

State Psychiatric Hospital Workforce Shortages and Salaries, 2023

Highlights Based on 41 States Responding to the Profiles Workforce

State governments operate 182 state psychiatric hospitals that provide services to over 41,000 individuals every day. State hospitals need to have an adequate workforce to provide care 24 hours a day/7 days a week, so difficulties in recruiting and retaining workforce are a major issue and expense to states.

State Psychiatric Hospital Workforce Shortages

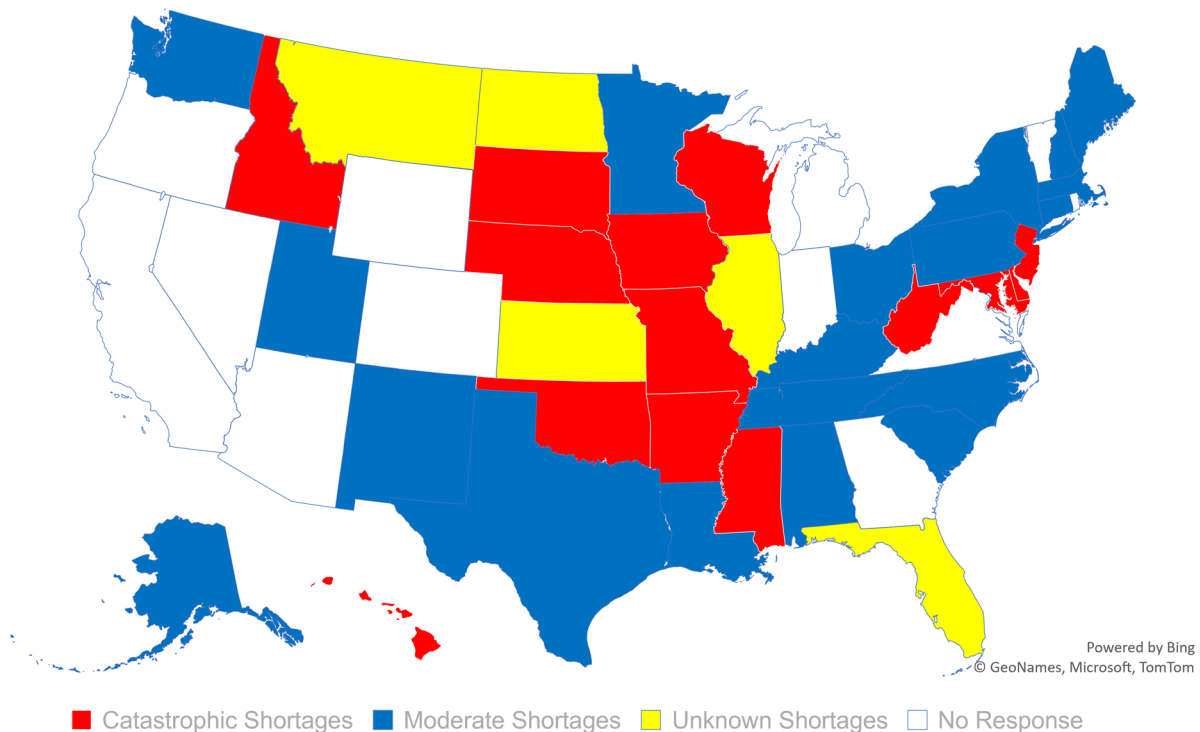
In 2023, 38 states reported shortages of workforce impacting operations of their state psychiatric hospitals. In 14 states workforce shortages for at least some positions were described as “Catastrophic,” while 19 states reported experiencing “moderate” shortages, leading to significant impacts on hospital operations. Five states reported shortages but could not characterize the level of shortages (See Figure 1 below).

Catastrophic Impact: Hospitals are not able to staff all beds (some beds are not able to be used) or experience major delays in when a service is available. State may need to mandate extensive overtime or extensive use of expensive temporary staff.

Moderate Impact: Staff shortages result in longer waits for clients to receive services, or state needs to use lots of overtime or temporary workers, increasing costs.

Minimal Impact: There is a shortage of staff, but it isn't limiting provision of services to clients. State is having difficulty recruiting staff or is working to increase the workforce in this area.

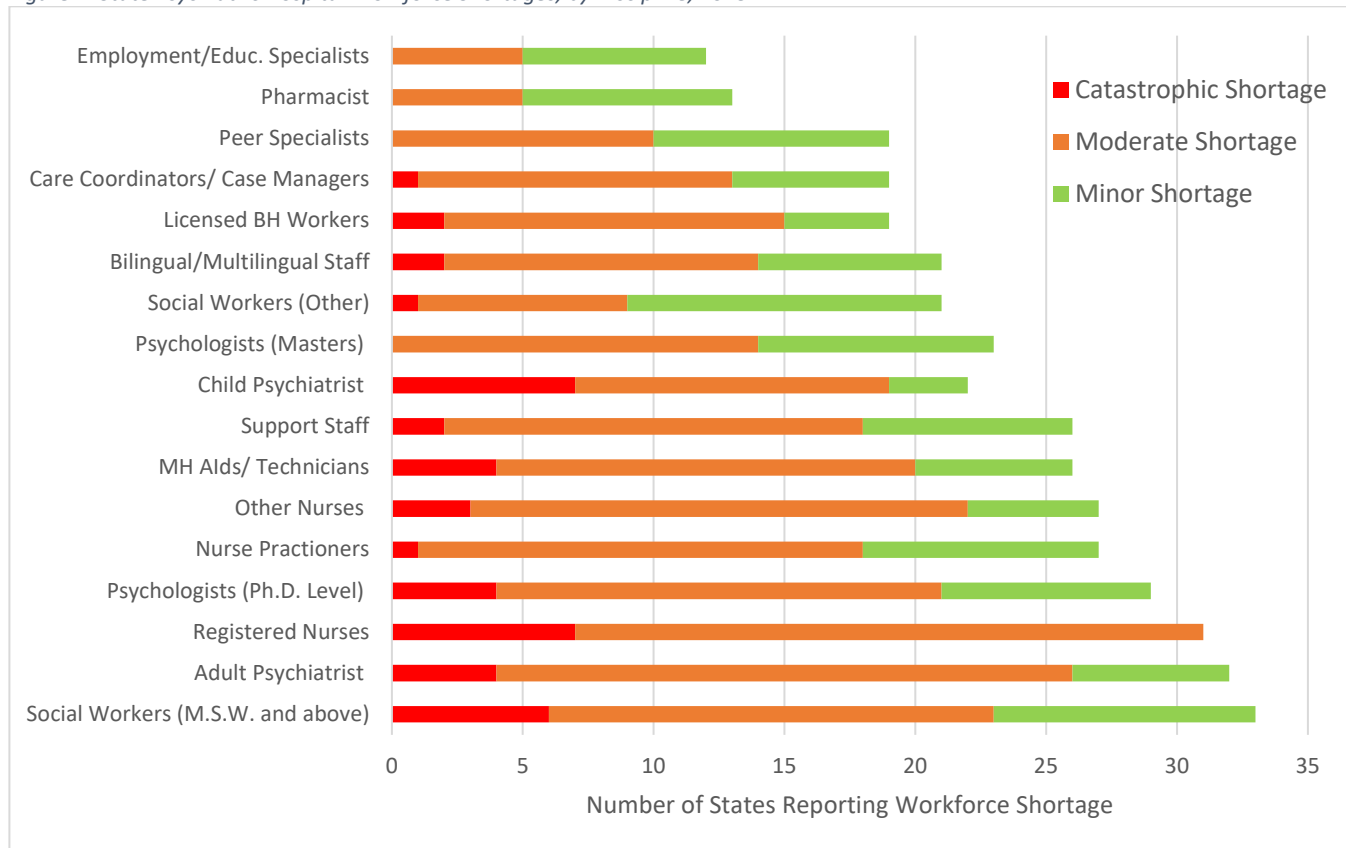
Figure 1: States experiencing shortages of workforce in their state psychiatric hospital system, 2023



State Hospital Workforce Shortages by Staff Discipline

Social Workers (MSW and above) were the discipline the most states reported experiencing shortages of (33 states reporting a shortage), followed by Adult Psychiatrists (32 states), and Registered Nurses (31 states), and Psychologists (29 states) (see Figure 2).

Figure 2: State Psychiatric Hospital Workforce Shortages, by Discipline, 2023



Among state hospital workers, child psychiatrists and registered nurses had the most states reporting shortages having catastrophic impact on their services:

- Social Workers: six states reported a catastrophic level of shortage, 17 reported a moderate shortage and 10 reported a minor shortage.
- Adult psychiatrists: four states reported catastrophic shortages, 22 states reported moderate shortages, and six states reported minor shortages.
- Registered Nurses: seven states reported catastrophic shortages, 24 states reported moderate shortages, and no states reported minor shortages.
- Psychologists (Ph.D. level): four states reported catastrophic shortages, 17 states reported moderate shortages, and two states reporting minor shortages.
- Child Psychiatrists: seven states reported catastrophic shortages, making this the discipline with the highest number of states reporting catastrophic shortages.

State Actions to Recruit State Hospitals Workforce

Salary Surveys

Fifteen states have recently conducted an assessment regarding the adequacy of salaries at state psychiatric hospitals for hiring and retaining staff. Several states reported that the results of their salary surveys found current state salary rates were not competitive with private sector providers:

- Arkansas: Salaries were 18% below private sector salaries
- Idaho: Rates were not competitive
- Missouri: Depending on classification, employee pay was 10% to 15% below the private sector
- North Carolina: All positions were below private sector by at least 10% to 15%
- West Virginia: Salaries were below private sector and market rates.

Several states reported that as a result of a recent salary study they were successful in raising some salary rates:

- Mississippi: New minimum salaries were established as a result of a recent salary survey
- South Carolina: Study results led to updates to classification and compensation for nursing, social work, psychology, and counseling.
- Tennessee: Successfully raised salaries for targeted positions
- Utah: Salaries for social workers were approved for a 10% increase.

Adequacy of Salaries

Only 8 states reported current state hospital salaries are adequate to allow recruitment of qualified behavioral health workers, while 22 states reported current salaries are not adequate. To address the lack of adequate salaries states are using a number of initiatives including:

- Offering sign-on bonuses (2 states)
- Increasing student loan repayment (2 states)
- Conducting salary studies (2 states)

21 states report they have increased salaries in the past two years to better compete with private-sector employers. However, states report that while increased salaries have helped with recruitment and retention, challenges remain.

*“Salaries have been increased and have resulted in a positive impact on recruitment, but retention is still difficult due to the competitive market. Slight improvements vs. significant staffing gains have been achieved.”
(Mississippi).*

NASMHPD has a 2024 publication that documents many state initiatives to increase their behavioral health workforce: [https://mcusercontent.com/c0cc0bb7d7ade9649fb1ad184/files/79ac5b4d-b429-5113-fdda-3534e9a501eb/NASMHPD Workforce Resource Guide January 2024 508.pdf](https://mcusercontent.com/c0cc0bb7d7ade9649fb1ad184/files/79ac5b4d-b429-5113-fdda-3534e9a501eb/NASMHPD_Workforce_Resource_Guide_January_2024_508.pdf)

State Psychiatric Hospital Salaries

SMHAs reported annual salaries, excluding fringe benefit costs for several of the major disciplines working in state psychiatric hospitals. **Caution: salary ranges shown are the minimum (entry) and maximum (top) salaries permitted under state rules—these do not necessarily represent average salaries and there may be no person in a state working for either the minimum or maximum salary listed.**

Table 1: 2023 State Psychiatric Hospital Entry and Top Salaries (excluding Fringe Benefits)

Discipline	Average Entry	Median Entry	Average Top	Median Top	Minimum Entry	Maximum Top	Salaries are Adequate to Recruit	States Reporting
Psychiatrist	\$190,185	\$187,200	\$299,937	\$301,253	\$86,987	\$453,388	6	29
Other MD	\$153,332	\$154,128	\$237,632	\$237,826	\$65,940	\$429,819	9	27
Psychologist (Ph.D.)	\$80,463	\$79,000	\$126,645	\$119,027	\$42,287	\$299,600	8	30
Psychologist (Masters)	\$67,684	\$74,000	\$101,629	\$98,531	\$36,624	\$161,004	7	20
Social Workers (MSW)	\$52,281	\$52,094	\$87,253	\$83,673	\$33,758	\$121,428	10	29
Nurse Practitioners	\$94,394	\$91,728	\$133,124	\$137,002	\$57,712	\$196,757	12	25
Registered Nurses (RN)	\$65,342	\$66,269	\$98,943	\$101,712	\$38,720	\$139,704	5	29
Licensed Practical Nurse (LPN)	\$46,633	\$47,398	\$64,866	\$65,000	\$27,523	\$91,700	12	29
Case Managers	\$43,438	\$42,504	\$62,643	\$60,881	\$27,041	\$95,392	10	17
Substance Abuse Counselors	\$46,309	\$46,169	\$68,247	\$69,472	\$27,041	\$111,505	7	19
Pharmacists	\$83,328	\$81,388	\$126,885	\$122,801	\$44,588	\$185,304	12	25
Peer Specialists	\$35,471	\$35,000	\$53,097	\$49,405	\$17,516	\$90,852	7	17
Hospital CEO/Superintendent	\$109,881	\$103,209	\$183,790	\$162,425	\$48,478	\$499,850	13	25

The State Profiles Restricted Access Website: www.nri-inc.org/profiles includes detailed state-by-state reported Entry and Top salaries by state hospital staffing discipline.

- The “Entry” column represents starting/entry salaries (excluding fringe benefits) for each discipline/job title.
- The “Top” column represents the highest salary level allowed in the state for that discipline/job title
- The “Salaries are Adequate” column represents the responses from state to the question: Are these salaries adequate to recruit and retrain workers in this discipline/job title?

***For more information about State Profiles,
contact Ted Lutterman at NRI at ted.lutterman@nri-inc.org***

Table 2a: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Psychiatrists			Other Physicians		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama	\$170,000	\$363,219	Yes			Yes
Alaska			No			
Arizona						
Arkansas	\$131,000	\$179,000	No	\$85,000	\$142,000	No
California						
Colorado						
Connecticut	\$205,000	\$267,000		\$205,000	\$307,000	
Delaware	\$150,000	\$212,000	Yes	\$180,000	\$224,000	Yes
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho						
Illinois	\$184,176	\$254,940	No	\$135,276	\$201,960	No
Indiana						
Iowa	\$112,694	\$300,851	No	\$112,694	\$300,851	No
Kansas						
Kentucky	\$259,000	\$374,200	No		\$18,900	Yes
Louisiana	\$145,000	\$320,000	No	\$145,000	\$320,000	No
Maine	\$168,396	\$229,736	Yes	\$154,128	\$209,996	Yes
Maryland	\$211,000	\$443,900	No	\$211,000	\$326,000	No
Massachusetts	\$181,890	\$296,116	No	\$181,890	\$181,890	No
Michigan						
Minnesota	\$191,010	\$393,776		\$71,932	\$107,010	
Mississippi	\$86,987	\$297,412	No	\$75,641	\$208,000	No
Missouri	\$242,573	\$307,583	No	\$65,940	\$265,059	No
Montana						No
Nebraska	\$146,625	\$337,244	No	\$186,875	\$429,819	Yes
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$246,358	\$313,941	No	\$223,510	\$223,510	No
North Carolina	\$158,244	\$316,489	No	\$137,604	\$275,208	Yes
North Dakota						
Ohio	\$175,497	\$211,298		\$118,716	\$185,366	
Oklahoma	\$186,350	\$251,929	No	\$166,400	\$208,000	No
Oregon						
Pennsylvania	\$111,502	\$210,172	No	\$109,203	\$201,624	No
Rhode Island						
South Carolina		\$301,654	Yes		\$269,422	Yes
South Dakota	\$312,153	\$453,388	Yes	\$232,810	\$321,113	Yes
Tennessee	\$187,200	\$311,400	No	\$156,204	\$311,400	No
Texas			Yes			Yes
Utah	\$212,125	\$333,359		\$178,256	\$280,134	
Vermont						
Virginia						
Washington	\$192,864	\$259,440		\$146,976	\$197,736	
West Virginia	\$200,000	\$254,000	No	\$87,595	\$157,938	No
Wisconsin	\$227,240	\$340,850		\$183,955	\$275,933	
Wyoming						
Average	\$190,185	\$299,937	Yes = 5	\$153,332	\$237,632	Yes = 8
Median	\$187,200	\$301,253	No = 17	\$154,128	\$237,826	No = 14
Minimum	\$86,987	\$179,000	No Response = 32	\$65,940	\$18,900	No Response = 32
Maximum	\$312,153	\$453,388		\$252,161	\$429,819	
States Reporting	29	30		27	28	

Source: NRI 2023 State Profiles

Table 2b: Table 2: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Psychologists (Ph.D.)			Psychologists (Masters Level.)		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama	\$80,000	\$299,600	Yes			Yes
Alaska			Yes			
Arizona						
Arkansas	\$67,500	\$85,500	No			No
California						
Colorado						
Connecticut	\$113,000	\$167,000				
Delaware	\$78,000	\$108,000	Yes	\$75,000	\$89,000	Yes
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho						
Illinois	\$81,669	\$124,001	No	\$59,136	\$108,012	No
Indiana						
Iowa	\$65,395	\$101,150	No	\$55,058	\$92,040	Yes
Kansas						
Kentucky	\$81,000	\$104,000	No	\$63,000	\$72,800	No
Louisiana	\$65,728	\$135,408	No	\$50,128	\$90,210	Yes
Maine	\$66,643	\$90,105	Yes	\$61,401	\$83,241	Yes
Maryland	\$77,000	\$154,000	No	\$73,000	\$118,950	No
Massachusetts	\$93,917	\$152,897	No	\$83,171	\$135,402	No
Michigan						
Minnesota	\$64,728	\$110,727		\$56,937	\$82,977	
Mississippi	\$66,944	\$93,805	No	\$36,624	\$49,804	No
Missouri	\$57,069	\$120,657	No			No
Montana						
Nebraska	\$67,741	\$99,858	No			
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$131,111	\$131,111	No	\$79,325	\$100,342	No
North Carolina	\$62,040	\$102,366	Yes			
North Dakota						
Ohio	\$90,044	\$128,731		\$80,164	\$112,445	
Oklahoma	\$116,583	\$116,583	No	\$76,600	\$81,350	No
Oregon						
Pennsylvania	\$70,651	\$107,306	No	\$80,568	\$122,504	No
Rhode Island						
South Carolina	\$81,388	\$150,585	Yes			
South Dakota	\$91,892	\$122,502	No			
Tennessee	\$115,404	\$185,304	Yes	\$100,896	\$161,004	Yes
Texas			Yes			Yes
Utah	\$85,280	\$146,640		\$76,482	\$131,581	
Vermont						
Virginia						
Washington	\$82,056	\$110,400				
West Virginia	\$42,287	\$87,480	No	\$40,457	\$74,485	No
Wisconsin	\$60,382	\$135,824		\$45,011	\$121,139	
Wyoming						
Average	\$80,463	\$126,645	Yes = 7	\$67,684	\$101,629	Yes = 6
Median	\$79,000	\$119,027	No = 15	\$74,000	\$98,531	No = 11
Minimum	\$42,287	\$85,500	No Response = 33	\$36,624	\$49,804	No Response = 28
Maximum	\$131,111	\$299,600		\$100,896	\$161,004	
States Reporting	30	30		20	20	

Source: NRI 2023 State Profiles

Table 2c: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Social Workers (MSW and Above)			Nurse Practitioners		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama	\$38,000	\$75,000	Yes	\$67,658	\$113,910	Yes
Alaska			No			No
Arizona						
Arkansas	\$33,758	\$54,617	No			No
California						
Colorado						
Connecticut	\$76,000	\$119,000		\$113,000	\$150,000	
Delaware	\$52,000	\$64,000	No	\$75,000	\$90,000	No
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho			Yes			No
Illinois	\$59,136	\$121,428	Yes	\$80,148	\$110,820	No
Indiana						
Iowa	\$53,164	\$80,600	Yes	\$79,477	\$121,867	Yes
Kansas						
Kentucky	\$44,400	\$75,400	No			
Louisiana	\$38,230	\$84,302	No	\$92,186	\$165,901	Yes
Maine	\$49,836	\$67,204	Yes	\$76,793	\$102,440	Yes
Maryland	\$57,000	\$104,500	No	\$117,954		
Massachusetts	\$70,429	\$95,722	No	\$90,375	\$150,808	No
Michigan						
Minnesota	\$47,899	\$69,530				
Mississippi	\$40,286	\$78,104	Yes	\$84,900	\$103,250	Yes
Missouri	\$46,993	\$90,274	No	\$121,543	\$148,373	No
Montana						Yes
Nebraska	\$44,270	\$70,145	No	\$109,310	\$196,757	Yes
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$67,897	\$86,140	No	\$130,472	\$145,472	No
North Carolina	\$42,464	\$102,366	No	\$57,712	\$95,224	No
North Dakota						
Ohio	\$55,120	\$106,143		\$80,164	\$112,445	
Oklahoma	\$60,000	\$76,072	Yes	\$118,576	\$150,928	Yes
Oregon						
Pennsylvania	\$47,472	\$107,306	No	\$70,651	\$107,306	No
Rhode Island						
South Carolina	\$57,878	\$70,082	Yes	\$115,000	\$150,585	Yes
South Dakota	\$55,791	\$83,673	No	\$103,786	\$142,753	Yes
Tennessee	\$59,700	\$105,396	Yes	\$87,300	\$161,004	Yes
Texas			Yes			Yes
Utah	\$73,050	\$83,803	No	\$91,728	\$148,512	
Vermont						
Virginia						
Washington	\$61,956	\$83,316		\$108,432	\$149,520	
West Virginia	\$38,128	\$56,428	No	\$79,527	\$117,665	No
Wisconsin	\$37,731	\$121,139				
Wyoming						
Average	\$52,281	\$87,253	Yes = 9	\$94,394	\$133,124	Yes = 11
Median	\$52,094	\$83,673	No = 15	\$91,728	\$137,002	No = 11
Minimum	\$33,758	\$54,617	No Response = 35	\$57,712	\$90,000	No Response = 33
Maximum	\$76,000	\$121,428		\$130,472	\$196,757	
States Reporting	29	29		25	24	

Source: NRI 2023 State Profiles

Table 2d: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Registered Nurses			Licensed Practical Nurses		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama	\$61,131	\$80,000	Yes	\$41,772	\$65,000	Yes
Alaska			No			
Arizona						
Arkansas	\$47,873	\$66,043	No	\$27,523	\$39,319	No
California						
Colorado						
Connecticut	\$78,000	\$102,000		\$62,000	\$82,000	
Delaware	\$68,000	\$80,000	No	\$42,000	\$55,000	No
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho			No			No
Illinois	\$63,288	\$98,148	No	\$44,664	\$68,868	Yes
Indiana						
Iowa	\$59,322	\$92,040	No	\$50,253	\$76,336	No
Kansas						
Kentucky	\$55,400	\$72,700	No	\$41,600	\$50,544	No
Louisiana	\$50,128	\$103,293	No	\$33,405	\$68,806	Yes
Maine	\$72,987	\$101,982	Yes	\$35,672	\$46,592	Yes
Maryland	\$73,700	\$118,950	No	\$57,000	\$91,700	No
Massachusetts	\$73,099	\$121,979	No	\$54,467	\$76,575	No
Michigan						
Minnesota	\$68,737	\$101,853		\$47,398	\$64,102	
Mississippi	\$38,720	\$86,987	No	\$32,000	\$43,680	No
Missouri	\$73,504	\$116,872	No	\$58,476	\$69,325	No
Montana			No			Yes
Nebraska	\$71,015	\$104,684	Yes	\$51,105	\$75,335	Yes
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$89,686	\$112,912	No	\$52,009	\$65,146	No
North Carolina	\$56,906	\$85,360	No	\$38,516	\$57,775	No
North Dakota						
Ohio	\$66,269	\$116,688		\$50,732	\$63,544	
Oklahoma	\$57,000	\$71,500	No	\$49,000	\$54,510	Yes
Oregon						
Pennsylvania	\$61,868	\$107,306	No	\$47,472	\$82,387	Yes
Rhode Island						
South Carolina	\$77,500	\$101,712	Yes	\$52,000	\$70,054	Yes
South Dakota	\$67,713	\$85,628	No	\$52,951	\$62,097	Yes
Tennessee	\$53,400	\$139,704	No	\$33,900	\$56,796	No
Texas			Yes			Yes
Utah	\$54,330	\$81,640	No	\$46,114	\$65,042	
Vermont						
Virginia						
Washington	\$62,964	\$91,236		\$47,688	\$64,092	
West Virginia	\$73,154	\$76,690	No	\$42,168	\$46,385	No
Wisconsin	\$68,120	\$136,281		\$45,594	\$76,544	
Wyoming						
Average	\$65,342	\$98,943	Yes = 5	\$46,633	\$64,866	Yes = 10
Median	\$66,269	\$101,712	No = 21	\$47,398	\$65,000	No = 13
Minimum	\$38,720	\$66,043	No Response = 36	\$27,523	\$39,319	No Response = 34
Maximum	\$90,393	\$139,704		\$68,959	\$91,700	
States Reporting	29	29		29	29	

Source: NRI 2023 State Profiles

Table 2e: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Case Managers			Substance Abuse Counselor		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama			Yes			Yes
Alaska						
Arizona						
Arkansas	\$27,041	\$39,319	No	\$27,041	\$39,319	No
California						
Colorado						
Connecticut				\$52,000	\$94,000	
Delaware	\$38,000	\$54,000	No	\$38,000	\$50,000	No
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho			Yes			
Illinois						
Indiana						
Iowa	\$50,731	\$79,643	Yes			
Kansas						
Kentucky	\$44,400	\$75,400	Yes			
Louisiana						
Maine	\$45,136	\$60,881	Yes	\$45,136	\$60,881	Yes
Maryland				\$69,159	\$111,505	No
Massachusetts	\$63,831	\$87,081	No	\$52,523	\$71,227	No
Michigan						
Minnesota				\$49,319	\$71,932	
Mississippi	\$37,461	\$45,780	No	\$29,220	\$45,000	No
Missouri	\$39,400	\$62,976	No	\$46,169	\$52,638	No
Montana			Yes			
Nebraska						
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$75,340	\$95,392	Yes	\$54,903	\$69,882	No
North Carolina	\$30,179	\$52,813	No	\$44,588	\$78,028	No
North Dakota						
Ohio	\$43,929	\$52,645		\$46,800	\$69,472	
Oklahoma	\$38,000	\$47,000	Yes	\$60,000	\$76,072	Yes
Oregon						
Pennsylvania						
Rhode Island						
South Carolina	\$51,039	\$84,241	Yes	\$56,775	\$84,241	Yes
South Dakota				\$46,061	\$69,062	Yes
Tennessee	\$42,504	\$63,600	No			
Texas			Yes			Yes
Utah	\$44,366	\$70,346		\$39,811	\$66,643	
Vermont						
Virginia						
Washington						
West Virginia	\$38,128	\$56,428	No	\$34,261	\$63,382	No
Wisconsin						
Wyoming						
Average	\$43,438	\$62,643	Yes = 9	\$46,309	\$68,247	Yes = 5
Median	\$42,504	\$60,881	No = 8	\$46,169	\$69,472	No = 9
Minimum	\$27,041	\$39,319	No Response = 28	\$27,041	\$39,319	No Response = 25
Maximum	\$75,340	\$95,392		\$69,159	\$111,505	
States Reporting	17	17		19	19	

Source: NRI 2023 State Profiles

Table 2f: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	Pharmacist			Peer Specialists		
	Entry	Top	Salaries are adequate	Entry	Top	Salaries are adequate
Alabama	\$84,000	\$142,000	Yes	\$24,693	\$50,000	Yes
Alaska			No			
Arizona						
Arkansas	\$74,993	\$109,490	No	\$17,516	\$25,377	No
California						
Colorado						
Connecticut	\$91,000	\$122,000		\$49,000	\$69,000	
Delaware	\$77,000	\$94,000	No	\$35,000	\$50,000	No
District of Columbia						
Florida						
Georgia						
Hawaii						
Idaho			Yes			Yes
Illinois				\$59,136	\$90,852	Yes
Indiana						
Iowa	\$75,774	\$116,542	No			
Kansas						
Kentucky						
Louisiana	\$86,154	\$165,901	Yes	\$33,405	\$73,632	Yes
Maine						
Maryland	\$64,828	\$118,953	No	\$37,112	\$70,751	Yes
Massachusetts	\$76,454	\$124,464	No	\$52,523	\$71,227	No
Michigan						
Minnesota	\$96,006	\$142,005		\$36,185	\$47,398	
Mississippi	\$75,641	\$131,317	Yes	\$19,200	\$27,096	No
Missouri			No			No
Montana						
Nebraska	\$72,675	\$118,389	Yes			
Nevada						
New Hampshire						
New Jersey						
New Mexico						
New York	\$99,161	\$122,111	No	\$45,457	\$49,405	No
North Carolina	\$44,588	\$78,028	No			
North Dakota						
Ohio	\$97,282	\$135,200		\$41,580	\$48,860	
Oklahoma	\$83,350	\$105,985	Yes	\$27,082	\$33,134	No
Oregon						
Pennsylvania	\$80,568	\$139,815	Yes	\$32,978	\$48,489	Yes
Rhode Island						
South Carolina	\$81,388	\$183,219	Yes			
South Dakota	\$123,962	\$170,986	Yes			
Tennessee	\$100,896	\$185,304	Yes			
Texas			Yes			Yes
Utah	\$82,222	\$123,490		\$30,493	\$57,242	
Vermont						
Virginia						
Washington	\$64,092	\$86,208				
West Virginia	\$74,448	\$117,665	No	\$25,073	\$46,385	No
Wisconsin	\$97,843	\$136,968				
Wyoming						
Average	\$83,328	\$126,885	Yes = 10	\$35,471	\$53,097	Yes = 6
Median	\$81,388	\$122,801	No = 10	\$35,000	\$49,405	No = 8
Minimum	\$44,588	\$78,028	No Response = 31	\$17,516	\$25,377	No Response = 25
Maximum	\$123,962	\$185,304		\$59,136	\$90,852	
States Reporting	25	24		17	17	

Source: NRI 2023 State Profiles

Table 2g: Entry and Top Salaries at State Psychiatric Hospitals (excluding Fringe benefits), 2023

State	CEO/Superintendent		
	Entry	Top	Salaries are adequate
Alabama			
Alaska			No
Arizona			
Arkansas	\$100,806	\$125,250	No
California			
Colorado			
Connecticut	\$137,000	\$202,000	
Delaware	\$95,000	\$150,000	No
District of Columbia			
Florida			
Georgia			
Hawaii			
Idaho			Yes
Illinois	\$98,796	\$138,984	Yes
Indiana			
Iowa	\$79,477	\$330,366	Yes
Kansas			
Kentucky	\$145,000	\$160,000	Yes
Louisiana	\$75,254	\$147,555	Yes
Maine	\$138,777	\$183,539	Yes
Maryland	\$91,913	\$499,850	Yes
Massachusetts	\$48,478	\$149,277	No
Michigan			
Minnesota	\$121,647	\$174,077	
Mississippi	\$88,809	\$135,373	No
Missouri	\$106,968	\$114,008	No
Montana			
Nebraska			
Nevada			
New Hampshire			
New Jersey			
New Mexico			
New York	\$180,439	\$188,617	No
North Carolina			
North Dakota			
Ohio	\$66,852	\$204,007	
Oklahoma	\$95,000	\$125,000	No
Oregon			
Pennsylvania	\$119,785	\$166,808	Yes
Rhode Island			
South Carolina	\$147,654	\$229,018	Yes
South Dakota	\$103,209	\$154,800	Yes
Tennessee	\$132,900	\$212,400	Yes
Texas			Yes
Utah	\$95,514	\$143,416	
Vermont			
Virginia			
Washington	\$116,900	\$200,200	
West Virginia		\$164,850	Yes
Wisconsin	\$68,078	\$159,827	
Wyoming			
Average	\$109,881	\$183,790	Yes = 13
Median	\$103,209	\$162,425	No = 8
Minimum	\$48,478	\$114,008	No Response =32
Maximum	\$180,439	\$499,850	
States Reporting	25	26	

Source: NRI 2023 State Profiles