teacher	–	–	–	–	–	–

+ Support Staff

The most common support staff positions found at Addiction Treatment Provider Organizations are Food Services, Housekeeping, and Marketing Representative.

Support Staff Yearly Salaries						
	Average Number	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Marketing Representative	5	\$58,725	–	\$70,047	–	\$87,702
Insurance Support Staff	3	\$49,697	–	\$56,638	\$61,832	\$66,806
Outreach Specialist	2	\$51,379	–	\$55,742	–	\$62,873
Executive Assistant	2	\$53,903	–	\$55,649	–	\$58,115
Information Systems Support	2	\$45,426	–	\$51,215	–	\$57,173
Accounting Support Staff	3	\$42,412	–	\$46,962	\$52,596	\$53,316
Billing Clerk	4	\$38,893	–	\$42,712	–	\$46,355
Alumni Support Staff	1	\$41,854	–	\$42,531	–	\$43,157
Maintenance Staff	3	\$36,188	–	\$39,074	–	\$42,124
Secretary	4	\$33,041	–	\$34,787	–	\$37,351
Receptionist	3	\$31,278	–	\$32,651	–	\$35,738
Food Services	7	\$27,891	–	\$30,416	\$33,020	\$37,966
Housekeeping	6	\$27,514	–	\$29,456	\$30,928	\$33,368

+ Support Staff

Across support staff salaries, there is variation in average compensation by for-profit and nonprofit organizations.

Support Staff Average Yearly Salaries by Organizational Type

	For-Profit	Nonprofit
Marketing Representative	\$68,260	\$72,217
Insurance Support Staff	\$56,757	\$56,439
Outreach Specialist	\$56,238	\$56,382
Executive Assistant	\$46,037	\$62,697
Information Systems Support	\$52,023	\$50,710
Accounting Support Staff	\$45,264	\$48,176
Billing Clerk	\$45,552	\$40,186
Alumni Support Staff	\$39,104	\$49,383
Maintenance Staff	\$39,480	\$38,770
Secretary	\$41,256	\$33,247
Receptionist	\$32,122	\$32,947
Food Services	\$33,551	\$28,536
Housekeeping	\$31,346	\$28,293

+ Support Staff

The following table displays average salaries for support staff in each region.

Support Staff Average Yearly Salaries by Region				
	Northeast	South	Midwest	West
Marketing Representative	–	\$70,909	\$62,786	\$72,911
Insurance Support Staff	–	\$54,923	\$53,500	\$61,404
Outreach Specialist	–	\$55,833	\$49,064	\$52,725
Executive Assistant	–	\$52,902	–	\$43,795
Information Systems Support	–	\$51,890	\$51,274	\$47,525
Accounting Support Staff	–	\$48,910	\$42,592	\$45,434
Billing Clerk	\$45,472	\$40,875	\$35,372	\$46,451
Alumni Support Staff	–	\$43,149	–	\$33,612
Maintenance Staff	\$43,854	\$37,221	\$35,646	\$40,989
Secretary	–	\$35,387	\$30,969	\$34,175
Receptionist	\$37,711	\$31,499	\$29,172	\$33,092
Food Services	–	\$30,823	\$27,120	\$33,386
Housekeeping	–	\$27,169	\$26,305	\$32,818

+ Support Staff

The following table displays average salaries for support staff by gross annual revenue.

Support Staff Average Yearly Salaries by Revenue						
	Less than \$1.5M	\$1.6M – \$3M	\$3.1M – \$5M	\$5.1M – \$12M	\$12.1M – \$25M	More than \$25M
Marketing Representative	–	–	–	\$71,947	–	\$63,325
Insurance Support Staff	–	–	\$57,459	\$51,645	\$63,033	\$59,084
Outreach Specialist	–	–	–	\$53,550	–	\$58,226
Executive Assistant	–	–	–	\$49,663	\$52,144	\$72,614
Information Systems Support	–	–	–	\$48,615	\$57,325	\$52,450
Accounting Support Staff	–	–	\$45,448	\$48,315	\$44,416	\$54,799
Billing Clerk	–	–	\$40,519	\$48,890	\$40,902	\$38,595
Alumni Support Staff	–	–	–	–	–	–
Maintenance Staff	–	\$38,544	\$38,227	\$38,455	\$38,7009	\$36,908
Secretary	\$32,559	–	–	\$33,500	–	–
Receptionist	–	\$32,871	\$30,912	\$34,614	\$29,232	\$35,233
Food Services	–	–	\$32,496	\$27,866	\$31,633	\$30,866
Housekeeping	–	–	\$30,019	\$29,418	\$27,741	\$29,756

Benefits

The organizations that participated in the 2020 survey reported a wide range of benefits to their employees. The majority of organizations offered paid time off (89%) and bereavement days (63%). Only 15 organizations offered parental leave beyond FMLA (11%).

Benefits			
	Yes	No	Missing
Paid Time Off (PTO)	89%	6%	4%
Vacation time (separate from PTO)	16%	80%	4%
Parental Leave beyond FMLA	11%	85%	4%
Sick pay (separate from PTO)	33%	62%	4%
Personal days (separate from PTO)	25%	71%	4%
Bereavement days	63%	33%	4%

There is variation in benefits by for-profit and nonprofit organizations. Nonprofit organizations are more likely to offer paid time off and personal days while for-profit organizations are more likely to offer sick pay and parental leave.

Benefits by Organizational Type			
	Total Organizations	For-Profit	Nonprofit
Paid Time Off (PTO)	89%	87%	92%
Vacation time (separate from PTO)	16%	16%	15%
Parental Leave beyond FMLA	11%	18%	4%
Sick pay (separate from PTO)	33%	46%	22%
Personal days (separate from PTO)	25%	9%	40%
Bereavement days	63%	68%	58%

Benefits

The following table displays the percentage of organizations offering each benefit in each region.

Benefits by Region					
	Total Organizations	Northeast	South	Midwest	West
Paid Time Off (PTO)	89%	78%	83%	96%	94%
Vacation time (separate from PTO)	16%	22%	13%	0%	26%
Parental Leave beyond FMLA	11%	33%	9%	0%	12%
Sick pay (separate from PTO)	33%	11%	25%	14%	56%
Personal days (separate from PTO)	25%	22%	21%	39%	22%
Bereavement days	63%	78%	74%	61%	50%

Paid Time Off

Vacation Time

The amount of vacation days varied by staff type². On average executive staff received the most vacation days (14 days).

Vacation Days by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	1	12	20
Part-time Staff	0	2	20
Executive Staff	5	14	30
Managerial Staff	3	13	20

Parental Leave

Only 15 organizations offer paid parent leave beyond FMLA requirements. The number of days offered varied widely across organizations, on average 42 paid maternity days and 27 paid paternity days were offered.

Days of Parental Leave			
	Minimum	Average	Maximum
Paid Maternity Days	2	42	160
Paid Paternity Days	2	27	90
Unpaid Maternity Days	0	63	365
Unpaid Paternity Days	0	61	365

² Organizations were asked about each staff type (full-time staff, part-time staff, executive staff, and management staff) separately. However, these designations are not mutually exclusive. Many executive staff and management staff may also be full-time staff.

Paid Time Off

Sick Leave

The average number of sick days was 7 days for full-time, executive, and management staff. The average number of sick days for part time staff was lower, an average of 2 days.

Sick Leave by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	0	7	14
Part-time Staff	0	2	6
Executive Staff	0	7	14
Managerial Staff	0	7	14

Personal Days

Thirty-five organizations offer personal days separate from paid time off. Aside from part-time staff, the average number of personal days was between 2-3 days across staff types.

Personal Days by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	1	2	18
Part-time Staff	0	1	6
Executive Staff	1	3	18
Managerial Staff	1	2	18

Bereavement Days

The majority of survey respondents (63%) offered bereavement days, on average organizations provide 3 bereavement days.

Bereavement Days			
	Minimum	Average	Maximum
Days	1	3	7

Annual Salary Increases

Most organizations (81%) offer annual salary increases to their staff and approximately half of organizations (53%) offer a consistent rate across staff.

Annual Salary Increases			
	Yes	No	Missing
Does your company provide annual salary increases?	81%	15%	4%
Is this rate consistent for all staff?	53%	28%	19%

The average change in salary among organizations who provide annual salary increases is 3% per year. Annual salary increases ranged from 1% to 10% per year.

The organizations who stated that their annual salary increase amounts were not consistent across all staff were most likely to indicate that salary increases are merit-based and tied to performance measures (19 organizations). Other reasons included company profitability (4 organizations) and market rates (2 organizations).

Health Insurance

More than half of organizations offered a PPO health insurance plan to their employees (56%). Twelve of the respondents (9%) offered an HMO health insurance plan.

Type of Insurance Provided

Insurance Type		
	Frequency	Percent
PPO	79	56%
Other	38	27%
HMO	12	9%
Missing	12	9%

Those respondents who listed “other” as the type of health insurance they provided to employees offered the following types of health insurance:

- Both HMO and PPO
- High Deductible Health Plan (HDHP)
- Consumer-Driven Health Plan (CDHP)
- Exclusive Provider Organization Plan (EPO)
- Self-insurance
- Reimbursement

Health Insurance

Who Received Health Insurance Benefits

Organizations were most likely to offer health insurance to full-time staff (94%), executive staff (86%), and managerial staff (91%). Half of survey respondents (50%) did not offer health insurance to part-time staff.

Health Insurance by Staff Type			
	Yes	No	Missing
Full-time Staff	94%	2%	4%
Part-time Staff	18%	50%	32%
Executive Staff	86%	3%	11%
Managerial Staff	91%	3%	6%

Across staff types, organizations report paying an average of 60%-70% of employees' health insurance each month. Thirty-two organizations (23%) report paying 100% of their full-time employees' health insurance.

Percent Health Insurance Paid by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	0%	73%	100%
Part-time Staff	0%	59%	100%
Executive Staff	0%	71%	100%
Managerial Staff	0%	71%	100%

Other Health Benefits

Dental Insurance

Like health insurance, organizations were most likely to offer dental insurance to full-time staff (89%), executive staff (80%), and managerial staff (85%). Half of survey respondents (51%) did not offer dental insurance to part-time staff.

Dental Insurance by Staff Type			
	Yes	No	Missing
Full-time Staff	89%	7%	4%
Part-time Staff	21%	51%	28%
Executive Staff	80%	9%	11%
Managerial Staff	85%	9%	6%

Organizations report paying half (52%) of full-time employees' dental insurance each month. Twenty-nine organizations (21%) report paying 100% of their full-time employees' dental insurance.

Percent Dental Insurance Paid by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	0%	52%	100%
Part-time Staff	0%	41%	100%
Executive Staff	0%	51%	100%
Managerial Staff	0%	51%	100%

Other Health Benefits

Vision Insurance

Organizations were slightly less likely to offer vision insurance compared to health insurance and dental insurance. However, more than three-quarters of organizations offer vision insurance to full-time staff (86%).

Vision Insurance by Staff Type			
	Yes	No	Missing
Full-time Staff	86%	10%	4%
Part-time Staff	21%	53%	26%
Executive Staff	75%	11%	13%
Managerial Staff	82%	11%	7%

On average, organizations report paying 36% of full-time employees' vision insurance each month. Twenty-two organizations (16%) report paying 100% of their full-time employees' vision insurance.

Percent Vision Insurance Paid by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	0%	36%	100%
Part-time Staff	0%	25%	100%
Executive Staff	0%	37%	100%
Managerial Staff	0%	36%	100%

Retirement Benefits

401K

Most organizations offer a 401K plan to full-time staff (73%), executive staff (67%), and managerial staff (69%). Less than half of survey respondents (45%) offer a 401K to part-time staff.

401K By Staff Type			
	Yes	No	Missing
Full-time Staff	73%	21%	6%
Part-time Staff	45%	35%	20%
Executive Staff	67%	23%	10%
Managerial Staff	69%	23%	9%

Retirement Benefits

On average, organizations report a 7% 401K match for full-time staff. Three organizations (2%) report a 100% 401K match.

Percent 401K Match by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	0%	7%	100%
Part-time Staff	0%	9%	100%
Executive Staff	0%	7%	100%
Managerial Staff	0%	7%	100%

Simple IRA/Other Retirement Benefits

Nine organizations (6%) offer a Simple IRA or other retirement benefits for full-time and executive staff.

Other Retirement Benefits by Staff Type			
	Yes	No	Missing
Full-time Staff	6%	87%	7%
Part-time Staff	4%	88%	9%
Executive Staff	6%	86%	8%
Managerial Staff	6%	86%	9%

On average, organizations report a 9% Simple IRA or other retirement benefit match for full-time staff. The average executive staff match was higher at 15% because one organization reported offering a 100% match for this benefit.

Other Retirement Benefit Match by Staff Type			
	Minimum	Average	Maximum
Full-time Staff	2%	9%	50%
Part-time Staff	0%	2%	4%
Executive Staff	2%	15%	100%
Managerial Staff	2%	4%	6%

Additional Employee Benefits

In addition to paid time off, annual salary increases, and health insurance, most organizations surveyed also offer other benefits to their employees as outlined below:

Additional Benefits by Employee Type					
	Full-Time	Part-Time	Managerial	Executive	Not Offered
Continuing Education	73%	31%	55%	39%	13%
Life Insurance	72%	13%	54%	40%	15%
Long-term/Short-term Disability Coverage	70%	11%	53%	38%	17%
Accidental Death & Dismemberment Coverage	67%	10%	50%	35%	22%
Laptop/Computer	63%	19%	63%	52%	6%
Bonus	57%	41%	53%	45%	16%
Cell Phone	25%	2%	48%	40%	18%
Club Memberships	13%	9%	13%	12%	67%
Executive Retirement Package	10%	6%	9%	11%	67%
Deferred Compensation Program	9%	6%	5%	8%	71%
Expense Accounts	9%	0%	16%	21%	56%
Company Car	1%	0%	4%	11%	60%

Other benefits offered to staff included:

- Subsidized or free meals
- Employee Assistance Program (EAP)
- Defined benefit pension plan
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Dependent Care
- Education Assistance/Tuition Assistance
- Wellness benefits (e.g. yoga, fitness center)
- Profit sharing

Additional Employee Benefits

Additional benefits varied depending on the organization was for-profit or nonprofit entity. The table below presents the percentage of respondents who offer each benefit to full-time employees by total respondents, for-profit respondents, and nonprofit respondents.

Additional Benefits by Profit Structure			
	Total Organizations	For-Profit	Nonprofit
Continuing Education	73%	71%	75%
Life Insurance	72%	50%	93%
Long-term/Short-term Disability Coverage	70%	53%	86%
Accidental Death & Dismemberment Coverage	67%	46%	88%
Laptop/Computer	63%	59%	68%
Bonus	57%	47%	68%
Cell Phone	25%	28%	22%
Club Memberships	13%	9%	15%
Executive Retirement Package	10%	4%	14%
Deferred Compensation Program	9%	4%	13%
Expense Accounts	9%	12%	6%
Company Car	1%	0%	1%

Additional Employee Benefits

Additional benefits also varied depending on the region the organization was located in. The table below presents the percentage of respondents who offer each benefit to full-time employees by total respondents, respondents in the Northeast region, Midwest region, South region, and West region.

Additional Benefits by Region					
	Total Organizations	Northeast	South	Midwest	West
Continuing Education	73%	78%	74%	68%	74%
Life Insurance	72%	67%	72%	93%	62%
Long-term/Short-term Disability Coverage	70%	67%	70%	93%	58%
Accidental Death & Dismemberment Coverage	67%	44%	68%	86%	60%
Laptop/Computer	63%	44%	62%	82%	58%
Bonus	57%	44%	47%	75%	60%
Cell Phone	25%	22%	26%	11%	32%
Club Memberships	13%	0%	8%	25%	14%
Executive Retirement Package	10%	0%	4%	25%	10%
Deferred Compensation Program	9%	11%	9%	18%	2%
Expense Accounts	9%	0%	19%	0%	6%
Company Car	1%	0%	0%	0%	2%

Cost of Employee Benefits

Organizations were asked to: **“Please enter the total cost of all employees’ benefits provided, including paid time-off and contribution to pension/retirement plans as a percentage of total operation budget”.**

A few responses to this question were so high (greater than 50%) that it is possible some respondents misunderstood the question and instead reported benefits as a percentage of total salaries instead of total operating budget. Forty percent of organizations cited employee benefits as representing between 0-9% of their operating budget.

Employee Benefits as a Percent of Total Operating Budget		
	Frequency	Percent
0-9%	56	40%
10-19%	28	20%
20-29%	31	22%
30-39%	6	4%
40-49%	2	1%
> 50%	7	5%
Missing	11	8%

Cost of Health Insurance

Organizations indicated the: **“Total monthly health insurance cost to company for ALL employees”**. Costs ranged from as low as \$885 per month to as high as \$867,898 per month. The average cost of health insurance for all employees to the company was \$71,762. Note that fifty-one organizations (36%) did not respond to this question.

Total Monthly Cost – All Employees		
	Frequency	Percent
Less than \$10K	32	23%
\$10,001 - \$25K	19	13%
\$25,001 - \$50K	9	6%
\$50,001 - \$100K	10	7%
Over \$100K	20	14%
Missing	51	36%

Organizations also provided the: **“Monthly health insurance cost to company PER employee”**. Costs ranged from as low as \$11 per employee to as high as \$8,000 per employee. The average cost of health insurance per employee to the company was \$766. Note that thirty-seven organizations (26%) did not respond to this question.

Total Monthly Cost – Per Employee		
	Frequency	Percent
Less than \$500	45	32%
\$501 - \$1,000	48	34%
\$1,001 - \$1,500	5	4%
More than \$1,500	6	4%
Missing	37	26%

There are a wide range of positions available at addiction treatment provider organizations across the country. Costs, benefits, and compensation levels vary based on many factors such as region, location, nonprofit/for-profit status, and size of the organization. We have provided detailed salary information on some of these factors such as region, nonprofit/for-profit status, and gross annual revenue in this report. We hope that organizations find these additional breakdowns helpful to benchmark salaries. As more organizations participate in the study in the future, we will be able to provide additional salary breakdowns.

The data in this report is meant to provide insight into salary ranges, benefits offered, demographics, and staff composition to help addiction treatment providers remain competitive and attract high quality staff. This, in turn, will help to drive the industry forward, increase the quality of services, and positively impact the lives of the people we serve.



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