



Hospital & Healthcare Compensation Service

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

Press Release

2026 HCS Behavioral Health Study Results

Licensed Professional Clinical Counselor Rates Increased 2.48% in 2026

Oakland, NJ, June 2026 – The 10th annual **Behavioral Health Salary & Benefits Report**, published by **Hospital & Healthcare Compensation Service (HCS)**, is now available. A comparison of the 2025 and 2026 Reports showed national hourly rates for Licensed Professional Clinical Counselors (LPCCs) increased 2.48%. The national hourly rate in 2026 was \$40.57 compared to \$39.59 in 2025. This represents a decrease from the last year's increase of 4.13%. *(Data above represent the 50th percentile.)* Overall, increases granted in 2026 were less robust than those granted in 2025.

Following a two-year decline, Clinician turnover and vacancy rates both ticked upward in 2026. The average turnover rate for Clinicians in 2026 was 22.44%, a slight increase from last year's rate of 21.20%. In 2024 the turnover rate was 25.60%. The average vacancy rate reported for Clinicians increased to 17.59% from 16.38% in 2025 and 20.13% in 2024.

Turnover rates overall saw a slight upward turn as well, with 21.73% of respondents indicating that turnover rates increased in 2026, up from last year's 19.48%. In 2026, only 10.62% of respondents indicated turnover had decreased, a decline from last year's 14.81%.

The number of providers utilizing sign-on bonuses as a means of attracting new talent declined, indicating that many facilities had returned to pre-COVID workforce numbers. 55.63% of participants reported they currently offer sign-on bonuses, a decrease from last year's 59.92%. 30.86% of participants reported offering sign-on bonuses for Clinicians, a decrease from 36.05% of participants in 2025. 20.99% of participants reported offering sign-on bonuses for MHWs/Psychiatric Aides, a decrease from 23.26% of participants last year. Other jobs which received sign-on bonuses included Psychiatrists, Clinicians, RNs, and LPNs, and Medical Assistants.

Position	Average Sign-on Bonus	% of Respondents Reporting Bonus
Clinicians	\$6,584	30.86%
MHWs/Psychiatric Aides	\$2,411	20.99%

501 behavioral health facilities/programs nationwide participated in the study and provided data on 33,602 employees. 74.85% of participants were not-for-profit facilities; 25.15% reporting were for-profit facilities. The results cover hourly and bonus data for 55+ jobs, with data breakouts categorized by region, state, CBSA, profit type, and facility type (Hospital + CHCs vs Non-hospital + Non-CHCs).

Also included are 11 fringe benefits, sign-on bonus data, turnover and vacancy rates by department, shift differentials, and actual and projected salary increases. The **Report** is available for \$400. To order online, visit the **HCS** website at www.hhcsinc.com or call (201) 405-0075.

HCS, founded in 1971, is recognized as the leader in national healthcare salary and benefits research. **HCS** conducts national and custom marketplace studies, publishing ten specialized **Reports** each year. For a complete listing of all products and services, please visit the **HCS** website.

#