



**NATIONAL ASSOCIATION<sup>®</sup>**  
**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](http://www.naatp.org/salary-survey-feedback-form)

### The National Association Addiction Industry Salary Survey 2020

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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.

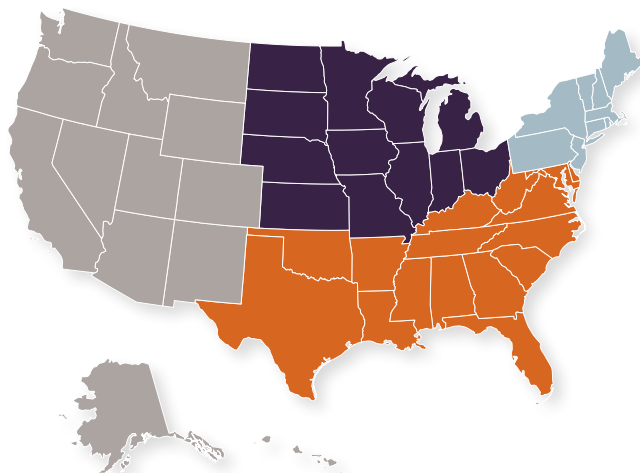
A total of 141 organizations participated in the survey, which represents 14% of NAATP membership. The participation in the 2020 survey represents a 23% decrease in the number of organizations that participated in the 2018 salary survey. The primary reason for this decrease is the ongoing COVID-19 pandemic. 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 inhabitants<sup>1</sup>.

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%	



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