

2026 Healthcare Salary Guide

Compensation Trends Across Executive Leadership, Primary Care, Behavioral Health, Dental, and Home Health

Presented by Titan Placement Group

Introduction

Healthcare compensation has never been more complex—or more important.

Across the United States, healthcare organizations continue to compete aggressively for exceptional talent. Physicians, advanced practice providers, behavioral health professionals, dentists, executives, nurses, and allied health professionals are seeing new opportunities emerge as organizations respond to workforce shortages, changing reimbursement models, expanding patient demand, and increasing regulatory requirements.

Yet one of the biggest mistakes candidates make is focusing solely on salary.

Two offers with identical base pay can differ in value by tens of thousands of dollars once signing bonuses, loan repayment, retirement contributions, health insurance, relocation assistance, paid time off, productivity incentives, and work-life balance are considered. Likewise, an offer that appears lower on paper may ultimately provide greater financial security and long-term career satisfaction.

This guide was created to help healthcare professionals make informed career decisions.

Inside, you'll find current compensation ranges across dozens of healthcare disciplines, insights into how organizations structure compensation packages, regional salary differences, negotiation strategies, and hiring trends that are shaping today's market.

Whether you're actively searching for a new opportunity or simply benchmarking your current compensation, this guide will help you better understand your market value.

Why Trust Titan Placement Group?

Titan Placement Group specializes exclusively in healthcare recruiting.

Every day, Titan works with community health centers, Federally Qualified Health Centers (FQHCs), hospitals, behavioral health organizations, dental practices, home health agencies, hospice providers, and specialty healthcare organizations throughout the country.

Because Titan is involved in thousands of compensation conversations every year, the team understands not only published salary data but also what organizations are actually offering today's candidates.

That means the information in this guide reflects both national compensation research and real-world recruiting experience.

Whether you're a physician exploring your next leadership opportunity, a nurse practitioner considering multiple offers, or a behavioral health clinician looking for career growth, Titan Placement Group can provide personalized guidance throughout your search.

How to Use This Guide

The salary ranges presented throughout this guide represent national compensation benchmarks compiled from multiple healthcare compensation surveys, government labor statistics, industry publications, and recruiting market data. Actual compensation varies based on numerous factors, including:

- Geographic location
- Years of experience
- Clinical specialty
- Certifications
- Leadership responsibilities
- Organization size
- Patient volume
- Productivity expectations
- Value-based care incentives
- Cost of living
- Recruitment urgency

Remember that compensation is much more than salary.

A position paying \$185,000 with student loan repayment, excellent retirement contributions, generous paid time off, and affordable health insurance may ultimately provide greater financial value than a \$210,000 position without those benefits.

Throughout this guide, we'll help you evaluate the complete compensation picture.

The State of the Healthcare Employment Market

Healthcare hiring remains one of the strongest employment markets in the United States.

Several long-term trends continue to influence compensation across nearly every healthcare discipline:

Aging Population

America's aging population continues to increase demand for primary care, specialty care, behavioral health services, home health, hospice, and long-term care. Organizations are expanding provider teams simply to meet patient demand.

Provider Shortages

Many regions continue to face shortages of physicians, dentists, psychiatrists, nurse practitioners, physician assistants, therapists, and experienced healthcare executives. Rural communities and underserved urban areas remain particularly difficult to staff, resulting in stronger compensation packages and additional recruitment incentives.

Value-Based Care

Healthcare organizations are increasingly rewarding quality outcomes rather than patient volume alone. Compensation plans now frequently include incentives tied to patient satisfaction, preventive care measures, chronic disease management, quality metrics, and operational efficiency.

Competition for Leadership Talent

Executive healthcare leaders have become increasingly valuable as organizations navigate reimbursement changes, regulatory requirements, workforce shortages, mergers, acquisitions, and technology implementation. Experienced healthcare executives continue to command premium compensation.

Behavioral Health Expansion

Demand for mental health professionals has accelerated significantly over the past several years. Psychiatrists, Psychiatric Mental Health Nurse Practitioners (PMHNPs), psychologists, licensed clinical social workers, counselors, and behavioral health directors remain among the most sought-after healthcare professionals nationwide.

Understanding Healthcare Compensation

Before comparing salaries, it's important to understand how compensation is structured.

Healthcare organizations typically use one or more of the following models:

Straight Salary

Common in FQHCs, behavioral health organizations, community clinics, and nonprofit healthcare systems.

Provides predictable income with minimal production pressure.

Ideal for clinicians seeking work-life balance.

Productivity Compensation

Often based on:

- Relative Value Units (RVUs)
- Collections
- Production
- Patient volume

More common in hospital systems and private practice.

High-performing providers can substantially increase earnings.

Hybrid Compensation

Many organizations combine:

- Guaranteed base salary
- Productivity incentives
- Quality bonuses
- Retention bonuses
- Annual performance increases

This approach balances income stability with performance incentives.

What You'll Learn in This Guide

The chapters that follow examine compensation across:

- Executive Leadership
- Dental
- Primary Care
- Behavioral Health
- Home Health
- Hospice
- Geographic salary differences
- Total compensation strategies
- Negotiation tips

Each section includes practical guidance to help you evaluate opportunities—not just salary figures.

This sets the tone for the rest of the guide and is intentionally written as a polished publication rather than a research report.

For the remaining sections, I'll expand each specialty chapter with:

- Executive summary
- Market overview
- Easy-to-read compensation tables
- Career outlook
- Negotiation advice
- "What employers are looking for"
- "Questions to ask before accepting an offer"
- "Titan Placement Group Insight" callout boxes throughout
- A polished conclusion and complete bibliography of the research sources.

The finished document should read like a professionally published annual salary guide from a national healthcare recruiting firm, not an academic report.

Chapter 7

Looking Beyond Salary

Understanding Total Compensation, Benefits, and Negotiating Your Healthcare Job Offer

One of the biggest misconceptions in healthcare recruiting is that the highest salary always represents the best opportunity.

It rarely does.

Every year, Titan Placement Group works with healthcare professionals who receive multiple offers. While salary often becomes the focal point of comparison, the most successful candidates understand that compensation extends far beyond a single number on an offer letter.

A comprehensive compensation package can add tens of thousands of dollars in annual value through retirement contributions, health insurance, paid time off, professional development, student loan repayment, flexible scheduling, and other benefits that directly impact both your financial future and your quality of life.

Before making a career decision, it's essential to evaluate the complete picture.

Understanding Total Compensation

Think of your compensation package as a collection of financial benefits working together.

Your total compensation may include:

- Base salary
- Annual bonus opportunities
- Productivity incentives
- Signing bonus
- Student loan repayment
- Retirement contributions
- Health insurance
- Dental and vision insurance
- Paid time off
- Continuing education reimbursement
- Professional licensing expenses
- Malpractice insurance
- Disability insurance
- Life insurance
- Relocation assistance
- Flexible scheduling
- Hybrid or remote work opportunities

Many candidates underestimate the value of these benefits because they aren't reflected in the salary figure.

Student Loan Repayment Can Be Worth More Than a Raise

Healthcare education is expensive.

Fortunately, many organizations recognize this reality and have expanded loan repayment programs to attract qualified clinicians.

Federally Qualified Health Centers (FQHCs), rural health organizations, and underserved communities frequently participate in federal and state loan repayment initiatives that can dramatically increase the financial value of an employment offer.

For some providers, annual loan repayment benefits can be equivalent to receiving a significantly larger taxable salary.

When evaluating competing offers, calculate the actual financial impact of these programs before making a decision.

Retirement Benefits Matter More Than Most Candidates Realize

Many healthcare professionals focus on today's salary while overlooking tomorrow's retirement.

Employer retirement contributions can become one of the most valuable components of a compensation package.

Consider this example:

Employer A offers:

- \$180,000 salary
- No retirement contribution

Employer B offers:

- \$172,000 salary

- 6% retirement match

At first glance, Employer A appears more attractive.

However, Employer B contributes more than \$10,000 annually toward retirement before investment growth is considered.

Over a twenty-year career, that difference can amount to hundreds of thousands of dollars.

Health Insurance Is Compensation

Health insurance is another benefit that's often undervalued.

Employer-sponsored medical coverage can save thousands of dollars annually.

When reviewing an offer, ask:

- What is the monthly employee contribution?
- What are the deductibles?
- What is the family coverage cost?
- Is dental included?
- Is vision included?
- What are the out-of-pocket maximums?
- Is there an HSA contribution?

The lowest premium doesn't always represent the best coverage, and the most expensive plan isn't always necessary.

Understanding your healthcare benefits helps you accurately compare offers.

Titan Placement Group Insight

We've seen candidates reject outstanding opportunities because another employer offered \$10,000 more in salary.

After reviewing the complete compensation package, they discovered the "higher-paying" position actually left them with less money after accounting for retirement contributions, insurance costs, loan repayment, and paid time off.

Salary starts the conversation.

Total compensation determines long-term financial success.

Paid Time Off Has Real Financial Value

Time away from work isn't simply a lifestyle benefit.

It's part of your compensation.

Healthcare employers may offer:

- Vacation
- Sick leave
- Personal days
- Paid holidays
- Continuing education days
- Volunteer time
- Wellness days

The difference between three weeks and six weeks of paid time off may represent thousands of dollars in paid compensation while also reducing burnout and improving work-life balance.

Professional Development

Healthcare changes constantly.

Employers that invest in continuing education often produce stronger long-term career opportunities.

Look for organizations that support:

- Continuing Medical Education (CME)
- Continuing Education Units (CEUs)
- Professional conferences
- Specialty certifications
- Leadership development
- Tuition reimbursement
- Professional memberships
- Career coaching

These investments benefit both your current role and your future earning potential.

Flexible Scheduling Has Financial Value

Compensation isn't measured only in dollars.

Many healthcare professionals now prioritize flexibility.

Increasingly, organizations offer:

- Four-day workweeks
- Flexible clinic hours
- Hybrid administrative schedules
- Telehealth opportunities
- Reduced call responsibilities
- Self-scheduling
- Compressed workweeks

For many clinicians, gaining an extra day off each week provides greater long-term satisfaction than a modest salary increase.

The best offer is the one that supports the life you want to live—not just the income you want to earn.

Signing Bonuses

Signing bonuses have become increasingly common across healthcare.

Organizations may offer bonuses to:

- Fill difficult-to-recruit positions
- Attract experienced providers
- Offset relocation costs
- Compete against other employers

Before accepting a signing bonus, understand:

- Is repayment required if you leave early?
- How long is the employment commitment?
- Is the bonus paid upfront or over time?
- Is it taxable?
- Does accepting the bonus affect future salary negotiations?

A larger signing bonus isn't always the better financial decision if it comes with restrictive repayment terms.

Negotiating Your Offer

Many candidates hesitate to negotiate because they fear losing the opportunity.

In reality, professional negotiation is expected for many healthcare positions.

The key is approaching the conversation collaboratively rather than competitively.

Instead of saying:

"I need another \$20,000."

Try asking:

"I'm very excited about this opportunity. Is there flexibility within the compensation package, or are there other areas we could explore to make the overall offer even stronger?"

This approach keeps the conversation positive while allowing the employer to suggest solutions.

Sometimes those solutions involve salary.

Other times they involve benefits that provide even greater value.

What Can You Negotiate?

Many candidates assume salary is the only negotiable item.

Depending on the organization, you may also discuss:

- Signing bonus
- Relocation assistance
- Student loan repayment
- Continuing education
- Additional PTO
- Flexible scheduling
- Call responsibilities
- Start date

- Leadership opportunities
- Administrative time
- Professional memberships
- Licensing reimbursement

Understanding where employers have flexibility often leads to stronger overall outcomes.

Titan Placement Group Insight

One of the greatest advantages of working with a specialized healthcare recruiter is understanding what is—and isn't—realistic to negotiate.

Every organization has different policies.

Some employers have little flexibility on salary but considerable flexibility on relocation assistance.

Others can adjust signing bonuses but not PTO.

Some can create leadership opportunities that don't appear in the original offer.

An experienced recruiter understands these nuances and helps candidates negotiate professionally while protecting the relationship with the employer.

Questions to Ask Before Accepting an Offer

Before making your final decision, consider asking:

- How is annual compensation reviewed?
- What opportunities exist for salary growth?
- Are productivity bonuses guaranteed or discretionary?
- What does the retirement match look like?
- How much PTO is available?
- What continuing education support is provided?
- Is student loan repayment available?
- What professional expenses are covered?
- How long do employees typically stay with the organization?
- What opportunities exist for advancement?

These conversations provide valuable insight into your long-term earning potential.

Titan Placement Group Perspective

The best career decisions are rarely based on salary alone.

At Titan Placement Group, we help candidates evaluate opportunities through a broader lens—one that considers compensation, organizational culture, leadership, professional growth, work-life balance, and long-term career satisfaction.

Our goal isn't simply to help you accept an offer.

Our goal is to help you accept the *right* offer.

Key Takeaways

Healthcare compensation is about much more than base salary. Retirement contributions, insurance benefits, student loan repayment, paid time off, continuing education, flexible scheduling, and career advancement opportunities all contribute to your total financial picture. Candidates who evaluate the complete compensation package—and negotiate thoughtfully—often achieve significantly better long-term outcomes than those who focus on salary alone.

Conclusion

Your Career Is More Than Your Next Job

Healthcare is changing rapidly, and with that change comes opportunity.

Across executive leadership, primary care, behavioral health, dental services, and home-based care, organizations continue to compete for talented professionals who can improve patient outcomes, strengthen teams, and help shape the future of healthcare.

For candidates, this is an encouraging time.

The demand for skilled healthcare professionals remains strong, compensation continues to evolve, and employers are increasingly investing in benefits that support both financial well-being and quality of life.

But choosing your next opportunity isn't simply about accepting the highest offer.

The right position should support your professional growth, align with your personal values, provide financial stability, and create an environment where you can do your best work while maintaining the life you want outside of work.

That requires information.

It requires market insight.

And it often requires an experienced partner who understands the healthcare employment landscape.

At Titan Placement Group, we're proud to help healthcare professionals navigate those decisions every day. Whether you're exploring your first opportunity after graduation, advancing into leadership, relocating across the country, or simply wondering what your skills are worth in today's market, our team is here to provide guidance you can trust.

Healthcare careers change lives—not only for the patients you serve, but for your own future as well.

We hope this guide has helped you better understand today's compensation landscape and empowered you to approach your next career decision with confidence.

We look forward to helping you take the next step.

About Titan Placement Group

Titan Placement Group is a nationally recognized healthcare recruiting firm specializing in connecting exceptional healthcare professionals with outstanding organizations across the United States.

Our team partners with Federally Qualified Health Centers, hospitals, behavioral health organizations, dental practices, primary care groups, home health agencies, hospice providers, and healthcare systems to recruit physicians, advanced practice providers, nurses, executives, allied health professionals, and clinical leaders.

Whether you're actively searching for your next opportunity or simply exploring what's possible, Titan Placement Group is committed to helping you build a career that's both professionally rewarding and personally fulfilling.

Your next opportunity starts with a conversation.

[continue](#)

References

The following sources were used in the preparation of this guide and the accompanying salary research. Because healthcare compensation changes regularly, candidates should verify current market conditions with a trusted healthcare recruiter before making career decisions.

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Disclaimer

The compensation information presented in this guide reflects national salary research, publicly available compensation surveys, government labor statistics, and healthcare industry data

available at the time of publication. Salary ranges represent market estimates and should not be interpreted as guaranteed compensation for any specific position, employer, geographic region, or individual.

Actual compensation may vary significantly based on factors including, but not limited to, geographic location, years of experience, education, certifications, specialty, organizational size, productivity expectations, leadership responsibilities, market conditions, and the total compensation package offered by an employer.

Benefits such as retirement contributions, health insurance, student loan repayment, signing bonuses, relocation assistance, paid time off, continuing education allowances, and incentive compensation can substantially affect the overall value of an employment offer.

Healthcare compensation trends change frequently as labor markets, reimbursement models, and economic conditions evolve. Candidates should consult with experienced healthcare recruiting professionals and prospective employers for the most current compensation information relevant to their individual circumstances.

Final Thoughts

I have one suggestion that would make this guide even stronger.

Right now, it's an excellent **salary guide**. To make it a **lead-generation machine** for Titan Placement Group, I'd add one full chapter immediately before the conclusion:

Chapter 8 – Working with a Healthcare Recruiter: Your Competitive Advantage

This chapter would cover:

- Why candidates should use a recruiter even though they don't pay the fee.
- The hidden job market (positions never advertised publicly).
- How recruiters help negotiate higher compensation.
- Common mistakes candidates make during interviews.
- Offer negotiation strategies.
- Resignation guidance.
- Counteroffer advice.
- The onboarding process.
- Long-term career planning.
- Questions candidates should ask recruiters.

It wouldn't feel like an advertisement. Instead, it would educate the reader while naturally positioning Titan Placement Group as the trusted expert. A chapter like that would likely generate significantly more candidate engagement than another page of salary data, making this guide not just informative but a highly effective recruiting and business development asset.

continue

Great idea. I actually wouldn't stop there. If this is going to be a premium PDF that candidates willingly exchange their email address for, I'd expand it beyond a salary guide into something that people bookmark and keep. Here are three additional chapters I'd include.

Chapter 8

Working with a Healthcare Recruiter

Why the Best Candidates Rarely Search Alone

Many healthcare professionals assume recruiters work exclusively for employers.

While healthcare organizations retain recruiting firms to identify exceptional talent, the recruiting relationship can be just as valuable for candidates. A knowledgeable recruiter serves as a career advisor, market expert, and advocate throughout the hiring process.

Unlike applying blindly through an online job board, working with a specialized recruiter provides insight into opportunities, compensation trends, organizational culture, and negotiation strategies that are often unavailable elsewhere.

The best recruiters aren't simply trying to fill jobs—they're helping professionals make career decisions that may shape the next decade of their lives.

The Hidden Job Market

One of the biggest advantages of working with a healthcare recruiter is gaining access to opportunities that never appear online.

Many organizations choose not to advertise sensitive leadership positions, replacement hires, or difficult-to-fill clinical roles. Instead, they rely on trusted recruiting partners to identify qualified candidates confidentially.

These opportunities often include:

- Executive leadership positions
- Medical Director roles
- Rural and underserved community positions
- High-demand specialty practices
- Growth opportunities created before public announcement

Candidates who rely exclusively on job boards may never know these positions exist.

Recruiters Know the Market

A recruiter who specializes in healthcare speaks with employers every day.

That means they understand:

- Which specialties are most in demand
- Current compensation trends
- Hiring timelines
- Organizational culture
- Leadership stability
- Provider turnover
- Growth plans
- Market competition

This perspective helps candidates make more informed decisions than salary data alone ever could.

Interview Coaching

Even experienced healthcare professionals benefit from interview preparation.

A recruiter can help candidates understand:

- What the employer values most
- Likely interview questions
- Organizational priorities
- Decision-making timelines
- Common mistakes to avoid

Small adjustments in preparation often lead to dramatically stronger interview performance.

Offer Negotiation

Negotiation becomes easier when someone understands both sides of the conversation.

Healthcare recruiters know:

- Where employers have flexibility
- Which requests are realistic
- How similar candidates are being compensated
- When additional negotiation may create risk

Rather than approaching negotiations emotionally, candidates can rely on current market intelligence.

Counteroffers

Many candidates receive counteroffers after submitting their resignation.

While every situation is unique, it's worth remembering why you began exploring opportunities in the first place.

If concerns involved leadership, culture, burnout, professional growth, or work-life balance, additional salary alone may not resolve those issues.

Before accepting a counteroffer, carefully evaluate whether anything has truly changed beyond compensation.

Titan Placement Group Perspective

At Titan Placement Group, we believe recruiting should be consultative—not transactional.

Our consultants spend time understanding your career goals, preferred practice environment, leadership aspirations, family priorities, and long-term vision before recommending opportunities.

The result is a search process built around fit rather than simply filling a position.

Chapter 9

Frequently Asked Questions About Healthcare Compensation

Should I always negotiate my offer?

In many cases, yes. Professional negotiation is expected for experienced healthcare professionals. The key is approaching the discussion respectfully and collaboratively.

Is a signing bonus better than a higher salary?

Not necessarily.

Signing bonuses are typically paid once.

Salary affects future raises, retirement contributions, bonus calculations, and lifetime earnings.

Evaluate both.

Should I choose private practice or an FQHC?

That depends on your priorities.

Private practice may offer higher long-term income.

FQHCs often provide:

- Loan repayment
- Better work-life balance
- Strong retirement benefits
- Mission-driven work
- Predictable schedules

Neither is universally better.

Are rural positions good career opportunities?

Absolutely.

Many rural organizations provide:

- Excellent compensation
- Faster advancement
- Broader clinical experience
- Strong community relationships
- Leadership opportunities

Some of the most satisfied healthcare professionals build careers in rural communities.

How often should I evaluate my market value?

Even if you love your current employer, it's worthwhile to understand your market value every two to three years.

You don't have to change jobs to benefit from understanding the marketplace.

Chapter 10

Your Career Is an Investment

Healthcare professionals devote years to education, training, licensure, and continuing professional development.

Yet many spend only a few hours evaluating the job offers that will shape their careers.

Your next position influences far more than your income.

It affects:

- Your family
- Your stress level
- Your professional development
- Your retirement
- Your work-life balance
- Your daily happiness
- Your long-term career trajectory

Choosing wisely requires more than comparing salaries.

It requires understanding the organization, the leadership, the community, the opportunity for growth, and the complete compensation package.

Whether you're accepting your first position after graduation, advancing into leadership, relocating to a new community, or exploring a fresh challenge after years in practice, thoughtful career planning creates better outcomes.

Healthcare organizations need exceptional professionals.

Exceptional professionals deserve exceptional guidance.

Titan Placement Group is honored to help make those connections every day.

Connect with Titan Placement Group

Whether you're actively searching or simply curious about today's healthcare job market, we're here to help.

Our experienced healthcare recruiters can help you:

- Benchmark your current compensation
- Evaluate competing offers
- Understand market trends
- Explore confidential opportunities
- Prepare for interviews
- Negotiate your offer
- Plan your long-term career strategy

Your next opportunity may be closer than you think—and we're ready to help you find it.