

IMPIREUM SALARY SUMMARY (ALL STATES)

(Min–Max Only | Executive-Ready View)

ICS-9 — Associate Therapist

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$53,760 – \$72,000	\$25.85 – \$34.62
FL	\$55,000 – \$73,800	\$26.44 – \$35.48
GA	\$56,400 – \$75,600	\$27.12 – \$36.35
LA	\$54,800 – \$73,500	\$26.35 – \$35.34
PA	\$57,800 – \$77,500	\$27.79 – \$37.26
DE	\$58,200 – \$78,000	\$27.98 – \$37.50
MD	\$58,061 – \$78,382	\$27.91 – \$37.68

ICS-10 — Licensed Therapist

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$62,400 – \$83,500	\$30.00 – \$40.14
FL	\$64,200 – \$86,000	\$30.87 – \$41.35
GA	\$65,500 – \$88,200	\$31.49 – \$42.40
LA	\$63,800 – \$85,900	\$30.67 – \$41.30
PA	\$67,200 – \$90,500	\$32.31 – \$43.51
DE	\$67,800 – \$91,200	\$32.60 – \$43.85
MD	\$67,392 – \$90,000	\$32.40 – \$43.27

ICS-11 — Senior Therapist / Entry Mid-Level

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$74,000 – \$99,000	\$35.58 – \$47.60
FL	\$76,200 – \$102,000	\$36.63 – \$49.04
GA	\$78,000 – \$104,500	\$37.50 – \$50.24
LA	\$75,800 – \$101,200	\$36.44 – \$48.65
PA	\$80,500 – \$107,500	\$38.70 – \$51.68

State	Annual (Min–Max)	Hourly (Min–Max)
DE	\$81,200 – \$108,800	\$39.04 – \$52.30
MD	\$80,000 – \$107,000	\$38.50 – \$51.50

ICS-12 — PMHNP / PA-C (Core Revenue Role)

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$105,600 – \$141,000	\$50.77 – \$67.79
FL	\$108,800 – \$145,500	\$52.31 – \$69.95
GA	\$111,200 – \$148,800	\$53.46 – \$71.54
LA	\$107,500 – \$144,200	\$51.68 – \$69.33
PA	\$114,500 – \$152,500	\$55.05 – \$73.31
DE	\$115,200 – \$153,800	\$55.38 – \$73.94
MD	\$114,000 – \$152,000	\$54.80 – \$73.00

ICS-13 — Advanced Mid-Level

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$125,000 – \$167,000	\$60.10 – \$80.29
FL	\$129,000 – \$172,000	\$62.02 – \$82.69
GA	\$132,000 – \$176,000	\$63.46 – \$84.62
LA	\$128,000 – \$170,500	\$61.54 – \$81.97
PA	\$135,500 – \$180,500	\$65.14 – \$86.78
DE	\$136,200 – \$182,000	\$65.48 – \$87.50
MD	\$135,000 – \$180,000	\$64.90 – \$86.50

ICS-14 — Supervisory / Multi-State Provider

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$150,000 – \$200,000	\$72.12 – \$96.15
FL	\$155,000 – \$206,000	\$74.52 – \$99.04
GA	\$158,000 – \$210,000	\$75.96 – \$100.96
LA	\$153,000 – \$203,500	\$73.56 – \$97.84
PA	\$162,000 – \$215,500	\$77.88 – \$103.61
DE	\$163,500 – \$217,000	\$78.61 – \$104.33
MD	\$162,000 – \$216,000	\$77.90 – \$104.00

ICS-15 — Enterprise Leadership

State	Annual (Min–Max)	Hourly (Min–Max)
TX	\$180,000 – \$240,000	\$86.54 – \$115.38
FL	\$186,000 – \$248,000	\$89.42 – \$119.23
GA	\$190,000 – \$252,000	\$91.35 – \$121.15
LA	\$184,000 – \$244,000	\$88.46 – \$117.31
PA	\$194,500 – \$258,000	\$93.51 – \$124.04
DE	\$196,000 – \$260,000	\$94.23 – \$125.00
MD	\$194,000 – \$260,000	\$93.30 – \$125.00