
Occupational Therapist Salary Guide

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“

As an OT,
you deserve
to **earn what
you're worth.**”

– Heidi Jannenga
PT, DPT, ATC/L
Co-Founder and President, WebPT

Salary is a touchy subject—one that’s typically filed under the “Don’t Discuss with Friends, Family, Colleagues, or Casual Acquaintances” category. But, if you’re not comfortable talking about compensation with those in your personal and professional networks, then how can you make informed career decisions? Sure, your paycheck isn’t your only driver as an occupational therapist—you got into this profession to help people, after all—but you deserve to earn what you’re worth, and it’s important to know where you stack up at the state, industry, and national levels. With that in mind, we created this handy salary guide for occupational therapists.

Note: All figures are based on 2014 data from the US Bureau of Labor Statistics.

Before we dive into the facts, let’s go over a few vocabulary words. That way, you’ll get the most out of each chart and graph.

Vocabulary Words

Employment: This is the estimated total number of jobs available for a particular occupation (in this case, occupational therapists), not including self-employment.

Employment RSE: This percentage represents the relative standard error of the employment estimate, which is the ratio of the standard error to the survey estimate. So, an RSE of 10% means the standard error is one-tenth as large as the survey estimate. Basically, this figure measures the reliability or accuracy of the employment estimate; the lower the percentage, the more reliable or accurate the employment estimate.

Employment per 1,000 Jobs: This denotes the number of occupational therapist jobs per 1,000 jobs in the given geographic area.

Location Quotient: This figure represents the ratio of occupational therapists' share of employment in a specific geographic area to occupational therapists' share of employment in the US as a whole. So, if occupational therapist jobs make up 10% of employment in a specific metropolitan area and 2% of employment in the US as a whole, the location quotient for the area in question would be 5. A high location quotient means that there's a relatively high percentage of OT jobs available in that specific location compared to the national average.

Median Hourly Wage: This figure is the estimated 50th percentile—that is, the halfway point—of the distribution of wages across the entire spectrum of occupational therapists, according to data collected from employers in all industries. In other words, 50% of occupational therapists earn less than the median wage, and 50% earn more than the median wage.

Mean Hourly Wage: Also known as the average hourly wage, this figure is calculated by dividing estimated total hourly wages for occupational therapists by the estimated total employment.

Mean Annual Wage: Also known as the average annual wage, this figure is calculated by dividing the estimated total annual wages for occupational therapists by the estimated total employment.

Mean RSE: This percentage represents the relative standard error of the mean wage estimates, which is the ratio of the standard error to the survey estimate. So, an RSE of 10% means the standard error is one-tenth as large as the survey estimate. Basically, this figure measures the reliability or accuracy of the mean wage estimates; the lower the percentage, the more reliable or accurate the mean wage estimate.

National OT Salary Stats

110,520

Employment

1.1% Employment RSE

\$38.46

Mean Hourly Wage

\$80,000

Mean Annual Wage

0.4% Wage RSE

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$25.32	\$31.26	\$37.89	\$45.28	\$54.30
Annual Wage	\$52,670	\$65,020	\$78,810	\$94,190	\$112,950

Top-Paying Industries for OTs

Industry	Hourly Mean Wage	Annual Mean Wage
Scientific Research and Development Services	\$55.44	\$115,320
Home Health Care Services	\$43.30	\$90,070
Nursing Care Facilities (Skilled Nursing Facilities)	\$41.71	\$86,750
Employment Services	\$39.82	\$82,830
Other Ambulatory Health Care Services	\$39.74	\$82,660

Top-Paying States for OTs

1. Nevada

\$107,750

Annual Mean Wage

\$51.80

Hourly Mean Wage

2. California

\$89,740

Annual Mean Wage

\$43.14

Hourly Mean Wage

3. New Jersey

\$89,710

Annual Mean Wage

\$43.13

Hourly Mean Wage

4. Texas

\$89,690

Annual Mean Wage

\$43.12

Hourly Mean Wage

5. Dist. of Col.

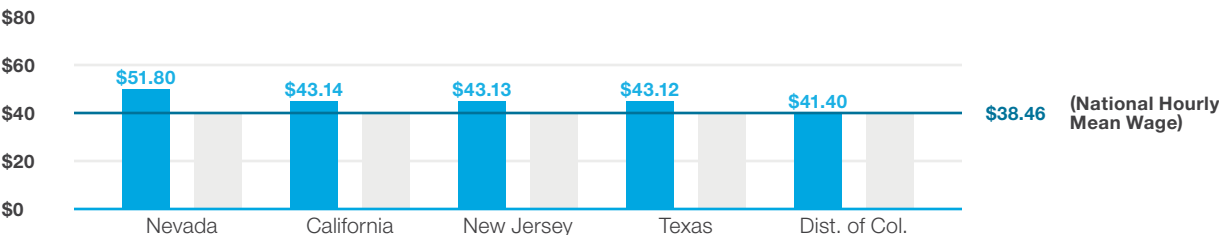
\$86,110

Annual Mean Wage

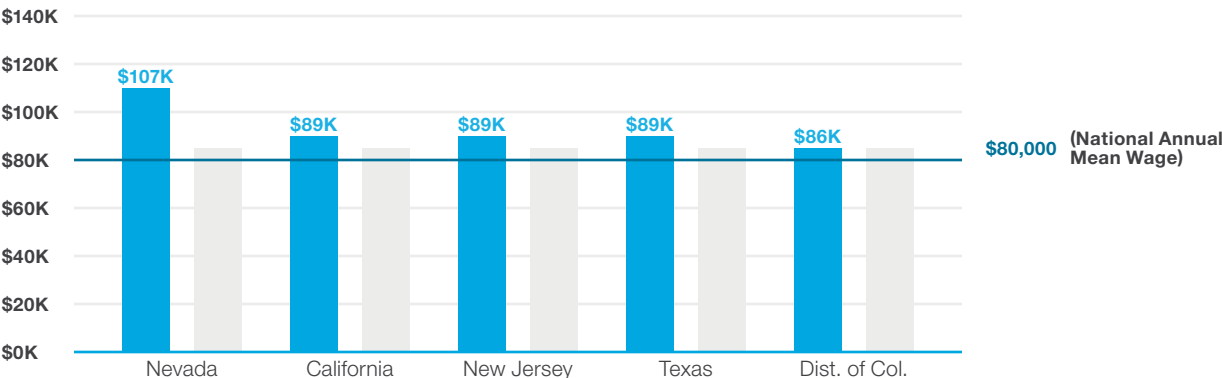
\$41.40

Hourly Mean Wage

Hourly Mean Wage



Annual Mean Wage



Top-Paying Metropolitan Areas for OTs

Metropolitan Area	Hourly Mean Wage	Annual Mean Wage
Las Vegas-Paradise, NV	\$54.96	\$114,320
Beaumont-Port Arthur, TX	\$54.58	\$113,520
Deltona-Daytona Beach-Ormond Beach, FL	\$54.41	\$113,170
Sherman-Denison, TX	\$54.23	\$112,810
Laredo, TX	\$52.43	\$109,050
Salinas, CA	\$50.61	\$105,280
Brownsville-Harlingen, TX	\$49.10	\$102,130
Cape Coral-Fort Myers, FL	\$48.93	\$101,770
Naples-Marco Island, FL	\$48.81	\$101,520
Pueblo, CO	\$48.43	\$100,740

Top-Paying Nonmetropolitan Areas for OTs

Nonmetropolitan Area	Hourly Mean Wage	Annual Mean Wage
Gulf Coast Texas	\$48.48	\$100,840
Western Tennessee	\$46.03	\$95,730
Eastern New Mexico	\$45.88	\$95,440
North Central Texas	\$44.51	\$92,580
Southside Virginia	\$44.07	\$91,660

OT Salary Stats by State (alphabetical)

State	Employment	Employment RSE	Employment per 1,000 jobs	Location Quotient	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Mean Wage RSE
Alabama	1,120	7.00%	0.605	0.74	\$37.17	\$38.26	\$79,580	2.00%
Alaska	210	17.70%	0.655	0.8	\$37.18	\$36.41	\$75,730	2.70%
Arizona	1,240	7.60%	0.49	0.6	\$38.09	\$38.27	\$79,610	3.30%
Arkansas	980	7.50%	0.848	1.04	\$40.37	\$39.15	\$81,440	2.20%
California	9,540	4.60%	0.631	0.77	\$43.79	\$43.14	\$89,740	1.40%
Colorado	2,700	7.00%	1.141	1.39	\$38.87	\$39.12	\$81,380	1.50%
Connecticut	1,700	7.40%	1.034	1.26	\$40.56	\$40.82	\$84,910	1.30%
Delaware	230	18.70%	0.539	0.66	\$36.45	\$38.00	\$79,050	1.60%
District of Columbia	610	20.40%	0.909	1.11	\$40.48	\$41.40	\$86,110	2.90%
Florida	5,680	5.70%	0.741	0.91	\$39.32	\$40.72	\$84,690	2.00%
Georgia	2,670	13.80%	0.67	0.82	\$38.78	\$38.12	\$79,290	1.70%
Hawaii	420	13.50%	0.679	0.83	\$37.66	\$35.94	\$74,760	2.00%
Idaho	330	11.30%	0.527	0.64	\$34.24	\$33.19	\$69,040	3.60%
Illinois	4,380	6.50%	0.76	0.93	\$37.97	\$37.46	\$77,930	2.60%
Indiana	2,590	4.70%	0.893	1.09	\$36.72	\$37.05	\$77,060	1.40%
Iowa	1,000	7.30%	0.661	0.81	\$34.21	\$34.43	\$71,620	1.40%
Kansas	1,120	5.90%	0.823	1.01	\$37.72	\$38.50	\$80,090	2.00%
Kentucky	1,770	6.50%	0.977	1.19	\$38.21	\$37.95	\$78,940	1.20%
Louisiana	1,400	7.70%	0.731	0.89	\$35.66	\$36.08	\$75,040	1.30%
Maine	860	7.20%	1.474	1.8	\$31.05	\$31.50	\$65,510	2.10%
Maryland	2,130	7.70%	0.835	1.02	\$41.13	\$40.96	\$85,200	1.50%
Massachusetts	4,490	4.30%	1.35	1.65	\$38.67	\$38.06	\$79,170	0.90%
Michigan	4,470	5.40%	1.098	1.34	\$32.99	\$34.25	\$71,240	1.50%
Minnesota	2,140	4.40%	0.783	0.96	\$33.58	\$33.47	\$69,610	1.70%
Mississippi	750	5.80%	0.689	0.84	\$40.65	\$39.40	\$81,950	1.70%
Missouri	2,900	7.50%	1.083	1.32	\$34.04	\$34.41	\$71,570	1.90%
Montana	350	9.80%	0.78	0.95	\$32.80	\$32.97	\$68,580	3.20%
Nebraska	770	8.60%	0.821	1	\$34.45	\$35.13	\$73,070	2.50%
Nevada	690	7.00%	0.583	0.71	\$45.10	\$51.80	\$107,750	5.60%
New Hampshire	810	10.60%	1.288	1.57	\$35.36	\$35.40	\$73,630	1.10%
New Jersey	3,530	8.10%	0.912	1.12	\$43.09	\$43.13	\$89,710	1.40%
New Mexico	650	10.50%	0.821	1	\$36.81	\$38.25	\$79,550	3.00%
New York	9,160	4.30%	1.039	1.27	\$36.57	\$37.91	\$78,850	1.70%
North Carolina	3,220	4.00%	0.8	0.98	\$36.81	\$36.33	\$75,570	1.70%
North Dakota	380	10.90%	0.863	1.06	\$29.20	\$30.32	\$63,070	1.80%
Ohio	4,310	4.90%	0.828	1.01	\$38.17	\$38.76	\$80,620	1.20%
Oklahoma	830	8.30%	0.523	0.64	\$36.83	\$36.56	\$76,040	3.20%
Oregon	1,080	5.60%	0.644	0.79	\$39.21	\$37.92	\$78,880	1.50%
Pennsylvania	6,280	4.70%	1.111	1.36	\$34.39	\$35.14	\$73,090	1.20%
Puerto Rico	220	9.80%	0.246	0.3	\$17.05	\$19.66	\$40,890	7.70%
Rhode Island	440	16.60%	0.951	1.16	\$37.42	\$37.43	\$77,850	1.80%
South Carolina	1,870	8.90%	0.997	1.22	\$38.22	\$37.54	\$78,090	2.50%
South Dakota	300	7.40%	0.726	0.89	\$29.73	\$30.90	\$64,260	1.90%
Tennessee	1,640	6.80%	0.596	0.73	\$39.33	\$39.10	\$81,320	1.30%
Texas	7,320	4.70%	0.652	0.8	\$41.95	\$43.12	\$89,690	1.30%
Utah	730	8.30%	0.571	0.7	\$38.84	\$37.55	\$78,110	1.80%
Vermont	210	12.70%	0.683	0.83	\$33.17	\$35.91	\$74,700	6.80%
Virginia	2,400	6.00%	0.657	0.8	\$40.96	\$40.81	\$84,890	1.60%
Washington	2,350	9.10%	0.811	0.99	\$39.83	\$39.03	\$81,180	1.00%
West Virginia	520	10.20%	0.731	0.89	\$34.33	\$35.21	\$73,230	2.10%
Wisconsin	3,010	5.50%	1.103	1.35	\$32.37	\$32.61	\$67,820	1.40%
Wyoming	250	8.80%	0.886	1.08	\$34.13	\$35.08	\$72,960	2.60%
US National Data	110,520	1.10%	0.818	NA	\$37.89	\$38.46	\$80,000	0.40%

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Remember,
your salary
depends on
more than your
**geographic
location.**”

– Heidi Jannenga
PT, DPT, ATC/L
Co-Founder and President, WebPT

Other Salary Factors

Remember, your salary depends on more than your geographic location. (And on that note, lots of different factors—including cost of living, consumer demographics, and market demand—influence geographic salary variation.)

Other variables affecting OT salaries in the US include:

Experience

According to a 2012 Advance salary survey, the difference between average salaries for OTs with five or fewer years of experience and OTs with 21-25 years of experience was about \$14,000.

Willingness to Travel

Traveling therapists can make about 15% more than those in permanent settings.

Practice Setting

OTs working in Scientific Research and Development Services, Home Health Care Services, and Nursing Care Facilities (Skilled Nursing Facilities) make the highest salaries.

Whether you're making the case for a raise or simply making sure the salary offer you've received from a potential employer is on par with state and national averages, data is the best weapon you can have in your negotiations arsenal. Keep in mind, though, that money isn't everything. As you make your career decisions, be sure to consider things like company culture, benefits packages, team fit, scheduling flexibility, and potential for professional growth.

Looking for a way to save more of your hard-earned cash?

Find out how the leading EMR for occupational therapists can help you streamline your workflow, boost patient compliance, and avoid costly audits and penalties.

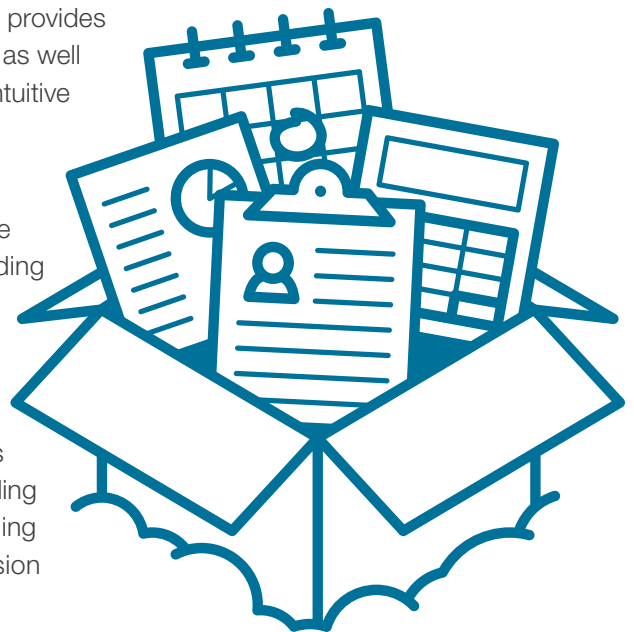
Take a free tour of **WebPT**.

About WebPT

With more than 55,000 members and 8,500 clinics, WebPT is the leading electronic medical record (EMR) solution for physical, occupational, and speech therapists. Simple and affordable, WebPT makes it easy for therapy professionals to transition from paper and outdated software to a user-friendly, cloud-based solution. With WebPT, therapists, directors, owners, billers, and front office staff have access to patients' medical records anywhere, anytime, from any web-enabled device.

WebPT's therapy-centric design and scalable architecture make it a great fit for clinics of any size, and the web-based application alleviates any large, upfront investments; costly IT support; or bulky, in-office servers. It provides an integrated method to manage patient documents and progress as well as clinic schedules, analytical reports, and billing. WebPT has an intuitive workflow, allowing therapists to efficiently create compliant and consistent documentation.

In addition to documentation, WebPT offers a front office package that includes the tools necessary to run an organized clinic, including a multiuser scheduler with appointment reminders and the ability to upload external patient documents. Through WebPT's suite of reporting tools, therapists and staff can track productivity, cancellations, and no-shows as well as referrals. Therapists also can benchmark and track patient progress through WebPT's outcomes tracking product. Lastly, WebPT's billing options—including the WebPT Billing Service and integrations with several certified billing partners—ensure clinics receive reliable, accurate claims submission and processing as well as speedy, maximized reimbursements.



With WebPT, rehab therapists have a modern, intuitive EMR system that's well-suited to their needs, empowering them to be better in business—and more importantly, enabling them to spend less time on documentation and more time with their patients.

Headquartered in the historic Warehouse District in downtown Phoenix, WebPT has a 99.9% uptime rate and a 99.5% customer retention rate. It was named to the Inc. 5000 list of the nation's fastest-growing companies three years in a row.

See how WebPT works specifically for occupational therapists.