



NATIONAL ASSOCIATION
OF
ADDICTION TREATMENT PROVIDERS

Voice. Vision. Leadership.

National Addiction Industry **SALARY SURVEY**

2023



NAATP®

Limit of Liability/Disclaimer of Warranty:

The publisher, authors, and the National Association of Addiction Treatment Providers make no representations or warranties with respect to the accuracy or completeness of the contents of this report and specifically disclaim any implied warranties. The information contained in this report is not intended to serve as a replacement for professional compensation and benefits advice. A human resource professional or other professional should be consulted where appropriate.

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 1,100 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 of Addiction Treatment Providers has contracted with Employers Council to serve as a third party data collector for us to produce our 14th salary survey. Our thanks are extended to all individuals of participating organizations who invested their time to provide us with data. We appreciate your participation and welcome your comments 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

PREPARED BY:

Employers Council
800.884.1328
info@employerscouncil.org
www.employerscouncil.org



PREPARED FOR:

**National Association of
Addiction Treatment Providers**
888.574.1008
info@naatp.org
naatp.org

Marvin Ventrell, JD
Chief Executive Officer
Katie Strand
Chief Operating Officer
Peter Thomas
Director of Quality Assurance
Kayla Huett
Communications and
Program Specialist
Robert Ferguson
Board of Directors Chair
Founder, Jaywalker Lodge

SALARY SURVEY National Addiction Industry

Number of Benchmark Jobs Surveyed:	57
Number of Benchmark Jobs Published:	56
Number of Participating Organizations:	114
Total Number of Employees Reported in the Survey:	4,686
Data as of Payroll Period Closest to:	April 29, 2023
Geographic Areas Surveyed:	United States

REPORT FORMAT

PROFILE OF PARTICIPANTS

The profile of participants is displayed by geographic region, revenue size, and the organization's tax status. The regions are classified as

Northeast:
Includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont

South:
Includes the states of Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and Washington D.C.

Midwest:
Includes the states of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin

West:
Includes the states of Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming

WAGE AND SALARY DATA

Data are displayed by geographic region (Northeast, South, Midwest, West), revenue size (Less than \$1.5M, \$1.6-\$3M, \$3.1-\$5M, \$5.1-\$12M, \$12.1-\$25M, More than \$100M, or Not Reported), and the organization's tax status (Nonprofit, For-Profit, & Government), as well as a Total Responses (All Organizations) data line for each position classification. The years of experience are reported by incumbent and an organization might fall into several of the data lines.

The exemption status percentages by employees are displayed as well as the established pay range data when there are at least five organizations reporting a range for a position.

The following job did not publish due to insufficient data:

310 Internal Auditor

The following job was added this year:

There were no new jobs added

The following job had job description/job title changes this year:

There were no job description/job title changes

The following jobs were deleted this year:

There were no jobs deleted

METHODOLOGY

Online questionnaires were used to collect the data. NAATP emailed 1,014 questionnaires and 114 were completed; a response rate of 11%.

To facilitate accurate matching of positions by participants, position classifications were accompanied by position descriptions. Where information seemed questionable, confirmation was made with the participant. Approximately 50% of the participating organizations were contacted for clarification or expansion of the data supplied.

The Compensation portion of this survey was conducted using the following guidelines:

- Only employees who spent more than 70% of their time in the described function were reported.
- Full-time and full-time equivalent employees reported.
- Only base wages and salaries were reported.

Participants were asked to exclude:

- Rates for unique situations, such as demotion or accommodation, where an incumbent is paid more/less than you would normally pay for the position;
- Shift premiums, overtime premiums, lead differentials, and
- Seasonal employees and temporary employees.

DEFINITIONS

The following statistical measurements and definitions are used in this report.

RATES ACTUALLY BEING PAID | The actual pay of employees.

Number of Organizations

Reports the number of organizations reporting actual rates of pay for the position.

Number of Employees

Reports the number of employees reported for the position.

Average

Determined by adding the averages for each organization reporting and dividing by the number of organizations.

Weighted Average

Determined by multiplying each reported rate of pay for a specific job by the number of employees receiving that rate; adding the results of these calculations; and dividing this sum by the number of employees reported in that job. This is also known as the mean. "Dominance Diffusion" has been applied to data displayed in italic.

Percentiles

Determined by listing all of the reported rates in ascending order. This allows the user to see the distribution of rates in the sample. "Dominance Diffusion" has been applied to data displayed in italic.

10th Percentile

The rate within the sample which is higher than 10% of the rates and lower than 90% of the rates.

25th Percentile

The rate within the sample which is higher than 25% of the rates and lower than 75% of the rates. (Also called the 1st Quartile rate.)

50th Percentile

The rate within the sample which is higher than 50% of the rates and lower than 50% of the rates. (Also called the Median, or "Middle" rate.)

75th Percentile

The rate within the sample which is higher than 75% of the rates and lower than 25% of the rates. (Also called the 3rd Quartile rate.)

90th Percentile

The rate within the sample which is higher than 90% of the rates and lower than 10% of the rates.

Percentiles are not necessarily actual rates since the calculated percentile may fall between actual rates of pay. Note the 50th percentile in the example.

DEFINITIONS

RATE RANGES

Written guidelines establishing a minimum and maximum that an organization has committed to pay for a job.

Minimum

The lowest rate that can be paid to an entry level employee who is qualified to perform the minimum requirements of the job.

Maximum

The highest rate that a person in the classification should be paid.

Step progressions (wage increases granted at fixed intervals based solely on length of service) and single rates, typically found in union contracts, are excluded in the rate range data.

Average Minimum | Maximum

The sum of the minimum or maximum reported for each job, divided by the number of organizations reporting a rate range for that job. Since this measurement is an average and pertains only to rate ranges, it does not necessarily indicate any actual rates presently being paid.

EXEMPTION STATUS

Reports the percentage of organizations who classify the position as exempt/non-exempt under Federal Wage-Hour Law.

DOMINANCE DIFFUSION

When one or more reporting organizations dominate the statistic beyond the dominance threshold of 25%, dominance diffusion has been applied. Dominance diffusion is an algorithm that reduces the influence of the dominating organization's data below the dominance threshold. Not all percentiles may be displayed when dominance diffusion occurs. The adjusted data are shown in italics.

INSUFFICIENT DATA

"Insufficient Data" is used to preserve the confidentiality of the participants.

- When fewer than 5 organizations report either ranges or actual rates, "-" is printed on the survey.
- When 5-10 actual rates are available, the 10th and 90th percentiles will not be printed. The 25th, 50th and 75th will be shown.
- When fewer than 5 organizations report annual bonus/incentives, "-" is printed on the survey.

EXAMPLE

	Number of Organizations	Number of Employees	Calculations For:			Percentile Calculation	
			Rates Actually Being Paid	Weighted Average	Simple Average	Rank Order	List of Rates Paid
A		1	\$13.00	\$1,300	\$1,350	(1)	\$1,350
		1	\$14.00	\$1,400		(2)	\$14.00
B		3	\$15.00	\$4,500	\$1,500	(3)	\$15.00
		1	\$15.50	\$1,500		(4)	\$15.00
D		2	\$16.00	\$3,200	\$1,650	(5)	\$15.00
		1	\$17.50	\$1,750		(6)	\$15.50
E		1	\$18.00	\$1,800	\$1800	(7)	\$16.00
						(8)	\$16.00
Totals		10		\$15,500	\$7,850	(9)	\$17.50
						(10)	\$18.00

◀ 10th Percentile (\$13.10)

◀ 25th Percentile (\$14.75) | (1st Quartile)

◀ 50th Percentile (\$15.25) | (Median)

◀ 75th Percentile (\$16.38) | (3rd Quartile)

◀ 90th Percentile (\$17.95)

$$\begin{aligned}
 & \$155.00 \div 10 \text{ (number of employees)} = \\
 & \quad \textbf{Weighted Average = \$15.50} \\
 & \quad \text{(Mean)} \\
 & \$78.50 \div 5 \text{ (number of organizations)} = \\
 & \quad \textbf{Simple Average = \$15.70}
 \end{aligned}$$

Example of Percentile Calculation

$$\begin{aligned}
 P_{75} &= (.75) \times (10+1) \text{ (number of rates+1)} \\
 &= 8.25 \text{ (Rank Order)} \\
 &= \$160.0 + (.25) (\$17.50 - \$16.00) \\
 &= \$16.00 + 37.50 \\
 &= \$16.38 \text{ (rounded)}
 \end{aligned}$$

HOW TO USE SURVEY

USING THE SURVEY

This survey is a snapshot of participating organizations' pay policies at a specific point in time. This survey shows both the diversity and complexity of organizations' pay policies. It does not yield a "single correct rate" of pay for a specific job. The report provides average rates of pay. Paying the "average" rate for a job, however, makes no more sense than moving into an "average" house or having the "average" number of children.

Managers who consider this survey an answer book often create unintended traps for themselves. This survey does contain answers when used in context with the organization's pay philosophy, ability to pay, and the larger economic and business climate.

Individual organizations should tailor their compensation policies after considering:

- Present pay rates compared to labor market competitors. (The competitive job market may vary by job families or specific jobs.);
- Ability to pay;
- Pay philosophy;
- Benefit and supplemental pay policies;
- Supply/demand situation for personnel needs;
- Supply/demand situation in the labor market;
- Employees' expectations, and
- The state of the economy.

A compensation philosophy that works well for one organization may be of little value, or possibly destructive, to another. Facts such as location, management style and value system, characteristics of the type of business, and the availability of key personnel must be considered.

Organization practices do not always coincide with organization policies. This survey shows both what organizations **INTEND** to pay (rate ranges) and what they actually pay. When using the survey, this potential difference must be kept in mind and both sets of figures – **POLICIES AND PRACTICE** – should be thoughtfully studied.

Efforts are made to ensure a consistent, representative sample for each survey. However, organizations close their doors, expand or shrink their work forces, restructure jobs, alter pay philosophies, or may be unable to participate in each consecutive survey. Mergers and acquisitions take place and new organizations enter the marketplace each year. Consequently, survey-to-survey comparisons should be viewed in general rather than absolute terms.

PARTICIPANT ANALYSIS

PARTICIPANT ANALYSIS

PROFILE OF PARTICIPATING ORGANIZATIONS

Geographic Region*



West	41%
Midwest	20%
Northeast	10%
South	29%

Tax Status



For Profit	37%
Nonprofit	63%

Revenue Size



Less than \$1.5M	16%
\$1.6M - \$3M	11%
\$3.1M - \$5M	5%
\$5.1M - \$12M	17%
\$12.1M - \$25M	14%
\$25.1M - \$100M	17%
More than \$100M	17%
Not Reported	3%

*For region definitions, see PROFILE OF PARTICIPANTS on page 3 in introduction

WAGES AND SALARY DATA

WAGE AND SALARY DATA

Job 400: Chief Executive Officer/Executive Director (CEO/ED)

Executive

Provides overall direction and leadership to the organization; establishes strategic plans and guides their implementation; provides leadership and support to the Board; selects and directs executive staff; and represents the organization to major external authorities and constituencies.

Other Examples: President, Executive Director.

Exempt: 91% Non-Exempt: 9%			Rates Actually Being Paid					Rate ranges				
	Number of Organizations	Number of Employees	Average	Weighted Average	Percentiles Reported					Number of Organizations	Average Minimum	Average Maximum
					10th	25th	50th	75th	90th			
Total Responses	█	█	█	█	█	█	█	█	█	█	█	█
Tax Status												
Nonprofit	█	█	█	█	█	█	█	█	█	█	█	█
For-Profit	█	█	█	█	█	█	█	█	█	█	█	█
Geographic Location												
Midwest	█	█	█	█	█	█	█	█	█	█	█	█
Northeast	█	█	█	█	█	█	█	█	█	█	█	█
South	█	█	█	█	█	█	█	█	█	█	█	█
West	█	█	█	█	█	█	█	█	█	█	█	█
Revenue Size												
Less than \$1.5M	█	█	█	█	█	█	█	█	█	█	█	█
\$1.6 – \$3M	█	█	█	█	█	█	█	█	█	█	█	█
\$3.1 – \$5M	█	█	█	█	█	█	█	█	█	█	█	█
\$5.1 – \$12M	█	█	█	█	█	█	█	█	█	█	█	█
\$12.1 – \$25M	█	█	█	█	█	█	█	█	█	█	█	█
\$25.1 – \$100M	█	█	█	█	█	█	█	█	█	█	█	█
More than \$100M	█	█	█	█	█	█	█	█	█	█	█	█
Not Reported	█	█	█	█	█	█	█	█	█	█	█	█

INDEX

JOB TITLE	Page
24 Hour Residential Unit Staff/Techs (Bachelors)	54
24 Hour Residential Unit Staff/Techs (No Degree)	55
Account/Billing Clerk	65
Accountant	64
Alumni Coordinator	35
Alumni Support Staff	66
Business Office Manager	34
Case Manager	50
Certified Nurse Assistant (CNA)	43
Chief Clinical Officer	18
Chief Compliance Officer	19
Chief Executive Officer/Executive Director (CEO/ED)	14
Chief Financial Officer	16
Chief Medical Officer/Director	17
Chief Operations Officer (COO)	15
Clinical Director	22
Compliance Director	27

JOB TITLE	Page
Counselor (Certified, Bachelors)	48
Counselor (Certified, No Degree)	49
Counselor (Licensed, Masters)	47
Director of Development	23
Discharge Counselor	51
Executive Secretary/Assistant	60
Family Therapist (MA/MS)	46
Food Service Director/Manager	32
Food Services	68
Housekeeping	69
Housekeeping Director/Manager	31
Human Resource Director	28
Information Systems Director	24
Information Systems Support	63
Insurance Support Staff (UR Team)	58
Intake/Admissions Counselor	53
Intake/Admissions Director	30
Internal Auditor	70
Licensed Practical Nurse (LPN)	42
Maintenance Staff	67
Marketing Director	25

JOB TITLE	Page
Marketing Representative	57
Masters Social Worker (MSW)	44
MD Physician	37
MD Psychiatrist	36
Medical Director	20
Nursing Director	21
Outreach Specialist	59
PhD Psychologist	40
Physician Assistant (PA)	38
Plant/Facilities/Grounds Director/Manager	31
Program Director	26
QA/QU/UR Director	29
Receptionist	62
Registered Activity Therapist	52
Registered Nurse (RN)	41
Registered Nurse Practitioner (RNP)	39
Secretary	61
Social Worker (BA)	45
Teacher	56

CONCLUSION

There are a wide range of positions available at addiction treatment provider organizations across the country. Salaries vary based on many factors such as region, location, tax status, and size of the organization. We hope that organizations find these additional breakdowns helpful to benchmark salaries.

The data in this report is meant to provide insight into salary ranges 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.



Limit of Liability/Disclaimer of Warranty:

The publisher, authors, and the National Association of Addiction Treatment Providers make no representations or warranties with respect to the accuracy or completeness of the contents of this report and specifically disclaim any implied warranties. The information contained in this report is not intended to serve as a replacement for professional compensation and benefits advice. A human resource professional or other professional should be consulted where appropriate.