



2017 Salary & Benefits Survey
Statewide

Number of Total Responses (86)

What is your practice area? General Dentist (80) * Pediatric (3) * Periodontist (2) * Endo (1)

How often do you update your fees?

Every 6 months (2)

Every year (42)

Every two years (20)

More than two years (9)

Practice Annual Gross Collections \$635,936 (per DDS in the office)

Because offices varied in size, gross collections of the office was divided by the number of dentists in the offices. Part time dentists were counted as 0.5 FTE.

Third party providers that you are a contracted provider with.

Delta (47)

United Concordia (20)

Blue Cross/Blue Shield (50)

Ameritas (33)

Met Life (27)

Principal (27)

Approximately what percentage of your patients are covered by a dental benefit plan?

72 Responses - **65% average**

Does your office accept Medicaid?

Yes (20)

No (19)

We have current Medicaid patients, but do not accept new Medicaid patients (27)

How many associate dentists do you employ?

None (48)

One (12)

Two (2)

3 or more (2)

Staff numbers are per DDS:

How many Hygienists are in your office – 1.1 Full Time; 0.5 Part Time * (76)

How many Assistants are in your office – 1.8 Full Time; 0.2 Part Time * (80)

How many Clerical/Administrative are in your office – 1.3 Full Time; .15 Part Time * (76)

Is maternity leave is available?

48 responses – unpaid, use PTO first * ranged from 6 weeks to 12 weeks. Three responses: paid 12 weeks.

How many paid Holidays do employees receive – 5.9 Full Time; 0.6 Part Time * (75)
How many paid Sick Days do employees receive – 3.2 Full Time; 0.4 Part Time * (54)
How many paid Personal Days do employees receive – 5.0 Full Time; .6 Part Time * (43)
What was the average pay increase in 2017? 2.6%; Estimate increase for 2018? 1.8% * (70)

How many years of service to receive 1 week of vacation – 1 year (57)
How many years of service to receive 2 weeks of vacation – 2.5 years (61)
How many years of service to receive 3 weeks of vacation – 6.1 years (39)
How many years of service to receive 4 weeks of vacation – 9 years (21)

Do you provide a health insurance benefit? Yes (11) No (69)

How do you provide coverage for employee dental work?

Perform services directly at no cost in own discipline (68)
Perform services directly at reduced cost in own discipline (12)
Provide discounts/special arrangements for other disciplines (7)

What Life and/or Disability Insurance do you provide?

A poorly worded question. The few that responded indicated that they didn't provide any, but it was available.

What type of pension retirement plans do you have?

No pension/retirement plans (11)
Defined benefit pension plan (2)
Defined contribution pension plan (14)
Savings plan (e.g., 401(k)) (54)

Do you pay (partially/fully) any of the following activities for DENTISTS? (61)

Training required to maintain licensing (56)
Training not required, but helpful in the current profession (47)
Membership in professional organizations (42)
Professional licensing/certification or registration fees (41)
Attendance at ADA or other national meetings (47)
Does payment for training include mileage, meals, etc. (39)

Do you pay (partially/fully) any of the following activities for HYGIENISTS / ASSISTANTS? (67)

Training required to maintain licensing (61)
Training not required, but helpful in the current profession (42)
Membership in professional organizations (20)
Professional licensing/certification or registration fees (24)
Attendance at ADA or other national meetings (41)
Does payment for training include mileage, meals, etc. (32)

Compensation

Because both hourly and salary information were included, the average hourly week (36) times a 50 week work year was used to convert salary information into an hourly wage.

Office Manager – FT; \$21/hour (46); bonus, if given, averaged \$1,057 (24)

Office Manager – PT; insufficient data

Receptionist – FT; \$18/hour (28); bonus, if given, averaged \$940 (15)

Receptionist – PT \$16.30/hour (13); bonus, if given, averaged \$700 (8)

Insurance/Billing Clerk – FT \$19.18/hour (9); bonus, if given, averaged \$918 (8)

Insurance/Billing Clerk – PT insufficient data

Dental Assistant 1-4 years \$15.75/hour (40); bonus, if given, averaged \$770 (18)

Dental Assistant 5-9 years \$17.08/hour (34); bonus, if given, averaged \$1,085 (17)

Dental Assistant 10+ years \$20.81/hour (34); bonus, if given, averaged \$975 (18)

Dental Hygienist 1-4 years \$32.26/hour (18); bonus, if given, averaged \$1,037 (8)

Dental Hygienist 5-9 years \$32.27/hour (26); bonus, if given, averaged \$975 (14)

Dental Hygienist 10+ years \$34.58/hour (37); bonus, if given, averaged \$663 (15)

Staff Dental Lab. Tech. FT/PT – no responses

Associate – FT; \$107,522/year (9); ranged \$84,000 to \$160,000; 2 bonuses given; \$5,000 & \$30,000