

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

**Extracted from the
2021
Annual Edition**

Behavioral Health Salary & Benefits Report 2021



Published by
Hospital & Healthcare Compensation Service
John R. Zabka Associates, Inc.
www.hhcsinc.com



**Hospital & Healthcare
Compensation Service**

PO Box 376, Oakland, New Jersey 07436
(201) 405-0075 Fax (201) 405-2110
www.hhcsinc.com

Introduction

The 5th annual **HCS Behavioral Health Salary & Benefits Report** is based on responses from 721 behavioral health facilities reporting on over 25,562 employees.

Electronic and printed questionnaires were sent to behavioral health facilities throughout the United States. The effective date of data is January 1, 2021. All hourly data represents base rates only, and does **not** include additional compensation from benefits, bonuses, or pay differentials. To ensure individual participant confidentiality, no information is reported when the facility count equals less than five.

Statistical process control is used in all **HCS** surveys. **HCS** has been conducting salary and benefits studies since 1971. All data submitted goes through one of the industry's most rigorous proofing and validation processes. The process includes compiling data; screening data; answering questions arising from the initial screening process; preparing micro- and macro-reports that provides review of a single facility's data for comprehensive responses, as well as analyses of facility responses on similar positions. The result is a comprehensive database which **HCS** uses to prepare the final results, which ensures users will be confident of the decisions they make from the results of **HCS** surveys.

For matching purposes, brief job descriptions were included in the questionnaire participants completed. Job descriptions are online at: www.hhcsinc.com/job-descriptions.html.

The **Report** consists of ten sections:

Section I: Reports national data.

Section II: Reports regional and national data. A map of states and regions is on page 9.

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	3.05	22
2	Middle Atlantic	12.90	93
3	South Atlantic	20.94	151
4	East N. Central	12.90	93
5	East S. Central	4.44	32
6	West N. Central	9.02	65
7	West S. Central	15.26	110
8	Mountain	13.31	96
9	Pacific	8.18	59
National	All Regions	100.0	721

Control Type

	%		%
Not-for-profit	43.55	For-profit	56.45

Type of Payment/Funding

Type	%	Type	%
Federal	73.65	State Mental Health/Local Gov.	44.24
FQHC	36.06	State Welfare/Child & Fam. Svcs.	41.61
Medicaid	73.37	Patient/Client Fees	74.48
Medicare	77.12	Private Insurance	67.41

Type of Facility

Type	%	Type	%
Community Health Center	16.92	Hospital	39.94
Community Mental Health Clinic	4.30	Nursing Home	26.77
Correctional Services	15.26	Outpatient Clinic	20.53
County/State Provider	0.69	Residential Treatment	18.31
Home Health	4.44	Shelter	0.00

Services Offered

Type	%	Type	%
AoD/Substance Abuse	62.55	Mental Health	93.90
Family Services	26.21	Develop. Disabilities	22.75

Regional Data

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
048 Head Nurse (RN)								
1	36.66	37.80	39.52	44.35	53.57	56.53	27	10
2	36.82	39.06	44.16	43.38	45.53	46.23	82	11
3	33.11	34.68	38.00	39.32	42.18	45.93	71	43
4	37.51	40.37	43.46	43.98	45.65	50.77	42	27
5	--	--	--	--	--	--	--	--
6	34.89	37.34	38.46	40.83	45.27	47.65	13	11
7	30.00	31.27	41.98	40.49	48.75	52.00	29	19
8	33.17	37.39	40.86	41.14	45.11	49.05	50	30
9	41.83	44.78	49.37	52.80	61.30	62.21	25	11
National	33.00	36.90	40.95	42.08	45.76	51.88	345	166
049 RN								
1	29.94	31.15	33.44	34.15	37.25	40.35	323	9
2	28.43	29.81	31.09	34.97	39.71	46.09	460	34
3	29.50	31.21	34.84	34.01	36.43	37.33	724	53
4	28.38	29.46	31.94	32.28	33.58	35.93	560	31
5	24.33	25.71	27.77	28.02	29.50	30.89	218	13
6	27.59	31.85	34.36	33.60	35.84	37.40	273	44
7	29.12	30.29	32.43	31.95	33.85	34.65	529	29
8	31.31	32.65	33.93	34.45	36.17	37.74	484	38
9	34.37	39.00	47.95	46.42	53.91	55.66	278	14
National	28.27	30.29	33.44	34.07	36.10	40.17	3,849	265
050 LPN								
1	23.45	25.00	28.22	27.03	28.66	29.39	12	6
2	19.90	23.36	24.91	25.65	28.23	32.84	361	31
3	21.35	23.07	25.20	24.76	26.47	28.13	448	100
4	21.61	23.45	25.18	25.24	27.26	28.82	182	40
5	16.94	18.18	21.01	20.95	23.95	24.45	78	11
6	21.69	22.93	24.67	24.50	25.99	27.57	384	51
7	21.23	22.25	23.40	23.62	24.44	26.15	133	61
8	23.31	24.92	25.91	26.09	27.00	28.77	195	53
9	27.60	28.43	29.59	29.40	30.00	31.83	58	14
National	21.31	23.09	24.91	24.95	26.82	28.75	1,851	367

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
047 House Supervisor (RN)								
WV	45.24	45.75	49.03	47.98	50.05	50.37	7	7
National	38.08	43.26	46.63	46.97	50.48	55.57	281	204
048 Head Nurse (RN)								
CA	41.75	41.95	48.35	49.31	52.23	61.11	20	8
CO	31.92	37.32	39.95	39.73	41.74	46.11	33	22
CT	37.30	37.94	45.83	46.95	56.53	57.16	14	5
GA	33.27	35.69	38.16	37.63	39.74	41.02	11	7
IL	37.98	38.46	40.03	40.67	43.13	43.68	7	5
MD	37.94	38.47	40.86	41.44	43.51	44.93	31	11
MI	40.00	42.02	43.07	45.01	44.35	51.46	14	10
MN	35.73	36.78	37.90	37.74	38.00	39.67	5	5
NC	32.33	33.78	34.18	36.35	35.99	36.04	14	12
OH	44.30	44.51	46.96	46.95	47.44	49.61	11	5
PA	37.89	40.09	44.16	42.44	45.42	45.71	12	9
TX	30.00	30.82	32.31	38.56	49.68	52.49	21	14
WV	35.75	37.79	43.16	40.86	44.87	45.79	9	7
National	33.00	36.90	40.95	42.08	45.76	51.88	345	166
049 RN								
AR	28.13	29.06	29.62	29.86	30.94	31.90	83	6
AZ	33.01	33.49	37.15	35.79	37.43	38.29	239	9
CA	34.19	36.96	51.59	46.42	53.91	55.00	219	10
FL	27.92	29.74	31.60	31.81	34.41	35.05	124	11
GA	30.17	30.37	31.18	31.63	32.64	33.45	71	6
ID	32.65	32.98	34.15	34.21	35.24	36.12	65	11
IN	29.34	30.46	32.07	33.97	34.53	39.59	82	6
LA	29.17	31.00	32.43	31.37	32.66	33.20	46	7
MD	35.32	35.65	36.43	36.77	37.12	38.03	401	25
MI	31.51	32.50	33.55	33.93	34.75	36.29	176	9
MN	31.57	32.81	34.31	34.57	35.59	38.56	44	12
MO	31.30	33.34	35.17	34.36	36.13	37.39	177	26
OH	27.03	28.38	29.87	29.87	31.39	32.68	176	13
PA	28.25	29.36	31.06	33.82	36.90	45.80	248	28
TN	24.54	26.85	28.07	27.89	29.37	30.56	169	8
TX	31.18	33.08	33.76	33.38	34.35	34.77	305	12
WY	32.55	33.00	33.79	33.60	33.92	34.56	18	5
National	28.27	30.29	33.44	34.07	36.10	40.17	3,849	265

Data reported are hourly rates

049 RN

Profit Type

Region	10th Percentile	25th Percentile	50th Percentile	Average	75th Percentile	90th Percentile	No. of Incumbents	No. of Facilities
For-Profit								
1	--	--	--	--	--	--	--	--
2	28.84	29.78	38.13	37.60	45.39	46.53	117	16
3	29.75	31.50	35.33	34.33	36.55	37.30	311	44
4	28.39	29.30	31.56	31.93	33.23	34.13	285	19
5	26.40	27.59	29.02	29.14	30.43	31.59	134	9
6	27.88	32.59	34.67	33.65	36.09	37.35	225	30
7	29.08	30.04	32.69	32.05	34.06	34.74	420	24
8	30.91	32.67	33.92	33.92	35.50	36.74	341	27
9	32.46	34.31	36.01	38.95	42.66	47.94	82	6
National	28.52	30.93	33.71	33.77	36.09	37.67	1,983	178
Not-For-Profit								
1	29.22	30.42	33.09	34.15	39.01	40.38	255	6
2	28.25	29.84	31.06	32.63	32.53	38.02	343	18
3	28.02	30.28	32.85	32.48	33.62	34.90	413	9
4	27.84	29.66	32.27	32.83	34.89	35.86	275	12
5	--	--	--	--	--	--	--	--
6	28.54	31.59	33.72	33.51	35.49	37.86	48	14
7	30.45	30.60	31.76	31.46	31.79	32.32	109	5
8	32.07	32.76	34.91	35.74	37.69	40.60	143	11
9	45.50	48.98	53.66	52.02	55.28	56.48	196	8
National	27.70	30.25	32.67	34.67	36.36	44.49	1,866	87
Combined								
1	29.94	31.15	33.44	34.15	37.25	40.35	323	9
2	28.43	29.81	31.09	34.97	39.71	46.09	460	34
3	29.50	31.21	34.84	34.01	36.43	37.33	724	53
4	28.38	29.46	31.94	32.28	33.58	35.93	560	31
5	24.33	25.71	27.77	28.02	29.50	30.89	218	13
6	27.59	31.85	34.36	33.60	35.84	37.40	273	44
7	29.12	30.29	32.43	31.95	33.85	34.65	529	29
8	31.31	32.65	33.93	34.45	36.17	37.74	484	38
9	34.37	39.00	47.95	46.42	53.91	55.66	278	14
National	28.27	30.29	33.44	34.07	36.10	40.17	3,849	265

A "--" indicates insufficient data for analysis

Data reported are hourly rates

X. Dental Insurance

1. Does the Facility offer Dental Insurance?

Yes	100.0%
No	

Number of Facilities 710

The average annual premium/employee (single plan) is \$410. The Facility pays an average of 79.2% of the premium.

2. Are dependents covered?

Yes	100.0%
No	

Number of Facilities 705

The average percent of premium paid by the Facility for dependents is 63.6%.

XI. Vision Insurance

1. Does the Facility offer Vision Insurance?

Yes	99.6%
No	0.4%

Number of Facilities 711

The average annual premium/employee (single plan) is \$99. The Facility pays an average of 85.5% of the premium.

2. Are dependents covered?

Yes	99.6%
No	0.4%

Number of Facilities 705

The average percent of premium paid by the Facility for dependents is 70.9%.

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

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

Yes	100.0%
No	

Number of Facilities 711

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

Yes	75.1%
No	24.9%

Number of Facilities 710

The Facility matches an average of 4.31% of employees' salary. The average facility match is \$0.62 per \$1.00 of employee contribution, up to an average of 4.61% of salary.

The average eligibility period for enrollment is 5.61 months. 24.61% of facilities reported that employees are eligible for enrollment upon employment. The average number of years until fully vested is 3.9 years. 3.38% reported that vesting was immediate.