

**Behavioral Health
Salary & Benefits Report
Sample Pages**

**Extracted from the
2019-2020
3rd Annual Edition**

Introduction

The 3rd annual **HCS Behavioral Health Salary & Benefits Report** is based on responses from 758 behavioral health facilities. All data reported reflect hourly data; exclusive of benefits and bonuses. Only jobs with sufficient data are reported. The **Report** consists of nine sections:

Section I: Reports national data.

Section II: Reports regional and national data. A map of states and regions is on page 8.

Section III: Reports select jobs by state.

Section IV: Reports select jobs by core-based statistical area data (CBSA).

Section V: Reports select jobs by for-profit vs. not-for-profit status.

Section VI: Reports jobs for hospitals/community health centers vs. non-hospital/CHC data.

Section VII: Reports national bonus data.

Section VIII: Reports formal pay ranges. **Note:** The other Sections report on actual hourly rates paid. *This section reports formal pay range data, not the actual hourly rates paid.*

Section IX: Reports national fringe benefits data.

Section X: Reports the job descriptions used in the questionnaire for matching purposes.

Regional Participation

Region	Geographical Area	% Responding	# of Respondents
1	New England	4.35	33
2	Middle Atlantic	21.50	163
3	South Atlantic	18.47	140
4	East N. Central	14.51	110
5	East S. Central	3.43	26
6	West N. Central	3.43	26
7	West S. Central	16.09	122
8	Mountain	12.01	91
9	Pacific	6.20	47
National	All Regions	100.00	758

Control Type

	%		%
Not-for-profit	33.51	For-profit	66.49

Type of Payment/Funding

Type	%	Type	%
Medicaid	30.61	State Welfare/Child & Fam. Svcs.	22.30
Medicare	30.61	Patient/Client Fees	32.59
State Mental Health/Local Gov.	62.14	Private Insurance	33.38

Other responses included FQHC and grants.

Type of Facility

Type	%	Type	%
Community Health Center	5.54	Hospital	9.23
Community Mental Health Clinic	20.98	Nursing Home	26.25
Correctional Services	37.60	Outpatient Clinic	24.14
County/State Provider	54.62	Residential Treatment	24.80
Home Health	20.05	Shelter	0.66

Services Offered

Type	%	Type	%
AoD/Substance Abuse	66.89	Mental Health	97.10
Family Services	65.44	Develop. Disabilities	58.58

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
040 Mental Health Clinician (MSW)								
1	23.99	24.73	26.34	26.79	28.90	30.54	77	8
2	21.99	23.73	25.00	25.77	26.25	31.40	613	23
3	23.27	25.61	28.42	28.25	31.67	32.61	204	35
4	21.31	23.88	26.98	26.63	29.33	30.40	178	36
5	23.07	24.13	25.12	24.99	25.82	26.85	20	5
6	22.41	23.22	25.51	25.69	27.84	29.20	53	16
7	23.67	23.67	27.51	27.38	30.00	32.48	146	33
8	24.28	24.51	25.50	26.82	28.00	31.28	79	25
9	26.82	28.12	32.00	31.72	35.66	36.82	18	7
National	22.64	24.24	26.46	27.06	29.67	32.00	1,388	188

041 Mental Health Clinician (LSW/LCSW)

1	25.34	26.68	28.82	29.50	31.81	34.38	177	16
2	24.95	26.09	29.59	29.72	33.37	36.00	383	14
3	23.63	25.66	29.10	28.99	32.17	33.34	283	25
4	27.07	28.51	31.01	30.51	32.52	35.02	101	11
5	--	--	--	--	--	--	--	--
6	24.97	26.21	27.45	28.16	30.65	31.15	72	7
7	25.39	27.69	27.76	27.45	29.12	30.23	44	7
8	26.92	29.80	31.83	31.50	33.45	35.06	120	16
9	28.54	33.30	39.00	35.83	40.32	40.71	50	15
National	24.60	27.10	30.50	30.40	33.04	37.87	1,232	113

042 Marriage/Family Therapist (MFT)

1	--	--	--	--	--	--	--	--
2	--	--	--	--	--	--	--	--
3	--	--	--	--	--	--	--	--
4	--	--	--	--	--	--	--	--
5	--	--	--	--	--	--	--	--
6	--	--	--	--	--	--	--	--
7	--	--	--	--	--	--	--	--
8	--	--	--	--	--	--	--	--
9	36.84	37.53	39.46	39.58	41.34	42.35	10	6
National	24.16	25.13	28.80	31.46	38.02	40.87	31	15

A "--" indicates insufficient data for analysis

Data reported are hourly rates

State Data

State	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
045 RN								
IN	28.00	28.78	29.42	31.15	31.72	35.43	99	6
KS	27.42	29.05	31.61	30.67	33.11	33.25	32	6
KY	29.16	29.67	31.51	30.90	32.09	32.37	74	12
LA	30.45	31.50	35.14	33.50	35.14	35.14	56	13
MA	34.42	35.29	35.69	36.25	36.65	37.76	322	12
MD	30.61	31.89	33.00	33.27	34.14	36.59	388	19
ME	30.70	30.76	31.40	31.63	32.06	32.67	130	5
MI	28.86	29.35	31.11	31.47	33.50	34.44	265	29
MN	29.21	30.00	32.25	32.43	33.88	34.32	62	10
NC	24.68	26.41	28.33	28.54	30.11	32.43	240	42
NM	29.10	31.75	33.30	33.66	37.35	39.03	52	6
NY	29.19	31.32	31.77	33.34	34.43	38.97	395	8
OH	25.00	26.13	28.32	28.09	30.05	30.72	36	8
OR	32.80	33.96	34.00	34.07	34.24	35.37	7	5
PA	27.50	28.95	30.79	31.38	31.72	36.55	303	33
SC	25.76	26.51	28.38	28.29	29.99	30.73	54	6
TN	26.40	26.64	29.43	29.19	31.45	32.00	71	8
TX	28.02	29.53	31.00	31.47	32.55	35.14	307	71
VA	29.02	30.04	31.44	32.14	33.16	34.92	121	12
WA	32.41	32.93	33.62	34.17	35.46	36.10	45	7
WI	28.81	29.07	30.05	30.60	32.28	33.69	90	20
National	27.29	29.17	31.32	31.68	33.75	36.46	5,305	492
046 LPN								
AR	18.25	18.29	19.59	20.23	20.62	24.33	208	22
AZ	22.17	23.76	24.22	24.06	25.14	25.87	41	5
CA	22.12	24.43	27.53	26.80	29.37	30.00	159	11
CO	21.98	23.71	24.69	24.66	26.00	27.31	239	33
FL	19.25	20.07	20.57	20.91	21.20	22.64	232	13
GA	17.72	18.66	21.18	20.93	22.80	23.38	302	23
IL	19.90	21.25	22.46	22.90	25.38	26.60	70	17
IN	19.49	19.74	21.29	21.29	22.88	23.11	69	6
KS	20.67	21.52	22.78	22.42	23.37	23.85	61	6
KY	21.01	21.35	22.21	22.31	22.65	23.95	104	12
LA	20.97	21.78	22.55	22.38	22.55	22.96	72	11
MA	25.37	25.77	26.49	27.19	28.00	29.21	157	13

Data reported are hourly rates

Non-Hospital/Community Health Center Data

Job Title	10 th Percentile	25 th Percentile	50 th Percentile	Average	75 th Percentile	90 th Percentile	No. of Incs.	No. of Fac.
027 Behavior Specialist Consultant	17.81	17.90	25.00	25.56	31.00	33.80	50	9
028 Board Certified Behavior Analyst	28.65	35.00	39.96	36.08	40.87	40.87	8	6
031 Teacher - Special Ed. Certified	21.73	22.41	23.04	23.56	24.87	26.74	115	20
032 Autism Support Specialist	13.75	14.02	15.46	15.56	17.33	17.52	33	6
033 Medical Social Worker (MSW)	21.10	22.33	25.16	25.53	28.20	30.23	187	92
034 Marketing/Admissions Director	28.40	30.04	32.69	34.76	38.46	42.14	95	85
035 Intake Specialist	16.36	18.14	20.12	21.01	22.92	26.17	184	35
036 AoD/Mental Health Assessor	19.06	19.76	23.32	24.30	28.68	31.11	25	14
039 Mental Hth. Services Case Mgr.	18.70	20.52	21.84	22.63	22.53	28.26	132	14
040 Mental Health Clinician (MSW)	22.79	24.88	27.29	27.48	30.13	32.00	764	143
041 Mental Hth. Clinician (LSW/LCSW)	23.18	25.46	28.67	28.64	31.90	33.98	541	65
042 Marriage/Family Therapist (MFT)	24.83	26.48	26.93	29.44	28.80	35.31	17	5
043 Licensed Prof. Clin. Cnslr. (LPCC)	24.90	25.49	27.55	27.42	29.03	29.92	61	7
044 Psychiatric Nurse Practitioner	56.72	60.49	67.01	72.88	76.61	99.41	128	56
045 RN	26.97	28.99	30.95	31.16	33.02	35.44	3,048	428
046 LPN	19.50	20.88	22.73	23.00	25.01	26.77	4,315	448
047 Mental Health Worker	13.22	14.62	16.52	17.12	18.70	22.50	1,295	92
048 Home Health Aide	11.15	11.33	11.77	12.22	12.51	13.71	2,636	98
049 Physical Therapist	43.00	45.39	48.53	49.39	51.76	56.70	487	170
050 Occupational Therapist	39.85	43.21	47.31	47.44	51.01	55.41	415	174
051 Speech/Language Pathologist	41.30	45.33	49.06	48.70	52.20	55.00	253	165
054 Cert. Ther. Rec. Spec. (CTRS)	19.93	21.06	23.31	23.51	26.44	27.89	68	34

Data includes only those that reported they are **not** hospital/CHC-based.

Data reported are hourly rates

X. Dental Insurance

1. Does the Facility offer Dental Insurance?

Yes	99.7%
No	0.3%
Number of Facilities	736

The average annual premium/employee (single plan) is \$399. The Facility pays an average of 68.2% of the premium.

2. Are dependents covered?

Yes	99.9%
No	0.1%
Number of Facilities	732

The average percent of premium paid by the Facility for dependents is 60.9%.

XI. Vision Insurance

1. Does the Facility offer Vision Insurance?

Yes	99.5%
No	0.5%
Number of Facilities	736

The average annual premium/employee (single plan) is \$101. The Facility pays an average of 74.6% of the premium.

2. Are dependents covered?

Yes	99.7%
No	0.3%
Number of Facilities	730

The average percent of premium paid by the Facility for dependents is 67.0%.

XII. 401(k)/403(b)/Defined Contribution Plan

1. Does the Facility offer a 401(k)/403(b) Plan?

Yes	99.9%
No	0.1%
Number of Facilities	736

2. Does the Facility match **employees'** contributions?

Yes	73.4%
No	26.6%
Number of Facilities	736

The Facility matches an average of 3.80% of employees' salary. The average facility match is \$0.68 per \$1.00 of employee contribution, up to an average of 4.49% of salary.

The average eligibility period for enrollment is 4.24 months. 15.65% of facilities reported that employees are eligible for enrollment upon employment. The average number of years until fully vested is 3.9 years. 2.99% reported that vesting was immediate.