

2019 CTRS®

Professional Profile Earnings

Salary and Wages Data

CTRS—The Qualified Provider



National Council for Therapeutic
Recreation Certification®

Protecting and Promoting Since 1981

2019 CTRS Professional Profile—Salary and Wages Data

CTRSs were asked to answer each question as it related to their current employment and professional practice. For the purposes of this study, RT/TR services were defined as the use of the TR process.

- **THE CURRENT NCTRC REGISTRY INCLUDES OVER 19,000 CTRSs**
- **4,825 CTRSs REPRESENTING 60 U.S. STATES AND CANADIAN PROVINCES SUBMITTED SURVEY DATA**
- **TO PROTECT THE ANONYMITY OF SURVEY RESPONDENTS, DATA WAS AGGREGATED SO THAT EACH CATEGORY CONTAINS A MINIMUM OF 40 DATA POINTS**

About NCTRC: Dedicated to Professional Excellence

Established in 1981, the National Council for Therapeutic Recreation Certification (NCTRC) is a non-profit, international organization dedicated to professional excellence for the protection of consumers through the certification of recreational therapists.

Professional recognition as a Certified Therapeutic Recreation Specialist (CTRS) is granted by NCTRC to individuals who apply and meet established standards for certification, including education, experience, successful completion of the NCTRC exam and continuing professional development.

NCTRC is a charter member organization of the Institute for Credentialing Excellence (ICE). NCTRC is accredited by the National Commission for Certifying Agencies (NCCA).

Recreational therapy and the CTRS credential are recognized by the Commission on Accreditation of Rehabilitation Facilities (CARF), Joint Commission (JC), Centers for Medicare and Medicaid Services (CMS), Accreditation Canada, the National Center on Health, Physical Activity and Disability (NCHPAD), Diversional & Recreational Therapy Australia, as well as in federal, provincial and state legislation.

For more information about NCTRC and to review the current certification standards, please visit [nctrc.org](https://www.nctrc.org).

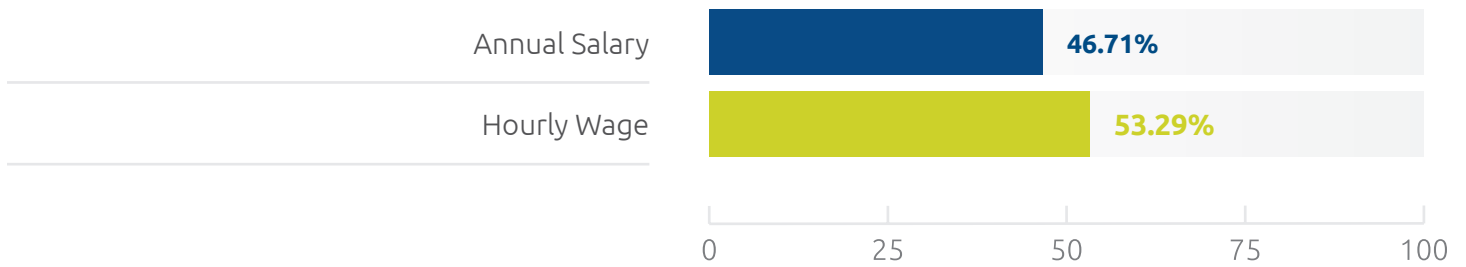
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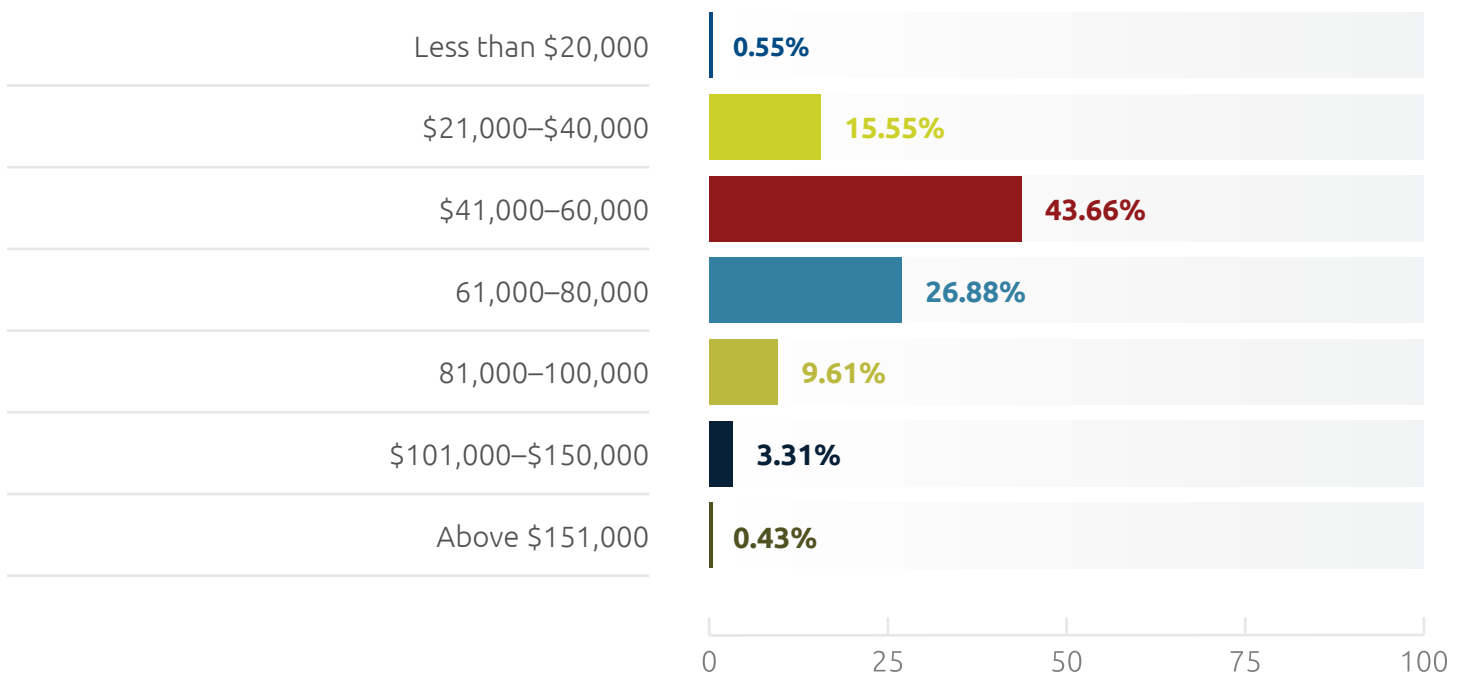


Earnings Overview

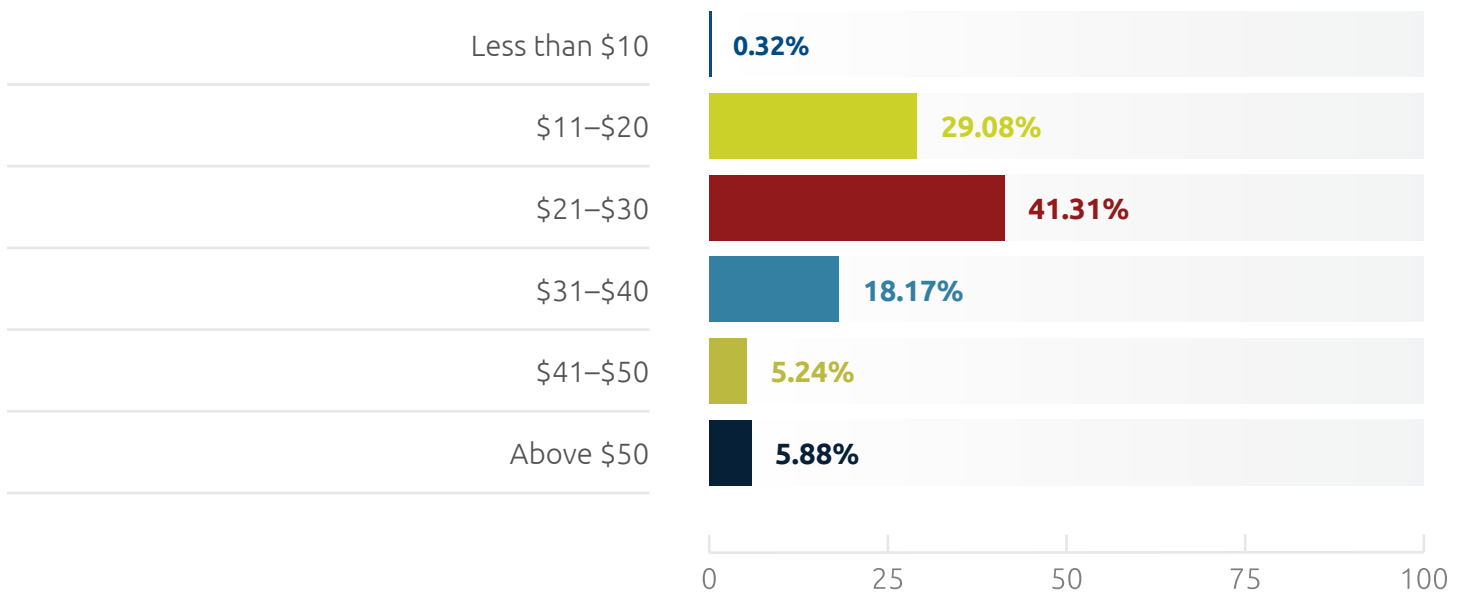
1. How are you compensated by your employer?



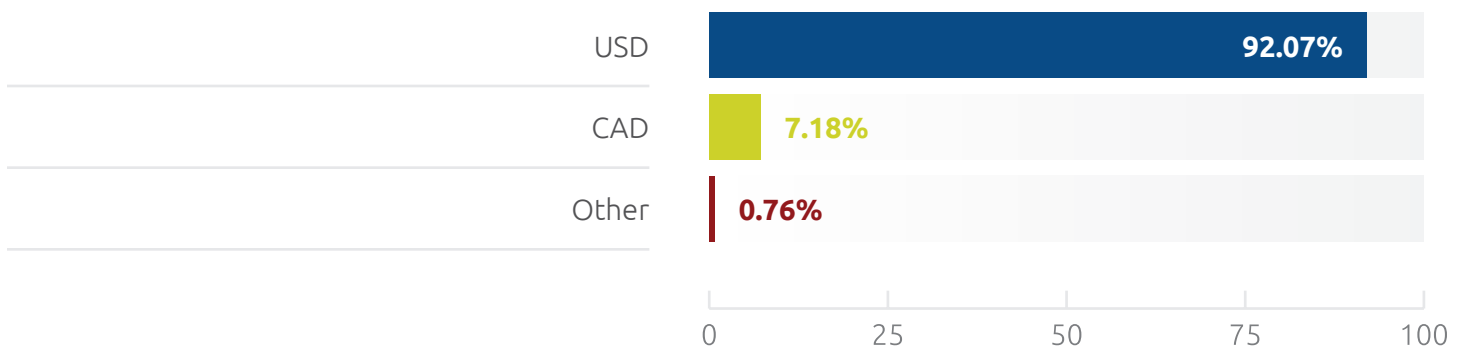
2. What is your current annual gross salary?



3. What is your current gross hourly wage?



4. What is the currency of your salary or wage?



Annual Salary by Years as a CTRS

| YEARS CERTIFIED | PERCENTAGE |
|--------------------------|---------------|
| LESS THAN 5 YEARS | |
| Below \$20,000 | 1.02% |
| \$21,000–\$40,000 | 33.93% |
| \$41,000–\$60,000 | 54.08% |
| \$61,000–\$80,000 | 8.93% |
| \$81,000–\$100,000 | 1.79% |
| \$101,000–\$150,000 | 0.26% |
| 5–10 YEARS | |
| Below \$20,000 | 0.31% |
| \$21,000–\$40,000 | 17.55% |
| \$41,000–\$60,000 | 48.28% |
| \$61,000–\$80,000 | 27.90% |
| \$81,000–\$100,000 | 4.39% |
| \$101,000–\$150,000 | 0.94% |
| Above \$151,000 | 0.63% |
| 11–15 YEARS | |
| Below \$20,000 | 0.99% |
| \$21,000–\$40,000 | 8.42% |
| \$41,000–\$60,000 | 52.48% |
| \$61,000–\$80,000 | 30.69% |
| \$81,000–\$100,000 | 5.45% |
| \$101,000–\$150,000 | 1.98% |
| 16–20 YEARS | |
| \$21,000–\$40,000 | 8.72% |
| \$41,000–\$60,000 | 34.87% |
| \$61,000–\$80,000 | 35.38% |
| \$81,000–\$100,000 | 17.95% |
| \$101,000–\$150,000 | 3.08% |
| 21 OR MORE YEARS | |
| Below \$20,000 | 0.38% |
| \$21,000–\$40,000 | 5.93% |
| \$41,000–\$60,000 | 33.08% |
| \$61,000–\$80,000 | 34.99% |
| \$81,000–\$100,000 | 17.21% |
| \$101,000–\$150,000 | 7.46% |
| Above \$151,000 | 0.96% |



Hourly Wage by Years as a CTRS

| YEARS CERTIFIED | PERCENTAGE |
|--------------------------|---------------|
| LESS THAN 5 YEARS | |
| Below \$10.00 | 0.65% |
| \$11.00–\$20.00 | 49.41% |
| \$21.00–\$30.00 | 31.86% |
| \$31.00–\$40.00 | 13.26% |
| \$41.00–\$50.00 | 2.21% |
| Above \$50.00 | 2.60% |
| 5–10 YEARS | |
| \$11.00–\$20.00 | 20.32% |
| \$21.00–\$30.00 | 44.52% |
| \$31.00–\$40.00 | 21.29% |
| \$41.00–\$50.00 | 7.10% |
| Above \$50.00 | 6.77% |
| 11–15 YEARS | |
| \$11.00–\$20.00 | 19.23% |
| \$21.00–\$30.00 | 48.08% |
| \$31.00–\$40.00 | 23.72% |
| \$41.00–\$50.00 | 3.21% |
| Above \$50.00 | 5.77% |
| 16–20 YEARS | |
| \$11.00–\$20.00 | 20.21% |
| \$21.00–\$30.00 | 46.81% |
| \$31.00–\$40.00 | 18.62% |
| \$41.00–\$50.00 | 3.19% |
| Above \$50.00 | 11.17% |
| 21 OR MORE YEARS | |
| Below \$10.00 | 0.22% |
| \$11.00–\$20.00 | 8.08% |
| \$21.00–\$30.00 | 50.44% |
| \$31.00–\$40.00 | 22.27% |
| \$41.00–\$50.00 | 10.26% |
| Above \$50.00 | 8.73% |



Annual Salary by Position

| POSITION | PERCENTAGE |
|-------------------------------------|--------------|
| ADMINISTRATOR | |
| \$21,000–\$40,000 | 4.8% |
| \$41,000–\$60,000 | 32.3% |
| \$61,000–\$80,000 | 28.2% |
| \$81,000–\$100,000 | 20.2% |
| \$101,000–\$150,000 | 12.1% |
| Above \$151,000 | 2.4% |
| EDUCATOR | |
| \$21,000–\$40,000 | 8.3% |
| \$41,000–\$60,000 | 26.7% |
| \$61,000–\$80,000 | 35.8% |
| \$81,000–\$100,000 | 12.5% |
| \$101,000–\$150,000 | 14.2% |
| Above \$151,000 | 2.5% |
| OTHER | |
| \$21,000–\$40,000 | 13.2% |
| \$41,000–\$60,000 | 30.2% |
| \$61,000–\$80,000 | 20.8% |
| \$81,000–\$100,000 | 26.4% |
| \$101,000–\$150,000 | 9.4% |
| RECREATION LEADER/PROGRAMMER | |
| \$21,000–\$40,000 | 35.8% |
| \$41,000–\$60,000 | 45.3% |
| \$61,000–\$80,000 | 13.7% |
| \$81,000–\$100,000 | 4.2% |
| Above \$151,000 | 1.1% |
| RECREATION LEADER/SUPERVISOR | |
| \$21,000–\$40,000 | 12.5% |
| \$41,000–\$60,000 | 54.8% |
| \$61,000–\$80,000 | 24.0% |
| \$81,000–\$100,000 | 7.7% |
| \$101,000–\$150,000 | 1.0% |



Annual Salary by Position (Cont'd.)

| RECREATION(AL) THERAPIST | |
|---|--------------|
| \$21,000–\$40,000 | 19.0% |
| \$41,000–\$60,000 | 45.4% |
| \$61,000–\$80,000 | 29.1% |
| \$81,000–\$100,000 | 6.3% |
| \$101,000–\$150,000 | 0.2% |
| RECREATION(AL) THERAPIST/ADMINISTRATOR | |
| \$21,000–\$40,000 | 9.9% |
| \$41,000–\$60,000 | 36.3% |
| \$61,000–\$80,000 | 36.3% |
| \$81,000–\$100,000 | 12.1% |
| \$101,000–\$150,000 | 5.5% |
| RECREATION(AL) THERAPIST/SUPERVISOR | |
| \$21,000–\$40,000 | 12.4% |
| \$41,000–\$60,000 | 47.7% |
| \$61,000–\$80,000 | 27.8% |
| \$81,000–\$100,000 | 11.8% |
| \$101,000–\$150,000 | 0.3% |



Annual Salary by Service Setting

| SETTING | PERCENTAGE |
|--|--------------|
| ADULT DAY PROGRAM | |
| \$21,000–\$40,000 | 23.2% |
| \$41,000–\$60,000 | 51.8% |
| \$61,000–\$80,000 | 17.9% |
| \$81,000–\$100,000 | 5.4% |
| \$101,000–\$150,000 | 1.8% |
| ASSISTED LIVING | |
| \$21,000–\$40,000 | 12.3% |
| \$41,000–\$60,000 | 63.2% |
| \$61,000–\$80,000 | 17.5% |
| \$81,000–\$100,000 | 3.5% |
| \$101,000–\$150,000 | 3.5% |
| COMMUNITY-BASED HUMAN/SOCIAL SERVICES | |
| \$21,000–\$40,000 | 13.8% |
| \$41,000–\$60,000 | 55.4% |
| \$61,000–\$80,000 | 21.5% |
| \$81,000–\$100,000 | 4.6% |
| \$101,000–\$150,000 | 3.1% |
| Above \$151,000 | 1.5% |
| COMMUNITY-BASED PARKS AND RECREATION | |
| Less than \$20,000 | 0.7% |
| \$21,000–\$40,000 | 14.2% |
| \$41,000–\$60,000 | 41.0% |
| \$61,000–\$80,000 | 31.3% |
| \$81,000–\$100,000 | 9.0% |
| \$101,000–\$150,000 | 3.7% |
| CORRECTIONAL | |
| \$21,000–\$40,000 | 9.1% |
| \$41,000–\$60,000 | 13.6% |
| \$61,000–\$80,000 | 36.4% |
| \$81,000–\$100,000 | 40.9% |
| DAY TREATMENT | |
| \$21,000–\$40,000 | 13.3% |
| \$41,000–\$60,000 | 60.0% |
| \$61,000–\$80,000 | 20.0% |
| \$81,000–\$100,000 | 6.7% |



Annual Salary by Service Setting (Cont'd.)

| DISABILITY SPECIFIC SUPPORT ORGANIZATION | |
|---|--------------|
| \$21,000–\$40,000 | 17.6% |
| \$41,000–\$60,000 | 52.9% |
| \$61,000–\$80,000 | 29.4% |
| HOSPITAL | |
| \$21,000–\$40,000 | 14.8% |
| \$41,000–\$60,000 | 41.7% |
| \$61,000–\$80,000 | 30.6% |
| \$81,000–\$100,000 | 10.3% |
| \$101,000–\$150,000 | 2.6% |
| OUTPATIENT | |
| \$21,000–\$40,000 | 9.8% |
| \$41,000–\$60,000 | 29.4% |
| \$61,000–\$80,000 | 43.1% |
| \$81,000–\$100,000 | 15.7% |
| \$101,000–\$150,000 | 2.0% |
| RESIDENTIAL CARE | |
| \$21,000–\$40,000 | 25.3% |
| \$41,000–\$60,000 | 47.4% |
| \$61,000–\$80,000 | 23.2% |
| \$81,000–\$100,000 | 4.2% |
| SCHOOL | |
| \$21,000–\$40,000 | 25.7% |
| \$41,000–\$60,000 | 54.3% |
| \$61,000–\$80,000 | 11.4% |
| \$81,000–\$100,000 | 8.6% |
| SKILLED NURSING FACILITY | |
| Less than \$20,000 | 0.5% |
| \$21,000–\$40,000 | 15.1% |
| \$41,000–\$60,000 | 51.6% |
| \$61,000–\$80,000 | 24.7% |
| \$81,000–\$100,000 | 6.8% |
| \$101,000–\$150,000 | 1.4% |



Hourly Wage by Region

Region 1: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 29.4% |
| \$21.00–\$30.00 | 42.6% |
| \$31.00–\$40.00 | 17.6% |
| \$41.00–\$50.00 | 7.4% |
| Above \$50.00 | 2.9% |

Region 2: New York

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 30.1% |
| \$21.00–\$30.00 | 47.9% |
| \$31.00–\$40.00 | 13.7% |
| \$41.00–\$50.00 | 2.7% |
| Above \$50.00 | 5.5% |

Region 3: Pennsylvania

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 50.0% |
| \$21.00–\$30.00 | 35.7% |
| \$31.00–\$40.00 | 11.4% |
| \$41.00–\$50.00 | 2.9% |

Region 6: Virginia

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| Below \$10.00 | 1.3% |
| \$11.00–\$20.00 | 55.0% |
| \$21.00–\$30.00 | 32.5% |
| \$31.00–\$40.00 | 11.3% |



Hourly Wage by Region (Cont'd.)

Region 7: Ohio, West Virginia

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 24.4% |
| \$21.00–\$30.00 | 58.5% |
| \$31.00–\$40.00 | 12.2% |
| Above \$50.00 | 4.9% |

Region 8: Indiana

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 15.1% |
| \$21.00–\$30.00 | 54.7% |
| \$31.00–\$40.00 | 26.4% |
| \$41.00–\$50.00 | 3.8% |

Region 9: Kentucky, Tennessee

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| Below \$10.00 | 2.1% |
| \$11.00–\$20.00 | 53.2% |
| \$21.00–\$30.00 | 31.9% |
| \$31.00–\$40.00 | 6.4% |
| \$41.00–\$50.00 | 2.1% |
| Above \$50.00 | 4.3% |

Region 10: North Carolina

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 65.8% |
| \$21.00–\$30.00 | 30.3% |
| \$31.00–\$40.00 | 1.3% |
| \$41.00–\$50.00 | 1.3% |
| Above \$50.00 | 1.3% |



Hourly Wage by Region (Cont'd.)

Region 11: Georgia, South Carolina

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 45.7% |
| \$21.00–\$30.00 | 43.5% |
| \$31.00–\$40.00 | 8.7% |
| Above \$50.00 | 2.2% |

Region 12: Florida

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 25.0% |
| \$21.00–\$30.00 | 50.0% |
| \$31.00–\$40.00 | 11.7% |
| \$41.00–\$50.00 | 8.3% |
| Above \$50.00 | 5.0% |

Region 13: Alabama, Arkansas, Louisiana, Mississippi

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 48.4% |
| \$21.00–\$30.00 | 33.9% |
| \$31.00–\$40.00 | 9.7% |
| \$41.00–\$50.00 | 4.8% |
| Above \$50.00 | 3.2% |

Region 14: Iowa, Kansas, Missouri

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| Below \$10.00 | 1.8% |
| \$11.00–\$20.00 | 38.2% |
| \$21.00–\$30.00 | 52.7% |
| \$31.00–\$40.00 | 7.3% |



Hourly Wage by Region (Cont'd.)

Region 15: Illinois

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 32.8% |
| \$21.00–\$30.00 | 52.5% |
| \$31.00–\$40.00 | 6.6% |
| \$41.00–\$50.00 | 3.3% |
| Above \$50.00 | 4.9% |

Region 16: Michigan

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 31.3% |
| \$21.00–\$30.00 | 53.7% |
| \$31.00–\$40.00 | 6.0% |
| \$41.00–\$50.00 | 4.5% |
| Above \$50.00 | 4.5% |

Region 17: Minnesota, Wisconsin

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 24.6% |
| \$21.00–\$30.00 | 58.5% |
| \$31.00–\$40.00 | 15.4% |
| \$41.00–\$50.00 | 0.8% |
| Above \$50.00 | 0.8% |

Region 18: Montana, Nebraska, North Dakota, South Dakota, Wyoming

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 27.5% |
| \$21.00–\$30.00 | 56.9% |
| \$31.00–\$40.00 | 11.8% |
| \$41.00–\$50.00 | 2.0% |
| Above \$50.00 | 2.0% |



Hourly Wage by Region (Cont'd.)

Region 19: Oklahoma, Texas

| HOURLY WAGE | PERCENTAGE |
|----------------------|--------------|
| \$11.00–\$20.00 | 9.6% |
| \$21.00–\$30.00 | 36.8% |
| \$31.00–\$40.00 | 5.3% |
| \$41.00–\$50.00 | 7.0% |
| Above \$50.00 | 41.2% |

Region 20: Arizona, Colorado, New Mexico, Utah

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 48.0% |
| \$21.00–\$30.00 | 35.8% |
| \$31.00–\$40.00 | 8.9% |
| \$41.00–\$50.00 | 1.6% |
| Above \$50.00 | 5.7% |

Region 21: Alaska, Idaho, Oregon, Washington

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| \$11.00–\$20.00 | 24.6% |
| \$21.00–\$30.00 | 47.5% |
| \$31.00–\$40.00 | 18.0% |
| \$41.00–\$50.00 | 4.9% |
| Above \$50.00 | 4.9% |

Region 22: California, Hawaii, Nevada

| HOURLY WAGE | PERCENTAGE |
|------------------------|--------------|
| Below \$10.00 | 0.5% |
| \$11.00–\$20.00 | 6.0% |
| \$21.00–\$30.00 | 26.1% |
| \$31.00–\$40.00 | 41.8% |
| \$41.00–\$50.00 | 18.5% |
| Above \$50.00 | 7.1% |



Annual Salary by Region

Region 1: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.4% |
| \$21,000–\$40,000 | 11.3% |
| \$41,000–\$60,000 | 46.5% |
| \$61,000–\$80,000 | 16.9% |
| \$81,000–\$100,000 | 16.9% |
| \$101,000–\$150,000 | 5.6% |
| Above \$151,000 | 1.4% |

Region 2: New York

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 3.5% |
| \$41,000–\$60,000 | 51.3% |
| \$61,000–\$80,000 | 23.5% |
| \$81,000–\$100,000 | 16.5% |
| \$101,000–\$150,000 | 5.2% |

Region 3: Pennsylvania

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 19.8% |
| \$41,000–\$60,000 | 44.0% |
| \$61,000–\$80,000 | 23.1% |
| \$81,000–\$100,000 | 7.7% |
| \$101,000–\$150,000 | 4.4% |
| Above \$151,000 | 1.1% |



Annual Salary by Region (Cont'd.)

Region 4: New Jersey

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 17.3% |
| \$41,000–\$60,000 | 34.6% |
| \$61,000–\$80,000 | 25.0% |
| \$81,000–\$100,000 | 19.2% |
| \$101,000–\$150,000 | 3.8% |

Region 5: Delaware, District of Columbia, Maryland

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 6.6% |
| \$41,000–\$60,000 | 48.7% |
| \$61,000–\$80,000 | 21.1% |
| \$81,000–\$100,000 | 18.4% |
| \$101,000–\$150,000 | 5.3% |

Region 6: Virginia

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 20.0% |
| \$41,000–\$60,000 | 45.0% |
| \$61,000–\$80,000 | 27.0% |
| \$81,000–\$100,000 | 6.0% |
| \$101,000–\$150,000 | 2.0% |

Region 7: Ohio, West Virginia

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 2.2% |
| \$21,000–\$40,000 | 28.3% |
| \$41,000–\$60,000 | 32.6% |
| \$61,000–\$80,000 | 32.6% |
| \$81,000–\$100,000 | 2.2% |
| \$101,000–\$150,000 | 2.2% |



Annual Salary by Region (Cont'd.)

Region 10: North Carolina

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 26.3% |
| \$41,000–\$60,000 | 47.4% |
| \$61,000–\$80,000 | 20.0% |
| \$81,000–\$100,000 | 4.2% |
| \$101,000–\$150,000 | 2.1% |

Region 11: Georgia, South Carolina

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 28.1% |
| \$41,000–\$60,000 | 28.1% |
| \$61,000–\$80,000 | 35.1% |
| \$81,000–\$100,000 | 1.8% |
| \$101,000–\$150,000 | 7.0% |

Region 12: Florida

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 17.7% |
| \$41,000–\$60,000 | 43.5% |
| \$61,000–\$80,000 | 30.6% |
| \$81,000–\$100,000 | 8.1% |

Region 13: Alabama, Arkansas, Louisiana, Mississippi

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.6% |
| \$21,000–\$40,000 | 22.6% |
| \$41,000–\$60,000 | 41.9% |
| \$61,000–\$80,000 | 25.8% |
| \$81,000–\$100,000 | 8.1% |



Annual Salary by Region (Cont'd.)

Region 14: Iowa, Kansas, Missouri

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 21.7% |
| \$41,000–\$60,000 | 47.8% |
| \$61,000–\$80,000 | 29.0% |
| \$101,000–\$150,000 | 1.4% |

Region 15: Illinois

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.3% |
| \$21,000–\$40,000 | 10.7% |
| \$41,000–\$60,000 | 48.0% |
| \$61,000–\$80,000 | 24.0% |
| \$81,000–\$100,000 | 6.7% |
| \$101,000–\$150,000 | 9.3% |

Region 16: Michigan

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.0% |
| \$21,000–\$40,000 | 23.2% |
| \$41,000–\$60,000 | 54.5% |
| \$61,000–\$80,000 | 15.2% |
| \$81,000–\$100,000 | 4.0% |
| \$101,000–\$150,000 | 2.0% |

Region 17: Minnesota, Wisconsin

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.2% |
| \$21,000–\$40,000 | 13.4% |
| \$41,000–\$60,000 | 43.9% |
| \$61,000–\$80,000 | 31.7% |
| \$81,000–\$100,000 | 9.8% |



Annual Salary by Region (Cont'd.)

Region 19: Oklahoma, Texas

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 13.2% |
| \$41,000–\$60,000 | 48.4% |
| \$61,000–\$80,000 | 24.2% |
| \$81,000–\$100,000 | 7.7% |
| \$101,000–\$150,000 | 4.4% |
| Above \$151,000 | 2.2% |

Region 20: Arizona, Colorado, New Mexico, Utah

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| Below \$20,000 | 1.9% |
| \$21,000–\$40,000 | 15.4% |
| \$41,000–\$60,000 | 37.5% |
| \$61,000–\$80,000 | 39.4% |
| \$81,000–\$100,000 | 4.8% |
| \$101,000–\$150,000 | 1.0% |

Region 21: Alaska, Idaho, Oregon, Washington

| ANNUAL SALARY | PERCENTAGE |
|--------------------------|--------------|
| \$21,000–\$40,000 | 9.6% |
| \$41,000–\$60,000 | 48.1% |
| \$61,000–\$80,000 | 34.6% |
| \$81,000–\$100,000 | 7.7% |

Region 22: California, Hawaii, Nevada

| ANNUAL SALARY | PERCENTAGE |
|---------------------------|--------------|
| \$21,000–\$40,000 | 1.3% |
| \$41,000–\$60,000 | 15.6% |
| \$61,000–\$80,000 | 35.1% |
| \$81,000–\$100,000 | 41.6% |
| \$101,000–\$150,000 | 5.2% |
| Above \$151,000 | 1.3% |



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