

THE ANNUAL REPORT

DENTAL SALARY SURVEY

2024



Hiring | Wages | Turnover



2024

DENTAL SALARY SURVEY REPORT

ALL POSITIONS REPORT SUMMARY

DentalPost's fourth annual dental salary survey report captures data from nearly 3,500 respondents across various positions in the dental profession.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback that will aid you in hiring and retention over the coming year.

Conducted from July – September 2023 in partnership with Endeavor Business Media (Dental Economics and RDH Magazine), DentalPost's 2024 Dental Salary Report is the most comprehensive dental industry salary survey of its kind, covering income and benefits, hours, job turnover, retirement plans, and more.

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2024 Highlights & Takeaways



Wages and salaries increased significantly in 2023 for associate dentists, RDHs, and dental practice managers.

Although the hourly wages of dental assistants, dental billing specialists, and front-office associates/receptionists increased in 2023, their overall income did not increase correspondingly as their average workweek hours were lower in 2023.



85% of all respondents received employee benefits in 2023. The top benefits are paid holidays and vacations, dental, and retirement (401k).



2023 Turnover was significant among dental assistants, associate dentists, and RDHs.

- 1 in 4 dental assistants
- Over 1 in 5 associate dentists
- Nearly 1 in 5 dental hygienists



2024 Turnover Outlook: Nearly 45% of all respondents are considering a job change in 2024.

- Front-office and clinical team members are primarily seeking higher pay.
- Associate dentists are primarily seeking career advancement.



3-Year Retirement Outlook: 12.4% of respondents plan to retire within three years, including:

- 13.83% of dentists who are practice owners
- 15.08% of dental hygienists

DENTIST REPORT

SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 534 dentists, including 426 practice owners and 108 associates. This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement. We also gathered open comments about this past year's biggest career challenges.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- In **2023**, the average full-time income of general dentists who are practice owners or partners rose to \$300,273. The average full-time income of general dentists who are employed associates rose to \$217,867.00.
- The **average incomes of dentists-owners and associate dentists** who are general dentists increased in 2023. Compared with DentalPost's 2022 metrics, the income of dentist-owners rose by 3.72% and the income of associates rose by 11.27%.
- Despite an increase in average income for our survey pool, compensation dissatisfaction significantly rose among associate dentists. In 2023, 29.83% of associates were dissatisfied or very dissatisfied. In 2022, only 4.8% were dissatisfied or very dissatisfied.
- **In the previous 12 months**, 28.21% of responding associates changed jobs. The top motivations for these changes were career advancement, a better work environment, and higher pay.
- The percentage of associate dentists who reported they were currently applying for jobs or would be looking for **new jobs before 2025** is 19.64%. Another 37.50% reported they might apply for new jobs. According to respondents, the top motivations for these changes will be higher pay, followed by a more appreciative employer, and a better work environment.
- **One-third of responding dentist-owners** reported they plan to retire within six years.

General Dentists Who Are Practice Owners/Partners

232 full-time general dentists who are practice owners or partners reported total primary income from their dental practice ranging from \$95,000 to \$2,000,000.

- 98% of respondents were owners or partners in private practice, and 2% were owners or partners in a corporate DSO.
- The interquartile range was \$200,000 to \$400,000 with a median income of **\$300,000**.
- The mean* annual income of these full-time owners and partners was **\$300,273**. Year over year, the average income increased by **3.72%** in 2023.
- Note that there were only 204 income responses within the interquartile range, compared to 557 in 2022.
- In 2023, 43.62% of the respondents were practicing in the southern region of the U.S., 21.08% in the midwestern region, 20.01% in the western region, and 12.75% in the northeastern region.

**Prior to calculating the income means, outliers were removed using the Interquartile Range (IRQ) method.*

Associate General Dentists

58 associate general dentists reported their hourly wage and total primary income from dental practice. 51.59% were employed by a corporate DSO, and 48.41% were employed by a private practice.

Mean & Median Hourly Wage

Associate general dentists reported an hourly wage ranging from \$65 to \$294.

- The mean hourly wage of associate general dentists was **\$124**.
- The median hourly wage was **\$100.00**.

Mean & Median Full-Time Income

Associate general dentists reported full-time income ranging from \$138,000 to \$400,000.

- The interquartile range was \$200,000 to \$250,000 with a median income of \$200,000.
- The mean* income of the associate general dentists was **\$217,867.00**. Year over year, the average income increased by **11.27%** in 2023.

- Note that there were only 31 income responses within the interquartile range, compared to 116 in 2022.
- In 2023, 35.5% of the respondents were practicing in the southern region of the U.S., 29% in the western region, 22.75% in the northeastern region, and 12.75% in the midwestern region.

**Prior to calculating the income means, outliers were removed using the Interquartile Range (IRQ) method.*

Specialists (Owners & Associates Combined)

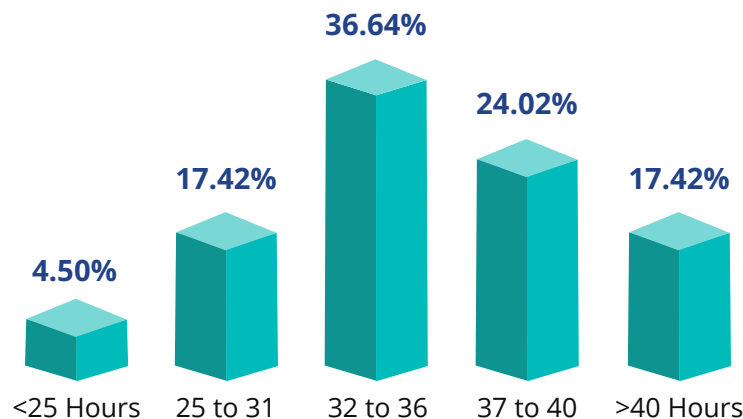
32 specialists reported total primary income from dental practice ranging from \$100,000 to \$1.7M.

- The interquartile range was \$200,000 to \$1,125,000 with a median income of \$400,000.
- The mean income of the specialists was **\$515,722**.
- Year over year, the average income of specialists increased by 51.59% in 2023.

Average Workweek Hours

Dentist-Owners

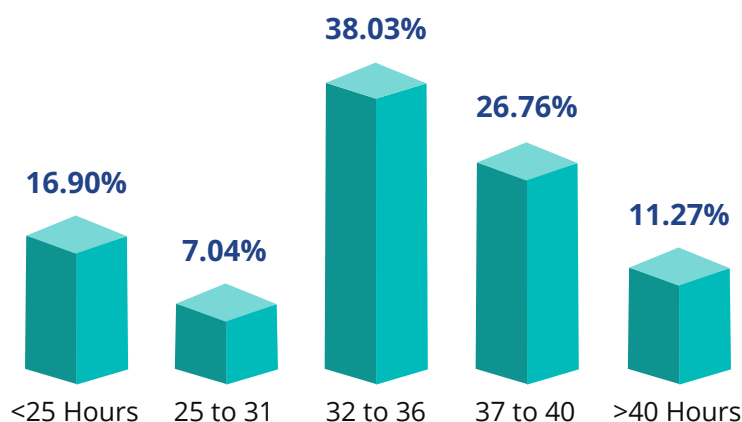
78.08% of responding dentist-owners reported they were working full-time (32 or more hours per week on average), and 17.42% reported they were working more than 40 hours per week.



One year ago, 86% were working full-time, and 20% were working more than 40 hours per week. Although they were working fewer hours per week in 2023 than in 2022, they were able to earn significantly more income in 2023.

Associate General Dentists

76.01% of responding general dentists were working full-time (32 or more hours per week on average), and 11.27% were working more than 40 hours per week.



One year ago, 76.28% were working full-time, and 9% were working more than 40 hours per week on average. Although they were working similar hours per week in 2022 and 2023, they were able to earn significantly higher income in 2023.

Benefits

Dentist-Owners

Only 2 dentists who are practice owners or equity partners reported the benefits they give themselves.

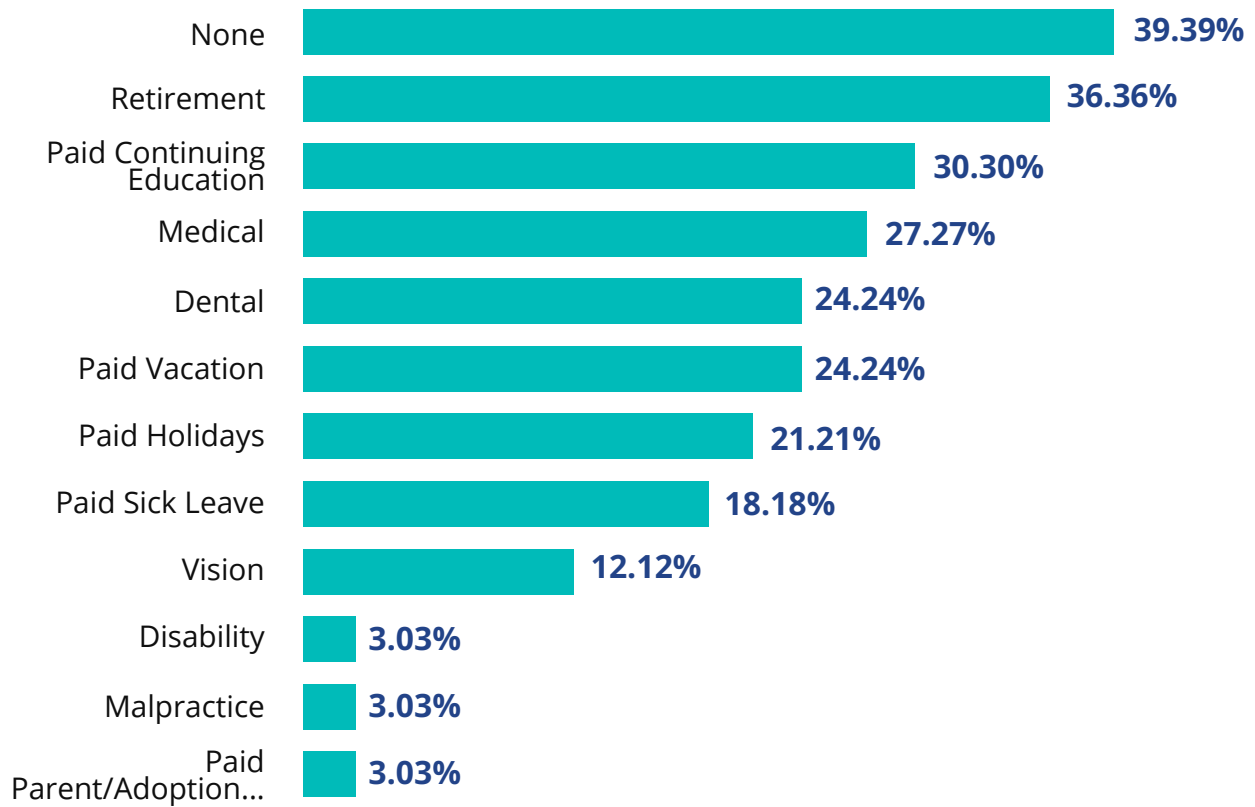
Associate Dentists in Private Practices

The portion of responding associates in private practices who receive benefits increased by only 1% in 2023 to 60.61%.

Among the responding associates working full-time in private practices, the most common five benefits they received in 2023 were medical/health, retirement/401k, dental, paid continuing education, and vision.

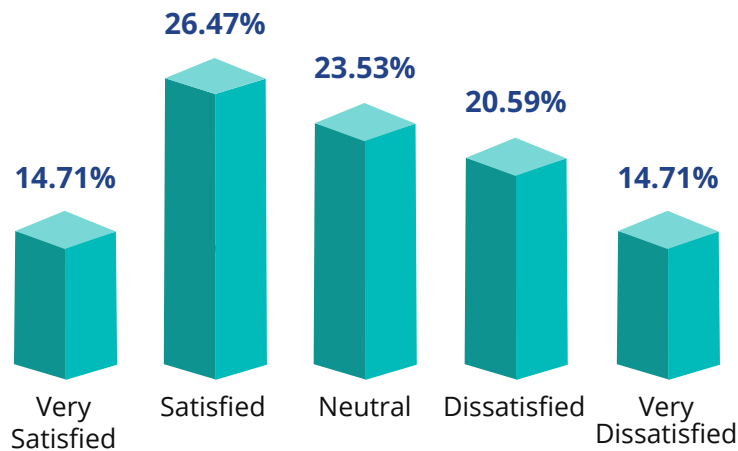
- Less than 25% received paid vacations or holidays.
- **39.39%** did not receive any benefits in 2023.
- The benefit they wanted most if they did not have it was paid time off.

The Benefits They Received



Satisfaction with Benefits

41.18% of respondents were satisfied or very satisfied with their benefits.

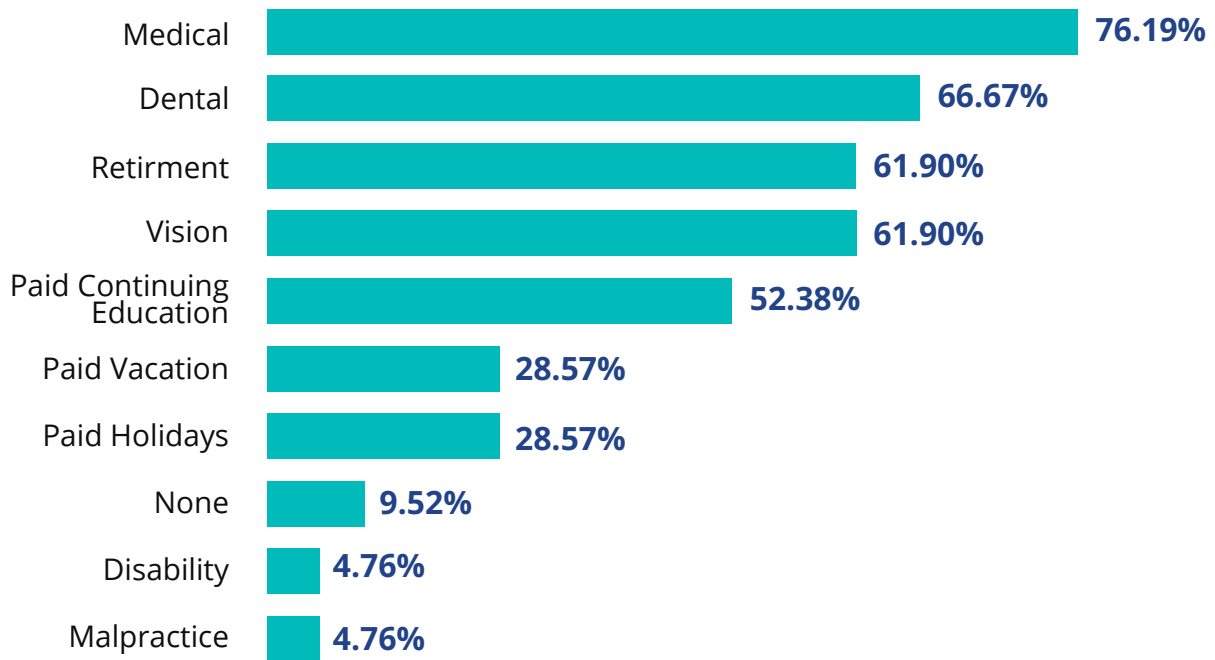


Associate Dentists in DSO Practices

The Benefits They Received

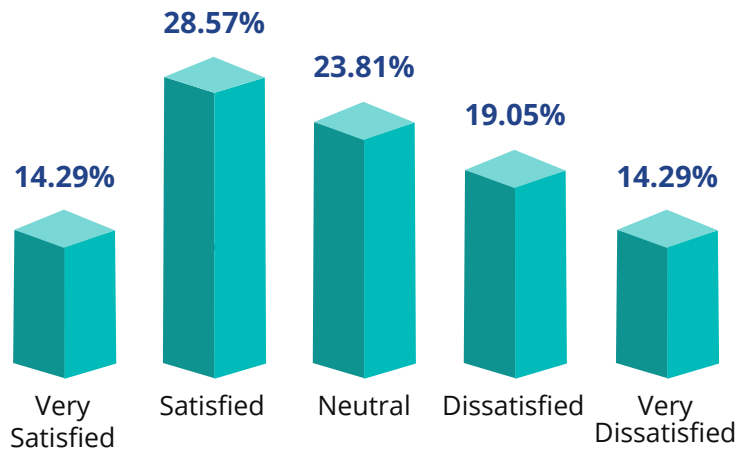
In 2023, **76%** of responding associates, who work in DSO practices, received medical benefits, and over **60%** received retirement, dental, and vision benefits. Over **50%** received paid continuing education.

- Only **9.52%** did not receive any benefits in 2023. In 2022, nearly 16.4% reported they did not receive benefits.
- The benefit they wanted most if they did not have it was paid time off.



Satisfaction with Benefits

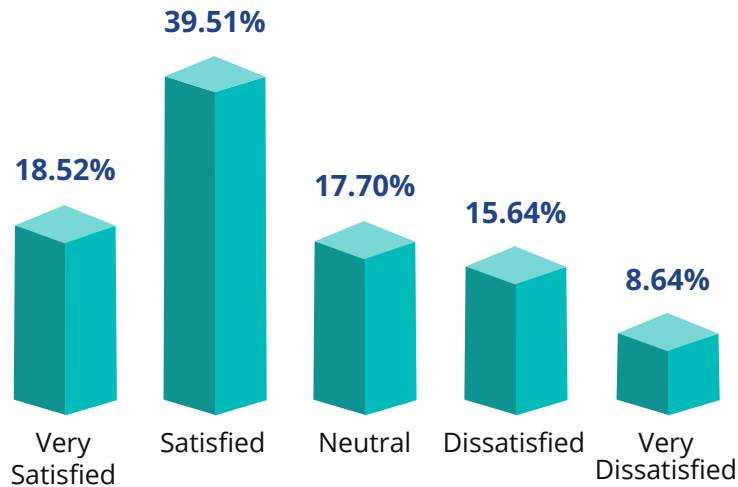
42.86% of respondents were satisfied or very satisfied with their benefits.



Satisfaction with Total Compensation

Dentist-Owners

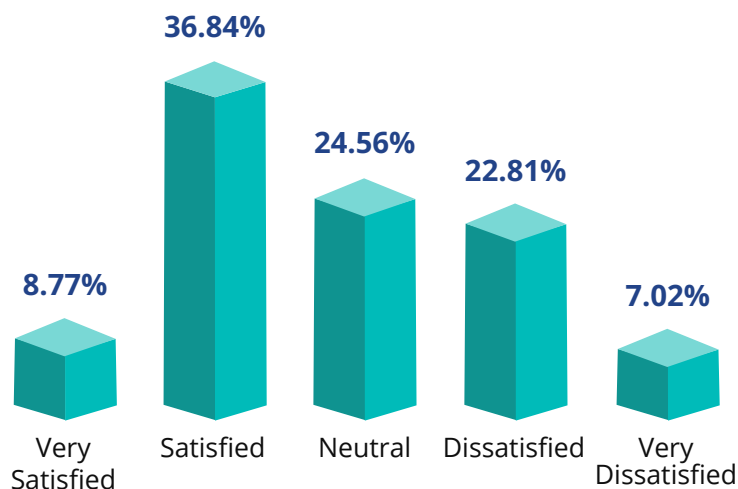
58.03% of the responding dentist-owners were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions, and benefits).



One year ago, 80% were satisfied or very satisfied. Year over year, the compensation satisfaction of dentist-owners **decreased by 22%** in 2023

Associate Dentists

45.61% of the responding associates were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions, and benefits). 29.83% were dissatisfied or very dissatisfied.

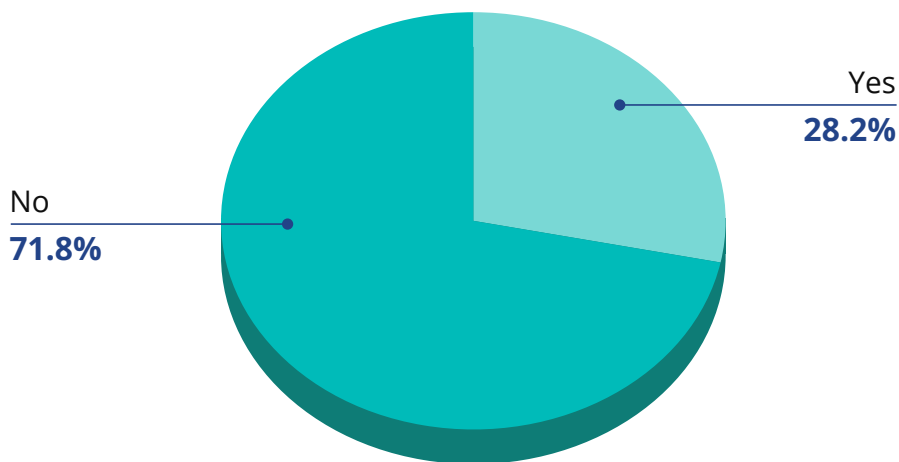


One year ago, 53.09% were satisfied or very satisfied, and 4.5% were dissatisfied or very dissatisfied. **Satisfaction decreased by 26.14%** in 2023.

Associate Dentists: Job Turnover

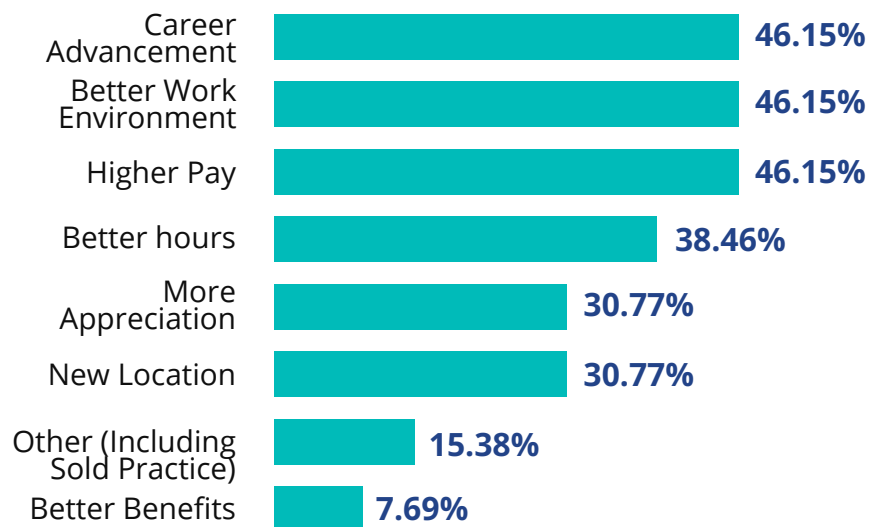
Changed Employers in the Previous 12 Months

28.21% of responding associates changed employers in the previous 12 months.

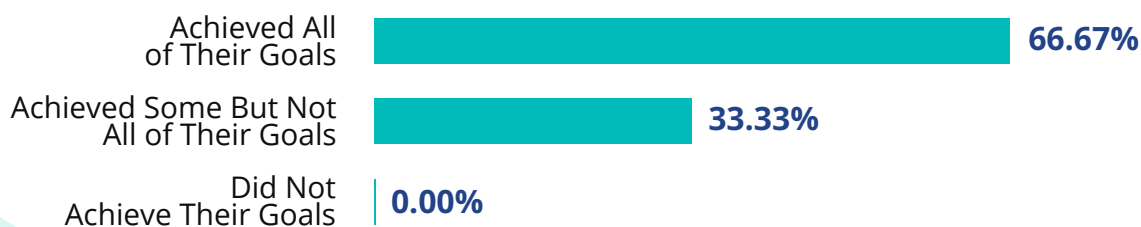


Motivations for Changing Jobs in 2023

Those who changed employment were motivated to make the change primarily for career advancement, a better work environment, and higher pay.

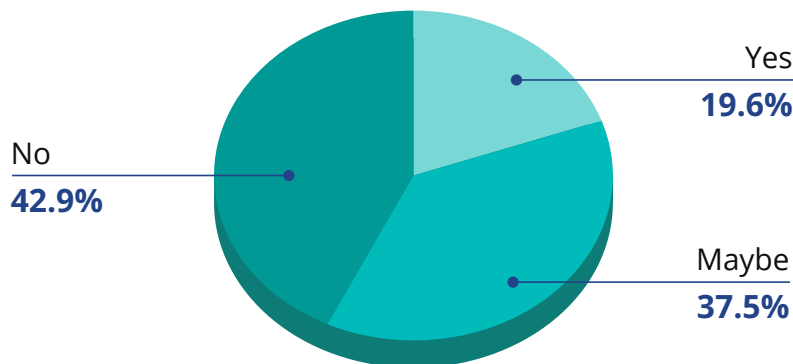


100% of respondents achieved some or all of their goals by changing jobs.



Plan to Apply to New Jobs Before 2025

57.14% of the responding associates were considering applying to new jobs before 2025. **19.64%** were applying for new jobs or planning to apply for new jobs by the end of 2024. An additional **37.50%** reported they might apply for new jobs before 2025.



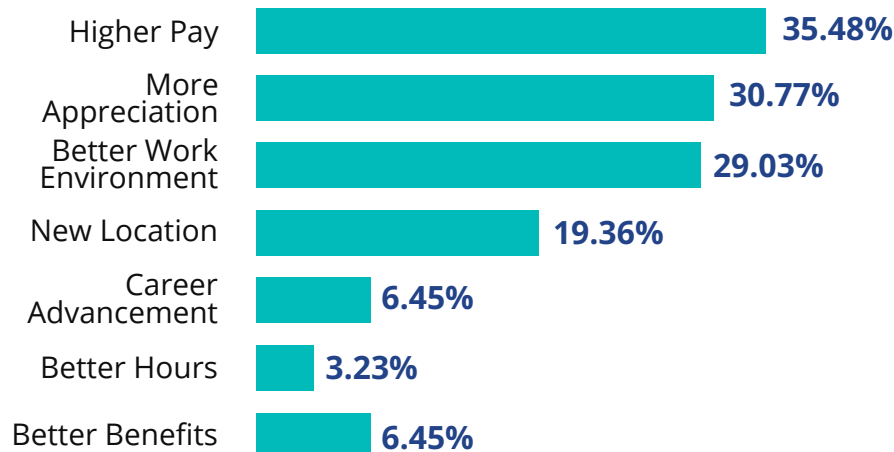
When They Plan to Apply to New Jobs

33.33% of respondents who planned to apply to new jobs were actively looking at new job opportunities at the time of the survey.



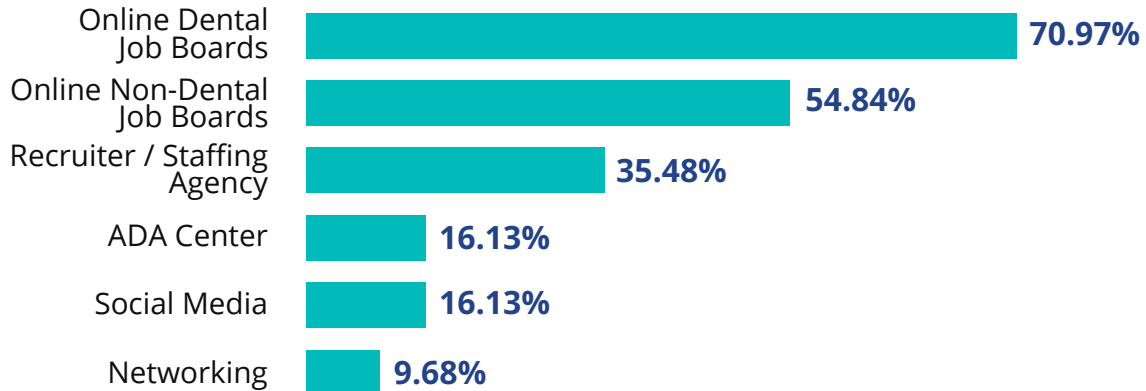
Motivations for Changing Jobs in 2024

The respondents who definitely planned to apply to new jobs before 2025 reported they would be primarily seeking higher pay, a more appreciative employer, and a better work environment.



Where They Look for Jobs

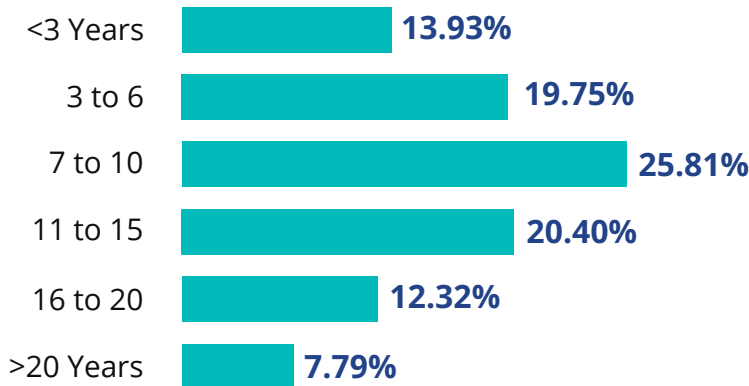
Associate dentists reported they primarily look for new job opportunities on dental-specific online job boards, other online job boards, and via recruiters and staffing agencies.



Planned Years to Retirement

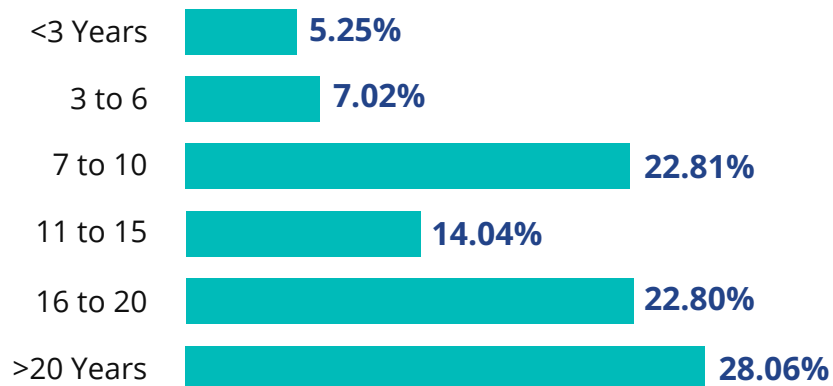
Dentist-Owners

33.68% of responding dentist-owners reported they plan to retire within six years.



Associate Dentists

12.28% of responding associates reported they plan to retire within six years.

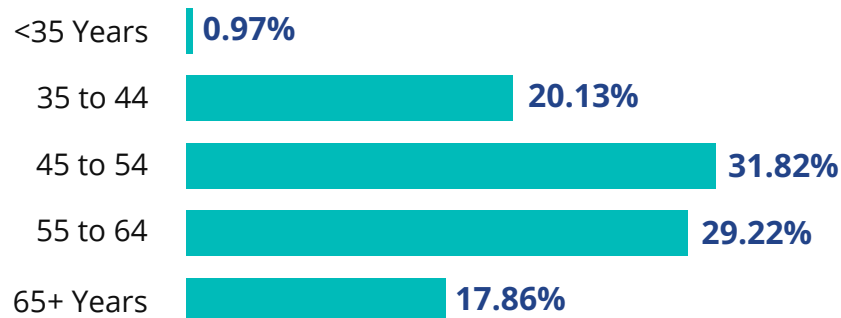


Age & Experience

Dentist-Owners

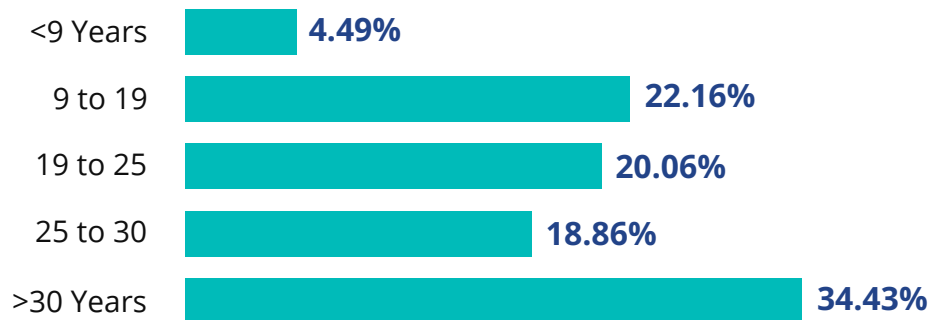
Age

99% of responding dentist-owners were 35 or more years of age.



Years of Experience

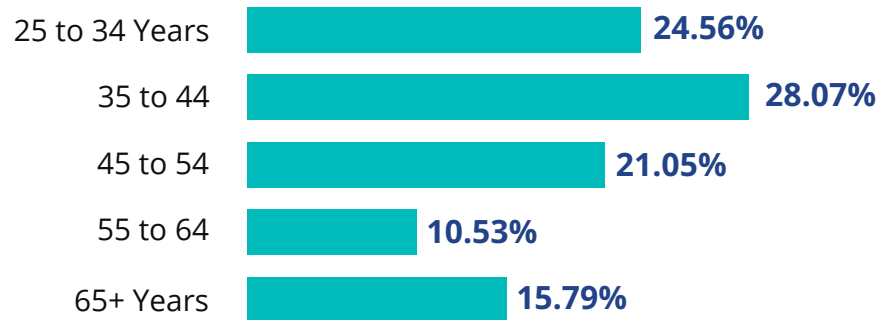
Only 4.49% of responding practice owners had less than nine years of experience as a dentist.



Associate Dentists

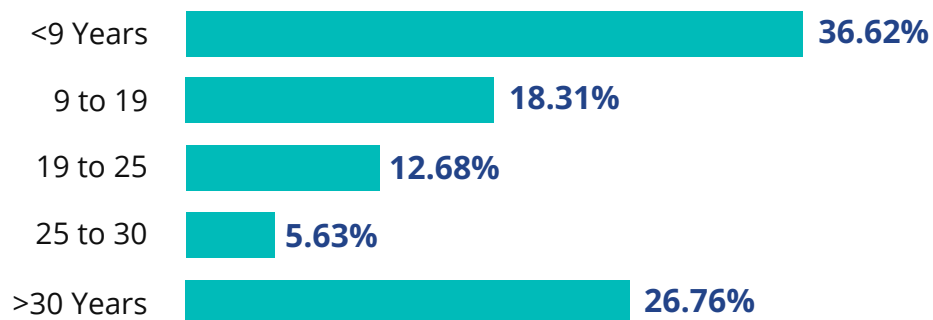
Age

52.63% of responding associates were between 25 and 44 years of age. 47.37% were older than 44.



Years of Experience

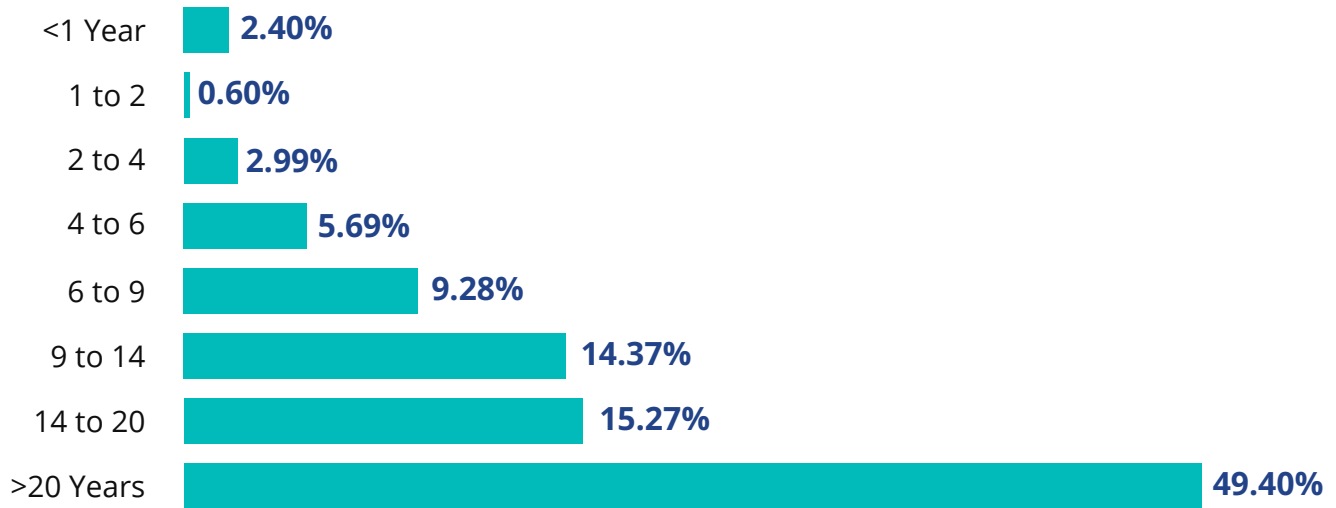
63.38% of responding associates had been in dental practice for nine or more years.



Longevity with Current Practice

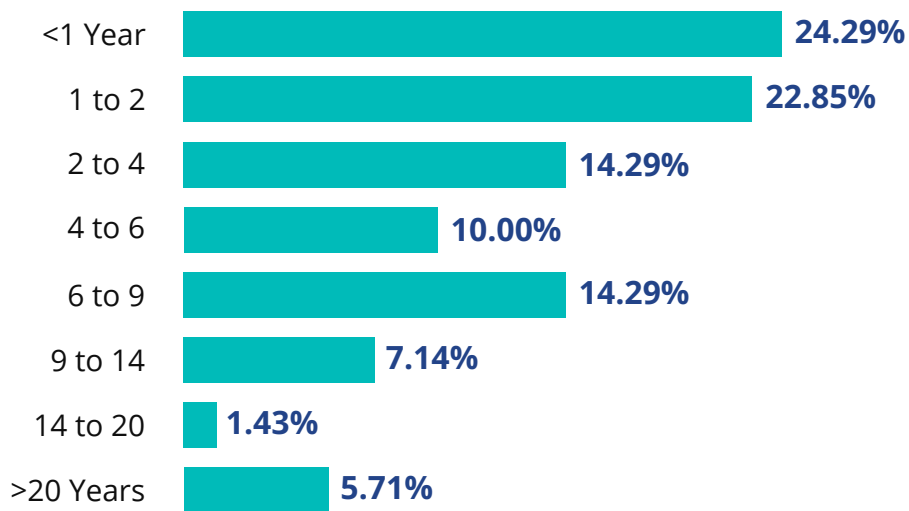
Dentist-Owners: Years as the Practice Owner/Partner

Nearly **50%** of the 334 responding dentist-owners have owned their practice for more than 20 years.



Associate Dentists: Years with Current Employer

71.43% of responding associates had been with their current employer for six or fewer years.



Biggest Career Challenges in 2023

The biggest career challenges in 2023 were overwhelmingly staff hiring and retention. 260 dentists who are practice owners commented on the lack of qualified job candidates, working with unfilled team positions, staff salary “inflation” and expectations, and difficulty keeping team members satisfied.

Associate dentists had more than staffing issues on their minds. 43 associate dentists commented on the challenges of transitioning to a new employer, learning new technology, dissatisfaction with team dynamics, the need for more staff, and the desire to do more complex dental cases.

RDH REPORT

SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 1,802 registered dental hygienists. This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback about the state of dentistry that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- The average total income of responding RDHs increased by 7.57% in 2023 compared with last year's survey results. This year, their mean income rose to \$79,340.
- RDHs in the Pacific (west coast) states were earning 62% more than RDHs in the East South Central states (middle south) and 42% more than RDHs in the East North Central (midwest) states. But overall, there was little variance in earnings being correlated with years of experience for the majority of RDHs nationwide.
- Despite two years of back-to-back increases and an increase in the number of RDHs receiving benefits, satisfaction with their total compensation decreased by 12%.
- In the previous 12 months, 19.35% changed jobs. The top motivations for these changes were a new location, higher pay, and a better work environment.
- The percentage of RDHs who reported they were currently applying for new jobs or planned to apply for new jobs before 2025 was 11.84%. Another 29.55% reported they might apply for new jobs.

In 2023, the primary motivations for changing jobs were a new location and higher pay. Open comments mentioned family relocation, the dentist retiring, a private practice sale to a DSO and a shorter commute indicating there were multiple factors driving new location decisions. Going into 2024, fewer respondents indicated they would be seeking a new location but the desire for higher income will persist as a top motivation to apply to new jobs.
- 34.57% of responding RDHs planned to retire within six years.

Total Annual Income

National Mean & Median

933 full-time RDHs reported total annual income from their hygiene practice ranging from \$30,000 to \$190,000.

- The mean (average) full-time income of responding RDHs was **\$79,340**.
- Their median income was **\$76,000**.
- Year over year, the average income increased by **7.57%** in 2023.

Mean & Median by Region

Full-Time Income by Region	Range	Median	Mean
East South Central (AL, KY, MS, TN)	\$40,000 to \$100,000	\$68,000	\$62,768
East North Central (IL, IN, MI, OH, WI)	\$30,000 to \$135,000	\$70,000	\$72,611
West South Central (AR, LA, OK, TX)	\$40,000 to \$125,000	\$70,000	\$78,869
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$30,000 to \$150,000	\$73,000	\$77,042
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$37,000 to \$118,000	\$74,000	\$77,458
Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)	\$45,000 to \$126,000	\$75,000	\$80,689
Northeast (CT, MA, ME, NH, RI, VT)	\$50,000 to \$130,000	\$77,000	\$78,021
Mid-Atlantic (NJ, NY, PA)	\$32,000 to \$150,000	\$83,000	\$82,993
Pacific (AK, CA, HI, OR, WA)	\$45,000 to \$195,000	\$96,000	\$99,388

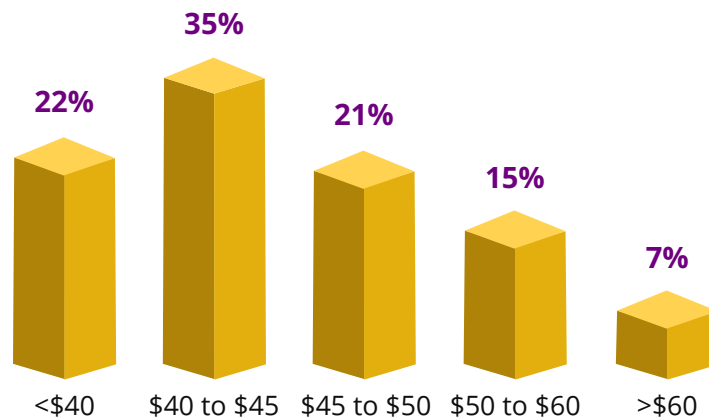
Hourly Wage

National Mean & Median

1,562 responding full-time and part-time RDHs reported hourly rates ranging from \$21.38 to \$115 per hour.

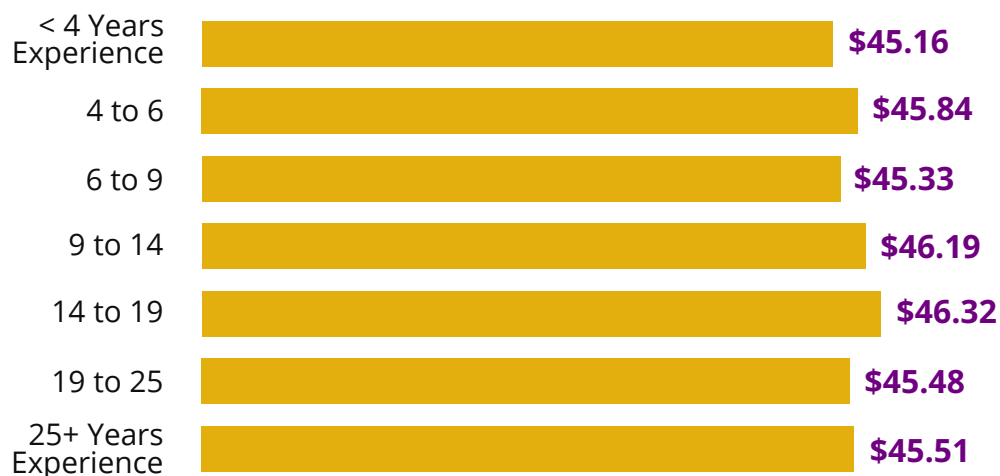
- The average hourly rate of full-time responding RDHs increased by **7.85%** in 2023 to reach **\$45.75**.
- Their median hourly wage was **\$45** per hour.

All Respondents: Hourly Wage Levels



Average Hourly Wage Level by Years of Experience

Among this year's respondents, the average hourly rates in all experience levels vary by only 2.5%,

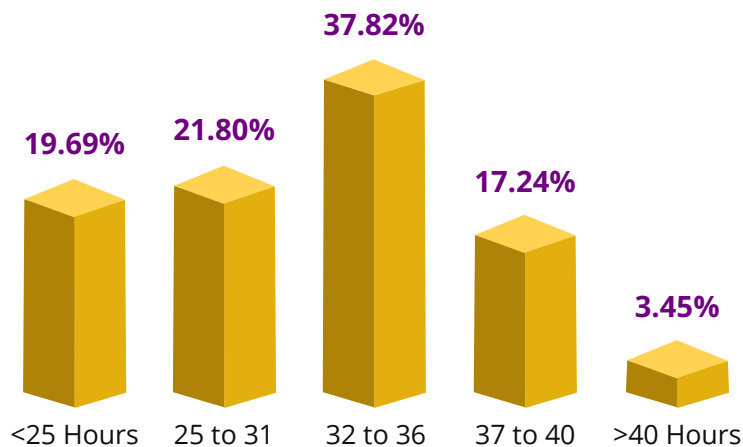


Mean & Median by Region

Hourly Wage by Region	Range	Median	Mean
East South Central (AL, KY, MS, TN)	\$22.00 to \$51.75	\$37.00	\$36.16
East North Central (IL, IN, MI, OH, WI)	\$30.00 to \$65.00	\$40.00	\$41.38
West North Central (IA, KS, MN, MO, ND, NE, SD)	\$28.11 to \$75.55	\$42.00	\$42.85
South Atlantic (DC, DE, FL, GA, MD, NC, SC, VA, WV)	\$21.38 to \$100.00	\$44.00	\$44.84
West South Central (AR, LA, OK, TX)	\$31.77 to \$90.00	\$45.00	\$45.46
Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)	\$30.00 to \$65.00	\$45.00	\$45.90
Northeast (CT, MA, ME, NH, RI, VT)	\$34.24 to \$73.00	\$47.00	\$47.29
Mid-Atlantic (NJ, NY, PA)	\$30.00 to \$75.00	\$47.00	\$46.77
Pacific (AK, CA, HI, OR, WA)	\$38.00 to \$105.00	\$57.00	\$58.67

Average Workweek Hours

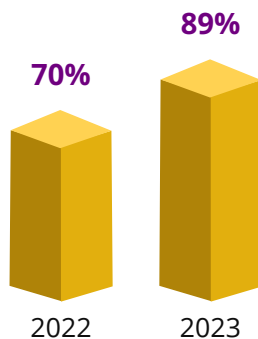
58.69% of responding dental hygienists work 32 or more hours per week. The following 2023 average workweek hours are similar to one year ago.



Benefits

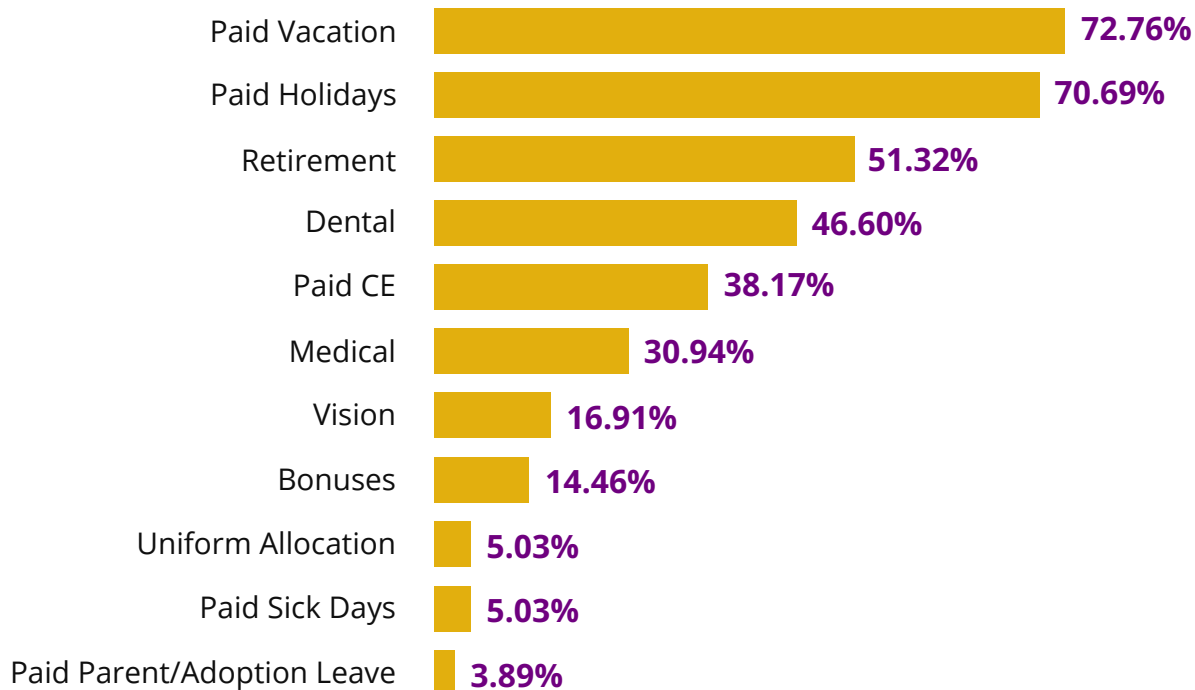
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was a **19% rise** in the percentage of RDHs receiving a variety of employee benefits. In 2023, **89%** received some benefits, compared to 70% in 2022.



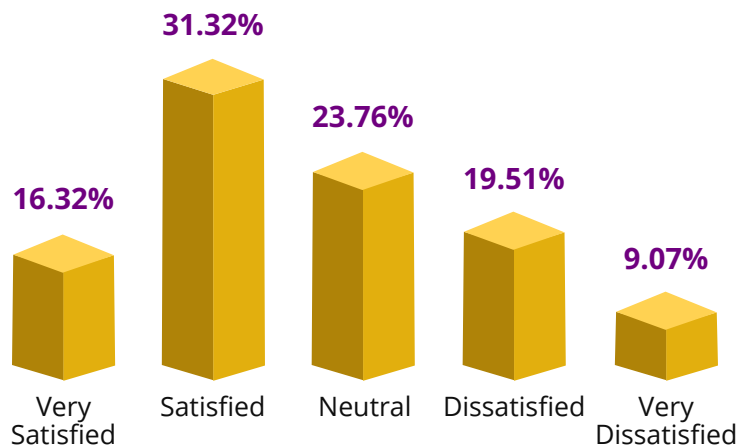
The Benefits RDHs Received

In 2023, the top benefits RDHs received were paid vacation, paid holidays, retirement/401k and dental. The benefits they wanted most if they did not have them were more paid time off and medical benefits.



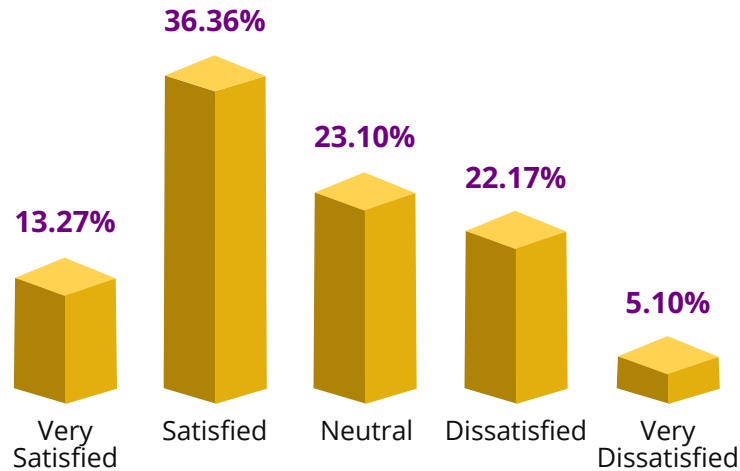
Satisfaction with Benefits

47.64% were satisfied or very satisfied with their benefits, and **28.58%** were dissatisfied or very dissatisfied with their benefits.



Satisfaction with Total Compensation

49.63% of responding RDHs were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions and benefits). **27.27%** were dissatisfied or very dissatisfied.

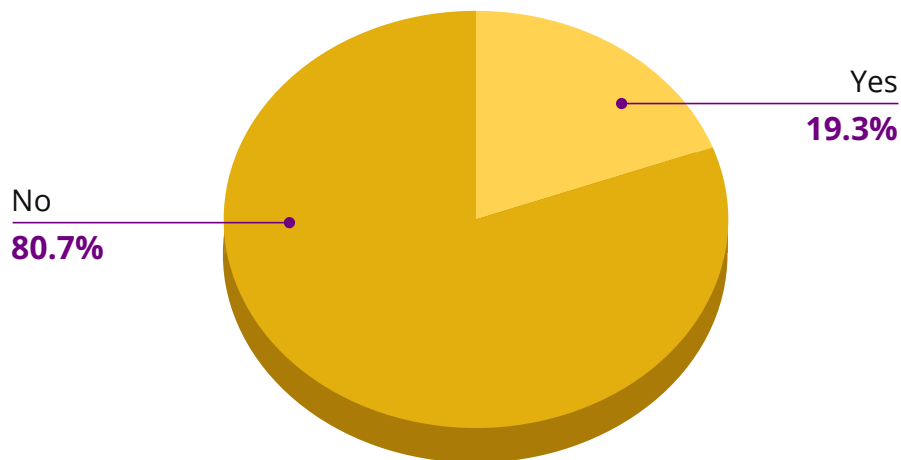


One year ago, 61.50% were satisfied or very satisfied, and 15.25% were dissatisfied or very dissatisfied. Year over year, **satisfaction decreased by 12%** in 2023.

Job Turnover

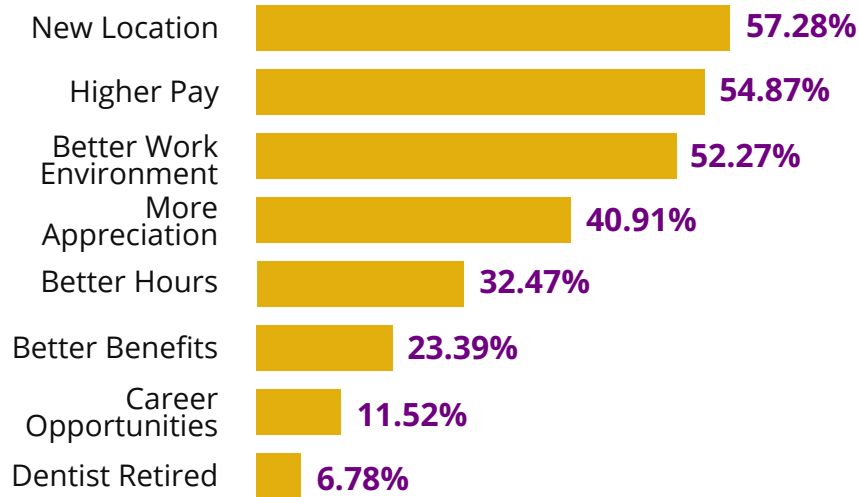
Changed Employers in the Previous 12 Months

19.35% of responding RDHs reported they changed employers within the previous twelve months.

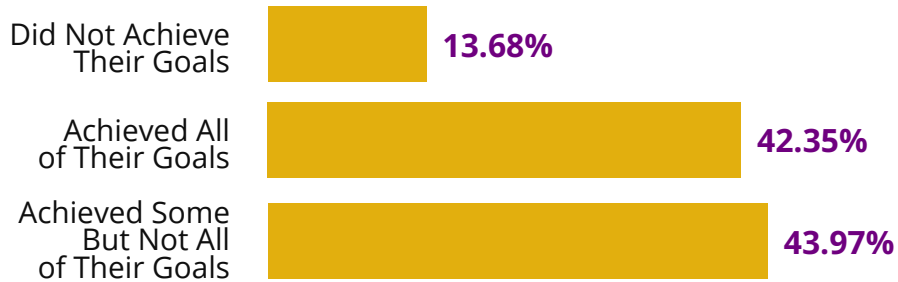


Motivations for Changing Jobs in 2023

Those who changed employment were motivated to make the change primarily for a new location, higher pay and a better work environment.

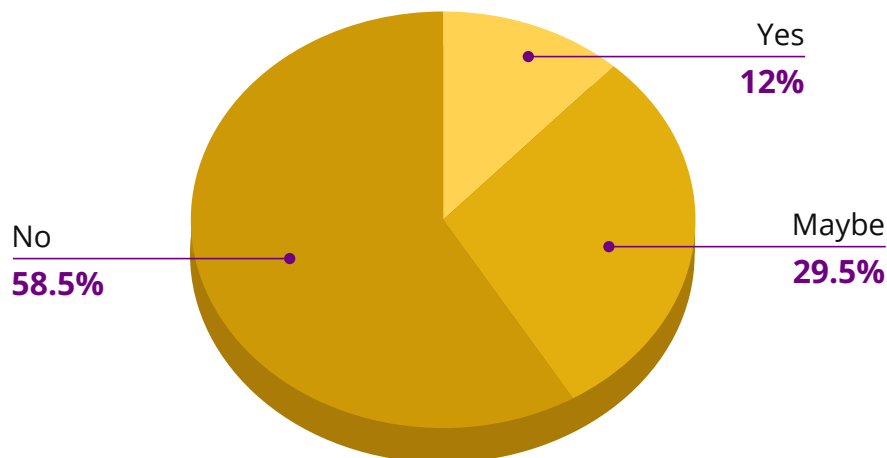


A large **86.32%** reported they achieved some or all of their goals by changing jobs.



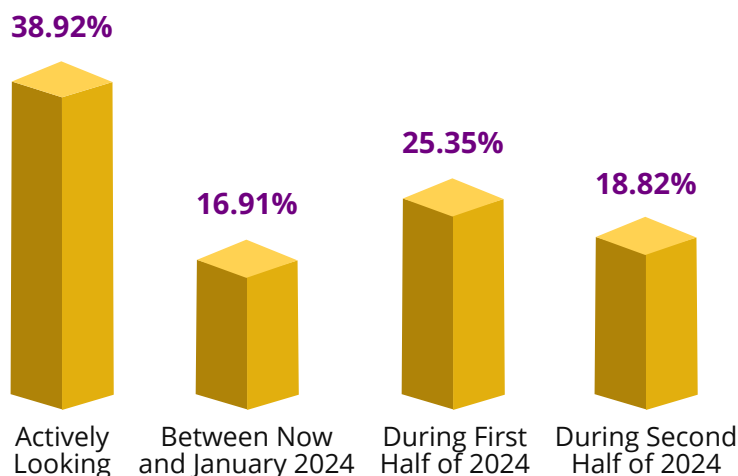
Plan to Apply for New Jobs

41.39% of the responding RDHs were considering applying for new jobs before 2025. **11.84%** were currently applying for or planned to apply for new jobs by the end of 2024. An additional **29.55%** reported they might apply for new jobs before 2025.



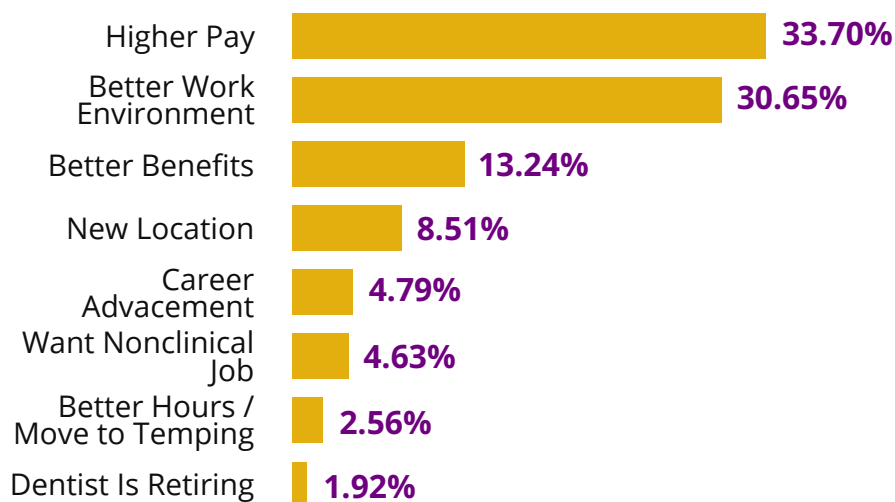
When Job Searchers Plan to Apply to New Jobs

38.92% of respondents who planned to apply to new jobs were actively looking at new job opportunities at the time of the survey.



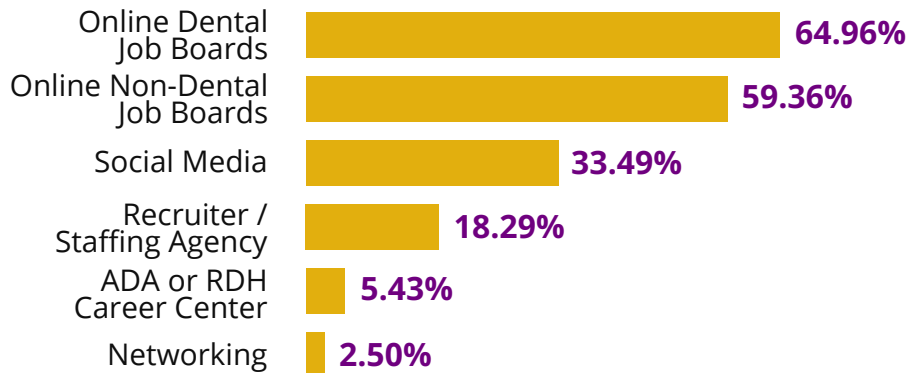
Motivations for Changing Jobs in 2024

In 2023, 57.28% of RDHs who changed jobs reported a new location and higher pay as their top motivations for making the change. A small percentage of those seeking a new job in 2024 reported they would be seeking a new location. Going into 2024, the top motivations of respondents will be higher pay and a better work environment.



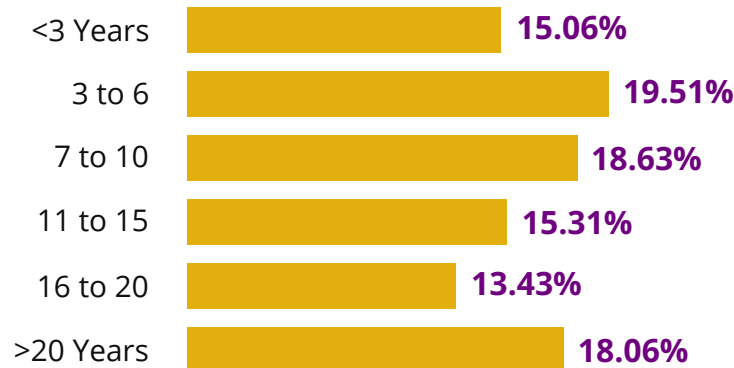
Where RDHs Look for New Jobs

Responding RDHs reported they primarily look for new job opportunities via online job boards and social media.



Planned Years to Retirement

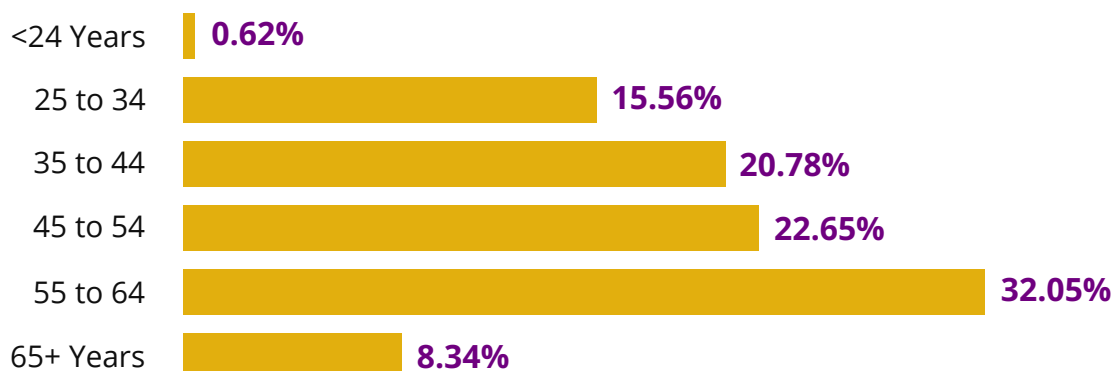
34.57% of responding RDHs planned to retire within six years.



Age & Experience

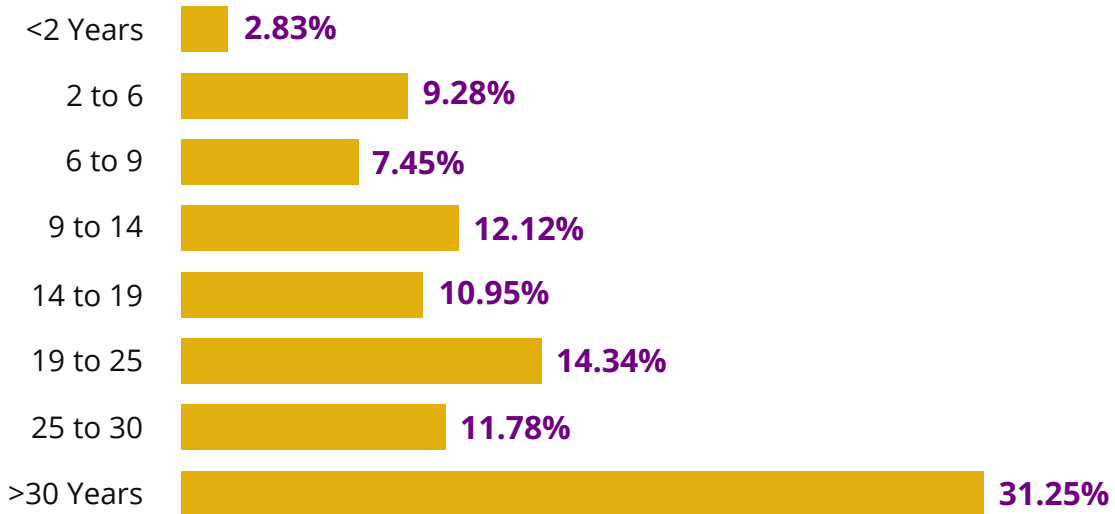
Age

54.70% of responding RDHs were between the ages of 45 and 64.



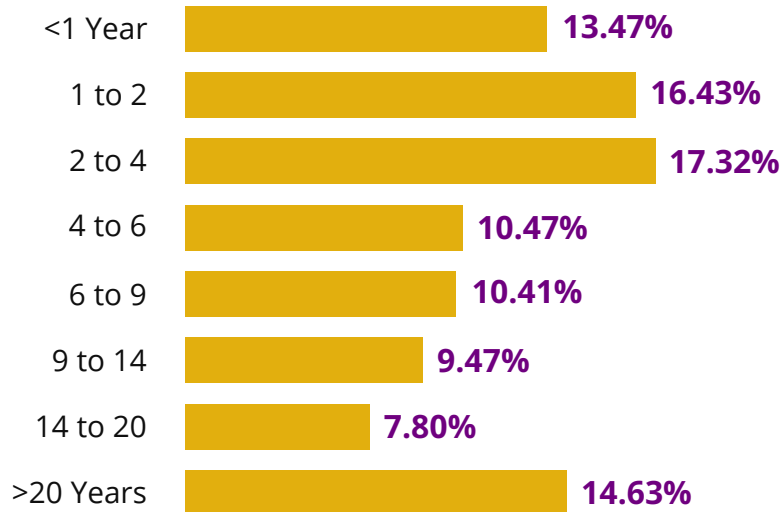
Years of Experience as a Dental Hygienist

31.25% of responding RDHs had more than 30 years of experience.



Longevity with Current Employer

57.69% of responding RDHs had been with their current employer for six or fewer years.



DENTAL ASSISTANT REPORT

SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 547 dental assistants (DAs). This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback about the state of dentistry that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- The national average income of responding full-time dental assistants rose to \$44,295. This represents a 4.24% increase compared with one year ago.
- 24.72% changed jobs in the previous 12 months. The top motivations for these changes were a better work environment, higher pay and a more appreciative employer.
- 21.73% were currently applying for jobs or planned to apply before 2025. Another 35.03% reported they might apply for new jobs.

Total Annual Income

346 full-time dental assistants reported total primary income from their dental practice ranging from \$10,000 to \$86,000.

- The mean (average) full-time income of responding dental assistants was **\$44,295**.
- Their median total income was **\$44,000**.
- Year over year, the average income increased by **4.24%** in 2023.

Hourly Wage

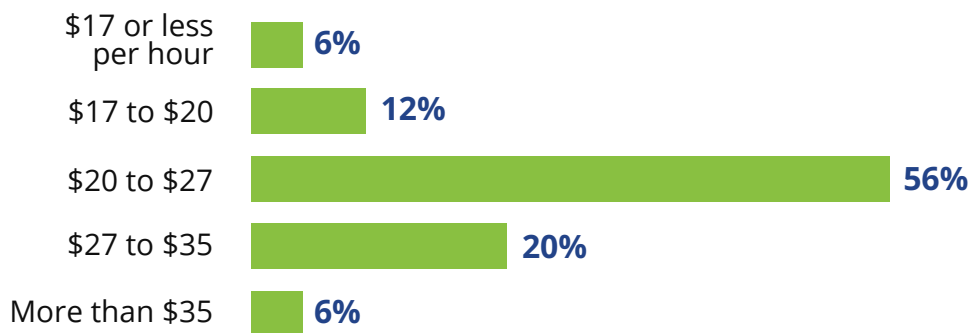
Mean & Median Hourly Rate

466 dental assistants reported an hourly wage ranging from \$12.25 to \$55.00 per hour.

- The mean (average) hourly rate of responding dental assistants was **\$25.22**.
- Their median rate was **\$27.00** per hour.
- Year over year, the average hourly wage increased by **8.24%** in 2023.

Earning Levels

56% of responding DAs were earning between \$20 and \$27 per hour.

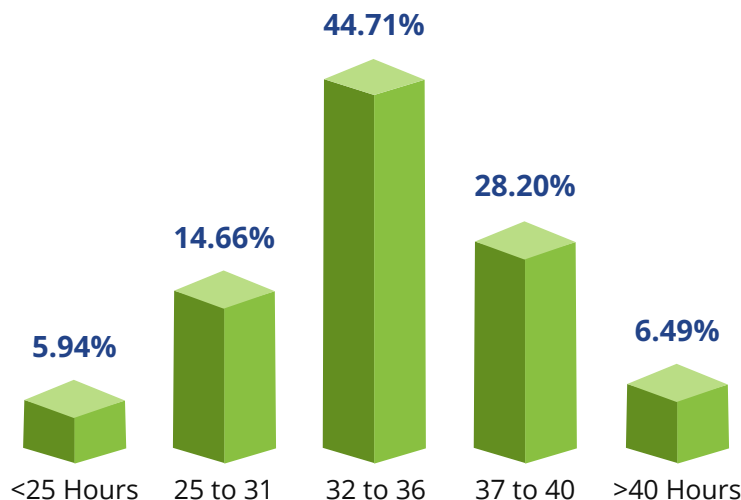


Hourly Rate by Years of Experience



Average Workweek Hours

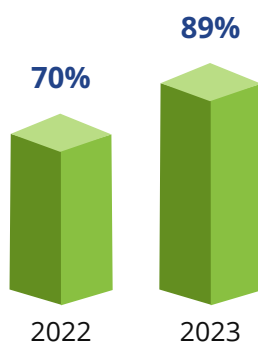
81.40% of responding DAs were working an average of 32 or more hours per week. One year ago, 86% were working an average of 32 or more hours per week. One year ago, 10.5% were working more than 40 hours per week. This year, that percentage dropped to 6.49%.



Benefits

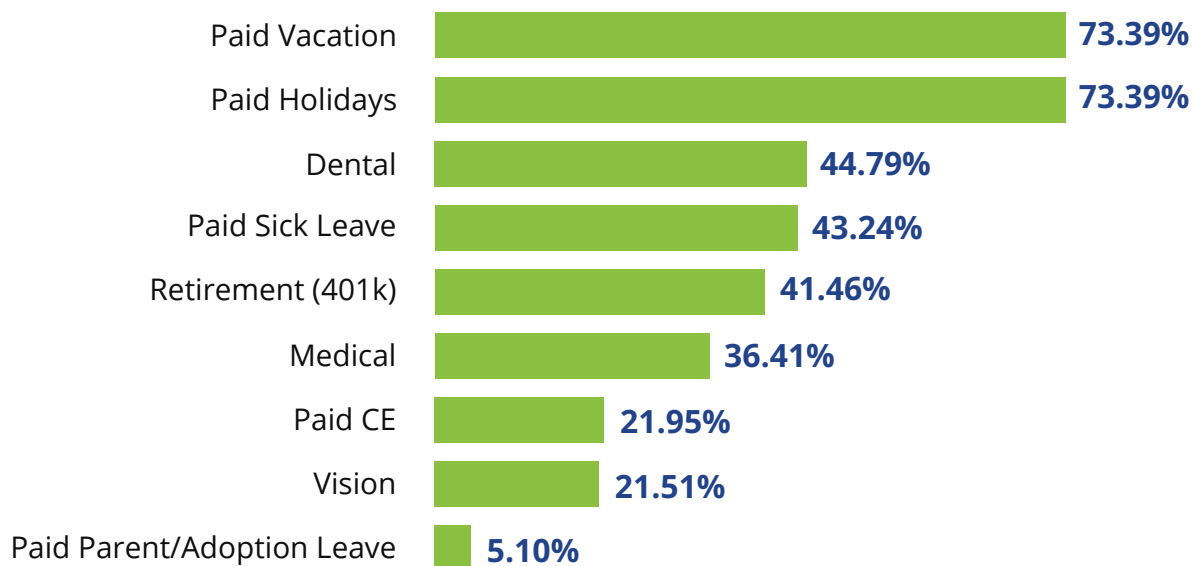
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was a **19% rise** in the percentage of responding DAs who reported they receive a variety of employee benefits. This year, 89% reported they receive some benefits, compared to 70% one year ago.



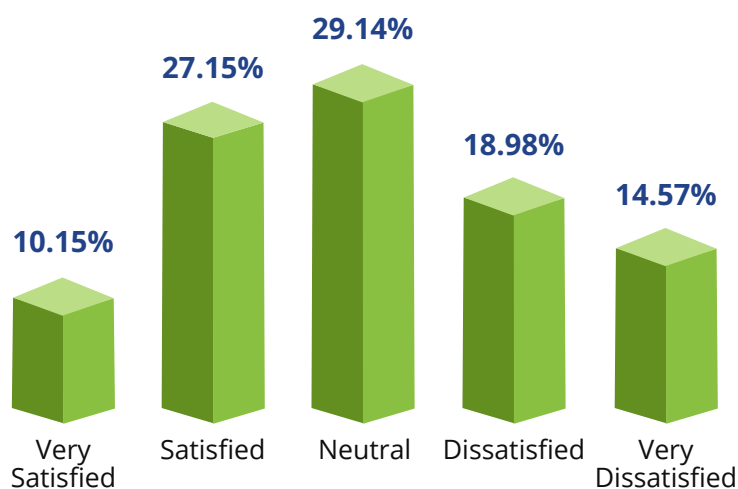
The Benefits Dental Assistants Received

The top benefits responding DAs received in 2023 were paid vacation, paid holidays, dental, paid sick leave and retirement/401k. The benefits they wanted most if they did not have them were medical and retirement.



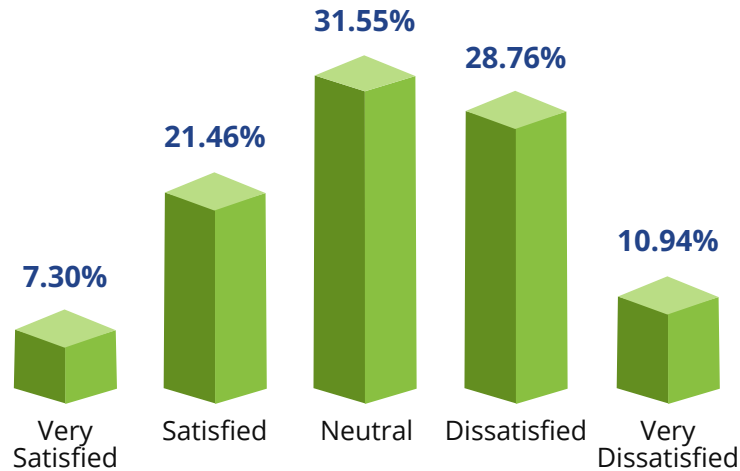
Satisfaction with Benefits

37.30% were satisfied or very satisfied with their benefits. **33.55%** were dissatisfied or very dissatisfied with their benefits.



Satisfaction with Total Compensation

28.76% of responding dental assistants were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions and benefits). **30.70%** were dissatisfied or very dissatisfied.

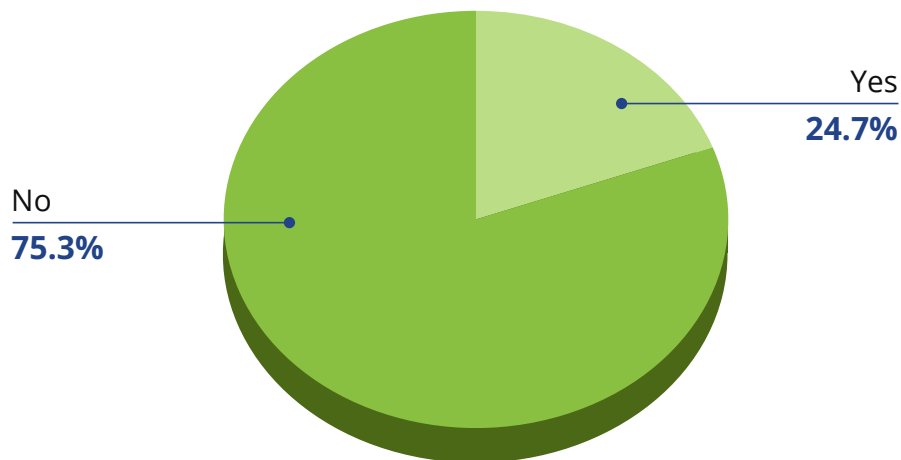


One year ago, 38.75% were satisfied or very satisfied, and 23.25% were dissatisfied or very dissatisfied. Year over year, satisfaction **decreased by 7.5%** in 2023.

Job Turnover

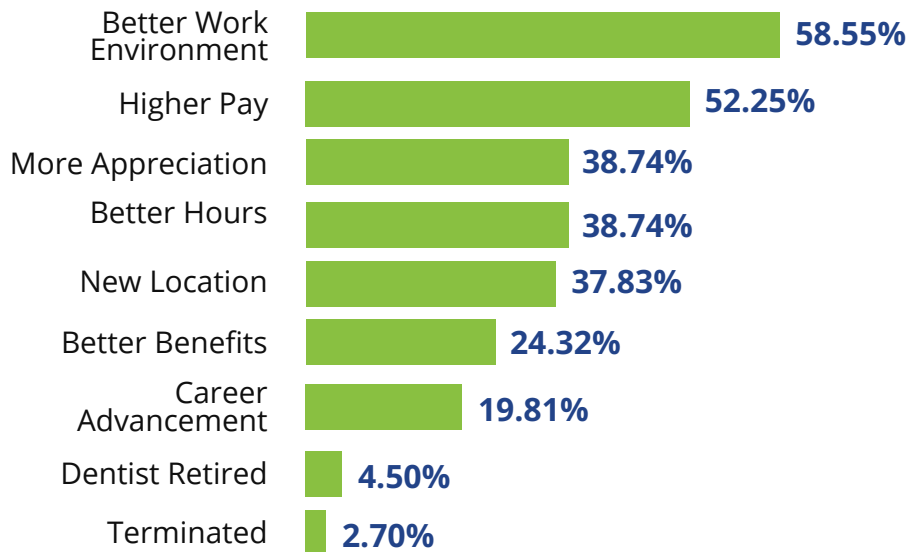
Changed Employers in the Previous 12 Months

24.72% of responding dental assistants changed jobs within the previous twelve months.

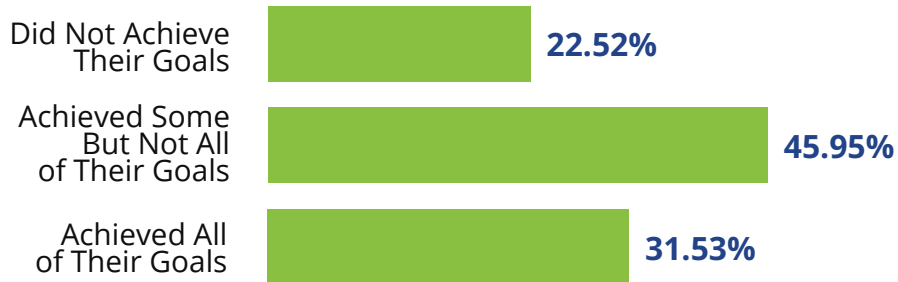


Motivations for Changing Jobs in 2023

Those who changed employment were motivated to make the change for a combination of six primary goals: a better work environment, higher pay, a more appreciative employer, better hours and the need or desire for a new location.

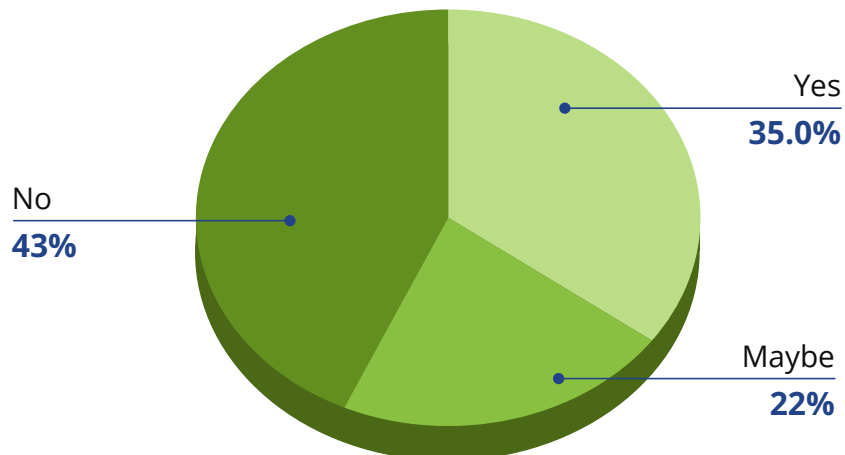


77.58% of those who changed jobs reported that they achieved some or all of their goals.



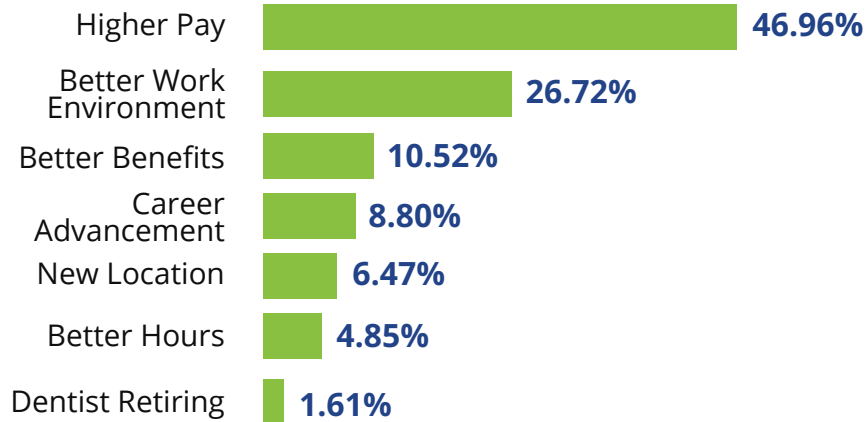
Plan to Apply for New Jobs

56.76% of the responding dental assistants were considering applying for new jobs before 2025. **35.03%** were currently applying for or planned to apply for new jobs by the end of 2024. An additional **21.73%** reported they might apply for new jobs before 2025.



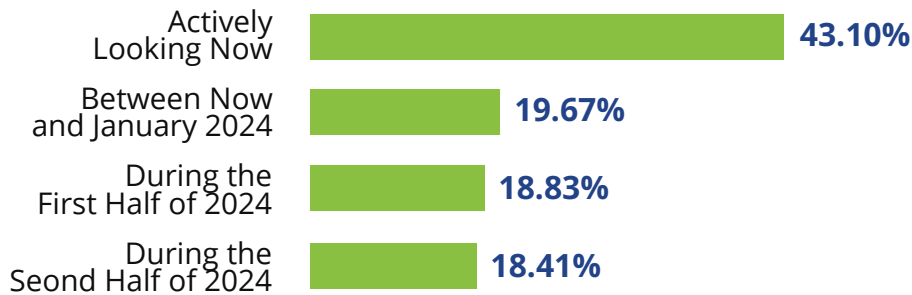
Motivations for Changing Jobs in 2024

In 2023, many were seeking a combination of multiple job improvements: work environment, income, benefits, career advancement and location. Going into 2024, respondents reported that higher income would be their primary motivation in making a new job decision.



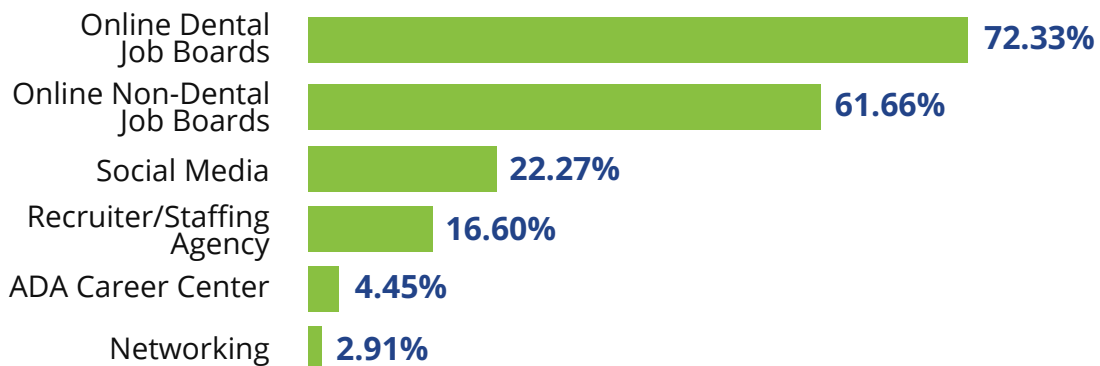
When Job Searchers Plan to Apply to Jobs

43.10% of respondents who planned to apply to new jobs before 2025 were actively looking at new job opportunities at the time of the survey.



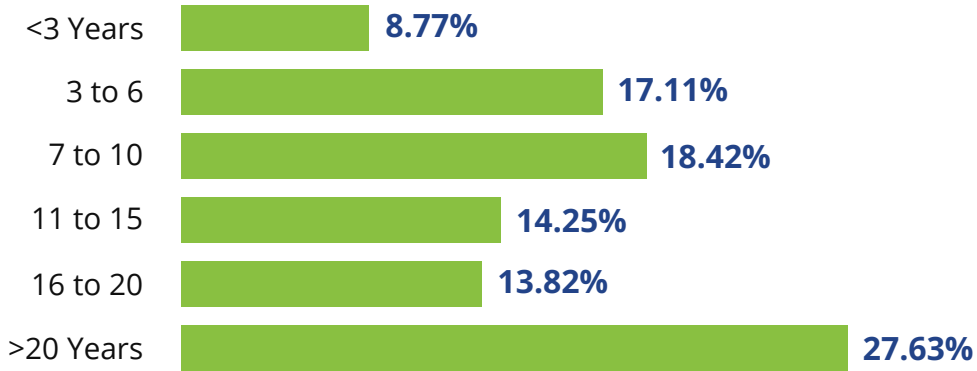
Where Dental Assistants Look for New Jobs

Responding DAs reported they primarily look for new job opportunities on dental-specific online job boards, followed by non-dental-specific online job boards.



Planned Years to Retirement

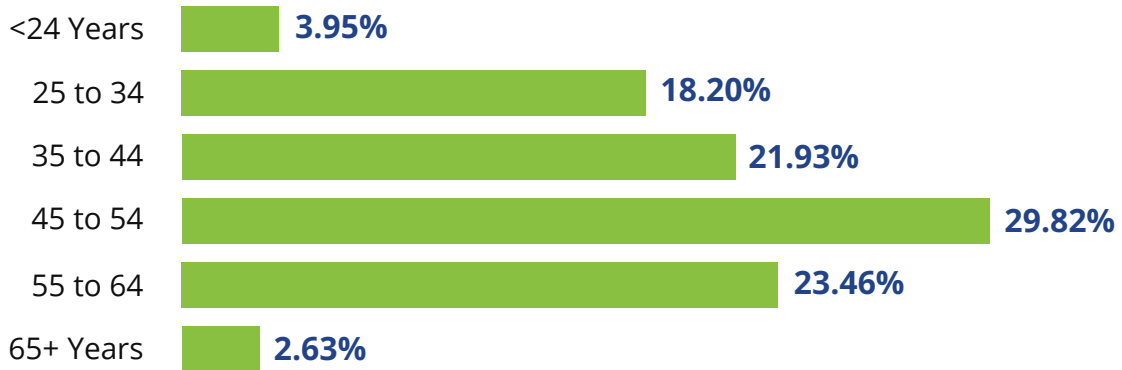
25.88% of responding DAs planned to retire within six years.



Age & Experience

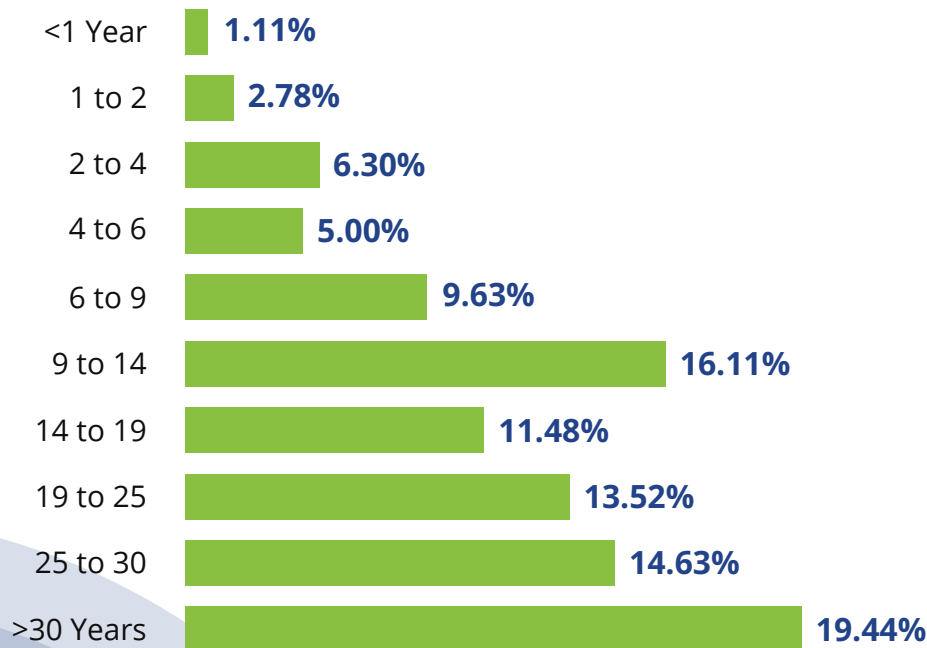
Age

51.75% of responding DAs were between the ages of 35 and 54.



Experience

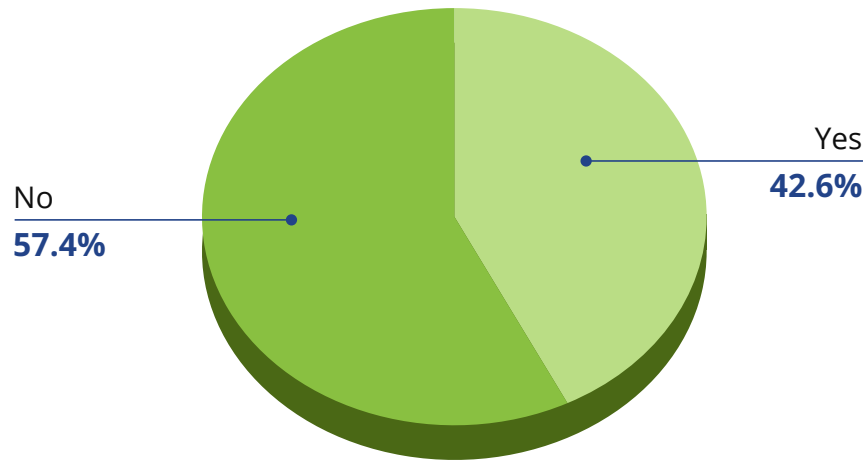
75.18% of responding DAs had nine or more years of experience as a dental assistant.



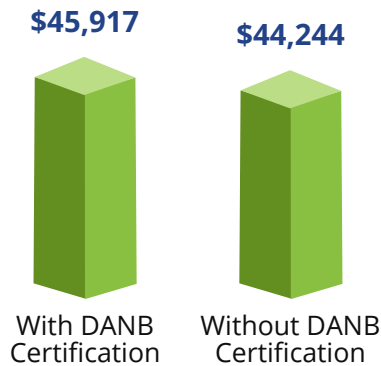
Advanced Certification

DANB Certification

42.64% of responding dental assistants had DANB certification.

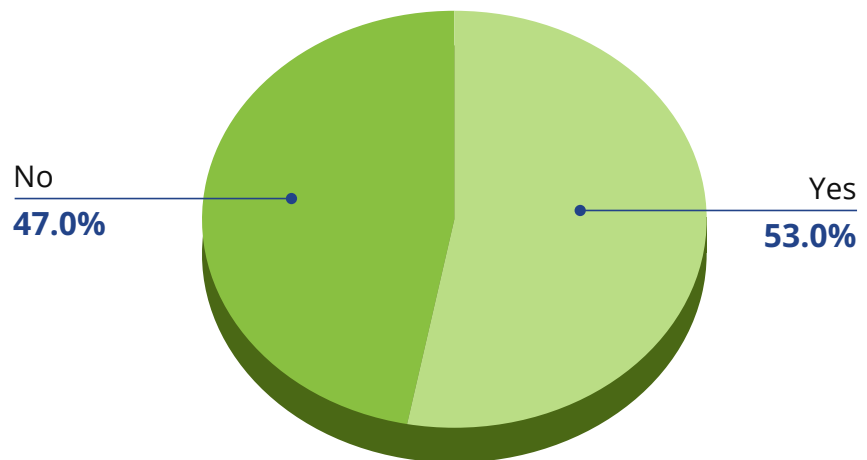


On average, respondents with DANB certification earn 3.78% more than respondents without DANB certification.

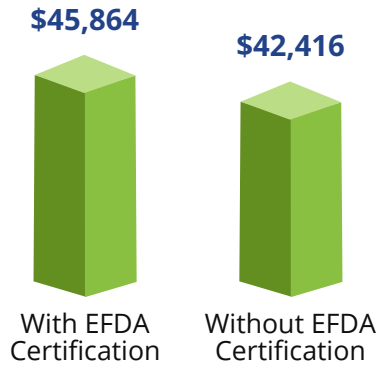


Expanded Duties/Functions Certification

53% of responding dental assistants had Expanded Duties/Functions certification.

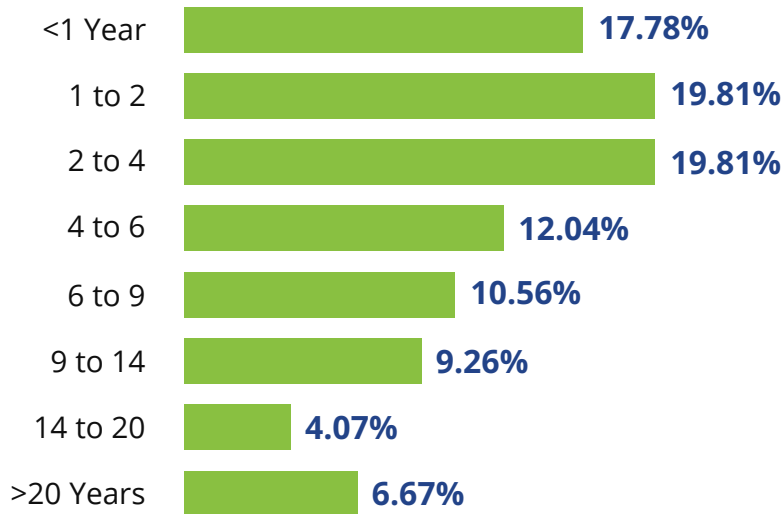


On average, respondents with Expanded Duties/Functions certification earn 8.12% more than respondents who do not.



Longevity with Current Employer

58.40% of responding DAs had been with their current employer for four or fewer years.



DENTAL FRONT OFFICE REPORT

In this report, you will find individual reports for:

- **Dental Practice Managers**
- **Dental Billing Specialists**
- **Dental Front Office Associates/Receptionists**

DENTAL PRACTICE MANAGER REPORT SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 413 dental practice managers. This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover, and planned years to retirement. We also gathered open comments from practice managers about this past year's biggest career challenges.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback that will aid you within job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- Nationwide, the mean hourly wage of practice managers rose 16.4% in 2023 to \$34.21.
- In 2023 the average full-time income of responding practice managers was \$76,279. In 2022, the national average was \$67,490. This represents an average total income increase of 13.02%.
- Income dissatisfaction rose in 2023. 24.4% of responding practice managers in this year's survey were dissatisfied or very dissatisfied. In last year's survey, only 14.5% were dissatisfied or very dissatisfied.
- The percentage of responding practice managers who changed jobs in the previous 12 months was 7.7%.

- 28.57% of respondents were currently applying for jobs or planned to apply to new jobs before 2025. Another 35.39% reported they might apply for new jobs. They reported their top motivation for making a job change would be higher pay.
- Nearly 11% of responding practice managers have AADOM distinction.

Total Annual Income

299 practice managers reported total income from the dental practice ranging from \$32,000 to \$170,000.

- The Mean (average) annual income of responding practice managers was **\$76,279**.
- Their median income was **\$68,000**.
- **40%** were earning \$75,000 or more per year.
- Year over year, the average income increased by **14.72%** in 2023.

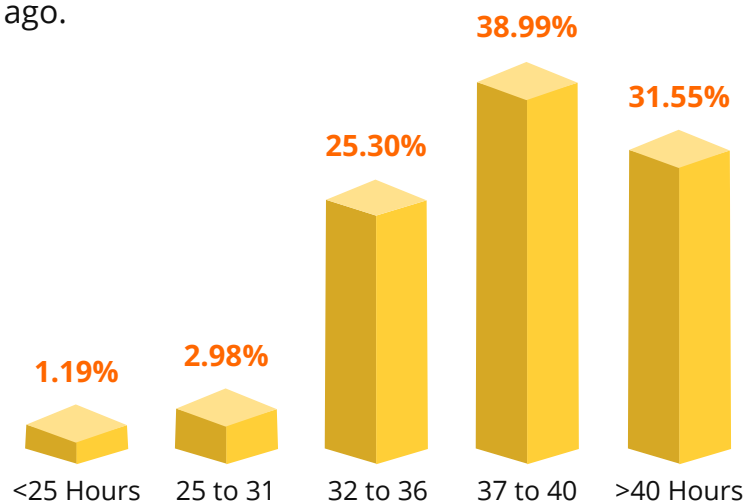
Hourly Wage

306 practice managers reported an hourly wage ranging from \$15 to \$77.

- The mean (average) hourly wage was **\$34.41**.
- The median hourly wage was **\$33.00**.
- **42%** were earning \$50.00 or more per hour.
- Compared year over year, the average hourly rate increased by **16.4%** in 2023.

Average Workweek Hours

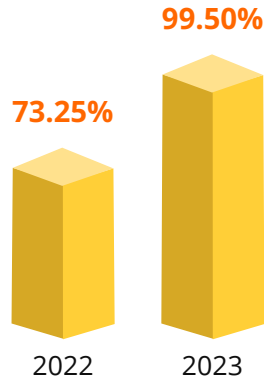
In 2023, the average workweek hours of responding practice managers were very similar to one year ago.



Benefits

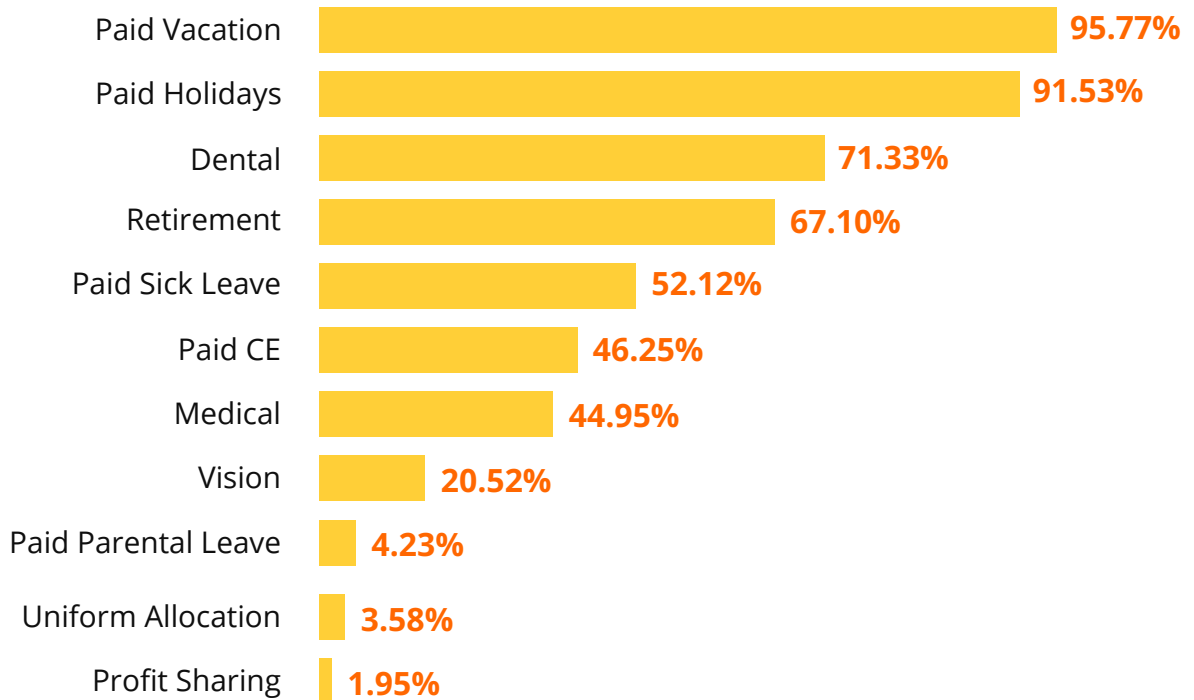
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was a **26.25% rise** in the number of practice managers receiving a variety of employee benefits. In 2023, **99.5%** reported they received some benefits, compared to 73.25% in 2022.



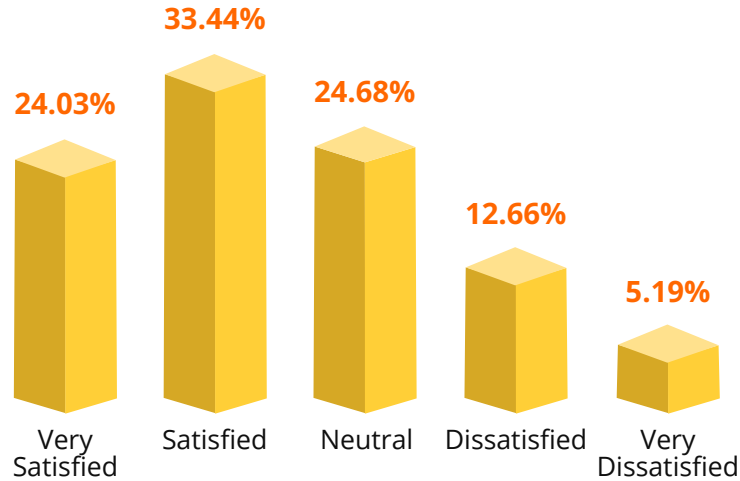
The Benefits Practice Managers Received

The top five benefits practice managers reported receiving in 2023 were paid vacation, paid holidays, dental, retirement/401k and paid sick leave. The benefit they wanted most if they did not have it was medical.



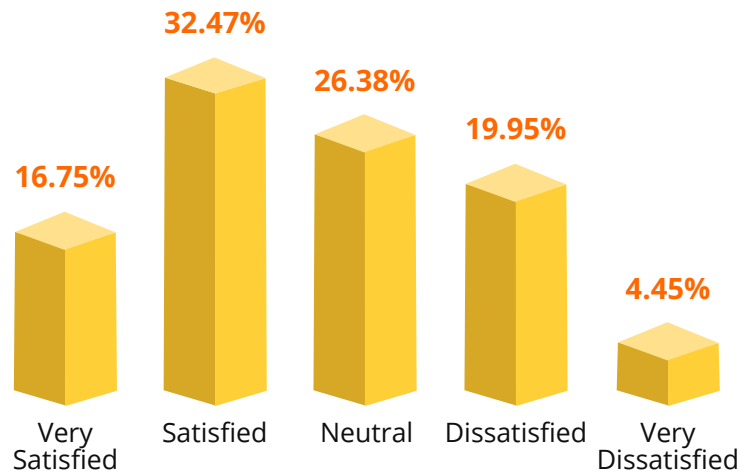
Satisfaction with Benefits

57.47% of responding practice managers were satisfied or very satisfied with their benefits. **17.85%** were dissatisfied or very dissatisfied with their benefits.



Satisfaction with Total Compensation

49.25% of responding practice managers were satisfied or very satisfied with their total compensation (including primary wages/salary, bonuses, commissions, and benefits). **24.40%** were dissatisfied or very dissatisfied.

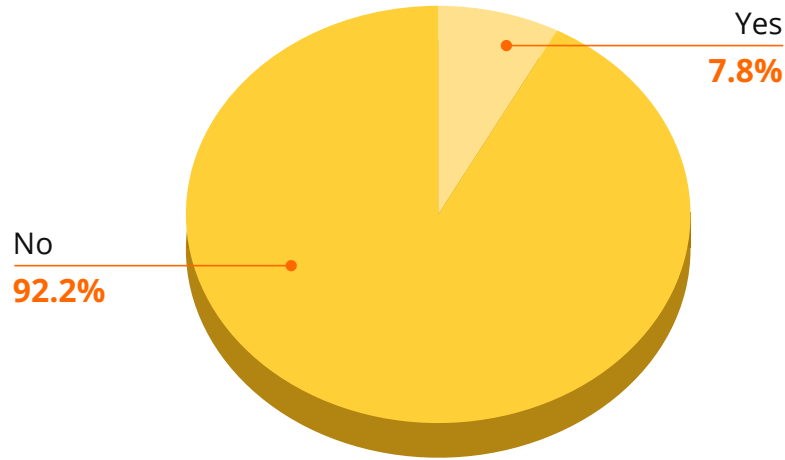


One year ago, 58% were satisfied or very satisfied, and 14.5% were dissatisfied or very dissatisfied. Year over year, **satisfaction decreased by 8.75% in 2023.**

Job Turnover

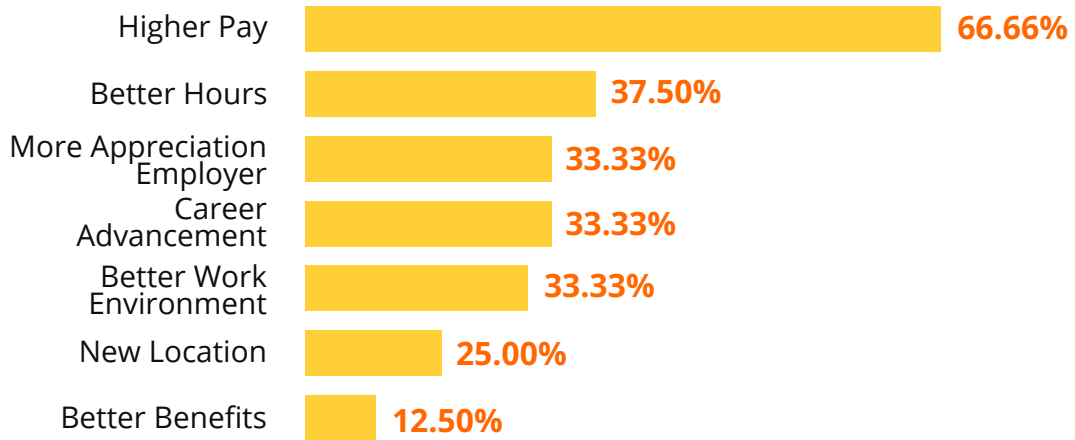
Changed Employers in the Previous 12 Months

7.77% of responding practice managers reported they changed employment within the previous twelve months.

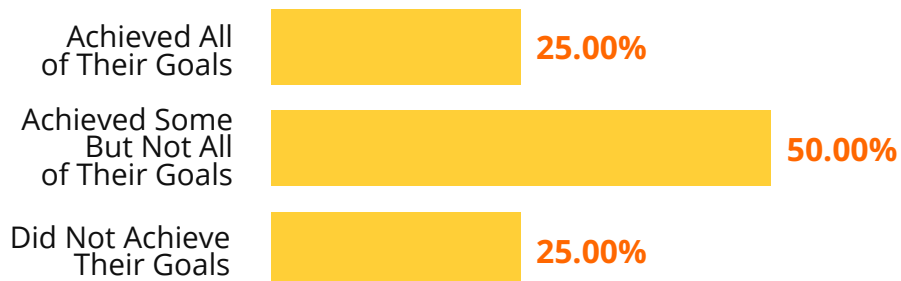


Motivations for Changing Jobs in 2023

Those who changed employment were motivated to make the change primarily for higher pay and better hours.

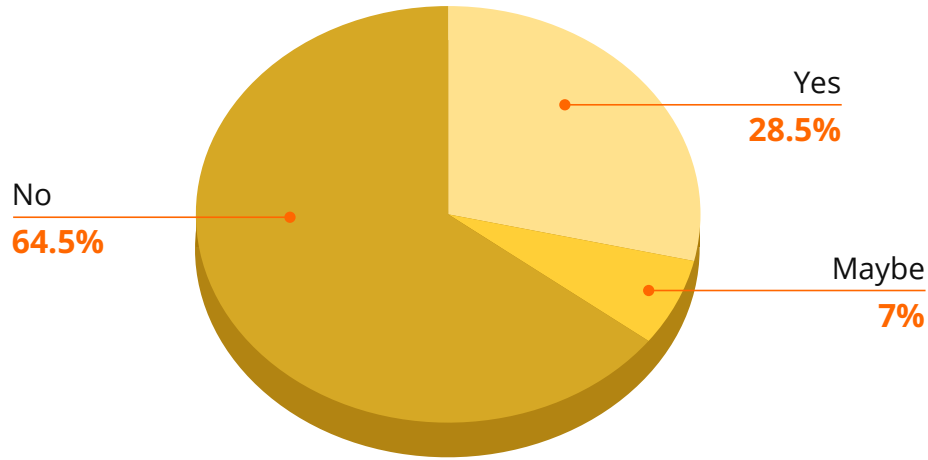


75% reported they achieved some or all of their goals by changing jobs.



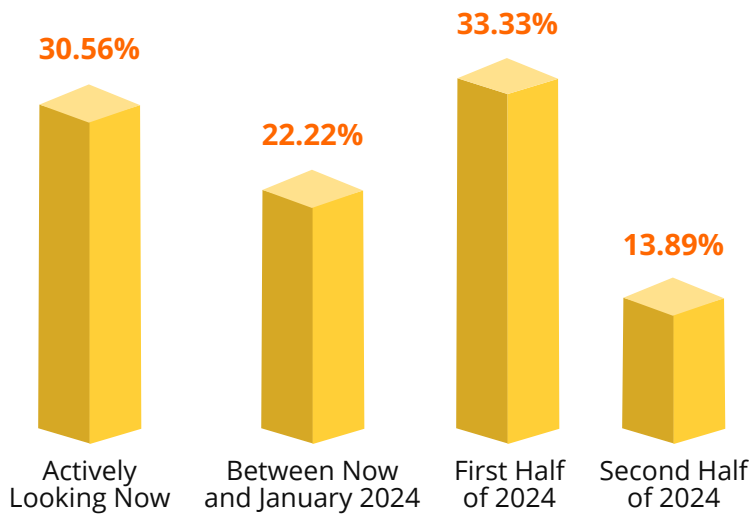
Plan to Apply for New Jobs

35.39% of the responding practice managers were considering applying for new jobs before 2025. **28.57%** were currently applying for or planning to apply for new jobs by the end of 2024. An additional **6.82%** reported they might apply for new jobs before 2025.



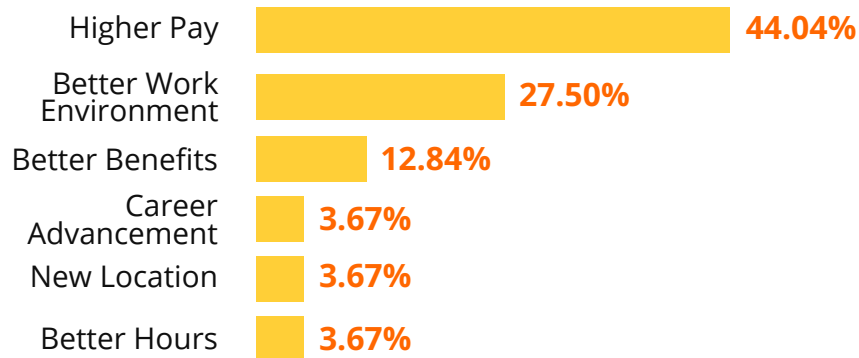
When Job Searchers Plan to Apply to New Jobs

30.56% of respondents who planned to apply to new jobs were actively looking at new job opportunities at the time of the survey.



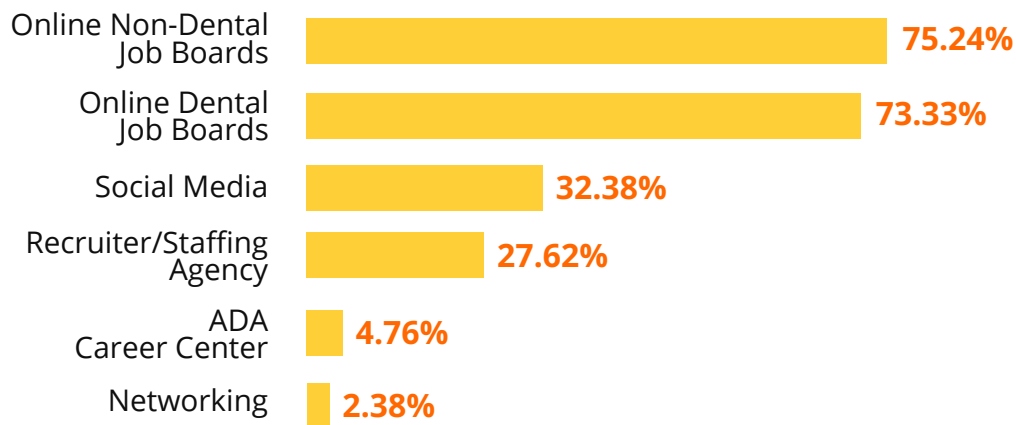
Motivations for Changing Jobs in 2024

Higher pay and a better work environment topped the motivations of responding practice managers who were applying to new jobs at the time of the survey or planning to apply before the end of 2024.



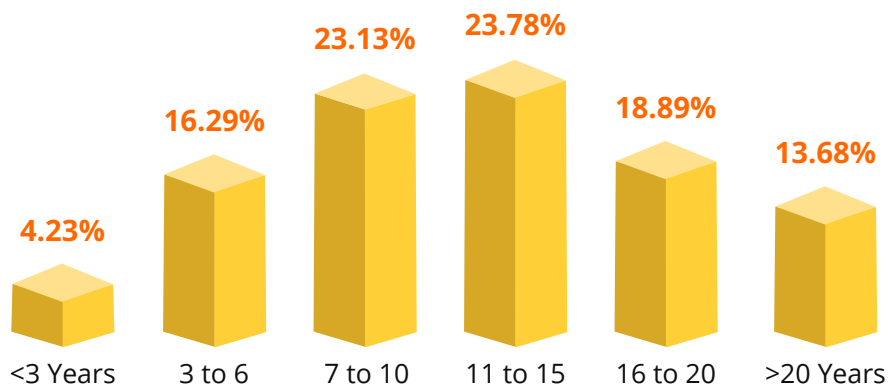
Where Practice Managers Look for New Jobs

Responding practice managers reported they primarily search for job opportunities on online job boards, followed by social media and a recruiter or staffing agency.



Planned Years to Retirement

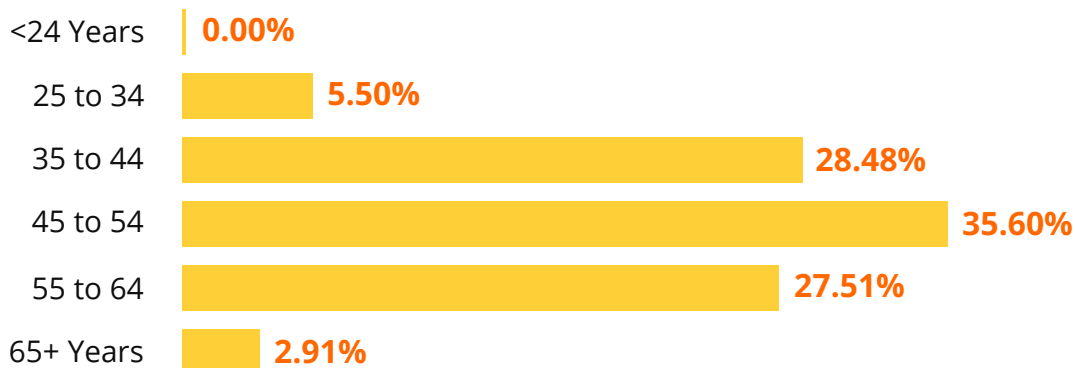
20.52% of responding practice managers planned to retire within six years.



Age & Experience

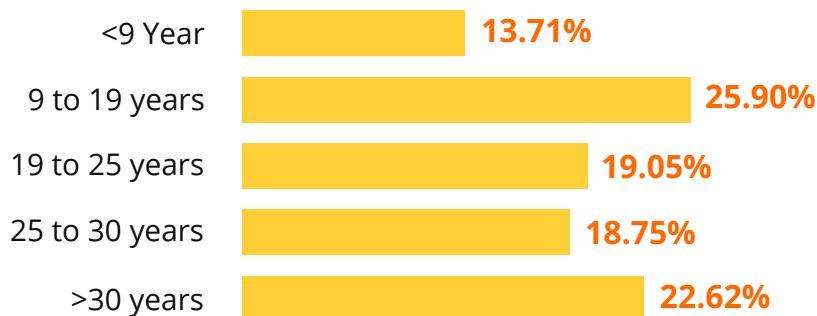
Age

64.08% of respondents were between the ages of 35 and 54.



Years of Experience as a Practice Manager

Only 13.71% of respondents had less than nine years of experience as a practice manager.

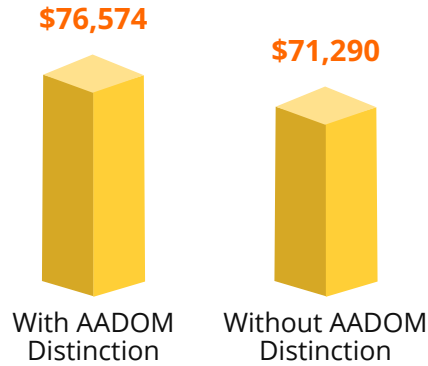


AADOM Distinction

10.81% of respondents reported they have AADOM distinction.

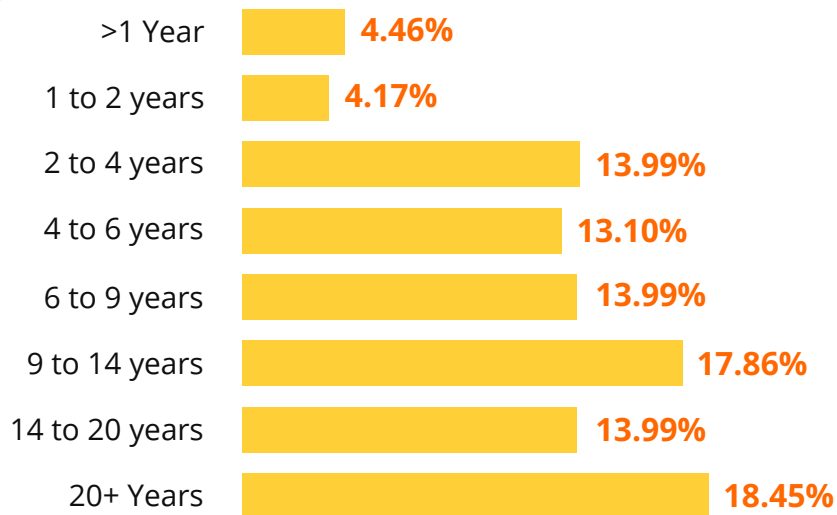


On average, respondents with **AADOM distinction earn 7.41% more** than respondents without AADOM distinction.



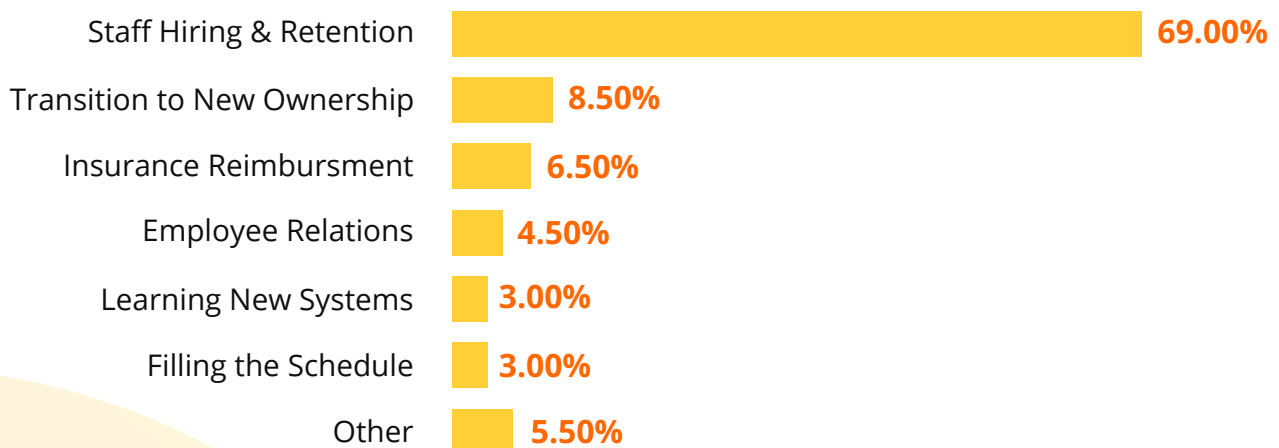
Longevity with Current Employer

35.72% of responding practice managers had been with their current employer for six or fewer years.



Greatest Career Challenges in 2023

In this year's survey, practice managers were asked to comment on their top challenges in 2023. Their greatest challenge by far was staff hiring and retention.



DENTAL BILLING SPECIALIST

REPORT SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 81 billing specialists. This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- Nationwide, full-time billing specialists reported an average (mean) hourly wage of \$25.00. One year ago, the average hourly wage of full-time billing specialists was \$24.50. This represents a year-over-year hourly wage increase of 2.04%.
- In 2023, the average full-time income of the 67 responding billing specialists was \$47,683. In 2022, the average was 3.43% higher (\$49,380). This could be attributable to respondents averaging fewer work hours per week than one year ago, or this decrease could be a result of the small number of respondents.
- Dissatisfaction with their total compensation rose to 45.34% in 2023, up from 25.75% in 2022.
- The percentage of respondents who changed jobs in the previous 12 months was 17.33%. 18.92% were applying for jobs at the time of the survey or planning to apply for new jobs before 2025. Another 45.95% reported they might apply for new jobs. The top motivation reported was a desire for higher income.

Total Annual Income

67 billing specialists reported total income from dental practice ranging from \$28,000 to \$85,000.

- The Mean (average) annual income of responding billing specialists was **\$47,683**.
- Their median income was **\$46,000**.
- 40% were earning \$45,000 or more in 2023.
- Year over year, the average income **decreased by 3.43%**. This can be attributed to a reduction in the average hours they worked per week in 2023 compared with 2022 or the smaller response size.

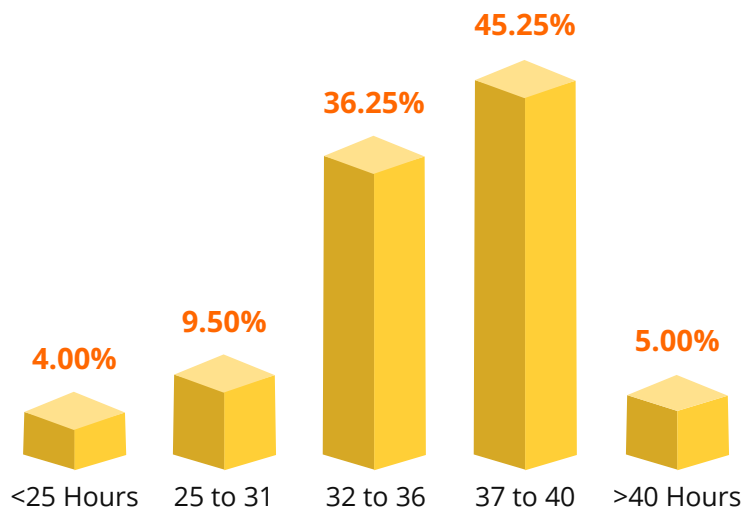
Hourly Wage

75 billing specialists reported an hourly wage ranging from \$16.00 to \$55.00.

- The mean (average) hourly wage was **\$25.00**.
- The median hourly wage was **\$24.00**.
- Compared year over year, the average hourly rate rose by **2.04%** in 2023.

Average Workweek Hours

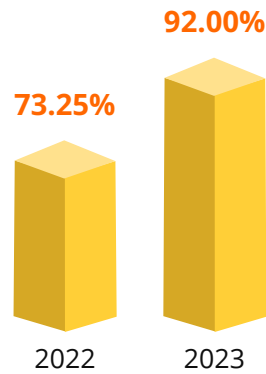
86.5% of responding billing specialists work 32 or more hours per week. Only 5% work more than 40 hours per week compared with 18.5% in 2022.



Benefits

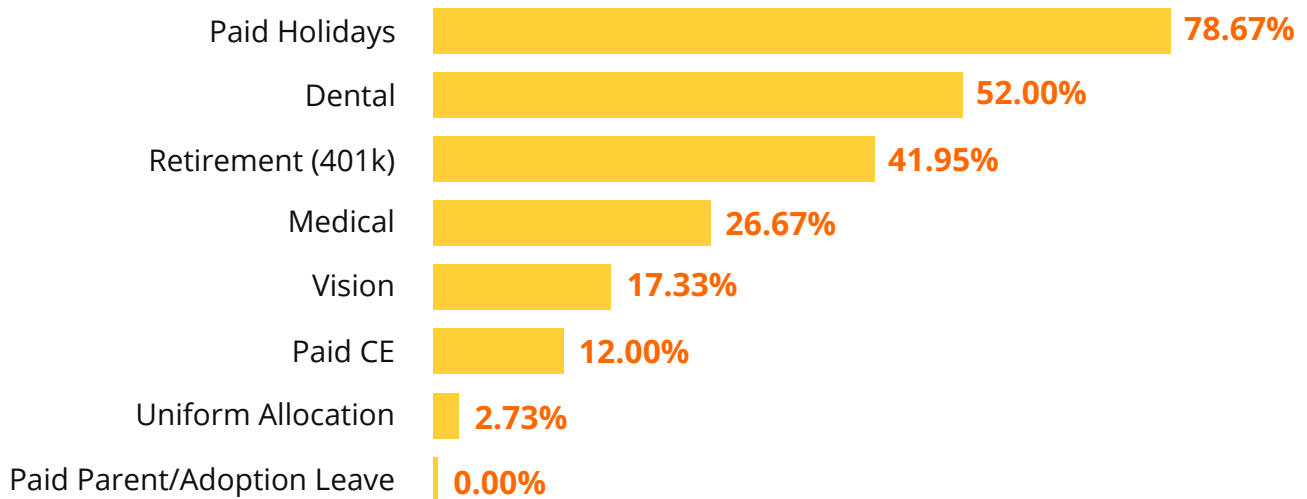
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was an **18.75% rise** in the number of billing specialists receiving a variety of employee benefits. This year, **92%** received some benefits, compared to 73.25% one year ago.



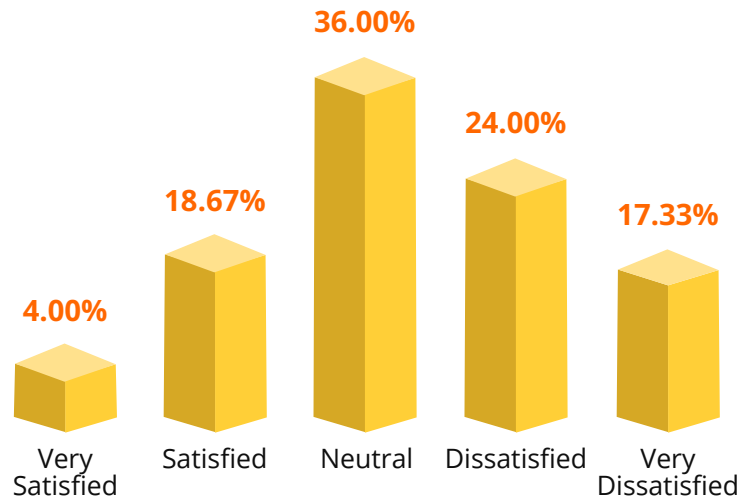
The Benefits Billing Specialists Receive

75 responding billing specialists reported the top benefits they received in 2023 were paid holidays, dental, retirement/401k and medical. The benefits they wanted most if they did not have them were paid time off and medical.



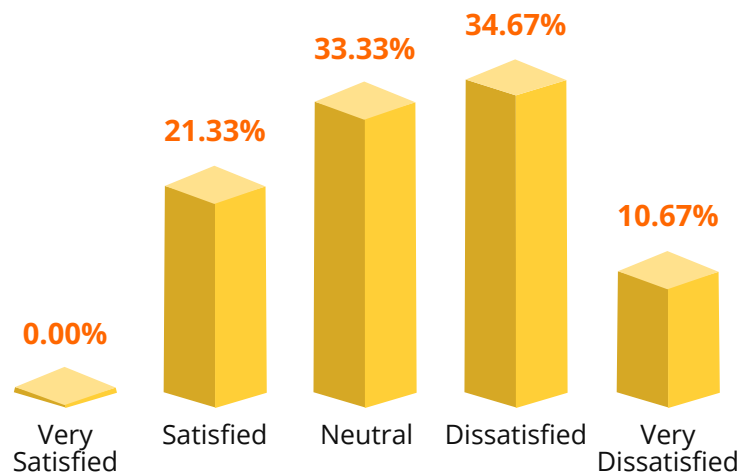
Satisfaction with Benefits

Only 22.67% were satisfied or very satisfied with their benefits.



Satisfaction with Total Compensation

Only **21.33%** of responding billing specialists were satisfied with their total compensation (including primary wages/salary, bonuses, commissions and benefits). **45.34%** were dissatisfied or very dissatisfied.

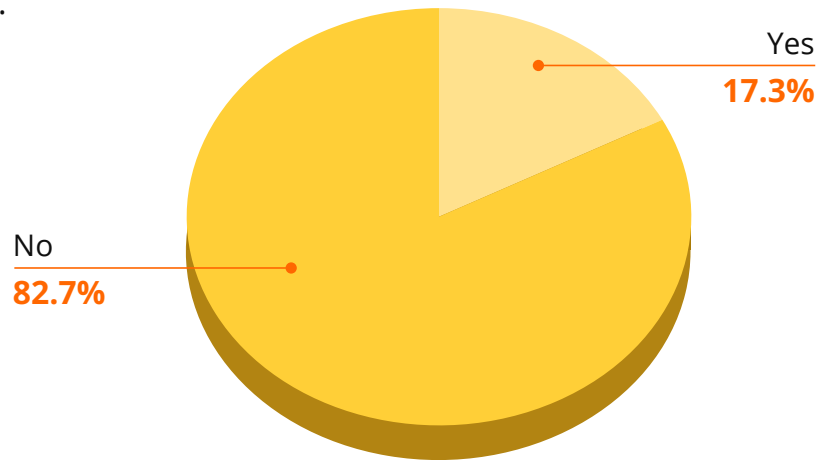


In 2022, 44% were satisfied or very satisfied, and 25.75% were dissatisfied or very dissatisfied. Year over year, **satisfaction decreased by 23.57%** in 2023.

Job Turnover

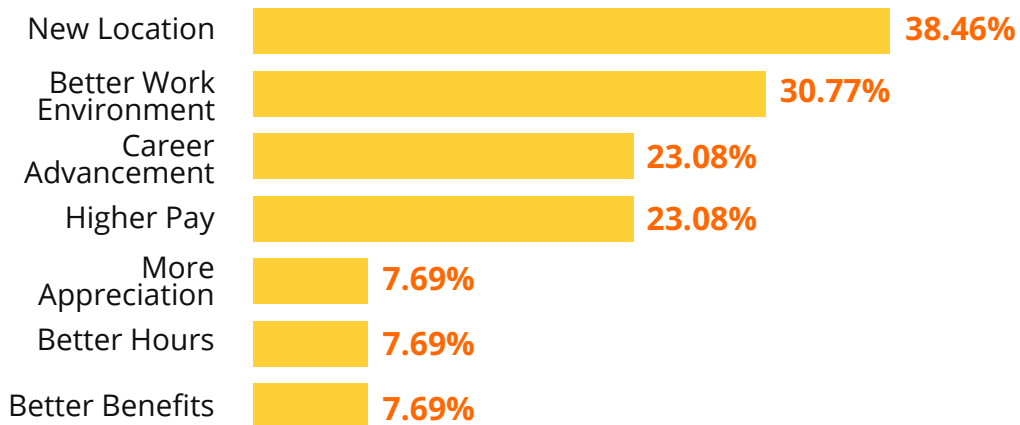
Changed Employers in the Previous 12 Months

17.33% of responding billing specialists changed employers within the previous twelve months.

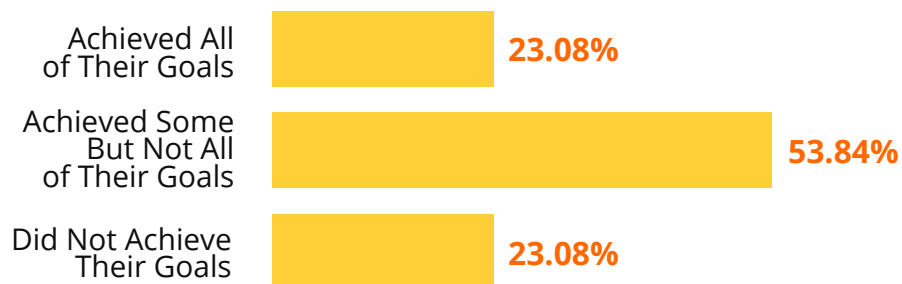


Motivations for Changing Jobs in 2023

The respondents who changed employment were motivated to make the change primarily for a new location and a better work environment but multiple factors influenced their decisions. Of the five who chose a new location, two of them had to relocate for their family, two reported their previous employer retired, and one reduced their office commute.

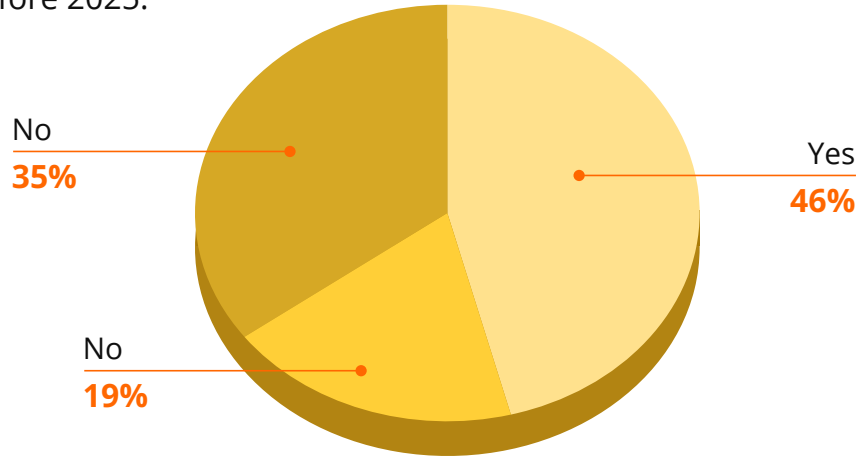


76.82% reported they achieved some or all of their goals by changing jobs.



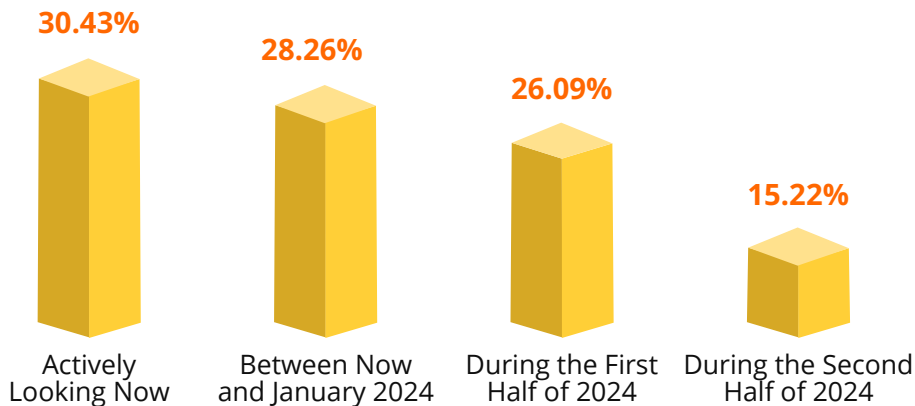
Plan to Apply for New Jobs

64.87% of the responding billing specialists were considering applying for new jobs before 2025. **45.95%** were applying to new jobs at the time of the survey or planning to apply for new jobs by the end of 2024. An additional **18.92%** reported they might apply for new jobs before 2025.



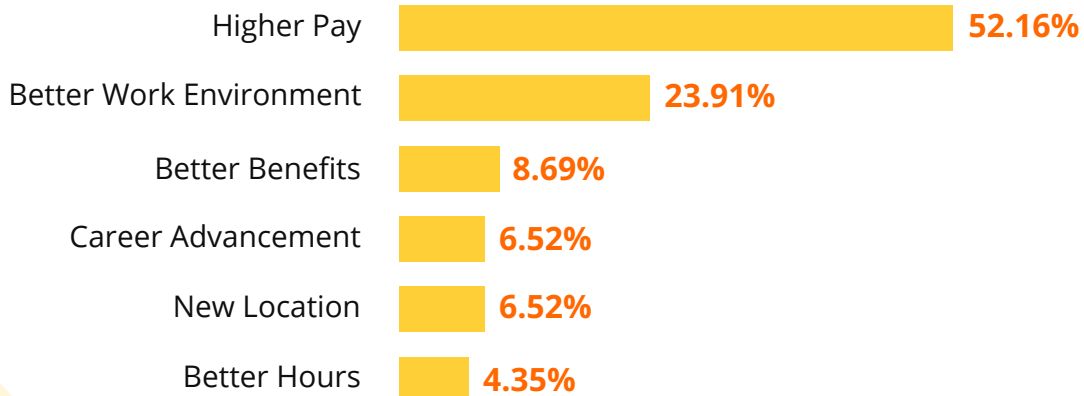
When Job Searchers Plan to Apply to New Jobs

30.43% of responding billing specialists who planned to apply to new jobs were actively looking at new job opportunities at the time of the survey.



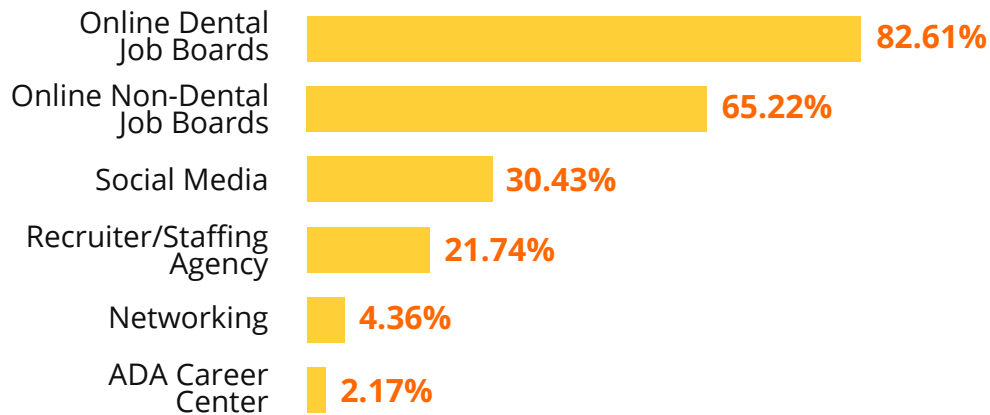
Motivations for Changing Jobs in 2024

Higher pay and a better work environment topped the motivations of responding billing specialists who were applying to new jobs at the time of the survey or planning to apply before the end of 2024.



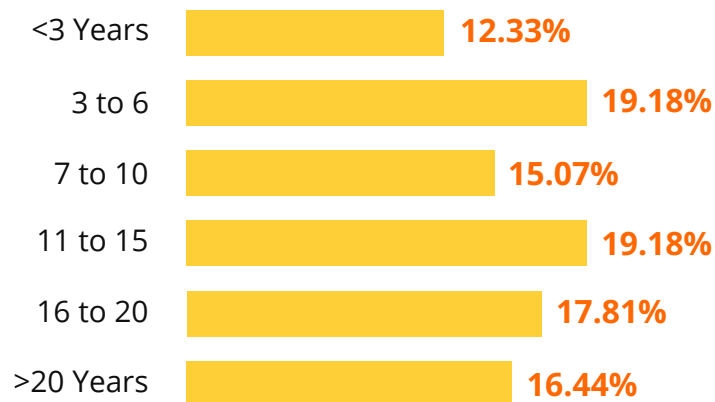
Where Billing Specialists Look for New Jobs

Responding billing specialists reported they primarily search for job opportunities on dental-specific online job boards, followed by non-dental-specific online job boards.



Planned Years to Retirement

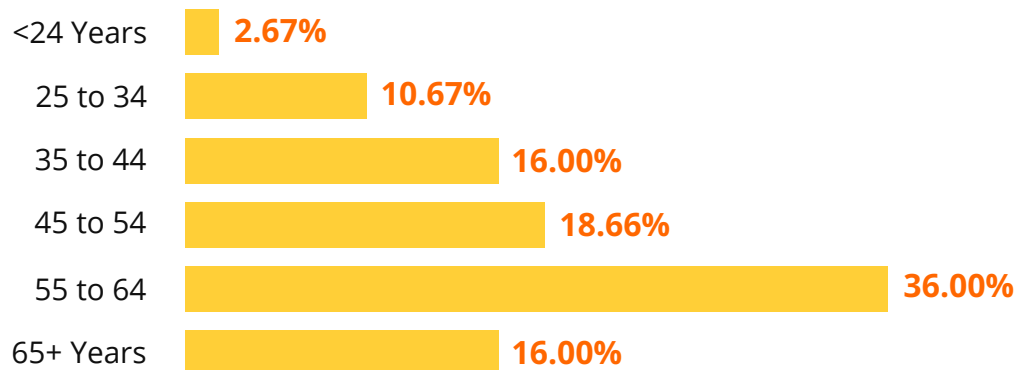
31.61% of responding billing specialists planned to retire within six years.



Age & Experience

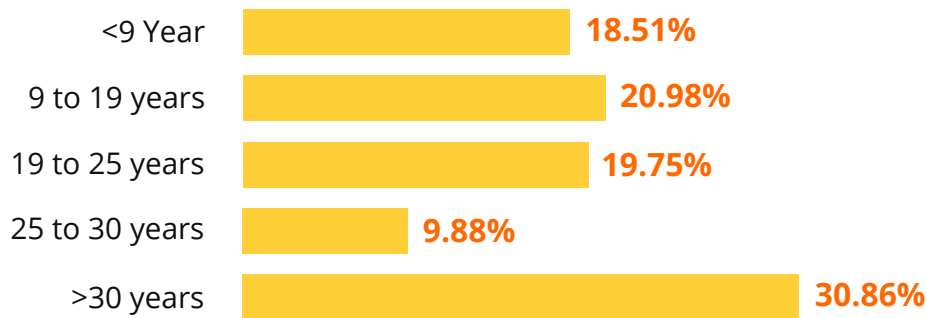
Age

54.66% of respondents were between the ages of 45 and 64.



Years of Experience as a Billing Specialist

Only **18.51%** of respondents had nine or fewer years of experience as a billing specialist.



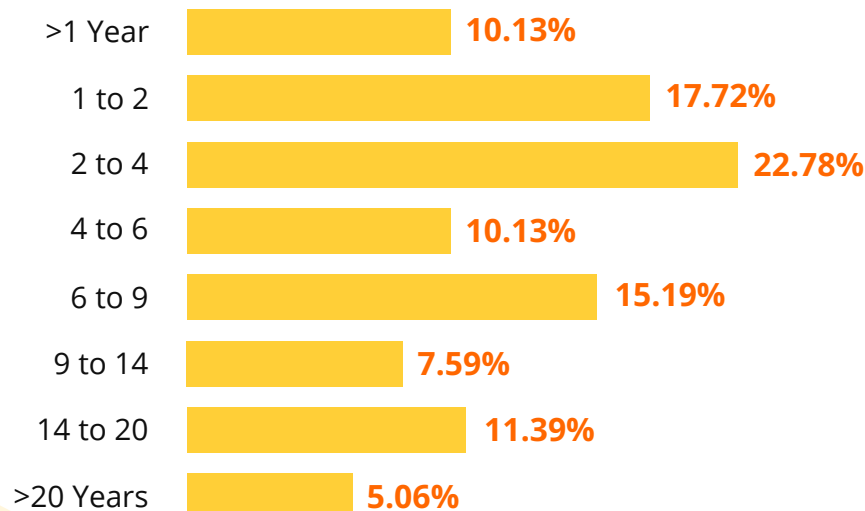
AADOM Distinction

12.77% of respondents reported they have AADOM distinction. Those with AADOM distinction earn 9.8% more than those who do not.



Longevity with Current Employer

60.76% of respondents had been with their current employer for six or fewer years.



DENTAL FRONT OFFICE ASSOCIATE/RECEPTIONIST

REPORT SUMMARY & HIGHLIGHTS

Between July and October 2023, DentalPost conducted its annual dental professional salary survey, generating participation from 87 front-office associates/receptionists (front-office team members who are not practice managers or billing specialists). This year, we asked fewer questions, focusing on their hourly rate of pay, total income from their dental employment, average workweek hours, benefits, job turnover and planned years to retirement.

While this year's survey pool was a third of the size of last year's, our focus on a specific set of questions reveals an array of insightful feedback that will aid you with job-seeking, hiring and retention in the coming year.

Key Highlights & Takeaways

- Nationwide, full-time front-office associates/receptionists reported an average (mean) hourly wage of \$25.00. One year ago, the average hourly wage of full-time front-office associates/receptionists in private practice was \$23.38. This represents a year-over-year hourly wage increase of nearly 7%.
- In 2023, the average full-time income of responding front-office associates/receptionists was \$42,416. In 2022, the average was \$42,565. This represents an average total income decrease of 3.4% (-3.4%). This can be attributed to respondents averaging fewer work hours per week than one year ago when 54.25% were working 37 or more hours per week compared with 35.81% in 2023.
- Dissatisfaction with their total compensation rose to 30.88% in 2023, up from 26.00% in 2022.
- The percentage of respondents who changed jobs in the previous 12 months was 17.65%. 32.81% were applying for jobs at the time of the survey or planning to apply for new jobs before 2025. Another 31.34% reported they might apply for new jobs. The top motivation reported was a desire for higher income.

Total Annual Income

54 front-office associates/receptionists reported total income from dental practice ranging from \$23,000 to \$100,000.

- The mean (average) annual income of responding front-office associates/receptionists was **\$42,416**.
- Their median income was **\$40,000**.
- Year over year, the average income **decreased by 3.4%**. This could be attributable to an 18.5% reduction in the average hours they worked per week in 2023 compared with 2022 or be attributable to the smaller number of responses to this year's survey.

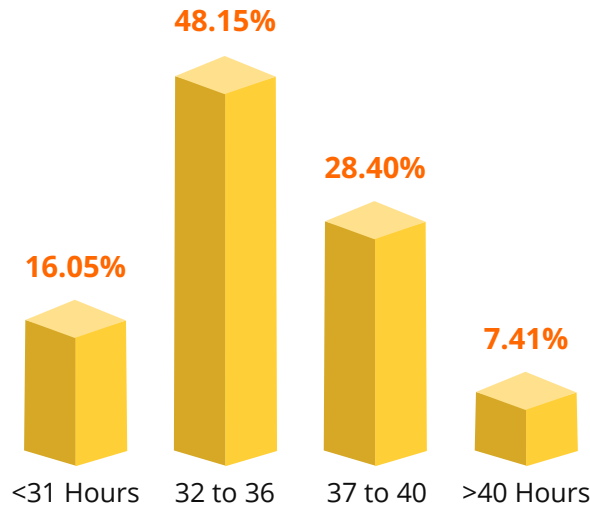
Hourly Wage

64 front-office associates/receptionists reported an hourly wage ranging from \$15.00 to \$37.00.

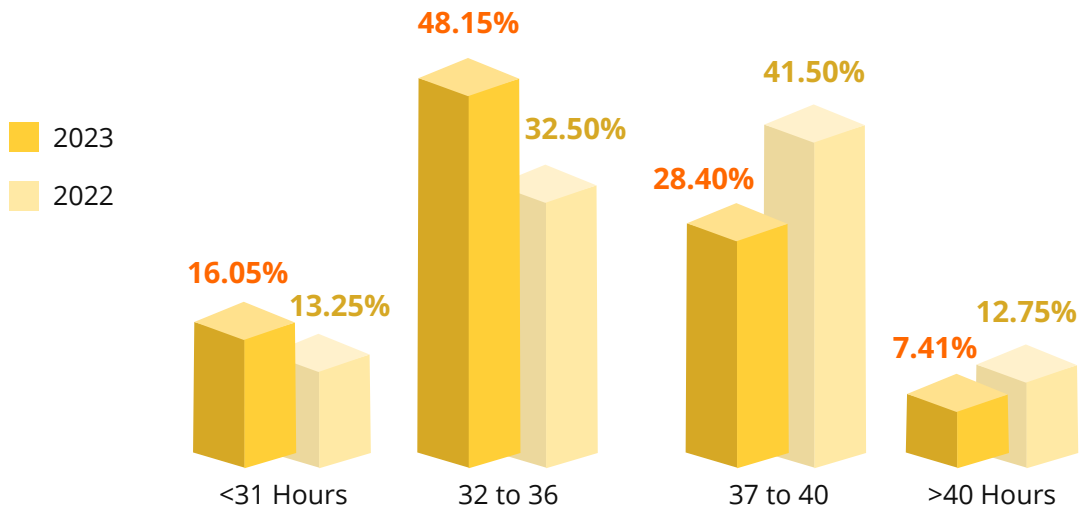
- The mean (average) hourly wage was **\$25.00**.
- The median hourly wage was **\$24.00**.
- Compared year over year, the average hourly rate rose by **6.89%** in 2023.

Average Workweek Hours

83.95% of responding front-office associates/receptionists work 32 or more hours per week.



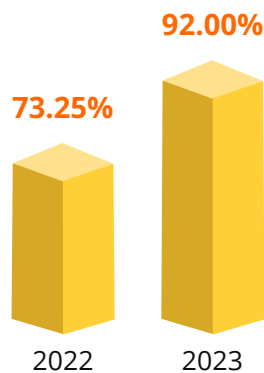
Year over year, the average number of hours they work per week decreased in 2023. In 2022, 54.25% were working 37 or more hours per week compared with 35.81% in 2023.



Benefits

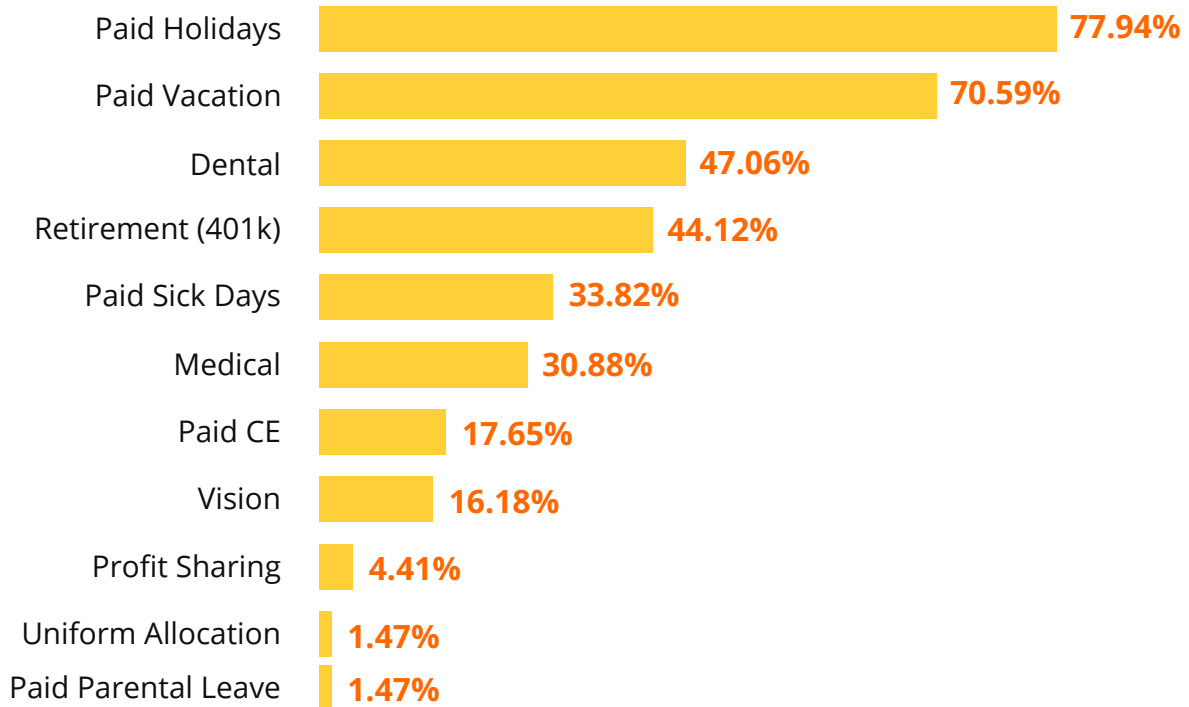
Year-Over-Year Comparison of the % Who Receive Benefits

In 2023, there was an **18.75%** rise in the number of front-office associates/receptionists receiving a variety of employee benefits. This year, **92%** received some benefits, compared to 73.25% one year ago.



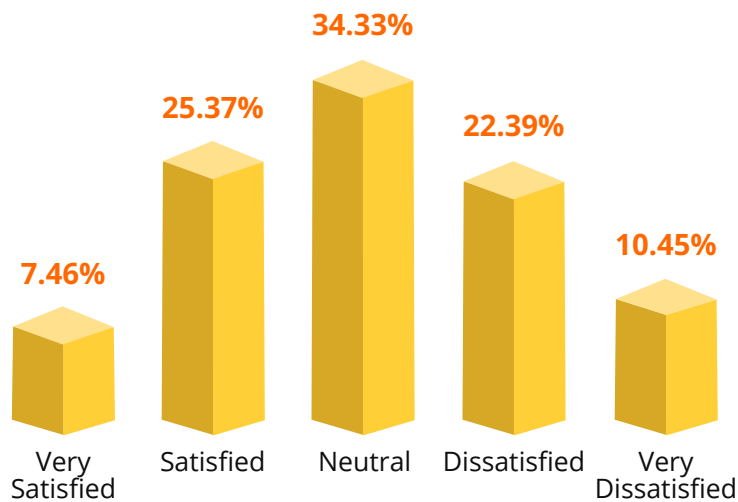
The Benefits Front Office Associates Received

68 respondents reported the top benefits they received in 2023 were paid holidays and vacation, dental, retirement/401, paid sick days, and medical. The benefits they wanted most if they did not have them were medical and retirement.



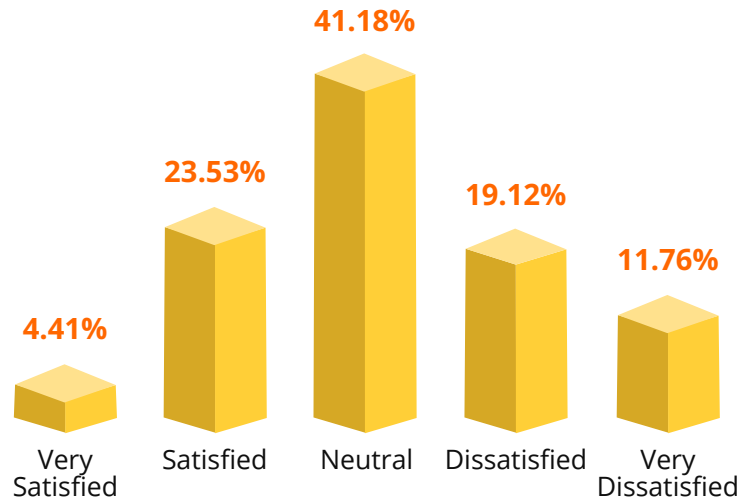
Satisfaction with Benefits

Nearly one-third (32.83%) were satisfied or very satisfied with their benefits.



Satisfaction with Total Compensation

27.94% of responding front-office associates/receptionists were satisfied with their total compensation (including primary wages/salary, bonuses, commissions and benefits). **30.88%** were dissatisfied or very dissatisfied.

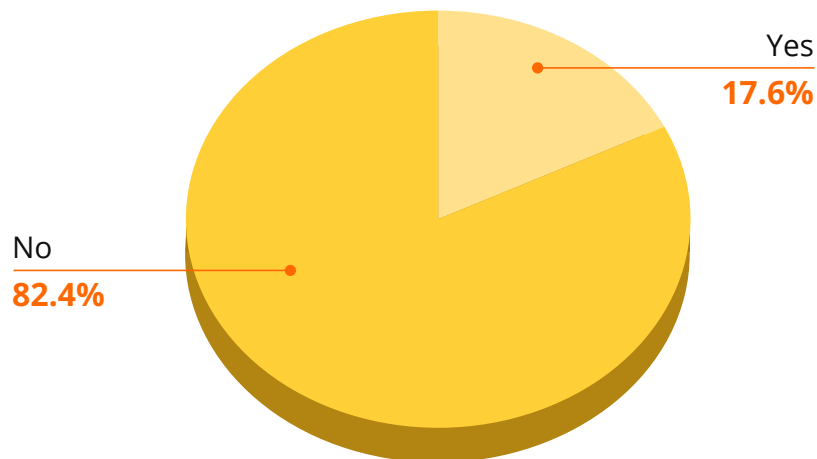


In 2022, 40% were satisfied or very satisfied, and 26% were dissatisfied or very dissatisfied. Year over year, **satisfaction decreased by 12%** in 2023.

Job Turnover

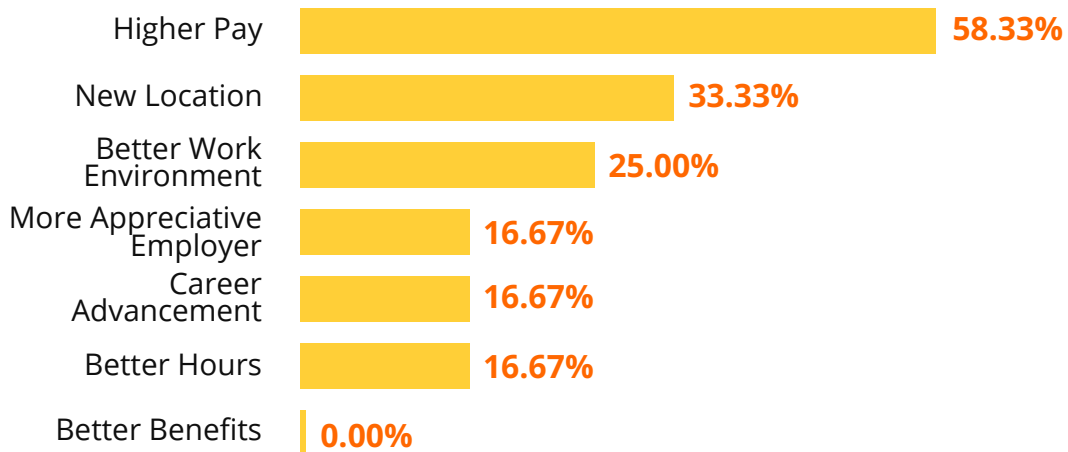
Changed Employers in the Previous 12 Months

17.65% of responding front-office associates/receptionists changed employers within the previous twelve months.

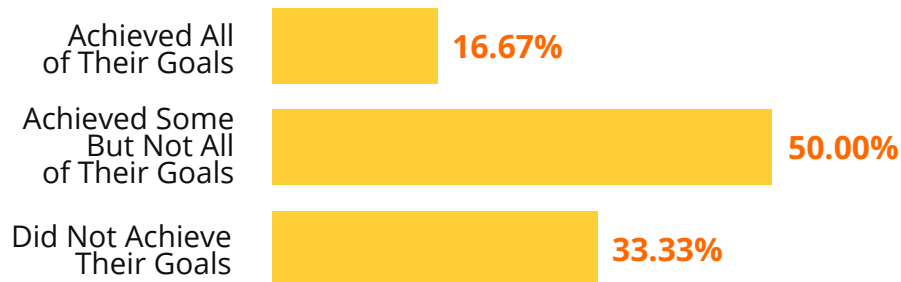


Motivations for Changing Jobs in 2023

The respondents who changed employment were motivated to make the change primarily for higher income and a new location but multiple factors influenced their decisions. Two of the four who chose a new location did so because their previous employer retired.

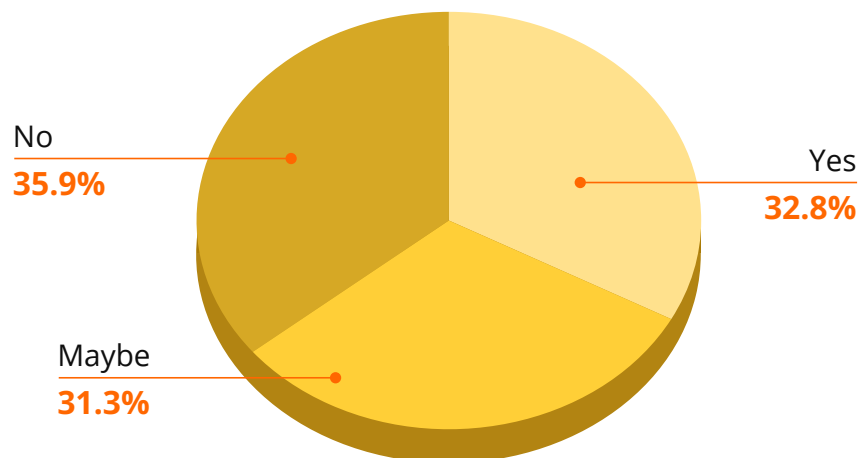


66.67% reported they achieved some or all of their goals by changing jobs.



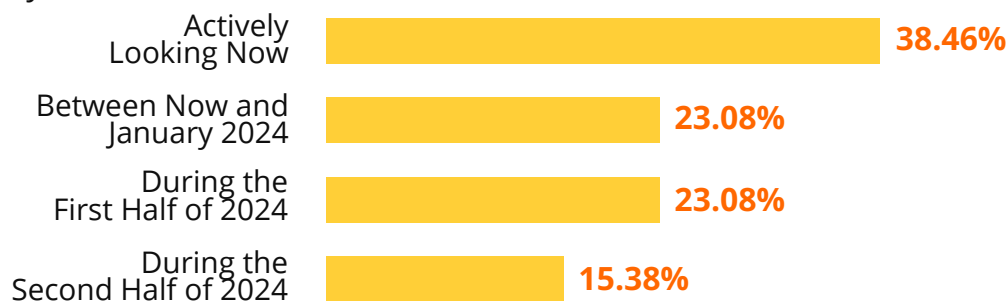
Plan to Apply for New Jobs

64.18% of the responding front-office associates/receptionists were considering applying for new jobs before 2025. **32.84%** were applying to new jobs at the time of the survey or planning to apply for new jobs by the end of 2024. An additional **31.34%** reported they might apply for new jobs before 2025.



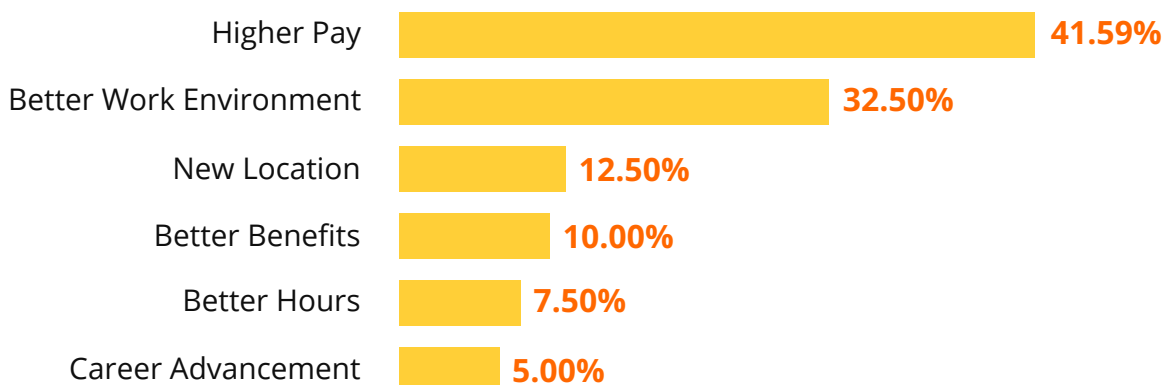
When Job Searchers Plan to Apply to New Jobs

38.46% of responding front-office associates/receptionists who planned to apply to new jobs were actively looking at new job opportunities at the time of the survey.



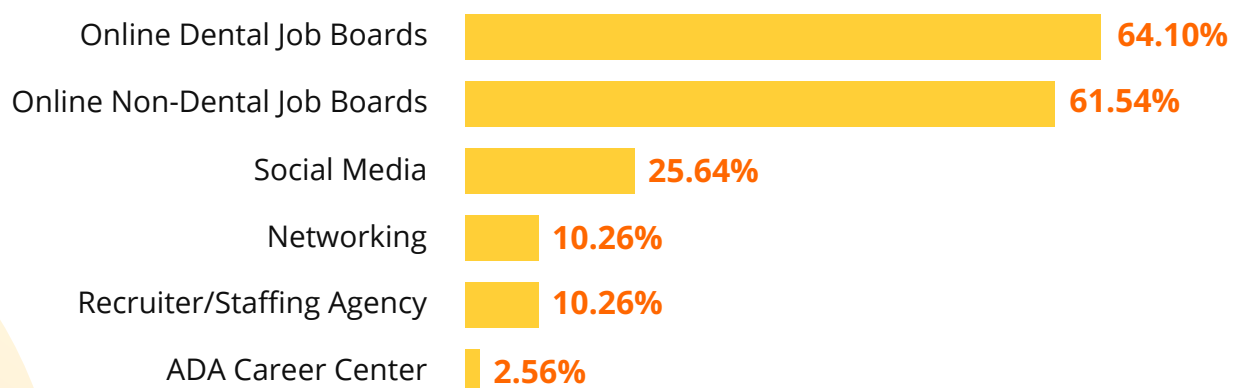
Motivations for Changing Jobs in 2024

Higher pay and a better work environment topped the motivations of responding front-office associates/receptionists who were applying to new jobs at the time of the survey or planning to apply before the end of 2024.



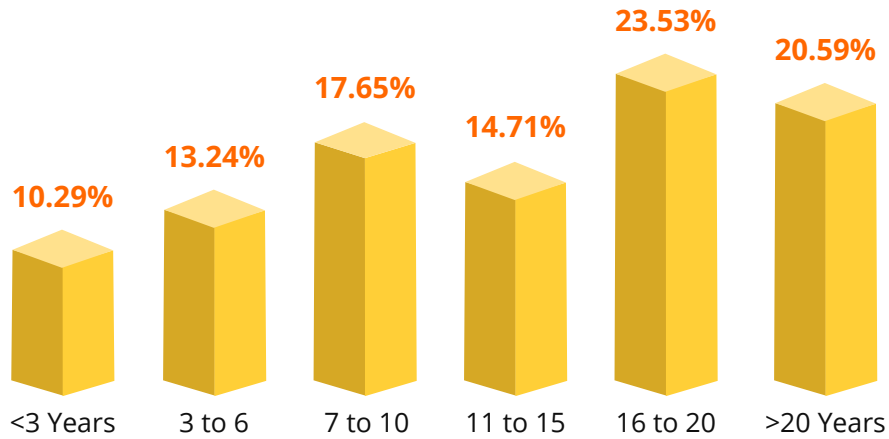
Where Front Office Associates Look for New Jobs

Responding front-office associates/receptionists reported they primarily search for job opportunities on dental-specific online job boards, followed by non-dental-specific online job boards.



Planned Years to Retirement

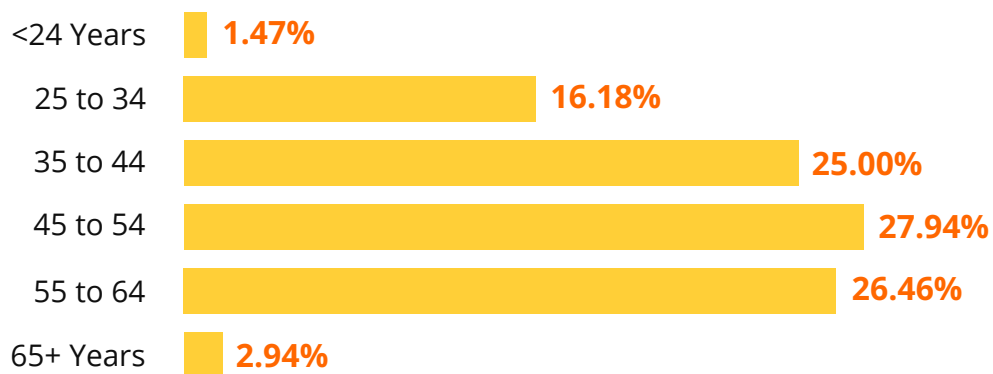
23.53% of responding front-office associates/receptionists planned to retire within six years.



Age & Experience

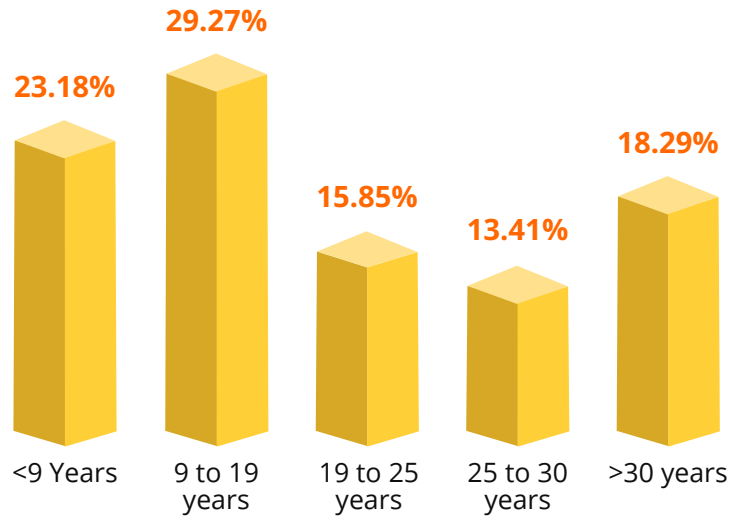
Age

79.40% of responding front-office associates/receptionists were between the ages of 35 and 64.



Years of Experience as a Front-Office Associate/Receptionist

52.45% of respondents had 19 or fewer years of experience as a front-office associate/receptionist. 1.2% of respondents reported they have AADOM distinction.



Longevity with Current Employer

64.20% of respondents had been with their current employer for six or fewer years.

