

National Addiction Industry  
**SALARY SURVEY**

2022



**NATIONAL ASSOCIATION<sup>®</sup>**  
OF  
ADDICTION TREATMENT PROVIDERS

Voice. Vision. Leadership.

TABLE OF CONTENTS

PUBLISHED BY  
THE NATIONAL  
ASSOCIATION  
OF ADDICTION  
TREATMENT  
PROVIDERS

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<b>Introduction</b>	<b>4</b>	<b>Staff Characteristics</b>	<b>20</b>
The National Association Addiction Industry Salary Survey 2022	4	Total Staff	20
		Staff Demographics	21
<b>Survey Participants</b>	<b>5</b>	Executive and Management Staff Demographics	22
Location	5	Staff Attrition	23
Organizational Profit Structure	6	Contractors	25
Annual Gross Revenue	6		
Organization Classification by Type of Facility	8	<b>Salaries</b>	<b>26</b>
Level of Care Provided	9	Executive Management Positions	26
Treatment Setting	10	Management Positions	28
Type of Treatment Provided	11	Clinical/Medical Staff	32
Service Area	12	Support Staff	37
COVID-19 Impacts to Services	12		
Affiliations, Licenses, and Memberships	13	<b>Benefits</b>	<b>40</b>
Organization Services Delivered	14	Paid Time Off	42
Sources of Revenue	15	Annual Salary Increases	44
Facility Capacity	15	Health Insurance	44
Number of Clinical and Medical Staff per Type of Patient	18	Other Health Benefits	46
Outcomes Research	18	Retirement Benefits	48
		Additional Employee Benefits	50
		Cost of Employee Benefits	52
		Cost of Health Insurance	53
		<b>Conclusion</b>	<b>54</b>

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INTRODUCTION

The National Association of Addiction Treatment Providers (NAATP) is a national professional membership organization of addiction treatment service providers and supporters. The mission of NAATP is to provide leadership, advocacy, training, and member support services to ensure the equitable 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 almost 1,000 treatment locations 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.

THE NATIONAL ASSOCIATION ADDICTION INDUSTRY SALARY SURVEY 2022

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 2022 survey is the 13th salary survey produced by NAATP. The survey included questions related to location, leadership, staffing and benefit structures, service and revenue information, salary information, employee benefits, impact of COVID-19 on program closures and reductions, activities related to outcomes research, 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 2022 salary survey was collected online, via a survey hosted on Qualtrics. Data collection began on March 1, 2022, and ended on July 19, 2022. 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 September 2022.

A total of 114 treatment centers participated in the survey, which represents roughly 11% of NAATP member facilities. The participation in the 2022 survey represents a 19% decrease in the number of organizations that participated in the 2020 salary survey and a 38% decrease in the number of organizations that participated in the 2018 salary survey. The primary reasons for this decrease are the ongoing effects of the COVID-19 pandemic, coupled with significant staffing shortages. These ongoing challenges have exacted a significant toll on members.

These same factors make the Salary Survey even more valuable to our members. NAATP and our field owe a debt of gratitude to participating members, each of which generously donated their time and data. They are examples of the collegiality and collaboration that NAATP stands for and encourages of all our members. The next NAATP salary survey of Addiction Treatment Providers will take place in 2024.

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

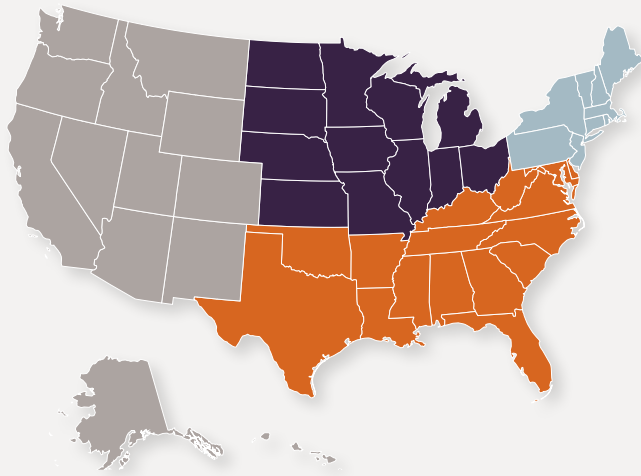
To provide feedback, please go to:  
[www.naatp.org/salary-survey-feedback-form](http://www.naatp.org/salary-survey-feedback-form)

SURVEY PARTICIPANTS

A total of 114 Treatment Facilities completed the 2022 National Addiction Industry Salary Survey. All the providers were based in the United States.

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	42	37%
West	28	25%
Northeast	24	21%
Midwest	20	18%

When asked to describe the organization’s location, over half of participants described their location as urban (52%). Other participants were in rural areas (23%) and suburban areas (25%). 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	59	52%
Suburban	29	25%
Rural	26	23%

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

STAFF CHARACTERISTICS

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 (130) than for-profit organizations (110). Sample sizes for number of employees by type ranged from 53 to 105.



TOTAL STAFF

Total Number of Employees					
	Average	Average % of Total Staff	Median	Minimum	Maximum
Total Number of Employees	142	-	57	2	2500
Total Number of Full-Time Staff	113	81%	47	2	2200
Total Number of Part-Time Staff	20	16%	9	0	300
Total Number of On Call, Agency Fill In, or Per Diem Staff	11	8%	3	0	70
Total Number of Medical Staff	13	13%	6	0	108
Total Number of Clinical Staff	22	27%	10	0	241
Total Number of Licensed Clinical Staff	17	17%	5	0	450
Total Number of Certified Clinical Staff	14	11%	3	0	500
Total Number of Clinical Staff Interns	3	3%	1	0	42

STAFF DEMOGRAPHICS

On average there are more female identified staff at participating organizations than male identified staff. Overall, organizations reported very few staff with disabilities or gender identifications other than female and male, but fewer organizations provided data in those areas. Sample sizes for reporting on number of staff by gender and race categories ranged from 44 to 99. Caution should be used when interpreting data provided by a small proportion of respondents.

Race, Gender, Disability						
	Sample Size	Average	Average % of Total Staff	Median	Minimum	Maximum
Female	99	72	62%	33	0	781
Male	97	38	35%	20	0	342
Non-binary	45	0	<1%	0	0	1
Trans Female	45	0	<1%	0	0	2
Trans Male	44	0	<1%	0	0	2
Other Gender Identity	48	0	<1%	0	0	11
Individuals with Disability	44	1	2%	0	0	9
Employees of Color	74	58	25%	16	0	1725

Organizations report employing staff across all age ranges.

Age						
	Sample Size	Average	Average % of Total Staff	Median	Minimum	Maximum
Under Age 35	95	34	31%	15	0	225
Age 35-50	95	39	36%	18	1	221
Age 50+	95	34	32%	20	0	280

SALARIES

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 reasonable representation of each sub-population. Cases where there were fewer than five respondents are indicated by a dash in the tables.

[View Job Description Glossary](#)

EXECUTIVE MANAGEMENT POSITIONS

Three quarters of the organizations surveyed (74%) have a Chief Executive Officer or Executive Director.

Executive Staff Yearly Salaries					
	Count	Average	Median	Minimum	Maximum
Chief Medical Officer	41	\$	\$	\$	\$
Chief Executive Officer/ Executive Director	84	\$	\$	\$	\$
Chief Operations Officer	40	\$	\$	\$	\$
Chief Financial Officer	55	\$	\$	\$	\$
Chief Clinical Officer	28	\$	\$	\$	\$
Chief Compliance Officer	28	\$	\$	\$	\$

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	\$	\$
Chief Executive Officer/Executive Director	\$	\$
Chief Operations Officer	\$	\$
Chief Financial Officer	\$	\$
Chief Clinical Officer	\$	\$
Chief Compliance Officer	\$	\$



Average salaries of executive staff positions varied by region but were often lowest in the West.

Executive Staff Average Yearly Salaries by Region				
	Northeast	South	Midwest	West
Chief Medical Officer	\$	\$	\$	\$
Chief Executive Officer/ Executive Director	\$	\$	\$	\$
Chief Operations Officer	-	\$	\$	\$
Chief Financial Officer	\$	\$	\$	\$
Chief Clinical Officer	\$	\$	-	\$
Chief Compliance Officer	-	\$	\$	\$

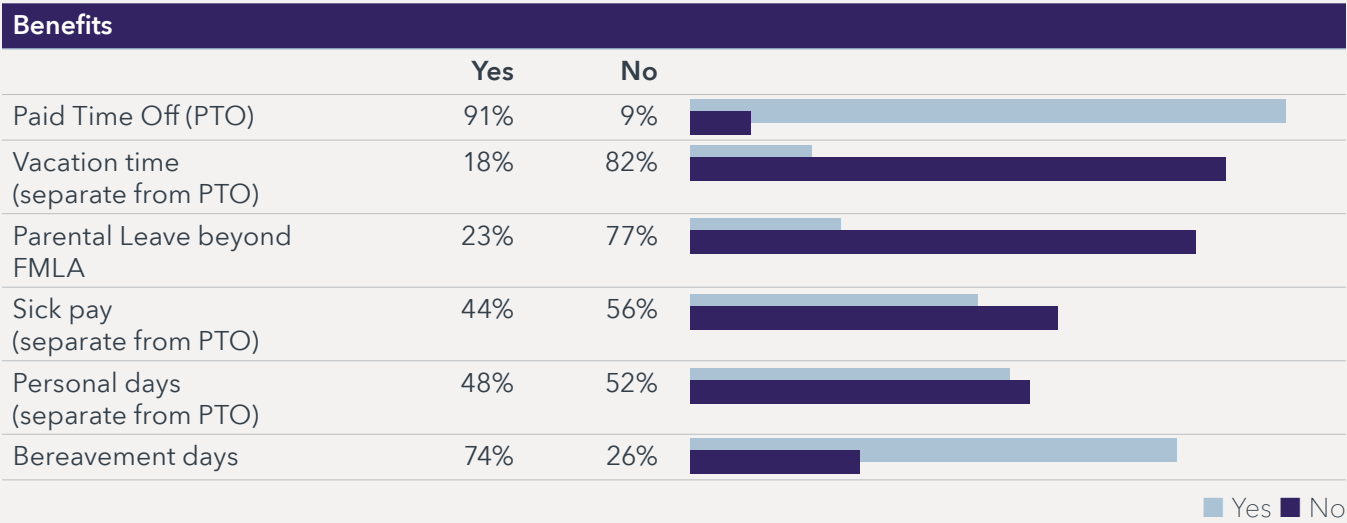
The following table displays average salaries for executive staff by gross annual revenue.

Executive Staff Average Yearly Salaries by Revenue							
	Less than \$1.5M	\$1.6M – \$3M	\$3.1M – \$5M	\$5.1M – \$12M	\$12.1M – \$25M	\$25.1M – \$100M	More than \$100M
Chief Medical Officer	\$	\$	-	\$	\$	\$	-
Chief Executive Officer/Executive Director	\$	\$	\$	\$	\$	-	-
Chief Operations Officer	-	\$	-	\$	\$	-	-
Chief Financial Officer	-	\$	\$	\$	\$	\$	-
Chief Clinical Officer	-	-	\$	\$	-	\$	-
Chief Compliance Officer	-	-	-	\$	\$	-	-



BENEFITS

The organizations that participated in the 2022 survey reported a wide range of benefits to their employees. The majority of organizations offered paid time off (91%) and bereavement days (74%). Twenty-six organizations (23%) offered parental leave beyond FMLA.



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

Benefits by Organizational Type			
	Total Organizations	For-Profit	Nonprofit
Paid Time Off (PTO)	91%	96%	86%
Vacation time (separate from PTO)	18%	18%	20%
Parental Leave beyond FMLA	23%	33%	15%
Sick pay (separate from PTO)	44%	62%	26%
Personal days (separate from PTO)	48%	36%	60%
Bereavement days	74%	86%	62%

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)	91%	96%	98%	75%	89%
Vacation time (separate from PTO)	18%	25%	7%	30%	21%
Parental Leave beyond FMLA	23%	17%	33%	0%	29%
Sick pay (separate from PTO)	44%	67%	29%	40%	50%
Personal days (separate from PTO)	48%	50%	33%	80%	46%
Bereavement days	74%	100%	91%	40%	50%

## CONCLUSION



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 and nonprofit/for-profit status 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 breakdowns of salaries. In addition, the more that organizations track and provide information on staff, leader, and client demographics, the more we can share this information back to the field to better understand the diversity of client and provider populations.

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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