



THE ANNUAL REPORT

2023

Dental Salary Survey



2023 Dental Salary Report

ALL POSITIONS REPORT SUMMARY

DentalPost's annual dental salary survey report captures data from nearly 15,000 respondents across various positions in the dental profession.

Conducted from July - September 2022 in partnership with Endeavor Business Media (*Dental Economics*, *RDH Magazine*, *Dental Office Manager's Digest*), DentalPost's 2023 Dental Salary Report is the most comprehensive dental industry survey of its kind, covering compensation and benefits, bonuses, work conditions and more.

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2023 Highlights & Takeaways



Overall **compensation increased across all team positions**, but pay increases for some positions did not keep up with the national inflation rate

- Conversely, self-employed dentists cut their own pay 2.25% on average to cover increasing overhead costs and staff salary increases



While overall pay and job satisfaction increased, **more than 30% of the dental workforce is considering a job change** or actively applying for jobs, including:

- 31.5% of dental hygienists
- 27% of dental assistants
- 39% of front office positions
- 29% of billing specialists



Higher pay, a positive work culture and appreciation from their employer were among the top reasons cited by dental professionals seeking to change jobs



Retirement rates outpace the output of new graduates advancing out of dental schools and dental hygiene programs

DENTIST REPORT

2023

Dental Salary Survey



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2023 Salary Survey | Dentist Report

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Dentist Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including 1,216 dentists.

From compensation to work environments to the job turnover rate, this report captures some of the latest trends and takeaways from responding dentists.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5.

Key Highlights & Takeaways

- The average primary **income of practice owners and partners is down 2.25%** year-over-year.
- The average primary **income of associate/employee dentists is up 1%** year-over-year.
- **Job satisfaction is up:** although only one in five responding dentists received a pay increase in the last year, 71.75% are “satisfied” or “very satisfied” with their income. This is an increase of 17% year-over-year and the highest satisfaction rating in the past four years.
- **23% of associate/employee dentists changed employers in the last 12 months**, citing “a more positive work environment” and location among the top reasons. The search for a more positive work environment was the leading reason dentists changed jobs at 31%. Of the associate dentists who sought new opportunities, 74% said they achieved their goals by accepting a new offer.
- **More dentists want to work fewer hours.** On average, 81.25% of dentists work more than 30 hours a week, and 18.75% work more than 40 hours a week. A growing number of dentists want to work fewer hours (44%) compared with 39% one year ago.

Income

Specialists

94 specialists responded to our survey, reporting primary incomes ranging from \$100,000 to \$2,500,000

- 50% of specialists who responded reported incomes between \$240,000 and \$650,000
- 91% of these respondents are owners or partners in private practice, and 58% reported primary income based on an annual salary and 32% reported primary income based on a percent of collections
- The average annual primary income of the owners and partners in private practice is \$753,815. Twelve respondents in the fourth income quartile have an average income of \$1,373,645, which is high enough to skew the average income of all specialist respondents above the top \$650,000 of the third income quartile.

Income

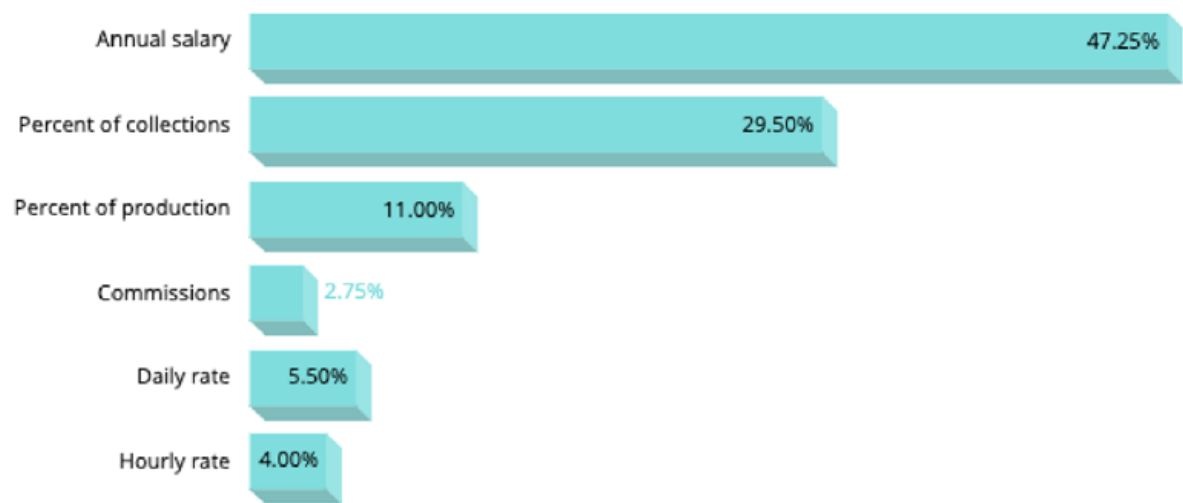
General Dentistry

More than half of the responding "general dentists" in private practices earn an annual salary. In corporate practices 44.75% of owners/partners are paid based on a percentage of collections.

Nearly 40% of associate/employee dentists in private practices receive a percent of collections. In corporate practices, 30.25% of associate/employee dentists receive a percent of collections and 30.25% receive a daily rate.

Fewer than 10% of all general dentists are paid hourly or daily.

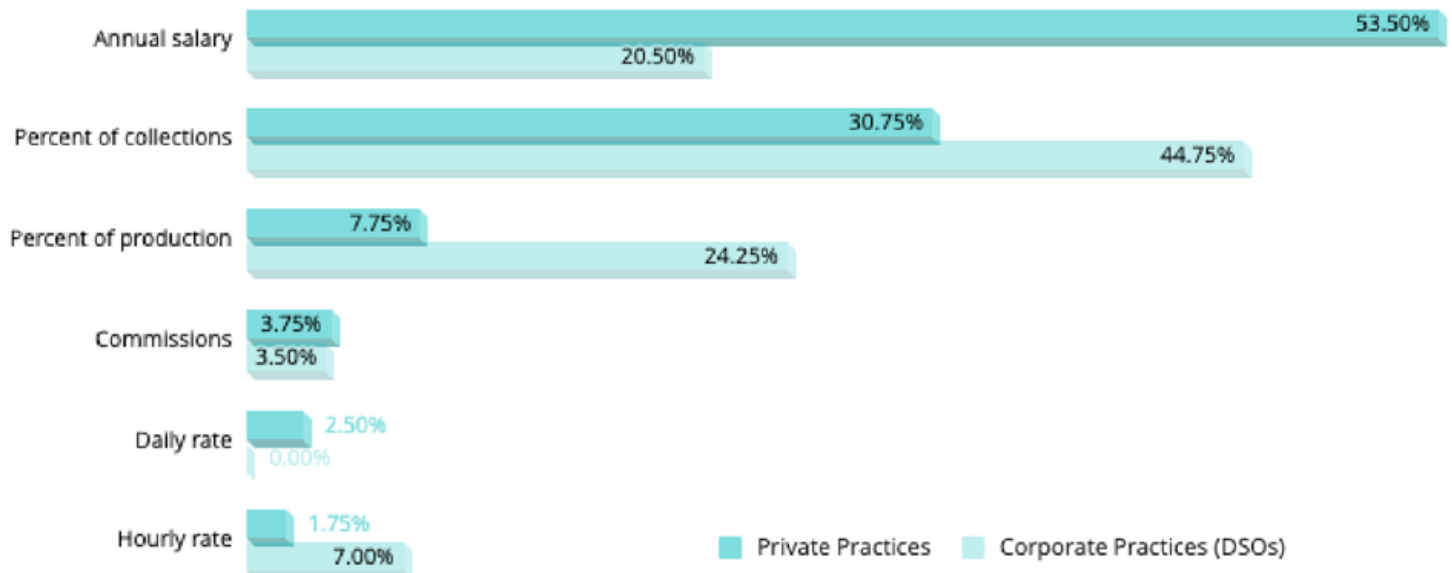
How all dentists are paid



Income

General Dentistry: Owners / Partners

How owners and partners are paid (private vs. corporate)



Income of owners / partners (averaging private and corporate practice wages)

The following averages and medians reflect the total 2022 income reported by only the general dentists who work 32 or more hours a week:

REGIONAL AVERAGES:

Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)

Average = \$316,340

Median = \$280,000

South (AL, AR, DC, DE, FL, GA, KY, LS, MD, MS, NC, OK, SC, TN, TX, VA, WV)

Average = \$289,600

Median = \$250,000

Midwest (IA, IL, IN, KS, MI, MO, NE, ND, OH, SD, WI)

Average = \$287,000

Median = \$250,000

West (AK, AZ, CA, CO, ID, MT, NM, NV, OR, UT, WA, WY)

Average = \$265,250

Median = \$225,000

NATIONAL:

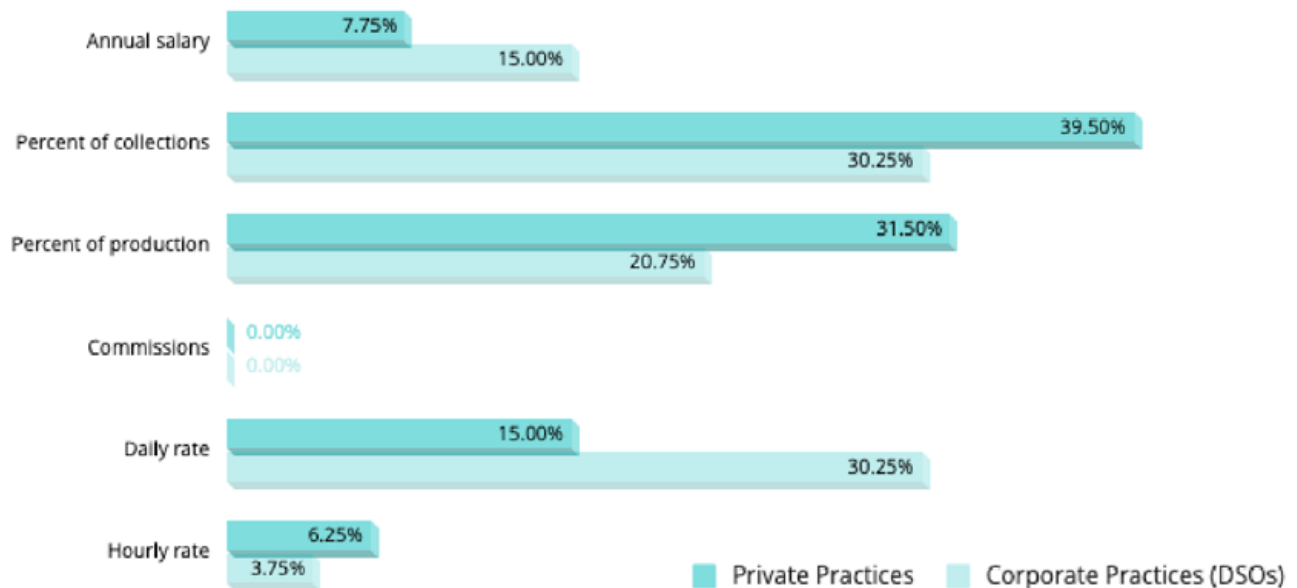
Average = \$289,550

Median = \$250,000

Income

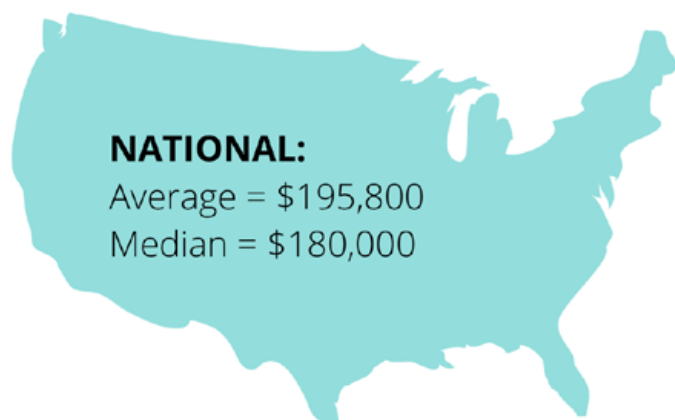
General Dentistry: Associates / Employee Dentists

How associate / employee dentists are paid (private vs. corporate)



Income of associate / employee dentists in private or corporate practice

The following averages and medians reflect the total 2022 income reported by only the general dentists who work 32 or more hours a week



REGIONAL AVERAGES:

Northeast (CT, MA, ME, NH, NJ, NY, PA, RI, VT)

Average = \$218,800

Median = \$200,000

South (AL, AR, DC, DE, FL, GA, KY, LS, MD, MS, NC, OK, SC, TN, TX, VA, WV)

Average = \$174,200

Median = \$175,000

Midwest (IA, IL, IN, KS, MI, MO, NE, ND, OH, SD, WI)

Average = \$196,140

Median = \$180,000

West (AK, AZ, CA, CO, ID, MT, NM, NV, OR, UT, WA, WY)

Average = \$194,090

Median = \$184,000

Income

Year-Over-Year Comparison

General dentists who are owners/partners earned an average of **\$6,620 less** in 2022 than in 2021. This represents a **2.25% decrease**.

General dentists who are associate/employee dentists earned an average of **\$1,920 more** in 2022 than in 2021. This represents a **1% increase** in their income.

Comparison of general dentist income by type of practice & position

Average Income: Full-Time Employee Dentists					
	2022	2021		2022	2021
Private Practice	\$195,730	\$193,790	1% increase	n=88	n=74
Corporate Practice	\$206,320	\$203,600	1.25% increase	n=48	n=47
All Types of Practice	\$195,800	\$193,880	1% increase	n=227	n=143

In the table above, the **average income of full-time employee dentists** is compared by private, corporate, and all types of practice. "All Types of Practice" includes private and corporate practices and other clinical environments such as hospitals, prisons, military clinics, and public health clinics.

In the table below, the **average income of practice owners and partners** is compared by private, corporate, and all types of practice. It just so happens that all respondents in the "All Types of Practice" category are either private or corporate owners and partners.

Average Income: Full-Time Owner/Partners					
	2022	2021		2022	2021
Private Practice	\$288,800	\$295,450	2.25% decrease	n=586	n=533
Corporate Practice	\$332,460	\$335,820	1% decrease	n=20	n=11
All Types of Practice	\$289,550	\$296,170	2.25% decrease	n=606	n=644

The number of responses (n=) varies in each compared type, and the corporate averages are based on a small number of responses.

Note that in both private and corporate practices, the average income of owners and partners decreased by 2.25% in the last year. The average income of employee dentists increased by 1% in private and by 1.25% in corporate practices.

Income

Year-Over-Year Comparison

Comparison of general dentist income by years of experience

Less than 15 years of experience: The second and third quartiles of incomes reported by dentists with less than 15 years' experience ranged from \$190,000 to \$400,000. The median income for this experience group is \$260,000.

16 to 29 years of experience: The second and third quartiles of incomes reported by dentists with 16 to 29 years' experience ranged from \$180,000 to \$400,000. The median income for this experience group is \$259,890.

30 or more years of experience: The second and third quartiles of incomes reported by dentists with 30 or more years' experience ranged from \$165,000 to \$350,000. The median income for this experience group is \$243,020.

Additional income insights: comparison of implant providers to non-implant providers

Practice owners/partners who provide implant procedures reported an average \$144,355 more total income than owner/partners who do not.

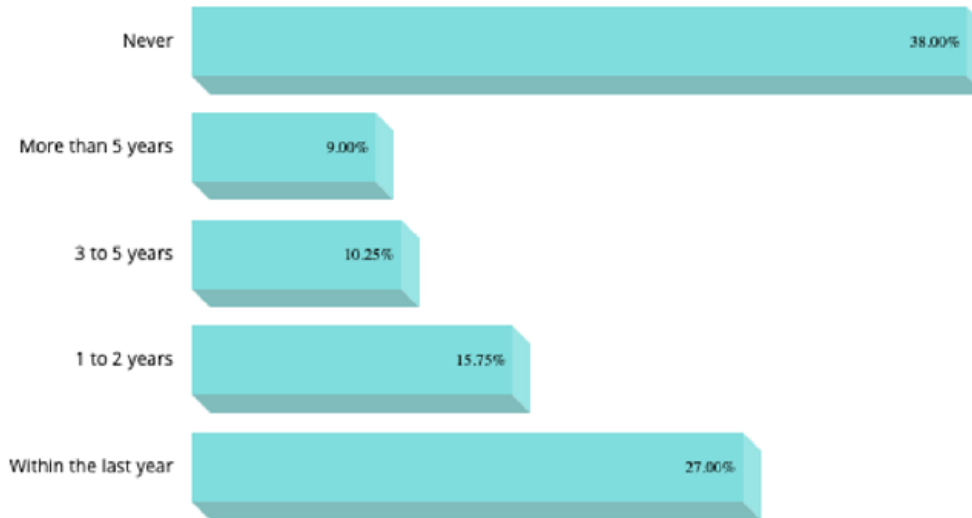
Associate/employee dentists who provide implant procedures reported an average \$77,460 more total income than employee dentists who do not.

Income

Pay Increases

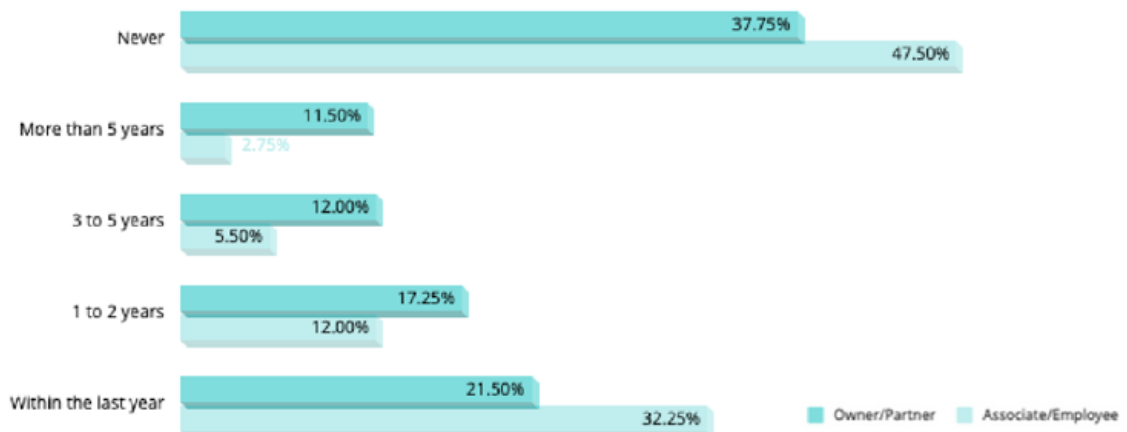
When dentists last received a pay raise

43% of responding dentists received a pay increase within the last two years.



When dentists last received a pay raise: comparing owners/partners to associate/employee dentists

Comparing owner/partner dentists to associate/employee dentists, a greater percentage of employee dentists received pay increases in the last year than practice owners/partners.

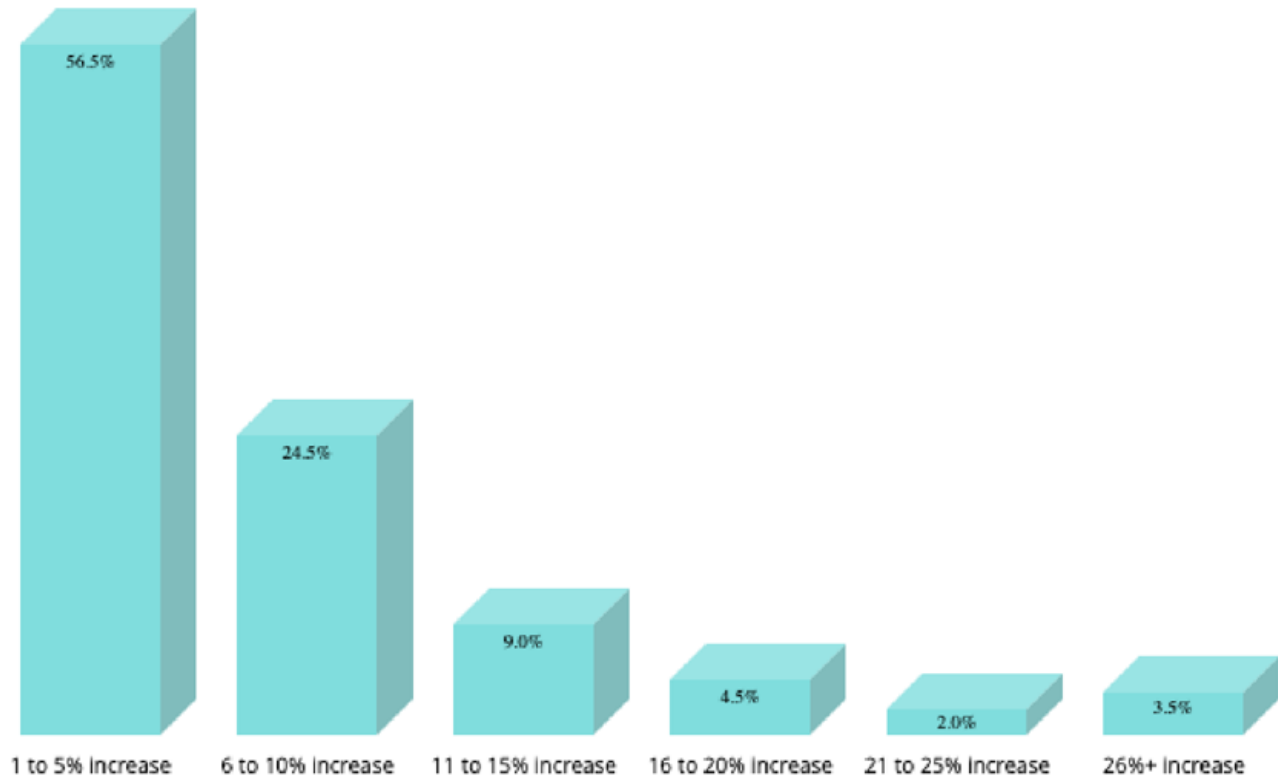


Income

Pay Increases

Size of pay raises

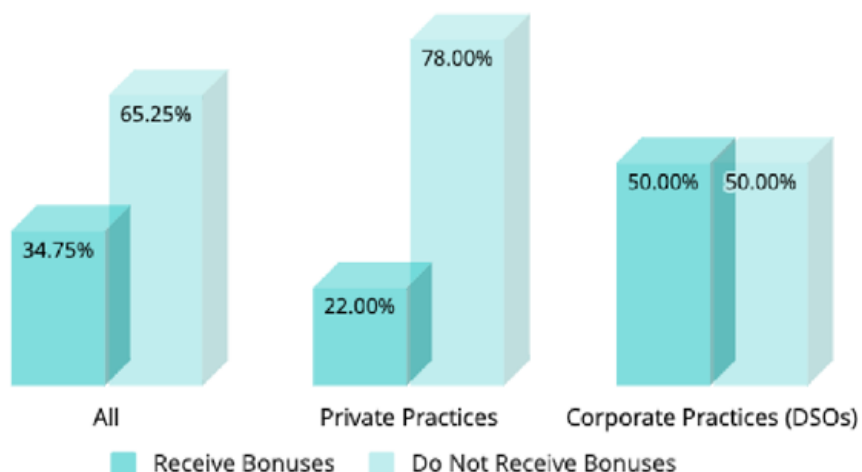
27% of responding dentists answered a question asking about the size of their pay increase in the previous 12 months. Of the 27%, more than half saw their salaries increase between 1 to 5%.



Bonuses

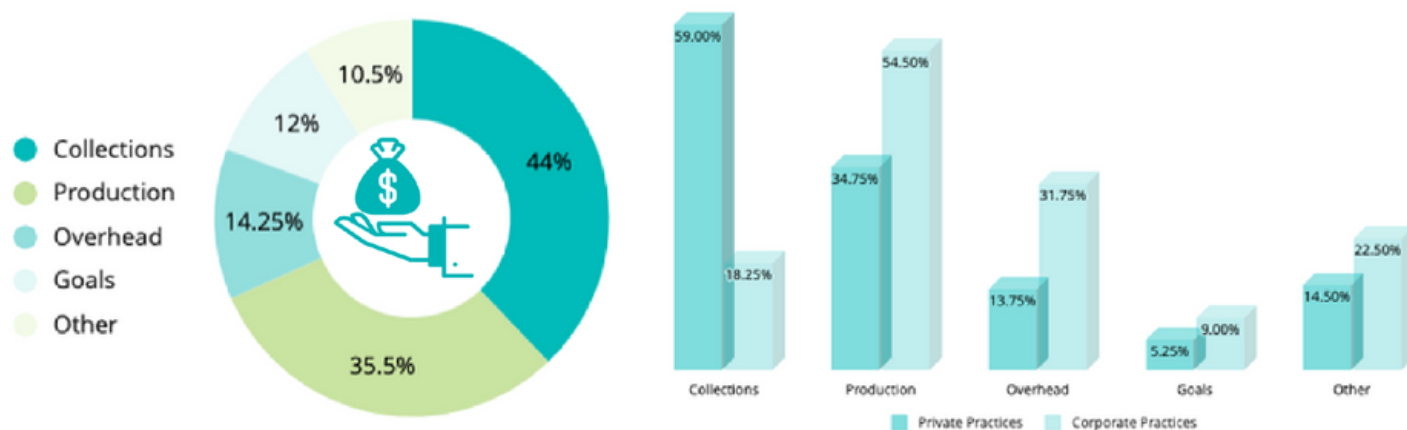
Basis of Dentists' Bonuses

DentalPost asked dentists if they earn a bonus that is not part of a commission-based program. Nearly 35% of responding dentists said they do receive non-commission-based bonuses.



Dentists receiving non-commission-based bonuses reported their bonuses are primarily based on production. Some dentists reported multiple bases for the bonuses they receive.

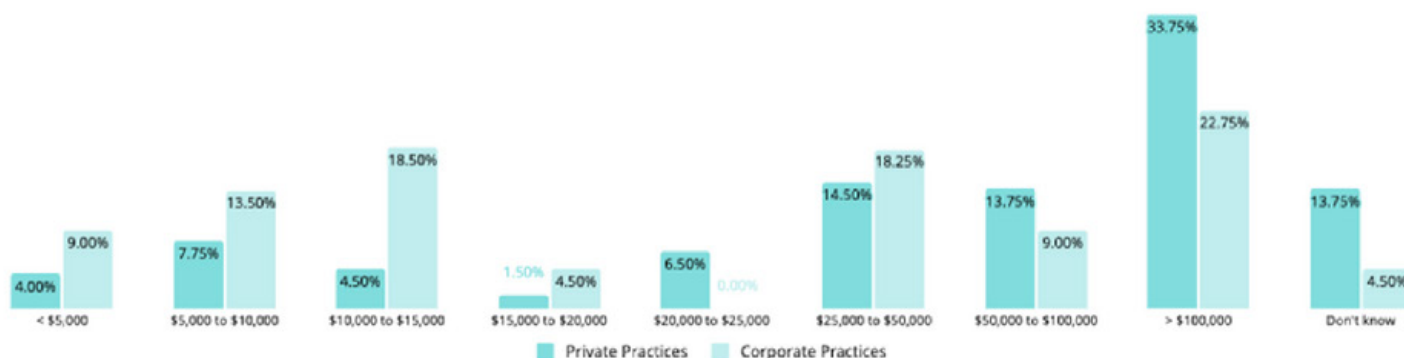
The basis of bonuses is distinctively different in private vs. corporate practices. In private practices 59% of bonuses are based on collections, whereas in corporate practices 54.5% of bonuses are based on production.



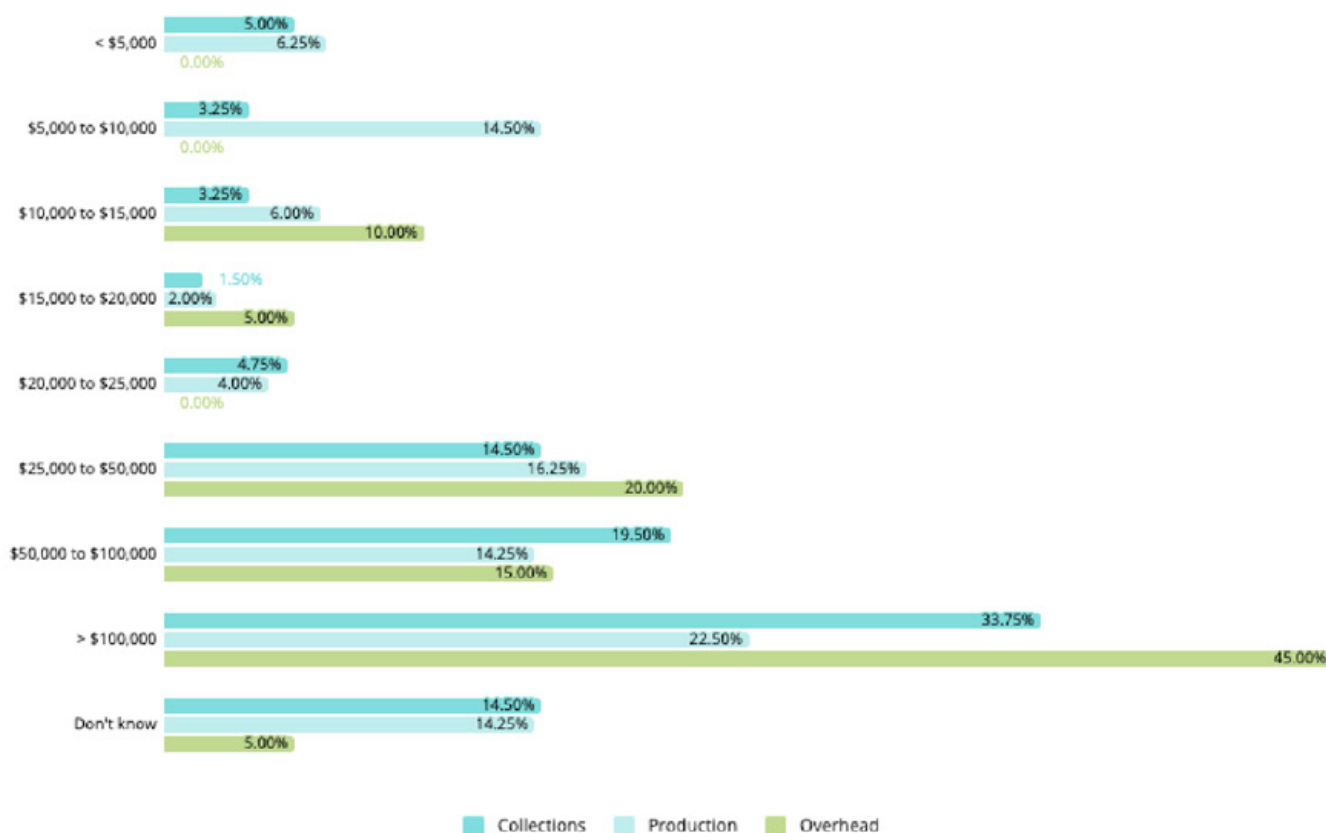
Bonuses

Size of Dentists' Bonuses

There is a large variance in dentists' expectations for their bonus size given the multiple ways they are compensated and whether they are in a private or corporate practice.



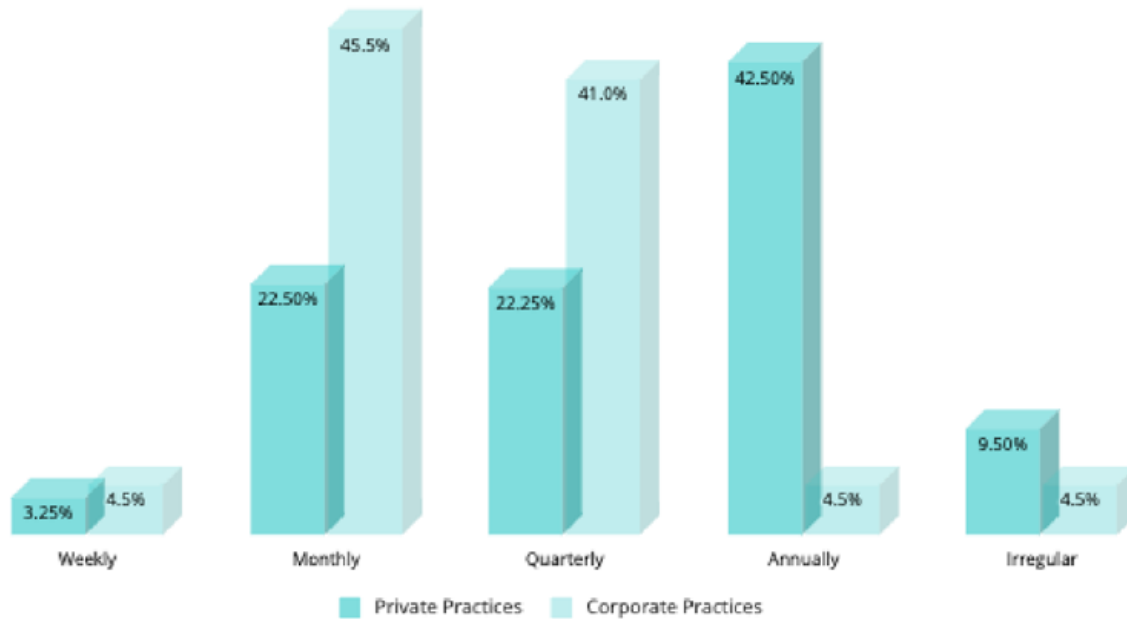
Those whose bonus is based on overhead reported significantly larger bonuses.



Bonuses

Frequency of Dentists' Bonuses

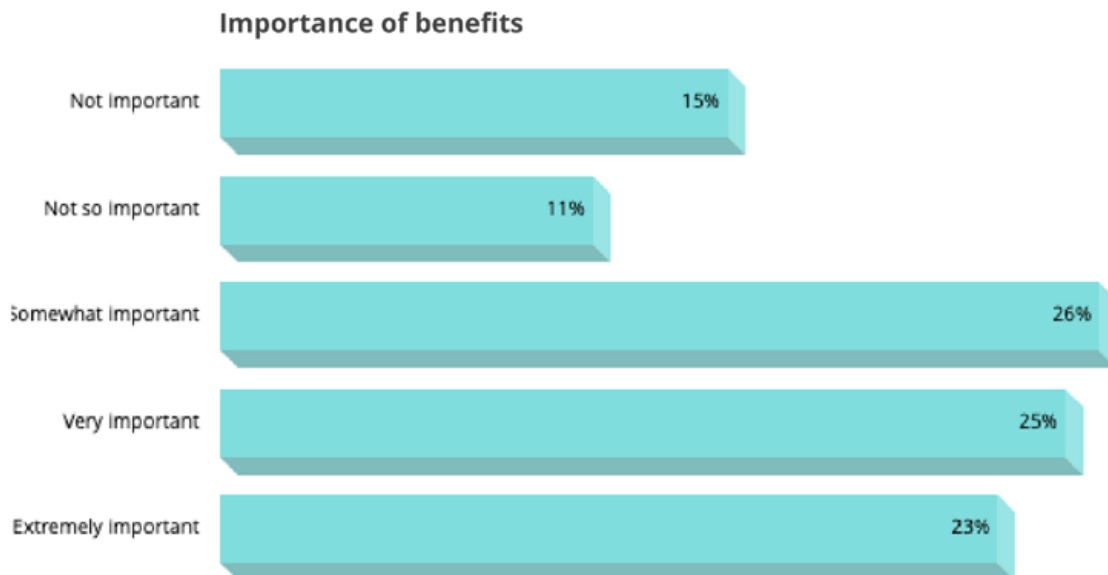
In private practices, a greater percentage of bonuses are paid out irregularly or once a year compared to in corporate practices.



Benefits

Private Practice vs. Corporate

74% of responding dentists indicated benefits are an important part of their total compensation.



Top 5 Benefits in Private Dental Practices from Highest to Lowest Percentage

1. Retirement plan
2. Health benefits
3. CE tuition reimbursement
4. Uniform provided
5. Paid professional conferences

Top 5 Benefits in Corporate Dental Practices from Highest to Lowest Percentage

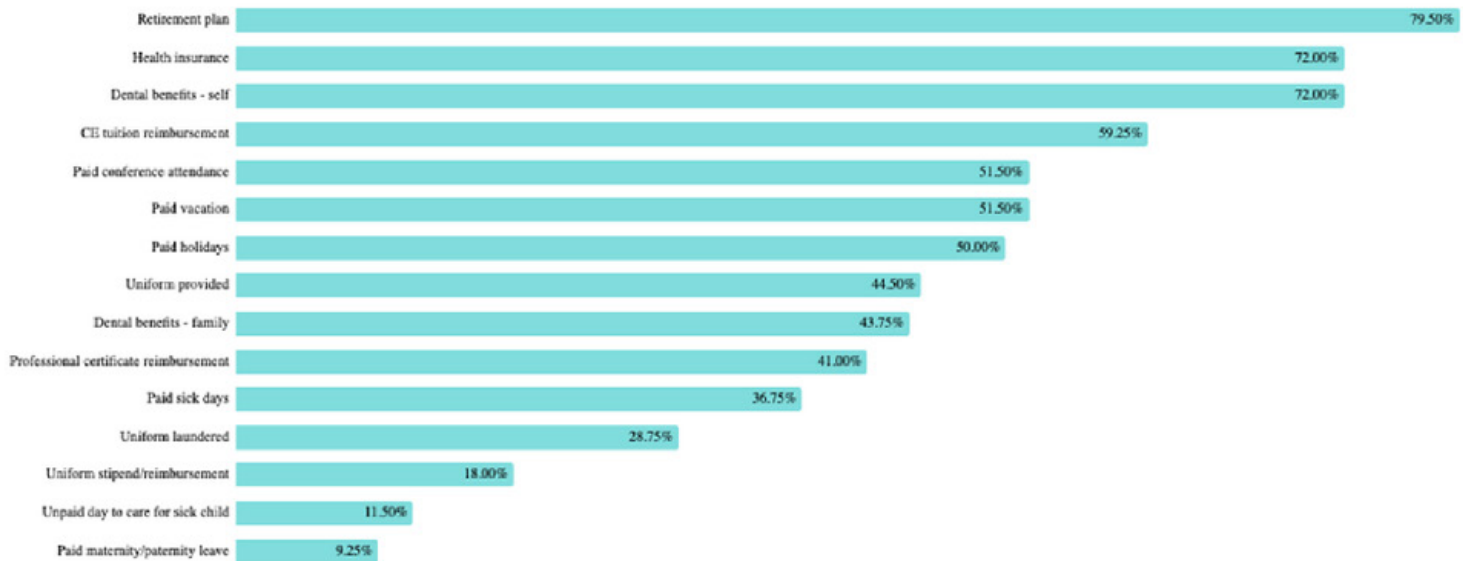
1. Health insurance
2. Retirement plan
3. Paid holidays
4. CE tuition reimbursement
5. Dental benefits for self

Benefits

Private Practice vs. Corporate

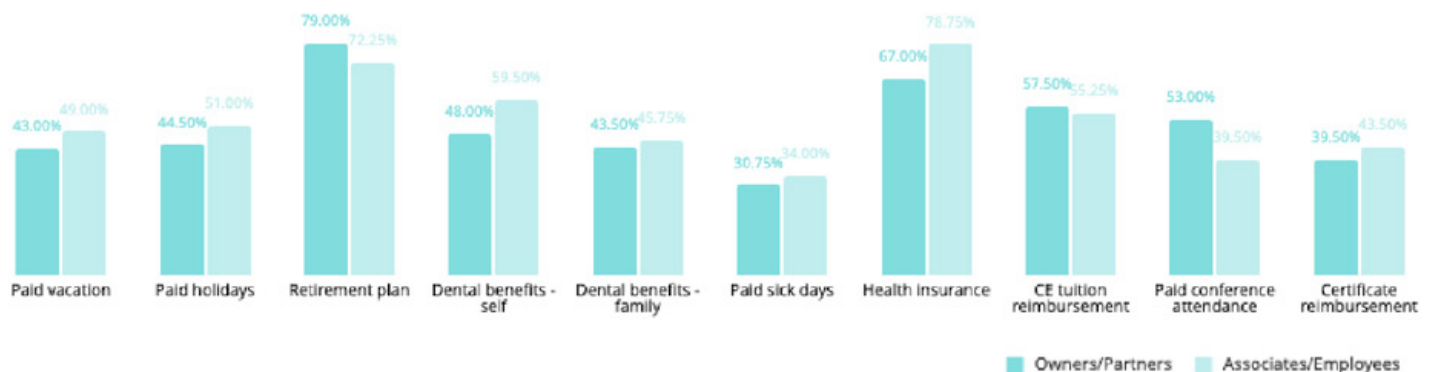
Benefits full-time dentists receive (private vs. corporate)

In both private and corporate practices, retirement and health insurance benefits are the two highest occurring benefits.



Comparing the top 10 benefits of owners/partners vs associate/employee dentists

The following chart compares the benefits received by employee dentists and owners/partners in private and corporate practices.

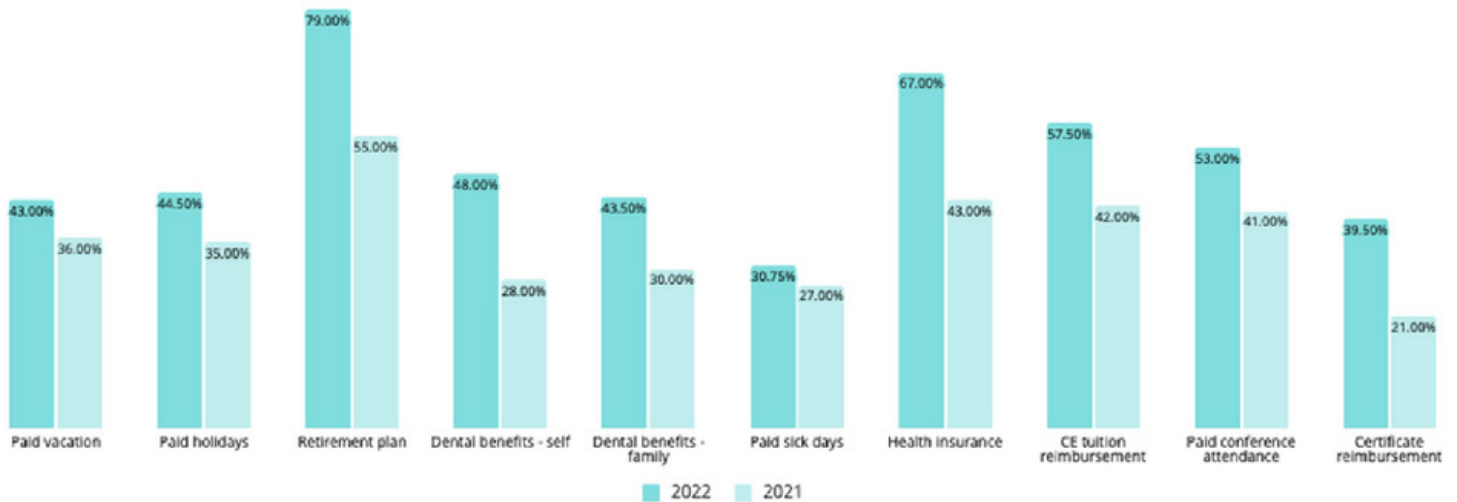


Benefits

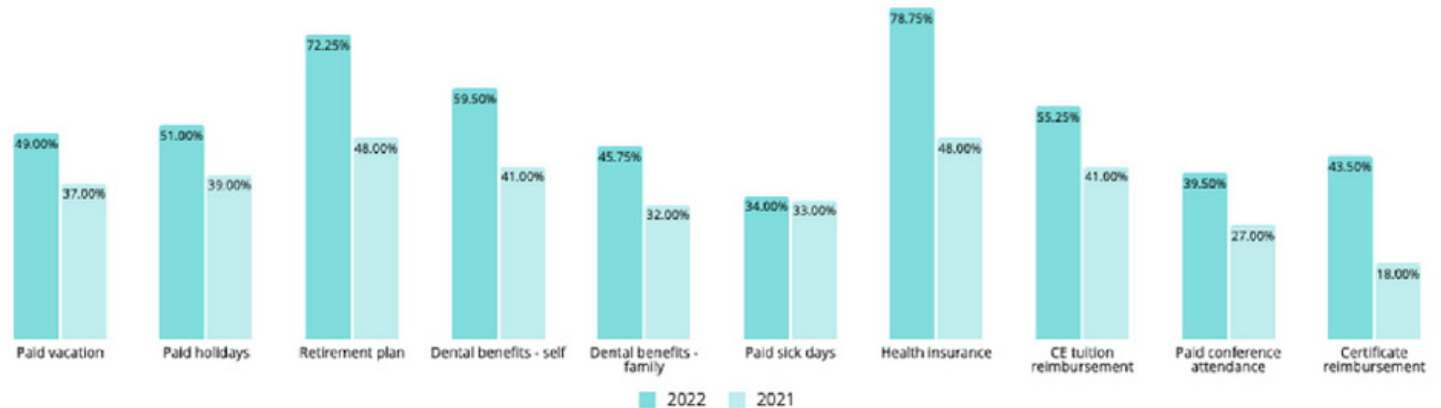
Year-Over-Year Comparison

There have been significant increases in retirement and health benefits for both owners/partners and associate/employee dentists.

Owner/partner benefits year-over-year



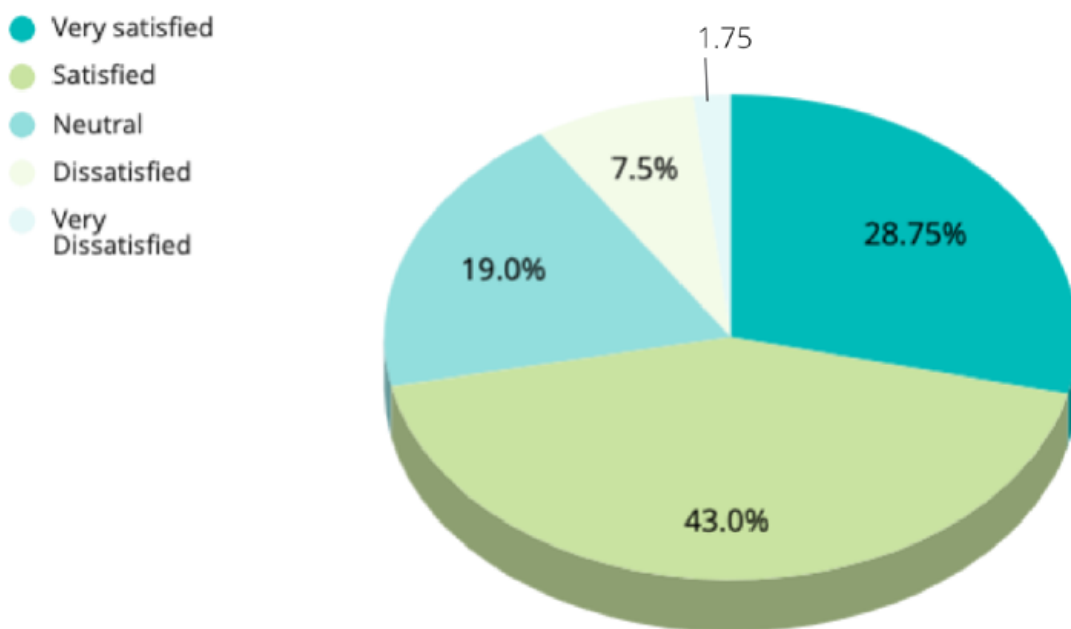
Associate/employee dentist benefits year-over-year



Satisfaction with Total Compensation

Nearly 72% of responding dentists are "satisfied" or "very satisfied" with their total compensation.

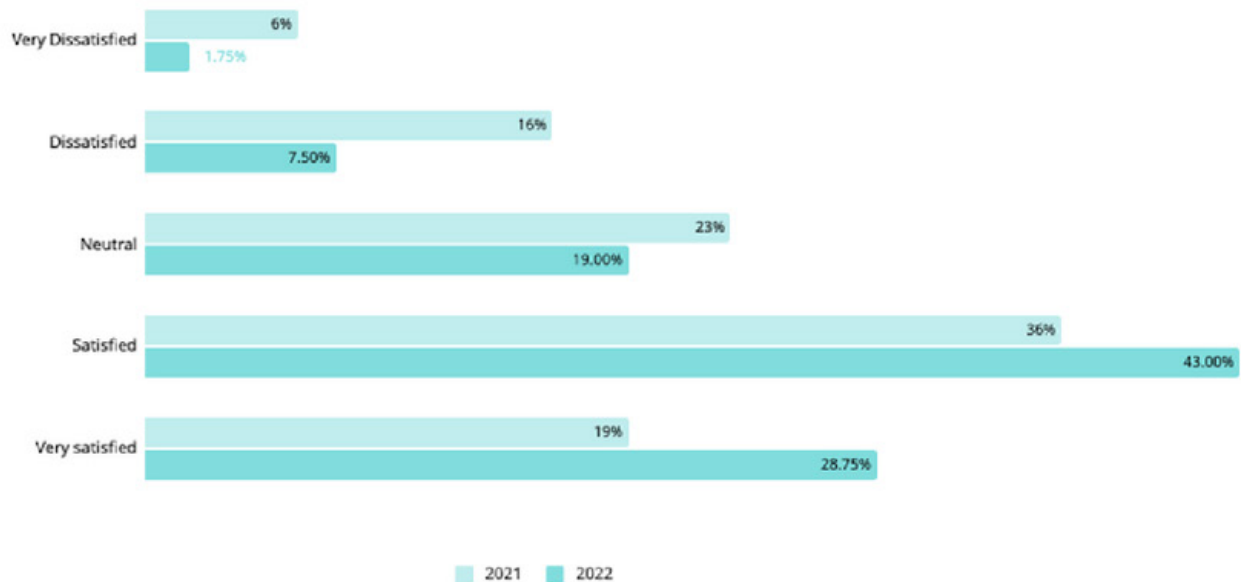
- Of the 71.75% who indicated satisfaction with their compensation, the average income is \$392,340. Half of the "satisfied" respondents earn \$350,000 or more.
- Of the 9.25% who indicated dissatisfaction with their compensation, the average income is \$174,300. Half of the dissatisfied respondents make \$150,000 or less.



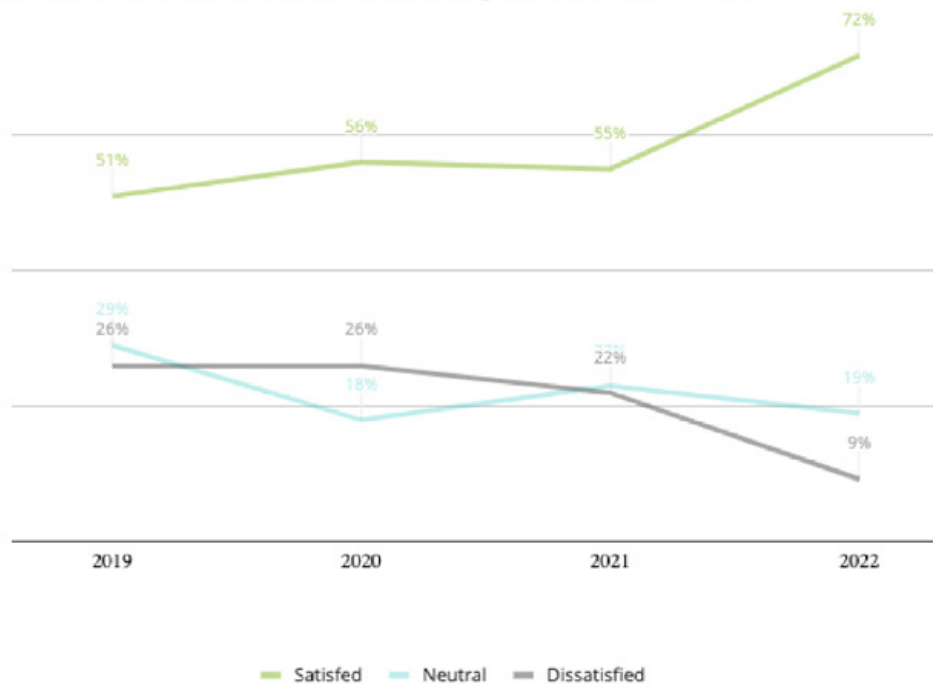
Satisfaction with Total Compensation

Year-over-year comparison

In the last year, income satisfaction rose nearly 17% and dissatisfaction dropped nearly 13%.



Dentists' income satisfaction has been trending upwards since 2020.

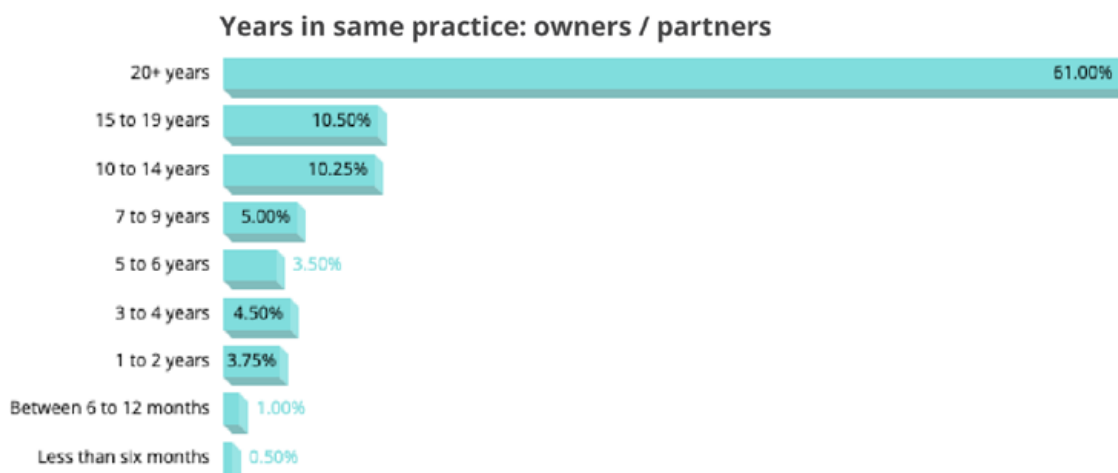


Job Turnover

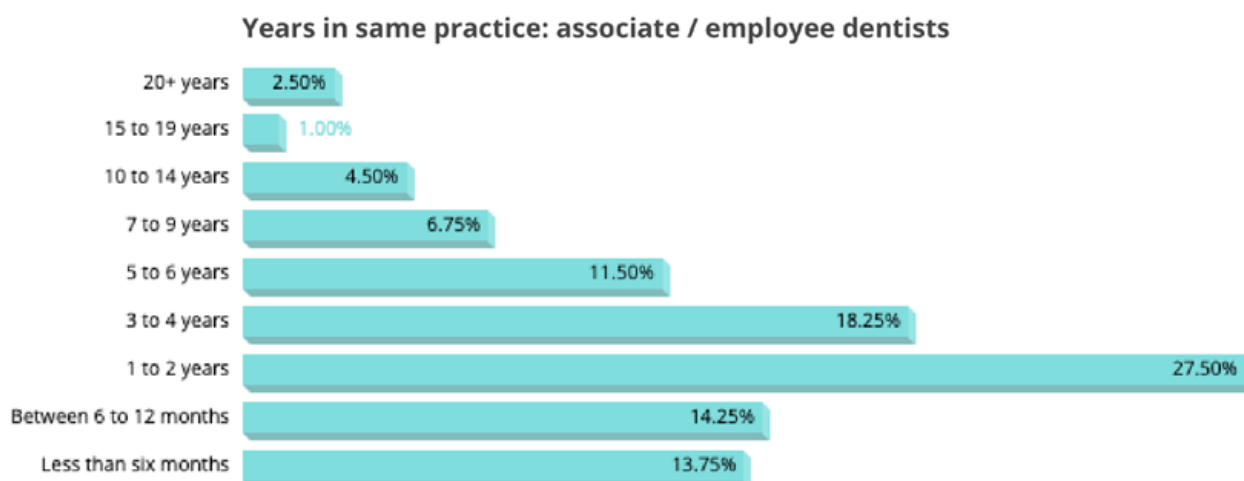
- 5.5% of responding associate dentists said they returned to work in the last 12 months after stepping out or retiring
- 23% of responding associate dentists changed employers in the last 12 months
- 34.25% of responding dentists plan to retire within six years

Dentist stability in current employment:

Just over 18% of practice owners/partners have been in the same practice less than ten years. 61% of responding owners/partners have been in their practice for 20 or more years.



Fewer than 4% of associate/employee dentists have been with their current employer for more than 15 years. Less than 12% have been with their current employer for 7 to 14 years.

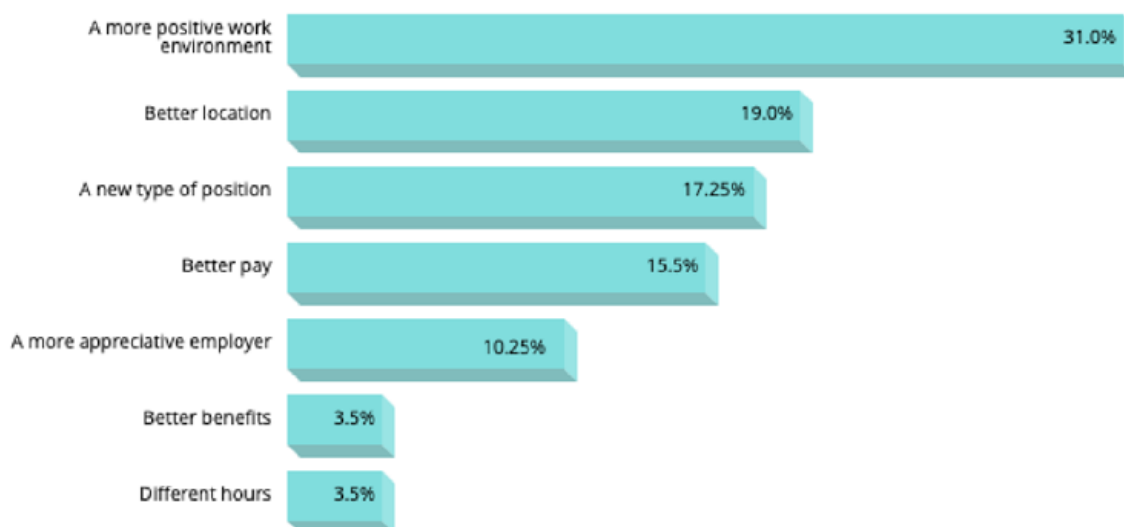


Job Turnover

Top motivations for changing employment

Associate/employee dentists who changed employment in the previous 12 months reported four top motivations. From highest to lowest percentage, they are:

1. A more positive work environment
2. A better location
3. A new type of position
4. Better compensation



Did employee dentists who changed jobs achieve their goals?

74% reported yes, they achieved their desired outcomes by changing employers.

Plans to look for new employment

At the time respondents took the survey, 24.5% of associate/employee dentists reported they intended to apply to new jobs within the next 12 months.

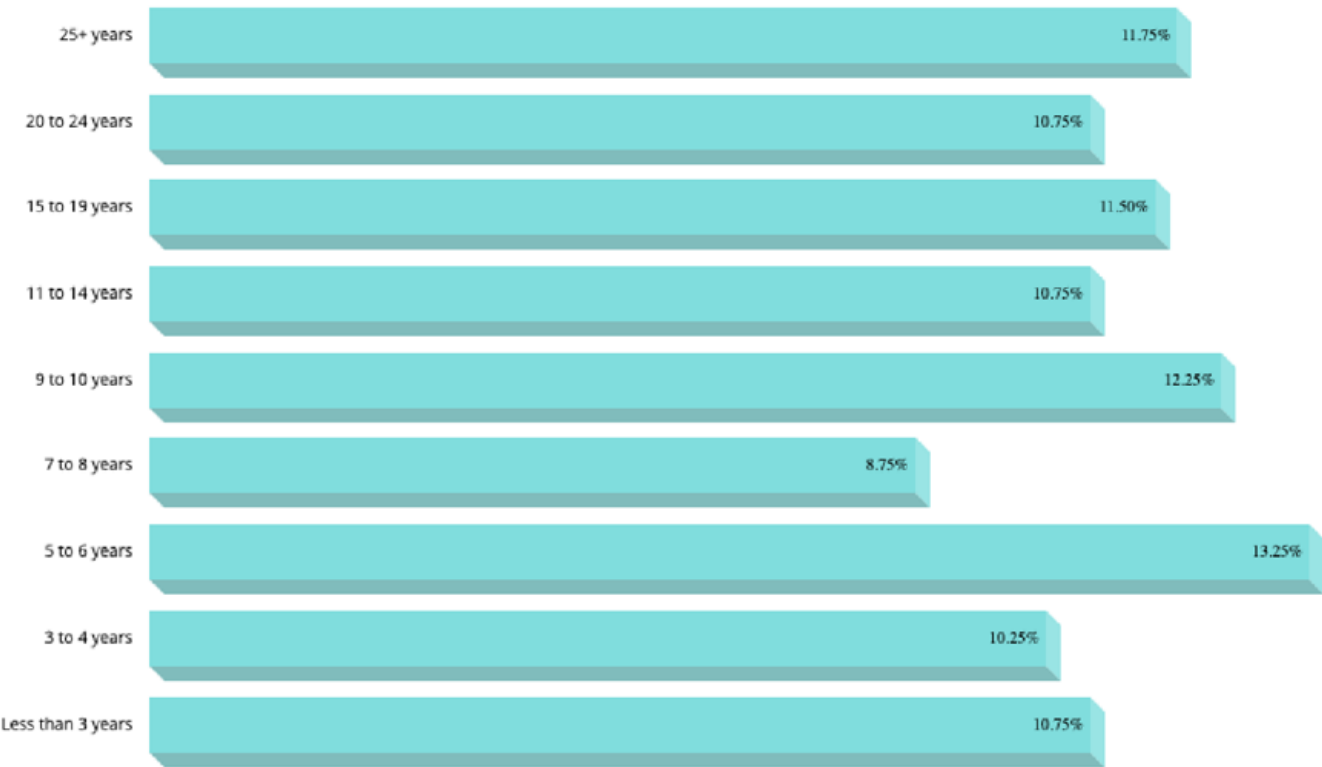
For comparison, 42.25% of associate/employee dentists applied for one or more new jobs in the previous 12 months. But a year ago, 30% reported they planned to do this. There were 8% more employee dentists applying for jobs in 2022 than planned to do so, which suggests the possibility that 30% or more employee dentists may apply for new jobs in 2023.

Retirement Forecast

When do responding dentists plan to retire?

Just over one third (34.25%) of responding dentists plan to retire within six years

- Among those planning to retire within six years, 83% are 58 or more years of age, and 14% are 37 to 57 years of age
- 55.25% of responding dentists plan to retire within ten years

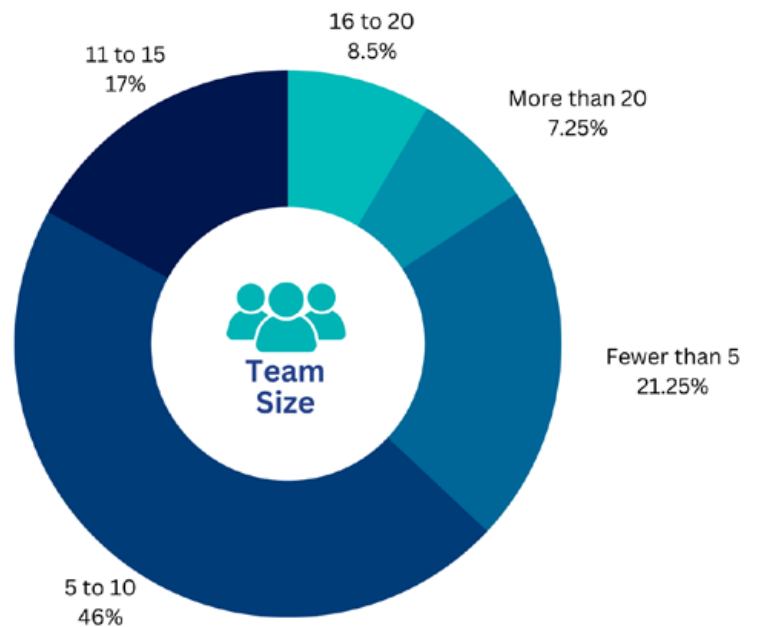


Note: dentists responding to the survey over-represent the 55+ age group by 13% when compared with ADA HPI data

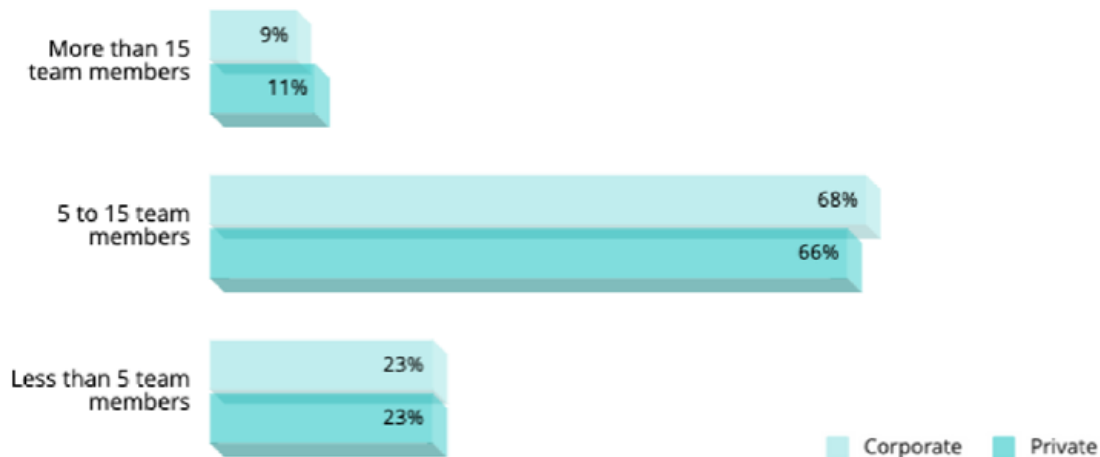
Practice Size

How big are their teams?

- Almost half of responding dentists reported working in practices with 5 to 10 team members. This is consistent for respondents working in both private and corporate practices.
- Nearly 33% work in practices with teams of 10 or more

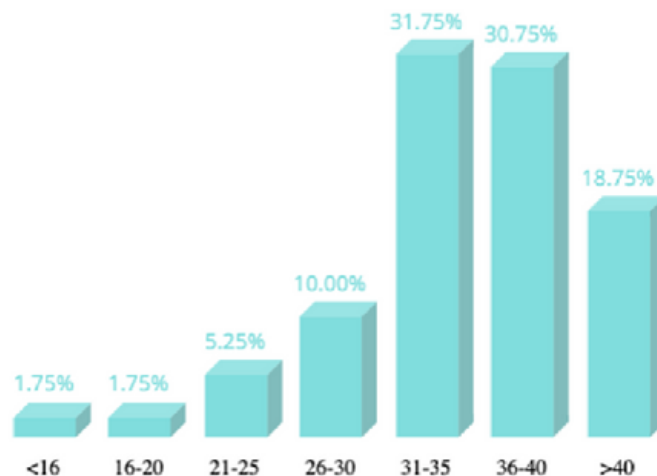


Team size: private vs. corporate practice



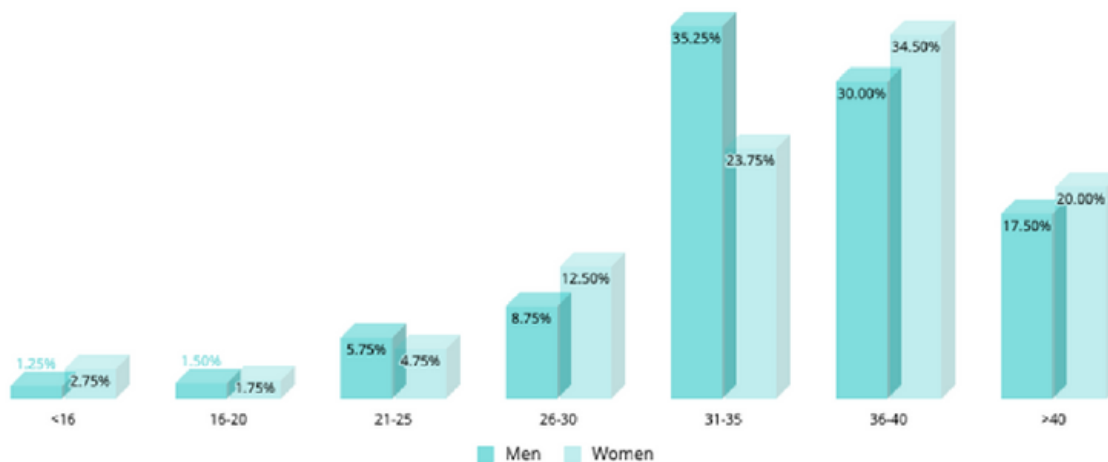
Average Hours

The majority of dentists (81.25%) work 30+ hour weekly schedules, while 18.75% regularly exceed 40- hour work weeks



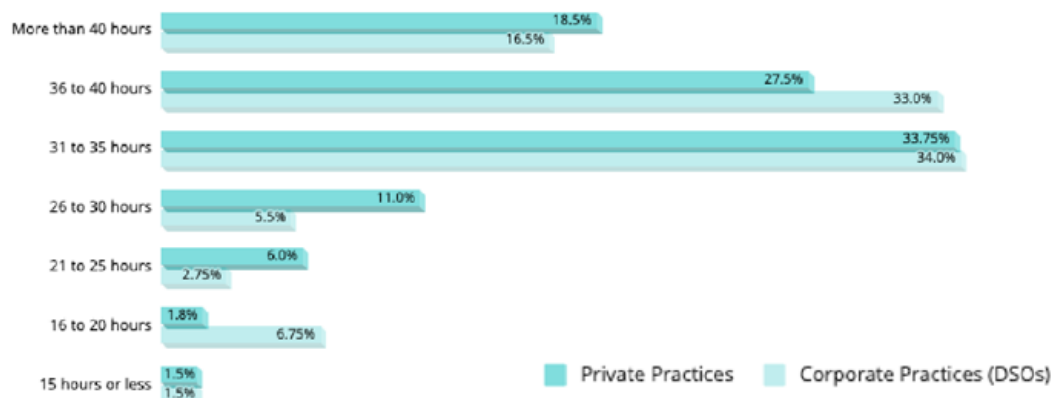
Hours worked: male vs. female dentists

- Although more female dentists work part-time, a larger percentage of female dentists (54.5%) work in excess of 35 hours per week compared with their male counterparts



Comparing private vs. corporate practice

- 49.5% of dentists in corporate practice work more than 35 hours per week vs 46% of dentists in private practices
- Comparing the hours of practice owners and partners, 48.25% of dentists in corporate practice work more than 35 hours per week compared with 47% in private practices

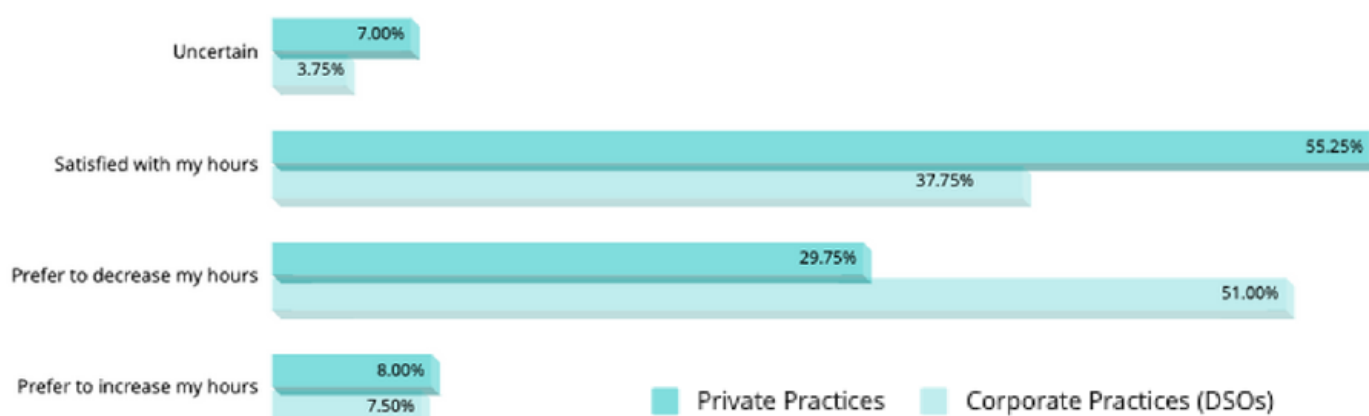


Average Hours

Satisfaction with hours: private vs corporate

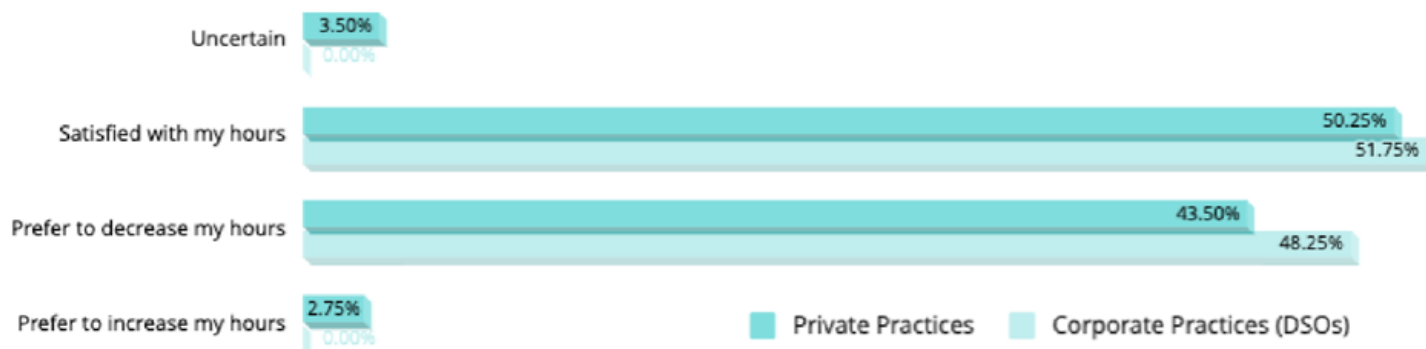
- 51% of associate/employee dentists working in corporate practices say they would like to work fewer hours compared with 29.75% in private practices

Associate/Employee Dentist Satisfaction with Hours (Private vs. Corporate)



- 48.25% of owners/partners in corporate practices would like to work fewer hours per week, compared to 43.5% in private practices

Owner/Partner Satisfaction with Hours (Private vs. Corporate)



Survey Audience Demographics

Who Responded to DentalPost's Annual Salary Survey?

In surveying dentists, DentalPost distinguished between owners or partners of dental practices and dentists who are associates or employee dentists. We also distinguished by age, whether they are general dentists or specialists, and the type of organization they work in (private practice, corporate practice, public health, community clinic, hospital, dental school, military clinic, prison clinic, Native American Reservation clinic, mobile clinic, schools-based program, or "other").

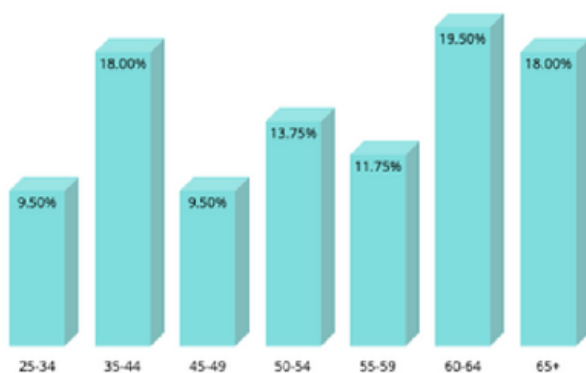
When compared with ADA Health Policy Institute (ADA HPI) numbers, DentalPost salary survey respondents proportionally overrepresent the combined age groups 55-64 and 65+ by 13%, and underrepresent the combined age groups <35 and 35-44 by 15%. The survey underrepresents the percentage of female dentists by 5%, underrepresents corporate (DSO) dentists by 1.5%, and underrepresents specialists by 11%.

Our respondents roughly matched the latest racial/ethnic percentages reported by ADA HPI, with the exception of Asians and Pacific Islanders, which are under-represented by 5%.

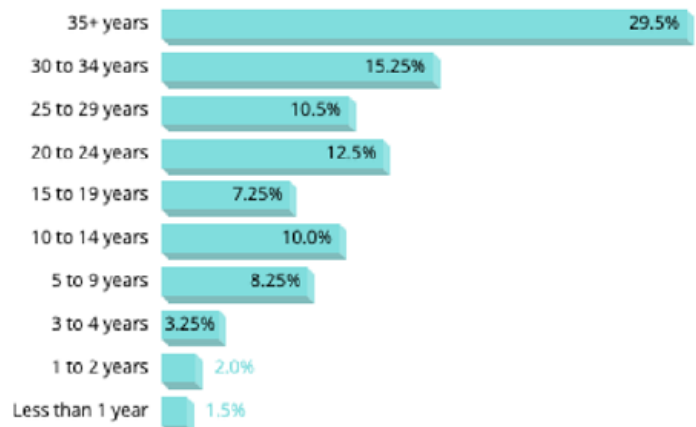
Age & Experience

By age and experience,
respondent breakdown follows:

Age of Responding Dentists



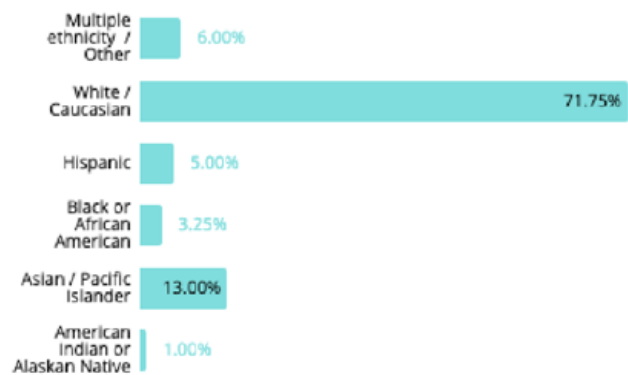
Years of Experience



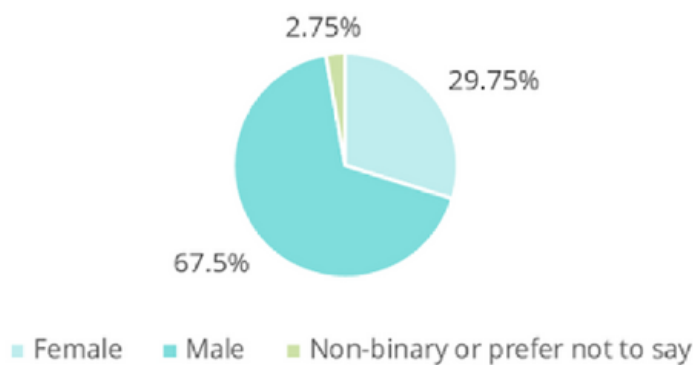
Survey Audience Demographics

Race / Ethnicity

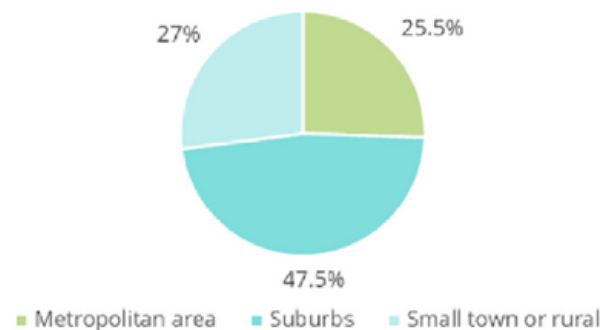
Comparing survey results from the responding dentists to ADA HPI statistics for race and ethnicity, our respondents roughly match the percentages reported by the ADA HPI except for Asian/Pacific Islanders. Our survey respondents under-represent Asian/Pacific Islanders by 5%.



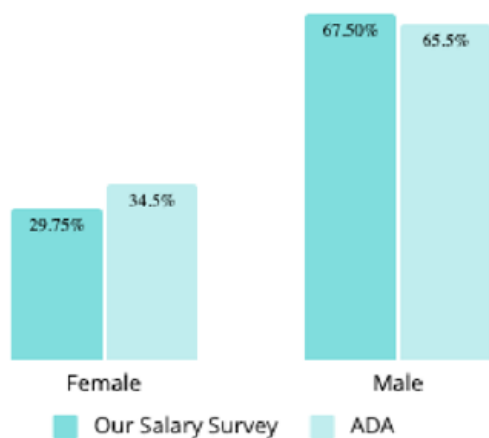
Gender



Size of community responding dentists live in:

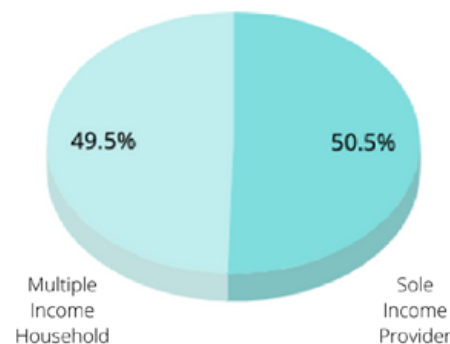


Gender of our survey respondents compared to ADA data



Sole income provider

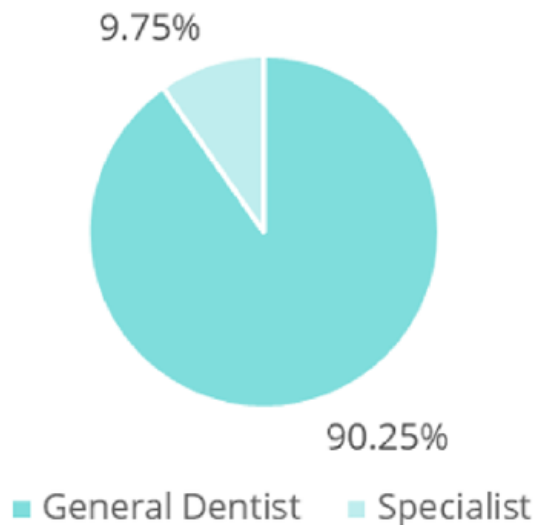
50.5% of responding dentists reported they are the sole income earner in their household. This is down 2.5% year-over-year.



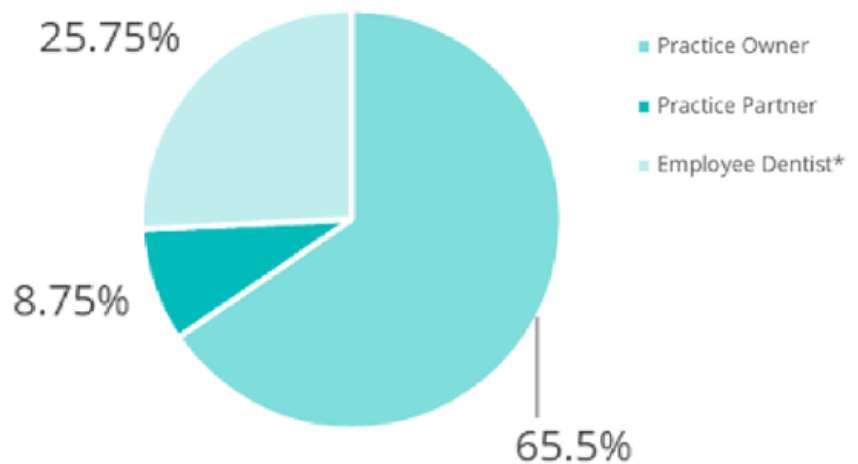
Survey Audience Demographics

General dentist vs. specialist

- More than 90% of dentists who responded are in general practice
- Compared with ADA HPI data, dentists working in specialties are proportionally underrepresented in the dental salary survey



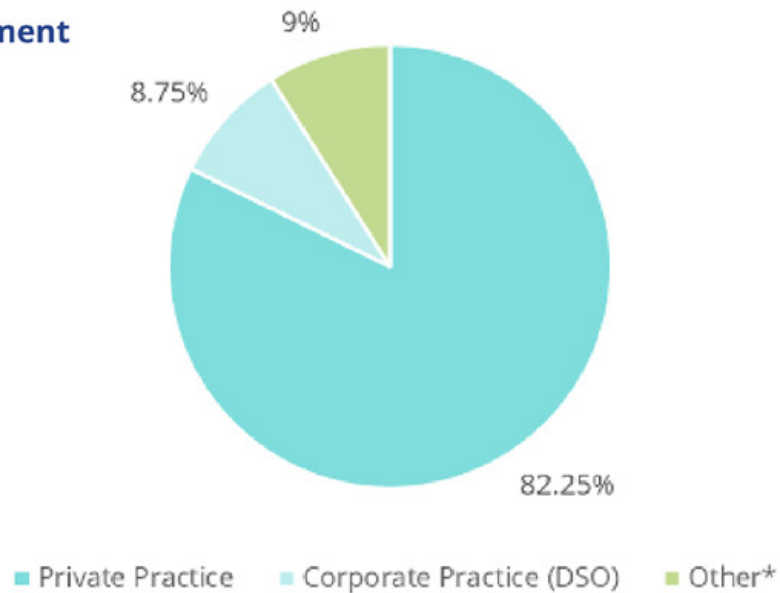
Practice owner or partner vs. employee dentist:



**Employee dentists identified themselves as an associate or employee of a private or corporate dental practice, a dental resident, a hospital dentist, a dental educator, a dental consultant, a public health dentist, a community clinic dentist, military or prison clinic dentist, or school system employee.*

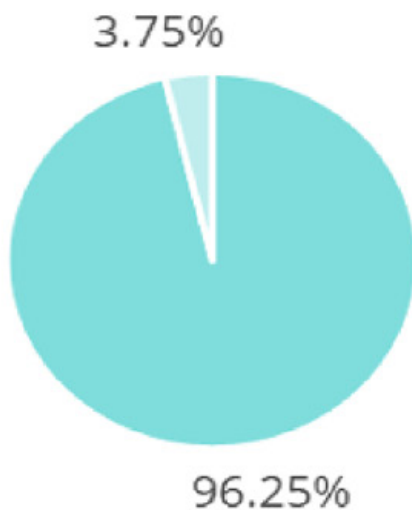
Survey Audience Demographics

Type of practice environment

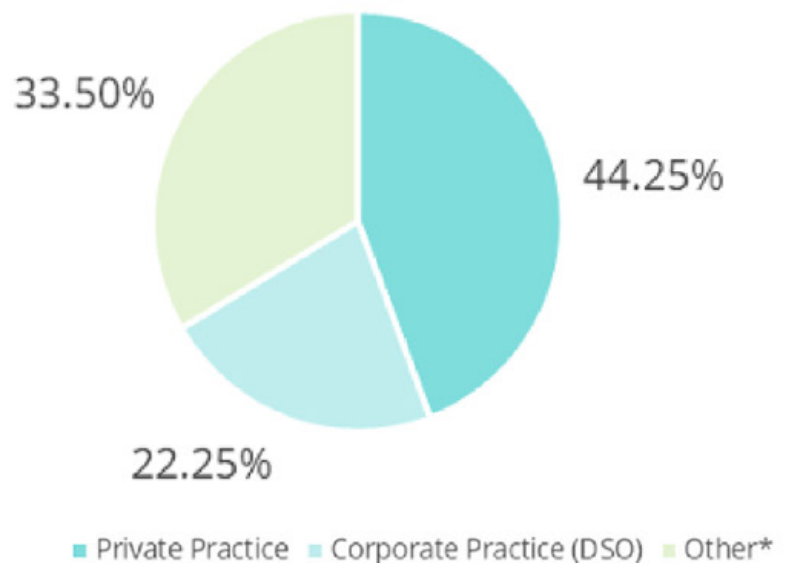


**In the "other" category are hospitals, universities, public health and community clinics, military and prison clinics, and more*

Type of practice environment: owners & partners



Type of practice environment: associate / employee dentists



**In the "other" category are hospitals, universities, public health and community clinics, military and prison clinics, and more*

DENTAL HYGIENIST REPORT

2023 Dental Salary Survey



2023 Salary Survey | RDH Report

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RDH Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including 6,933 dental hygienists. From compensation to work environments to the job turnover rate, this report captures some of the latest trends and takeaways from responding dental hygienists.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5. Hourly rates have been rounded to the nearest \$0.05.

Key Highlights & Takeaways

- **Income satisfaction grew by nearly 18%**, with a whopping 61.5% of respondents saying they felt "satisfied" or "very satisfied" with their total income.
- In the last year, the average income of dental hygienists **increased by 4.5% in private practices** and by **7.5% in corporate practices**. This year's national average pay increases for dental hygienists were below the current national rate of inflation of 8.2% for the 12 months ending September 2022.
- Despite rising incomes, **more than 31% of dental hygienists are considering a job change**. This includes 13% who are actively looking for a new job, and another 18.5% considering applying for a new job this year.
- 59% of full-time RDHs earned salaries over \$70,000+, and **33% reported salaries exceeding \$80,000**. The median income of respondents dissatisfied with their pay was \$68,000, indicating it is **not just the lowest paid dental hygienists who are unhappy** with their income.
- 1 in 3 of those who changed jobs reported the **desire for higher income** drove their decision, and 1 in 4 reported the **desire for a more positive work environment** drove their decision.
- The **percentage of RDHs receiving "major benefits" increased** between 10-20%. Major benefits (medical insurance, dental benefits, retirement, paid vacation, and paid sick leave) are the new normal for over 50% of RDHs with one exception. Only 35.5% of RDHs in private practices are provided medical insurance by employers, compared with 76.75% of RDHs in corporate practices (DSOs).
- Retirement rates are outpacing dental hygiene school output, compounding the ongoing dental labor shortage. **In the next six years, nearly 30% of the combined full- and part-time RDH workforce plans to retire.**

Income

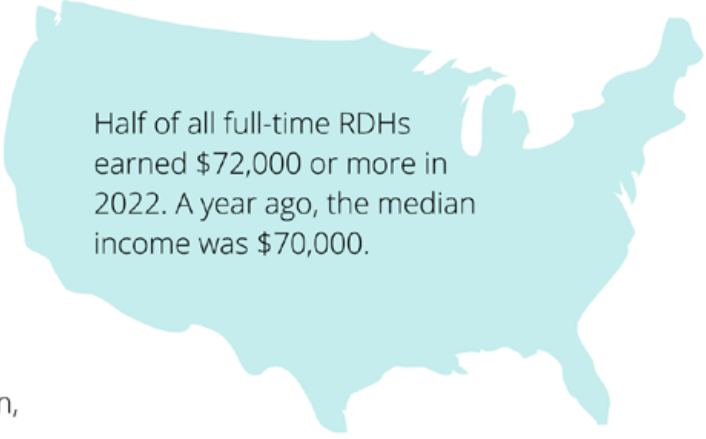
Average & Median Income: Annual Pay for Full-Time RDHs

The following averages and medians reported below are based on the total primary incomes reported by over 4,000 RDHs working full-time (32+ hours per week).

NATIONAL

Average Income = \$73,745

Median Income = \$72,000



Half of all full-time RDHs earned \$72,000 or more in 2022. A year ago, the median income was \$70,000.

REGIONAL

Average and median income by region, from highest to lowest.

Pacific (AK, CA, HI, OR, WA)

Average: \$83,278

Median: \$81,530

South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)

Average: \$77,680

Median: \$77,330

New England (CT, MA, ME, NH, RI, VT)

Average: \$73,945

Median: \$73,830

Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)

Average: \$73,157

Median: \$71,750

Middle Atlantic (NJ, NY, PA)

Average: \$72,971

Median: \$71,300

West South Central (AR, LA, OK, TX)

Average: \$71,199

Median: \$70,750

West North Central (IA, KS, MN, MO, NE, ND, SD)

Average: \$70,388

Median: \$68,700

East North Central (IL, IN, MI, OH, WI)

Average: \$68,631

Median: \$68,200

East South Central (AL, KY, MS, TN)

Average: \$57,465

Median: \$57,000

INCOME IN STATES WITH DATA SET OF 100+ RESPONDENTS

Average Income

AL	\$46,122
CA	\$91,015
FL	\$70,824
GA	\$71,609
IL	\$74,975
MI	\$63,264
NJ	\$81,030
NY	\$73,530
OH	\$66,671
PA	\$64,352
TN	\$64,050
TX	\$75,131
VA	\$77,725
WA	\$69,557

Median Income

AL	\$54,000
CA	\$89,000
FL	\$70,000
GA	\$71,000
IL	\$75,000
MI	\$62,000
NJ	\$78,000
NY	\$72,000
OH	\$65,000
PA	\$64,000
TN	\$64,000
TX	\$73,000
VA	\$75,000
WA	\$90,000

Income

Average & Median Income: Hourly Rates for Full- and Part-Time RDHs

National average hourly rate: \$42

Based on the hourly rates reported by both full-time and part-time RDHs, the national average hourly rate in 2022 is \$42, an increase from the \$38 national hourly rate one year ago.

While the national hourly rate for full-time and part-time hygienists increased by 10%, the average total income for full-time hygienists has only risen 5% (see "Changes in RDH Income: Year-Over-Year Comparison" on the following page).

National average temp rate: \$47.50

The temp rate increased by 18% over the last two years, when the average hourly rate for full-time temps was \$40.25.

AVERAGE HOURLY RATE IN STATES WITH DATA SET OF 100+ RESPONDENTS

AL	\$27
CA	\$49
FL	\$39
GA	\$41
IL	\$42
MI	\$36
NJ	\$47
NY	\$43
OH	\$37
PA	\$37
TN	\$37
TX	\$43
VA	\$46
WA	\$39

Income

Changes in RDH Income: Year-Over-Year Comparison

To measure the increase in RDH income in the previous 12 months, the national average income reported in last year's survey was compared to the national average income reported in this year's survey. In all measured clinical environments the average national income increased in 2022.

- RDHs working in private general practices reportedly earned a 4.5% higher average income year-over-year
- RDHs in corporate practices (DSOs) reportedly earned a 7.25% higher average income year-over-year
- RDHs who work in specialist practices reportedly earned a 7.25% higher average income year-over-year
- RDHs who work in other types of clinical situations (i.e., public health, mobile clinics, prisons, school-based programs, Native American Indian reservations, universities, and hospital clinics) reportedly earned 3% more year-over-year

Full-Time Average Total Income			
	2022	2021	
Private General Practices	\$72,150	\$68,939	4.5% increase
Specialist Practices	\$72,800	\$67,868	7.25% increase
DSOs	\$79,410	\$73,758	7.5% increase
Public Health & Community	\$72,080	\$70,067	3% increase

Income

Based on Experience & Location

Average income based on experience

Respondents with 10 to 19 years of experience are the top earners.

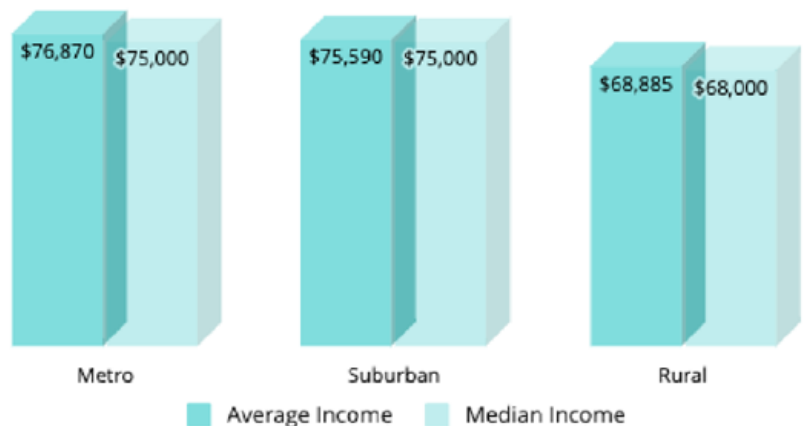
The higher average in this experience bracket is not correlated with working more hours. In fact, 53% of RDHs working more than 35 hours per week have 20 or more years of experience. Only 23% of RDHs working more than 35 hours per week have 10 to 19 years of experience.



Average income based on location

The average income rose in metropolitan, suburban, and rural communities

- The average income in small towns and rural areas increased by \$3,095 YOY
- The average income in metropolitan communities increased by \$3,730 YOY
- The average income in suburban communities increased by \$4,720 YOY



Income

Based on Employment Type

Average income based on employment type

The following reported averages and medians are based on the total income of responding dental hygienists who work 32 or more hours a week.

	Average Income	Median Income
General Private Practice	\$71,980	\$70,000
Corporate Practice	\$79,630	\$76,800
Specialist Private Practice	\$72,800	\$72,999
Public Health & Community Clinics	\$76,080	\$75,000
Other*	\$77,185	\$75,000

**Other types of employment include public schools, military, hospital, university, prison, mobile, and Native American Reservation clinics.*

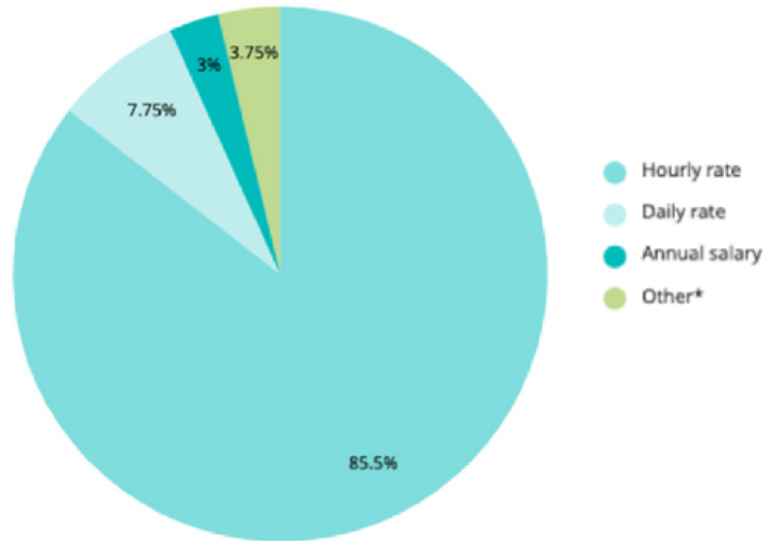
Income

How RDHs are Paid

Income basis

The vast majority of respondents (85.5%) said their principal dental income is based on an hourly wage.

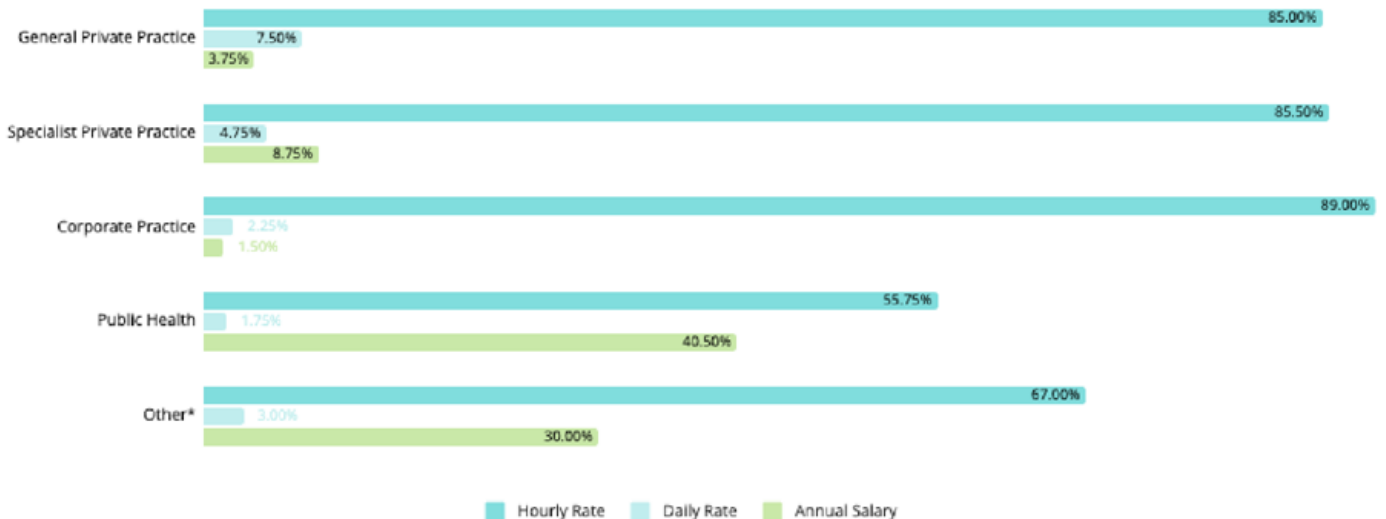
**Other includes percent of production, percent of collections, and commission.*



Income basis by practice type

Over 80% of dental hygienists working in private and corporate practices earn an hourly wage.

In public health and other types of employment, 55 to 67% of responding hygienists earn an hourly wage, and 30 to 40% earn an annual salary.



**Other types of employment include public schools and community, military, hospital, university, prison, mobile, and Native American Reservation clinics.*

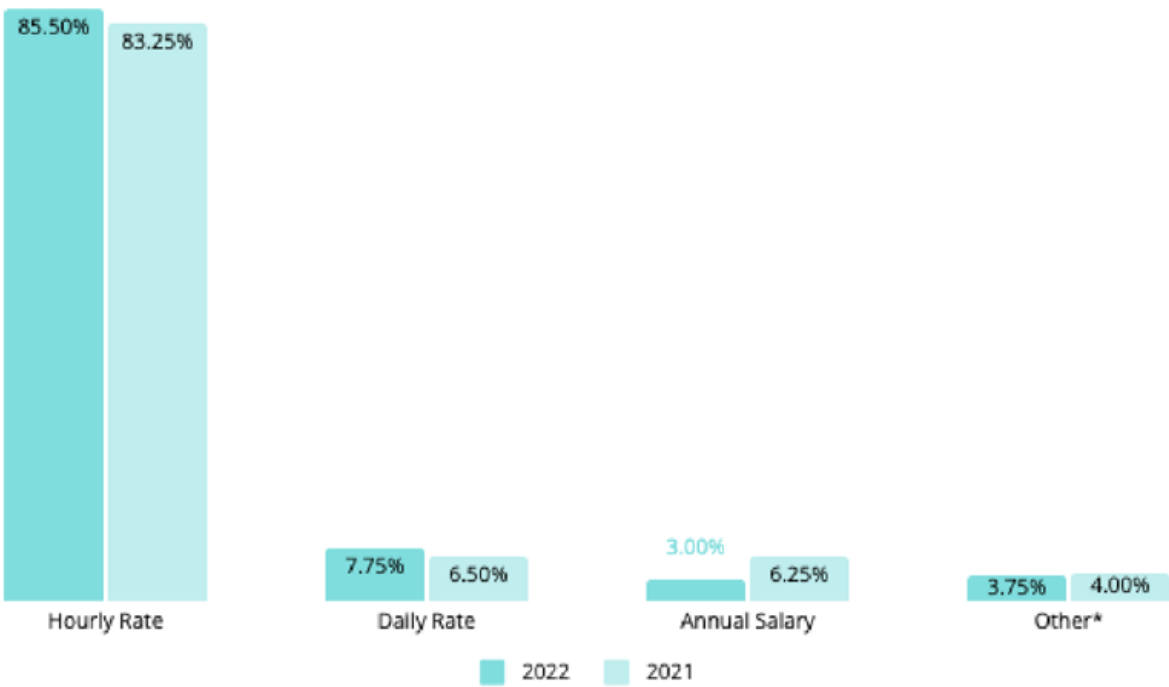
Hourly pay for no-shows and open appointments

93% of RDHs are reportedly paid their normal full hourly rate for no-shows and open appointments in the middle of the day

Income

Year-Over-Year Comparison

Income basis has remained consistent YOY, with 2.25% more receiving income based on an hourly rate



Income

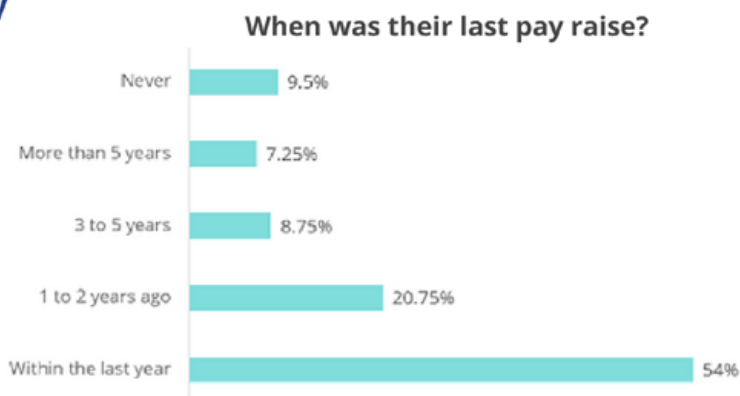
Pay Increases

3 out of 4 responding hygienists reported receiving a pay raise in the last 2 years

- The average total incomes for RDHs YOY shows an increase of 7.5% in corporate practices, 4.5% in private general practices, 7.25% in specialist practices, and 3% in public health and community clinics.
- 59% of RDHs earning \$70,000+ annually and 33% of RDHs earning \$80,000+ annually. That's an increase of 16% more RDHs earning \$70,000+ and 12% more RDH earning \$80,000+ annually.
- 17% more dental hygienists YOY reported feeling "satisfied" or "very satisfied" with their total income.
- 40% asked for a raise in the last year. Of these respondents who asked for a raise, 24% were satisfied with the outcome vs. 16% who asked for a raise and were not happy with the outcome.

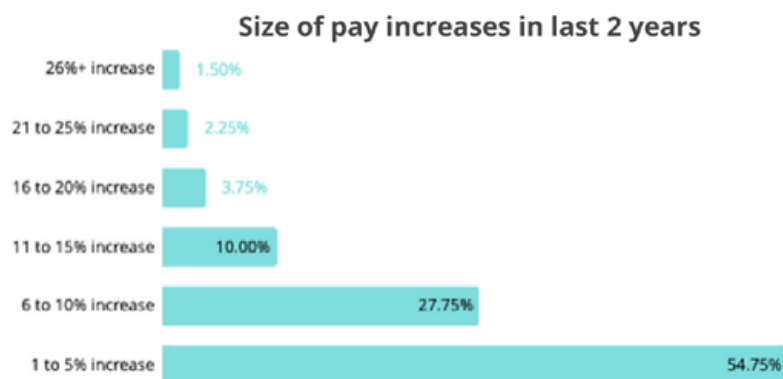
54% of RDHs received their last pay increase in the last 12 months

- Of the 9.5% who reported never receiving a pay raise, 69% have been with their current employer two or less years. This short longevity in their current employment may have factored into their response.



How big were dental hygienists' pay increases in the last two years?

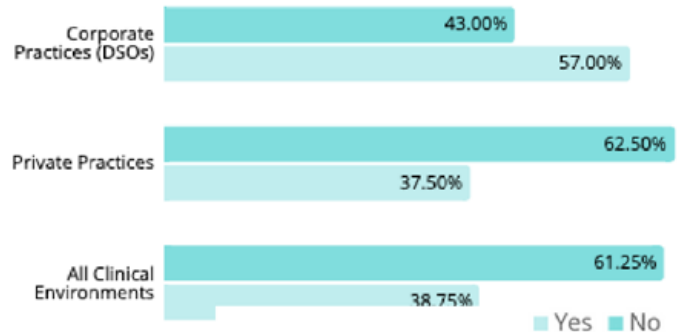
- Nearly 55% reported pay increases in the range of 1 to 5% in the last two years
- Almost 28% reported pay increases in the range of 6 to 10% in the last two years



Bonuses

Comparing practice types: who receives a bonus?

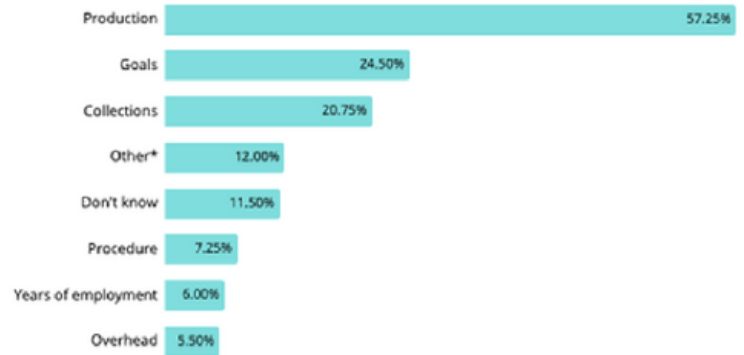
- Almost 30% of responding RDHs receive one or more non-commission-based bonuses in addition to their primary income
- 57% of RDHs working in corporate practices receive bonuses
- 37.5% of RDHs working in private practices receive bonuses



Basis of bonuses

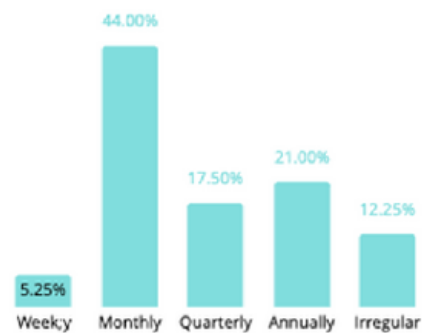
- Over half of bonuses are based on production. Some respondents indicated more than one basis because they receive more than one type of bonus.

**Other reported bases include end-of-year profit sharing or holiday gifts, Saturday hours, new patient referrals, product sales, patient retention, and patient appreciation.*



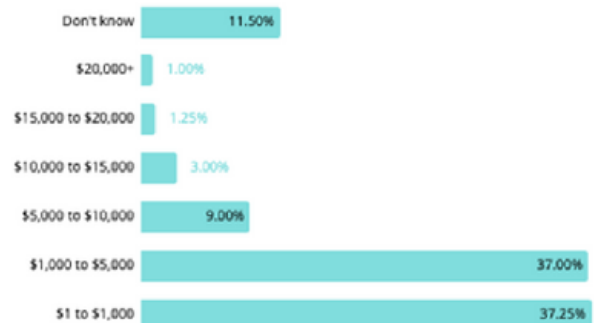
Frequency of bonus payouts

- Most dental hygienists who receive bonuses reported they receive them monthly or annually



Expected bonuses in 2022

- 37% of dental hygienists anticipated their bonuses to total less than \$1,000 in 2022
- 37.25% of dental hygienists receiving bonuses anticipated their bonuses to total \$1,000 to \$5,000 in 2022

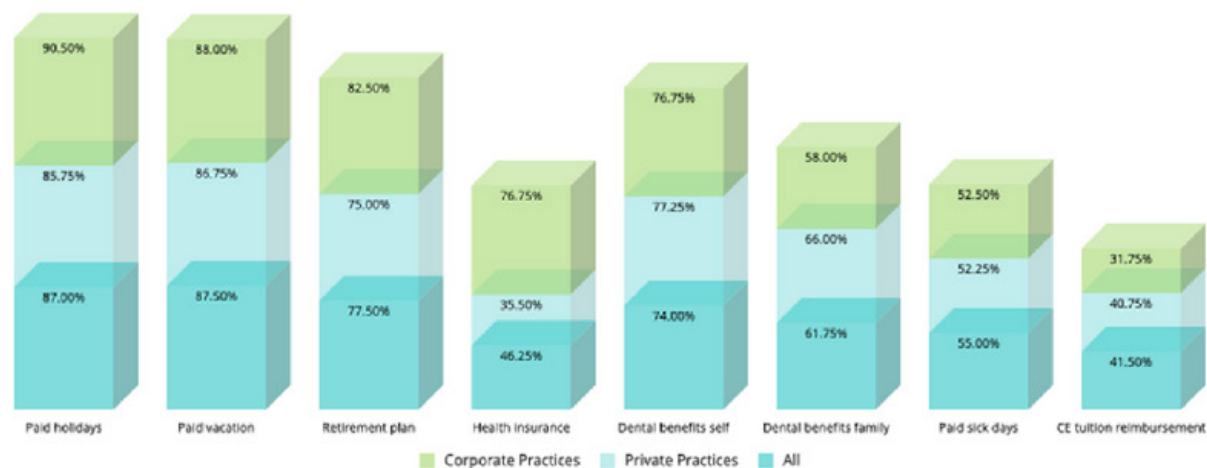


Benefits

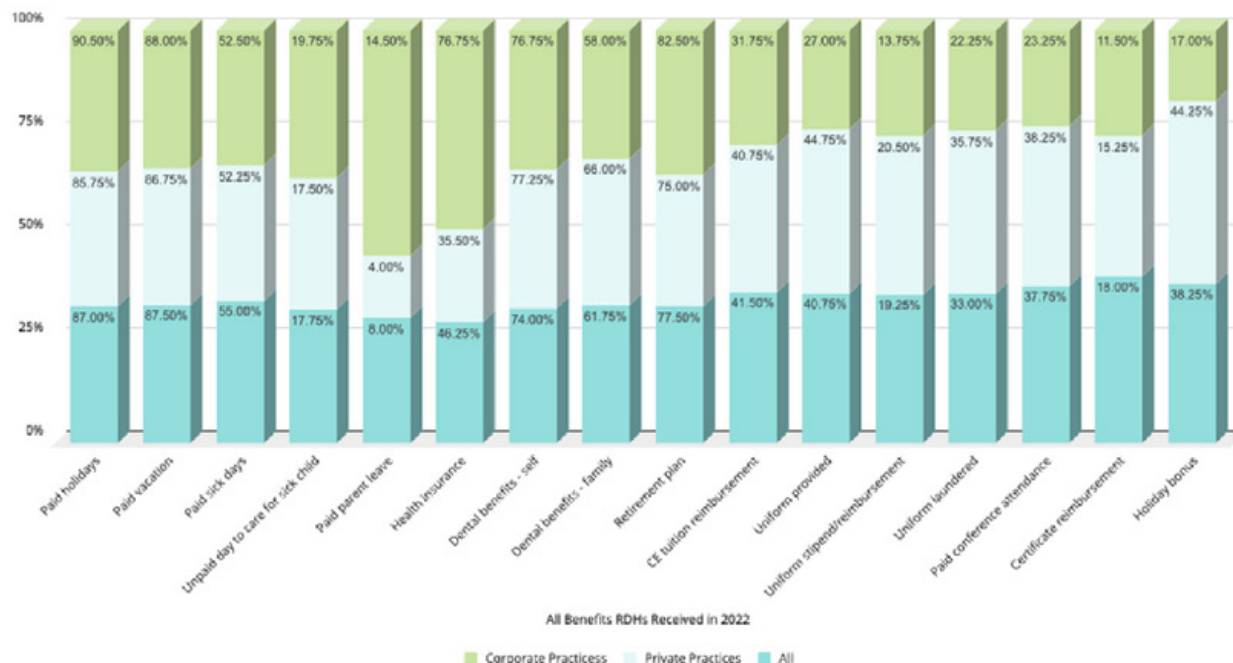
Importance of benefits to RDHs

Nearly 68% of dental hygienists receiving benefits reported that benefits are “very important” or “extremely important” to them, and only 11.25% reported benefits are “not so important” or “not important” to them.

Top 8 benefits RDHs receive



16 top benefits RDHs receive: comparing private practices, corporate practices, and all employment environments



Benefits

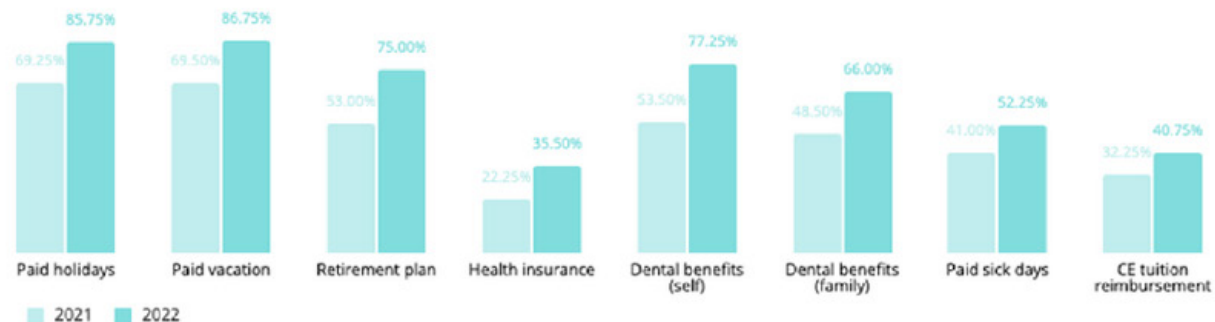
Year-over-year comparison of top 8 benefits

Today, more dental hygienists are receiving the top 8 benefits

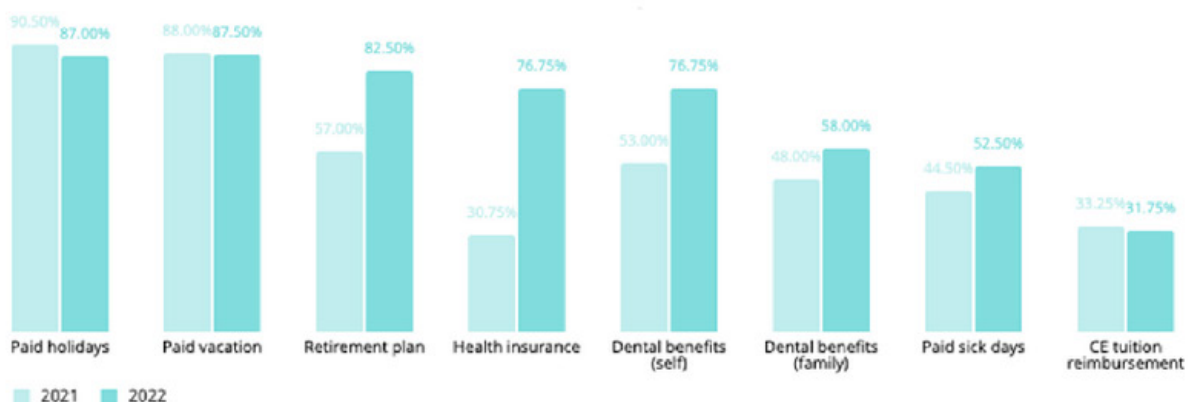
- Health benefits have increased by 25.5%
- Retirement benefits have increased by 20.5%



Private Practice: year-over-year comparison of top 8 benefits



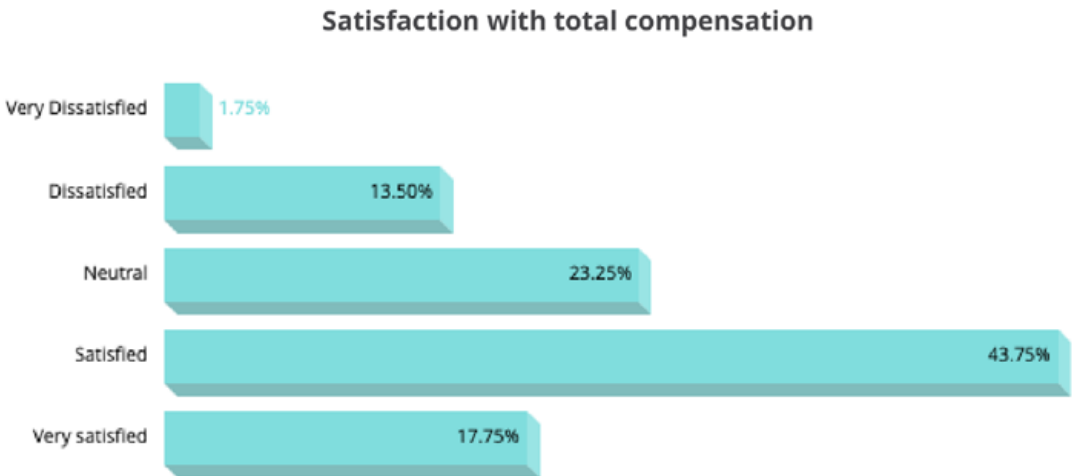
Corporate Practice: year-over-year comparison of top 8 benefits



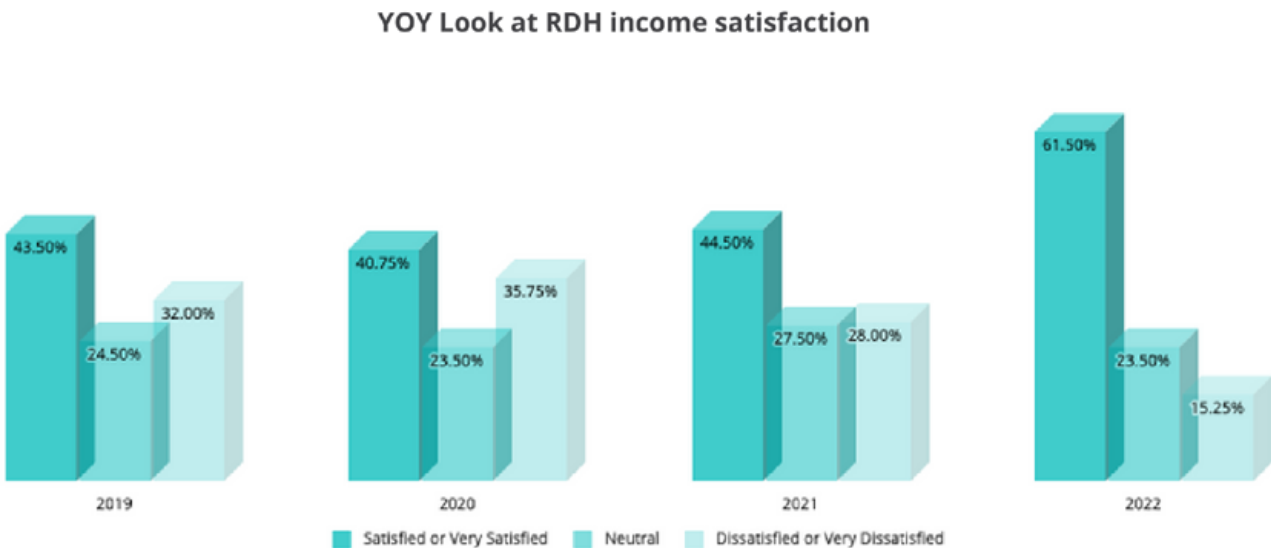
Satisfaction with Total Compensation

How satisfied are dental hygienists with their income?

Between 61% and 62% of respondents are “satisfied” to “very satisfied” with their total compensation, including primary income, bonuses, and benefits.



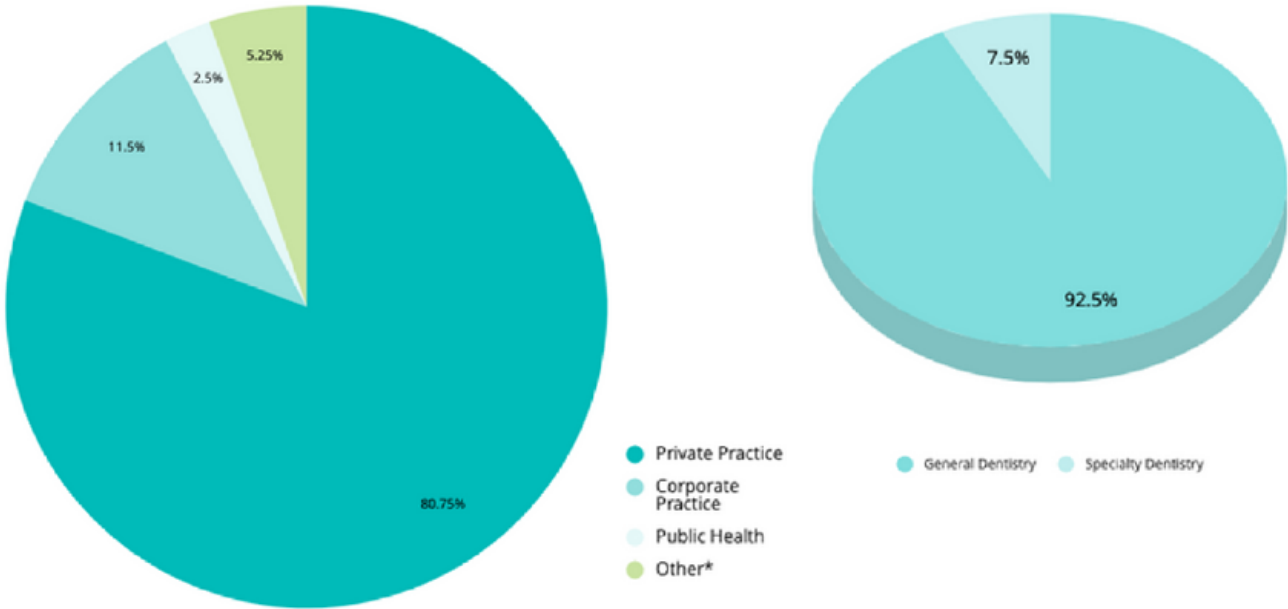
Over the last three years (2020, 2021, and 2022), compensation satisfaction has increased by 20.5%, from 40.75% to 61.5% reporting they are “satisfied” or “very satisfied.” Over the last three years, dissatisfaction decreased by 20.5%, from 35.75% to 15.25% reporting they are “dissatisfied” or “very dissatisfied.”



Practice Type & Location

Types of dental practices RDHs work in

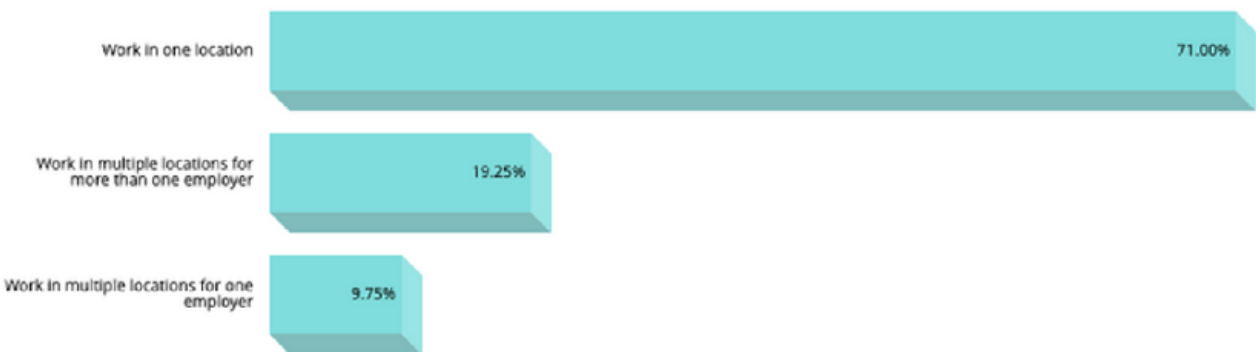
- Nearly 81% of responding dental hygienists work in private practices, and 11.5% work in corporate practices (DSOs)
- Nearly 93% of the private practices are general dentistry practices, and just over 7% are specialty practices



**Other types of employment include public schools and community, military, hospital, university, prison, mobile, and Native American Reservation clinics.*

How many RDHs work in more than one practice location?

71% work in a single location compared with 89.5% of respondents last year. This indicates an increase in hygienists who are now working across multiple dental offices.

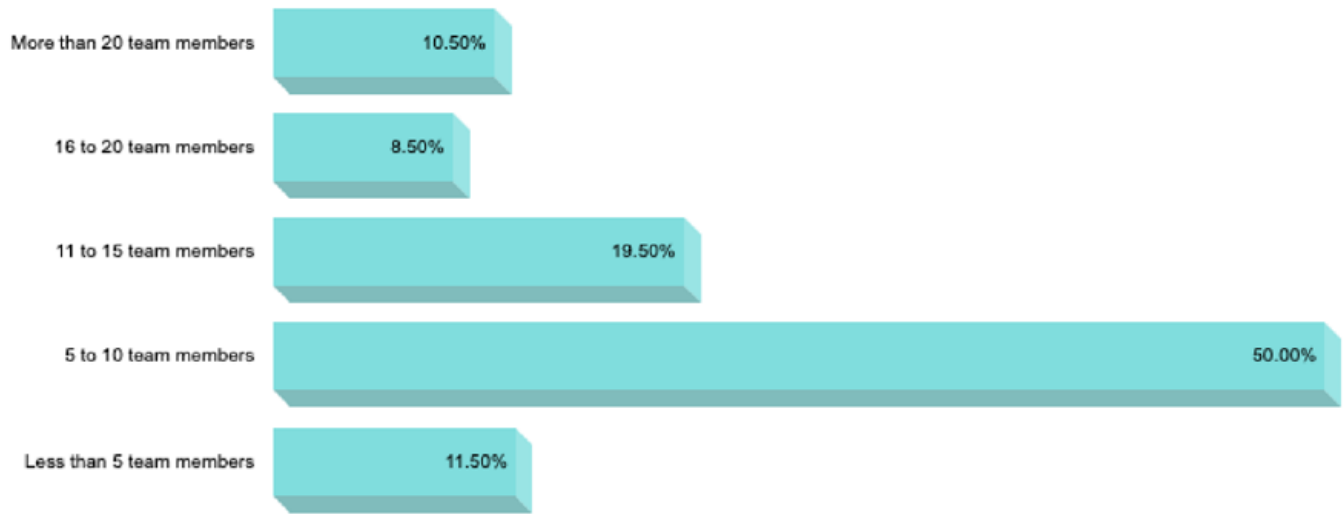


Practice Size & Workload

Team Size & Patient Scheduling

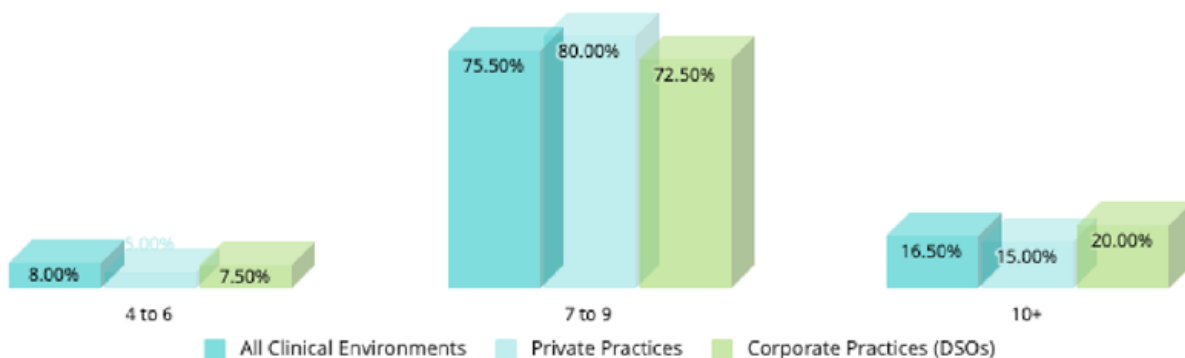
Size of dental teams

50% of responding dental hygienists work in clinics with 5 to 10 team members



How many patients do dental hygienists see in a day?

20% of RDHs in corporate practices responded that they see 10+ patients a day compared with 15% of those who work in private practices

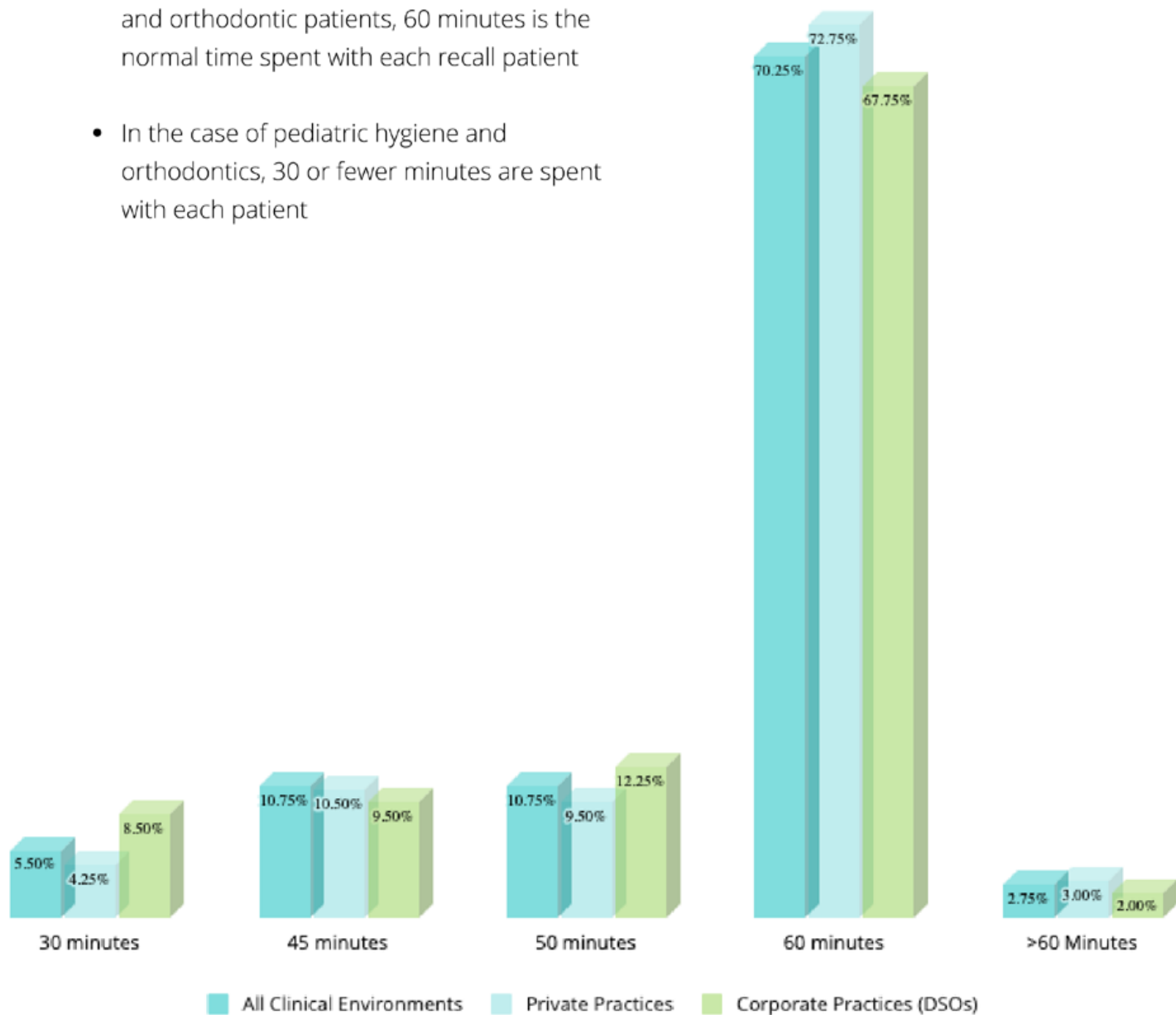


Practice Size & Workload

Team Size & Patient Scheduling

How much time do dental hygienists spend with each patient?

- Except for dental hygienists serving pediatric and orthodontic patients, 60 minutes is the normal time spent with each recall patient
- In the case of pediatric hygiene and orthodontics, 30 or fewer minutes are spent with each patient

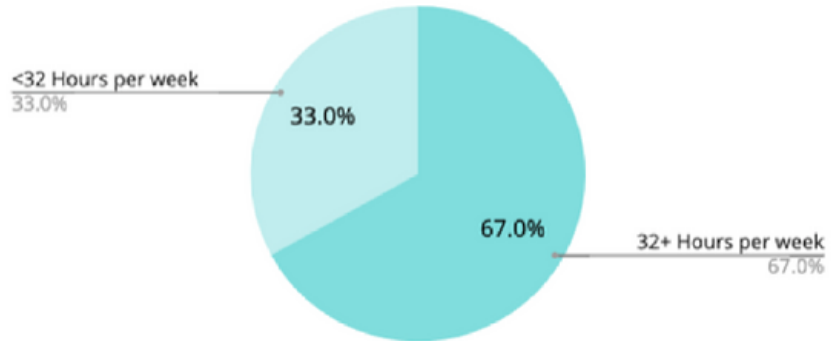


Practice Hours

Average Hours Per Week

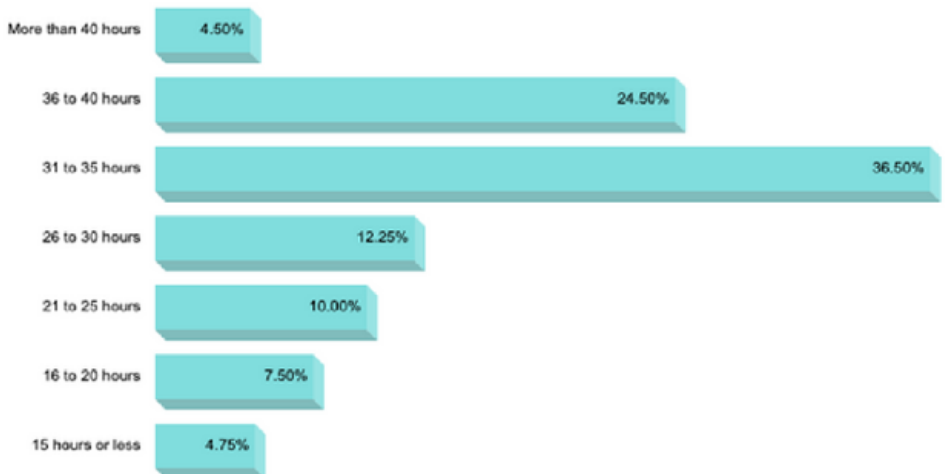
67% work full time

- Full-time hygienists, working 32 or more hours a week, outnumber part-time hygienists 2 to 1



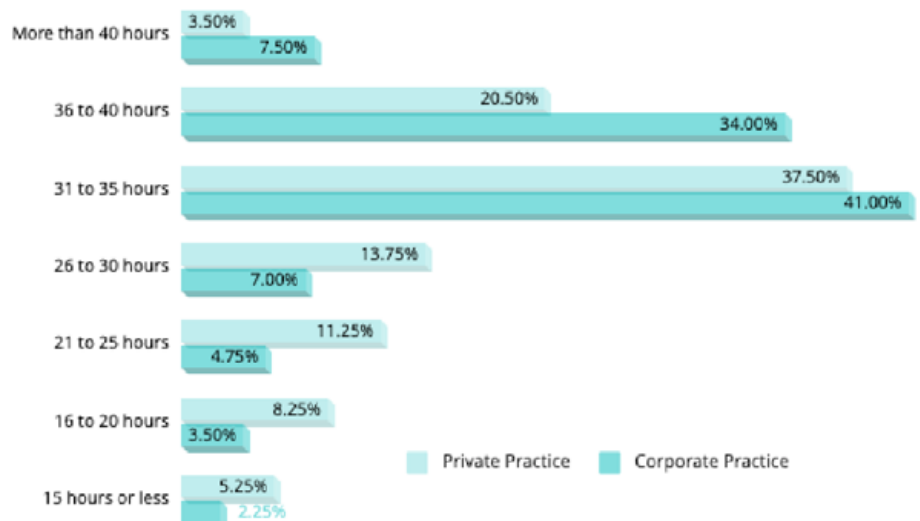
Average work week hours

- The majority (36.5%) of responding hygienists average between 31 to 35 hours a week



Private vs. corporate practice hours

- 41.5% of respondents working in corporate practices work 36 or more hours a week, compared to 24% of respondents working in private practices



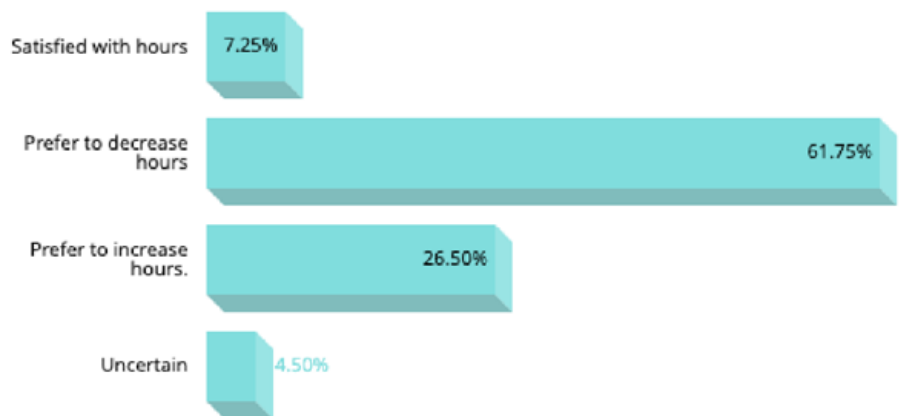
Practice Hours

RDH Satisfaction with Hours

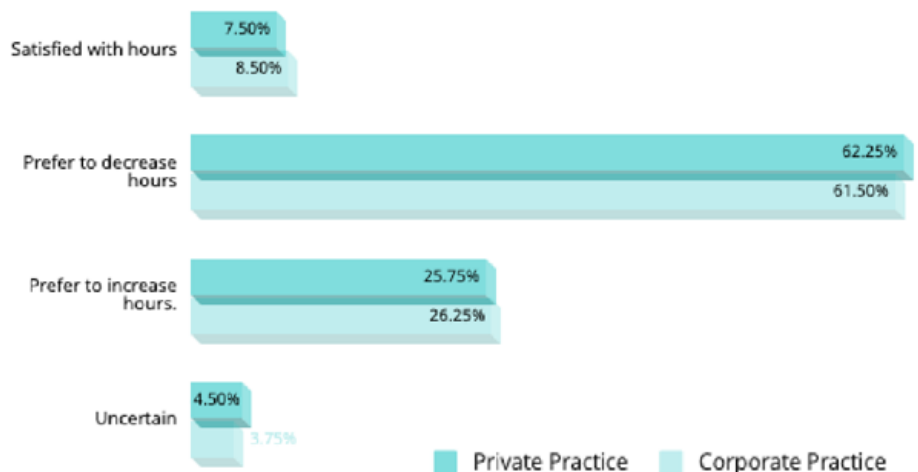
RDH's satisfaction with their hours remained consistent - within 0.25% of last year's satisfaction data

- 61 to 62% are satisfied with their hours
- 26.5% of RDHs would like to work fewer hours
- 4.5% of RDHs would like to work more hours
- 7 to 8% are uncertain if they would like to change their hours
- Satisfaction is similar between private and corporate practices

Satisfaction with hours: all practice and employment types



Satisfaction with hours: comparing private vs. corporate practice



Supplemental Jobs

RDHs Working Additional Jobs

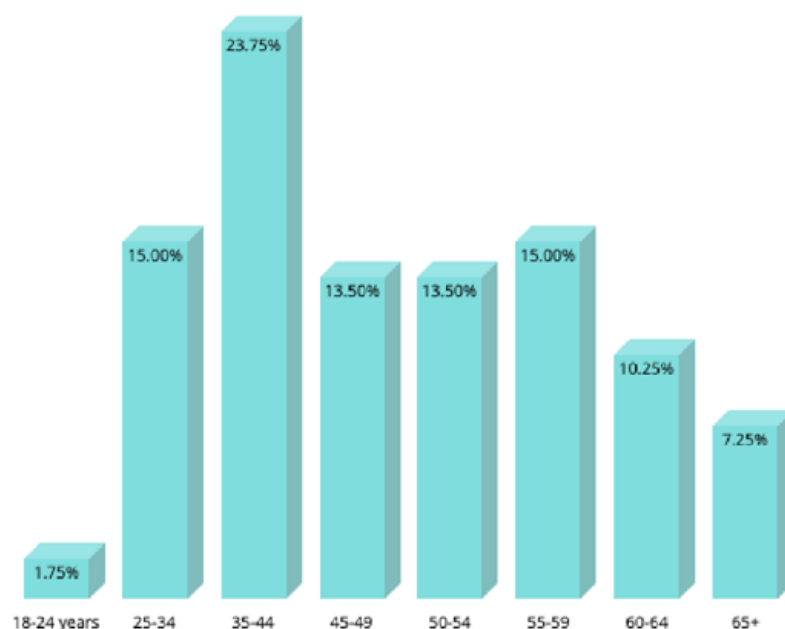
Consistent with last year's findings, 20% of responding dental hygienists have "side gigs" in addition to their primary clinical employment

- 11.75% earn income from non-dental side gigs
- 7.25% earn income from dental side gigs
- 1% earn income from dental and non-dental side gigs
- Note that 32.75% of those who have dental-related side jobs reported they do part-time temping in addition to their primary income. For this group of respondents, temping is likely their side job.



Age breakdown of "gig workers"

The majority (32.5%) of RDHs taking on "side work" are 55 or older, indicating most of the gig workers are Boomers, followed by Gen X and Gen Y (23.75%) in the 34 to 45 age range

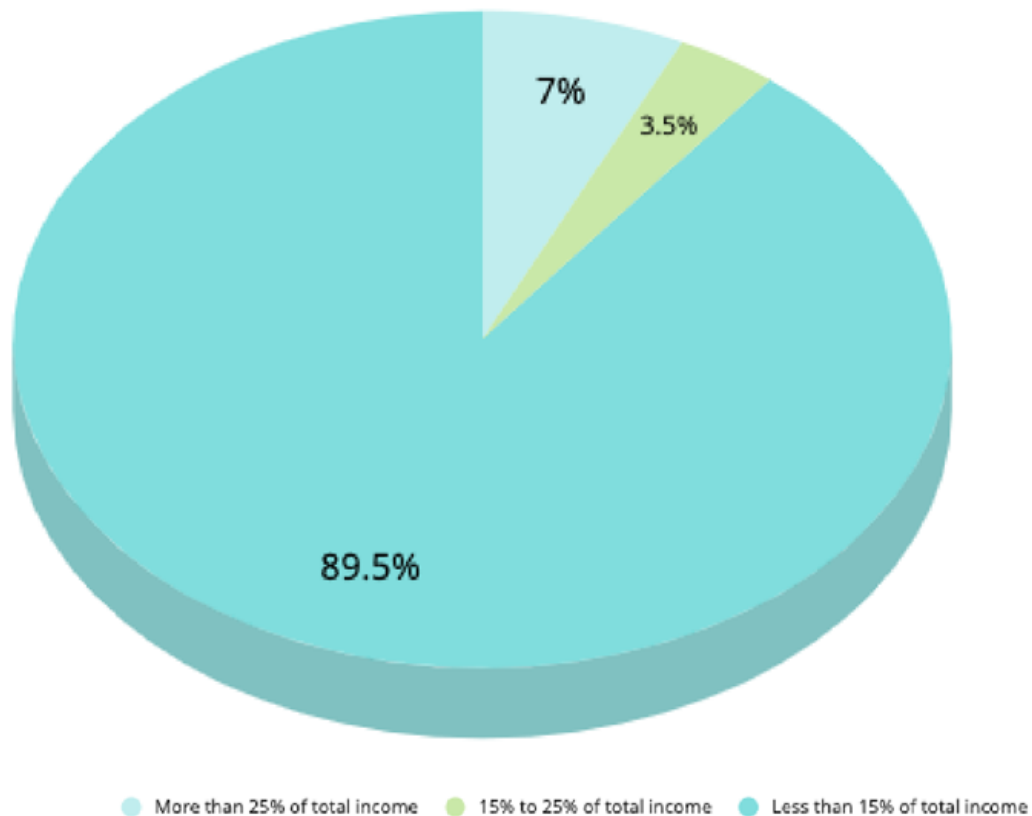


Supplemental Jobs

RDHs Working Additional Jobs

How much of their total income is attributed to "side jobs"?

- 7% of respondents attribute more than 25% of their income to side jobs
- 3.5% of respondents attribute between 15 to 25% of their income to side jobs

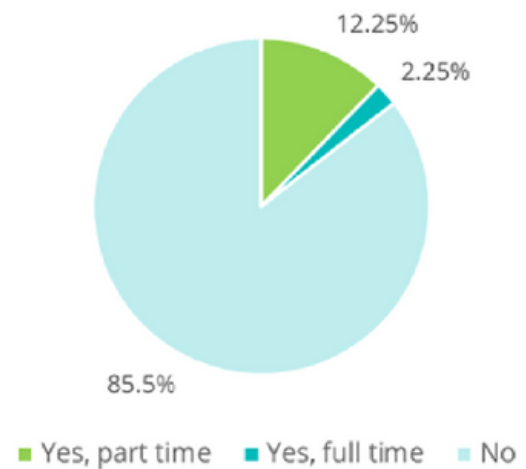


Temp Employment

RDHs Working Temp Jobs

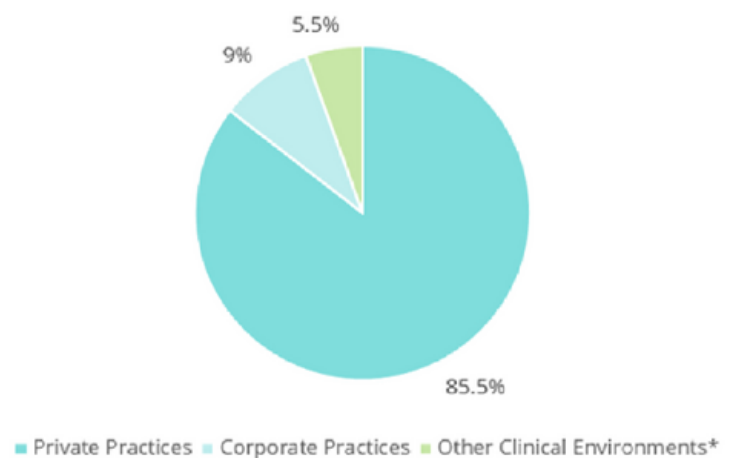
14.5% of respondents temp full- or part-time

- 12.25% of respondents are part-time temp workers, in addition to their primary clinical employment
- 2.25% of respondents are full-time temp workers
- 85.5% of respondents do not temp
- 1.25% fewer respondents temp part-time or full-time than two years ago



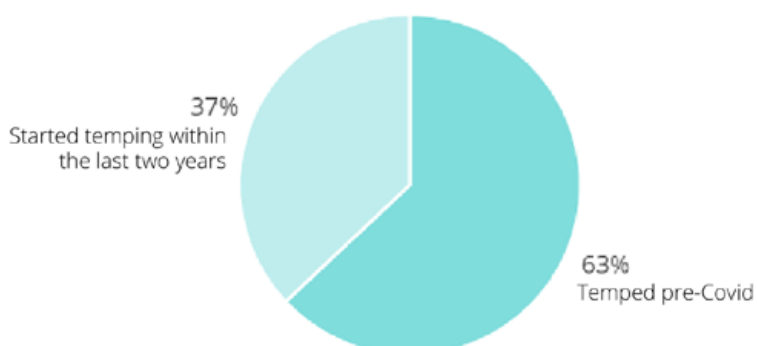
85.5% temp in private practices

**Other clinical environments include Hygiene schools, public schools, and public health, community, military, hospital, university, prison, mobile, and Native American Reservation clinics.*



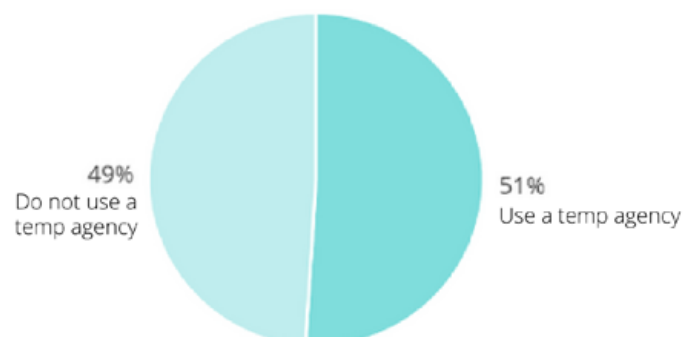
63% temped before Covid

The majority of respondents who temp today were temping pre-pandemic



51% use a temp agency

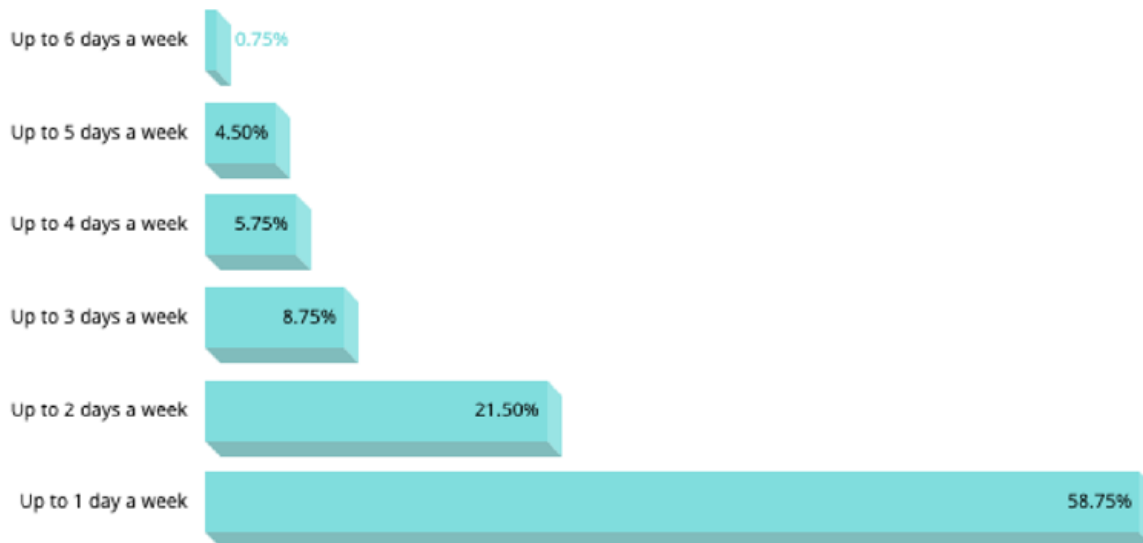
A slight majority use temp agencies to book temp jobs



Temp Employment

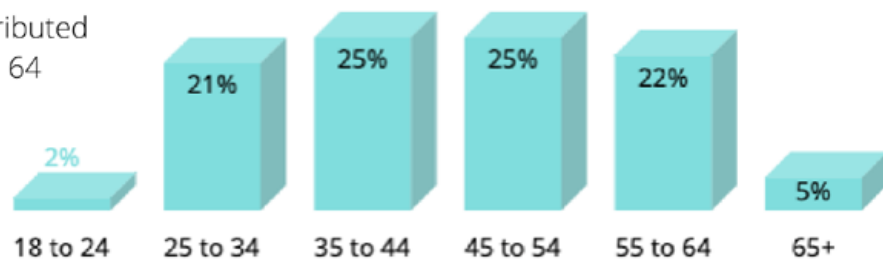
RDHs Working Temp Jobs

Temping frequency: 58.75% temp 1 day a week



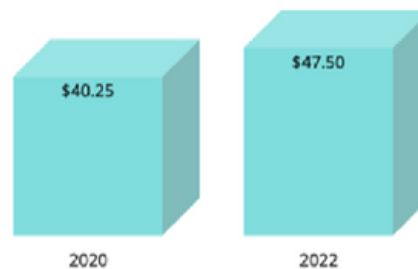
Age distribution of RDHs who are temping

Temping is fairly evenly distributed between the ages of 25 and 64



Hourly wages

The average hourly rate reported by full-time temps has increased by 18%, from \$40.25 in 2020 to \$47.50 in 2022



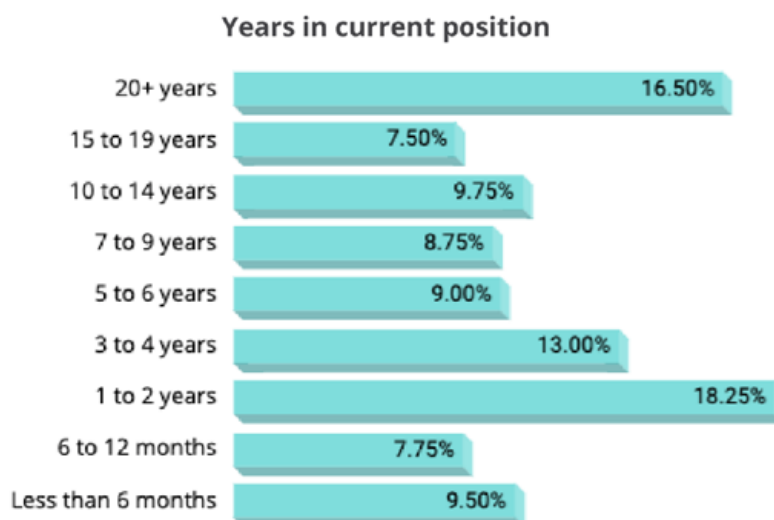
Job Turnover

Recent Job Search Activity and Future Plans

To gain insights into job turnover, we asked questions related to the number of years RDHs have been in their current position, job changes in the past year, job applications in the past year, and plans to apply for jobs in the next year.

Longevity in current position

- 9.5% of respondents have been with their current employer for less than 6 months
- 35.5% have been with their current employer for less than 3 years
- 16.5% have been with their current employer for more than 20 years



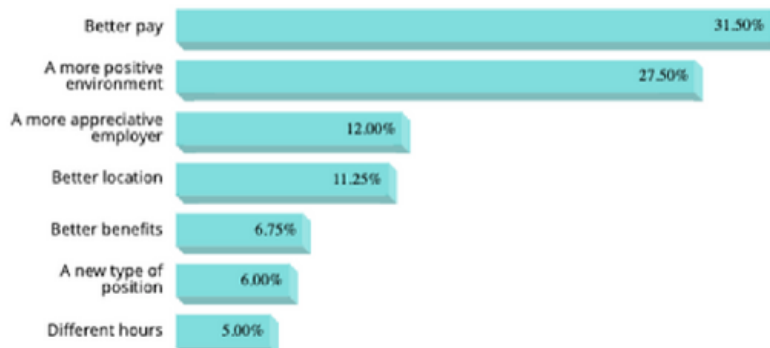
Changes in employment

- 17% of the responding dental hygienists made an employment change in the previous 12 months
- Of these, 90.5% said they achieved their goal by making the change

Top motivations for changing jobs

Among dental hygienists changing positions within the last 12 months:

- 31.5% wanted better pay
- 27.5% sought a more positive work environment
- The next highest motivations were a more appreciative employer and better location



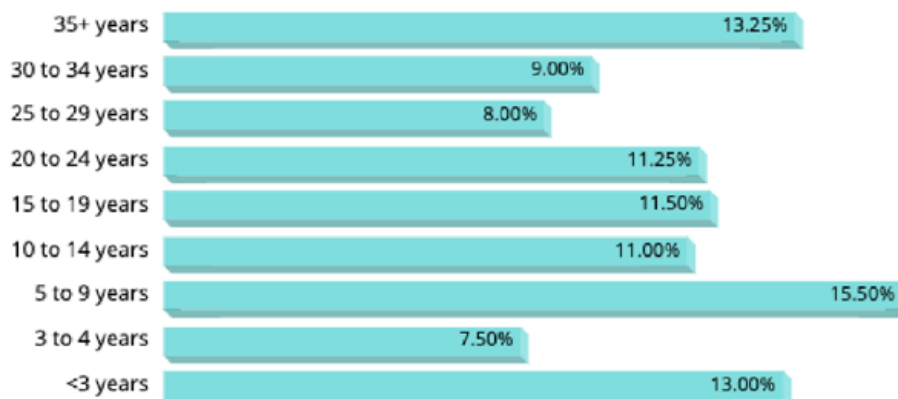
Job Turnover

Turnover Based on Experience & Practice Type

Years of experience among RDHs who changed jobs last year

41.5% of those who changed jobs last year had 20+ years of experience

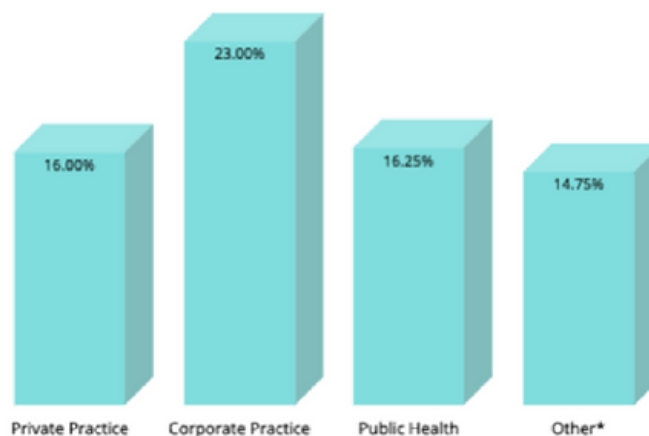
RDHs who changed jobs: years of experience



Turnover was highest among RDHs working in corporate practices (DSO)

23% of responding hygienists working in corporate practices (DSOs) changed employment in the previous 12 months, compared with 16.25% of RDHs in public health employment and 16% of RDHs in private practices

RDHs who changed jobs: employment type



**Other includes hygiene schools, community and public school clinics, military and prison clinics, mobile clinics, and Native American Reservation clinics.*

Job Turnover

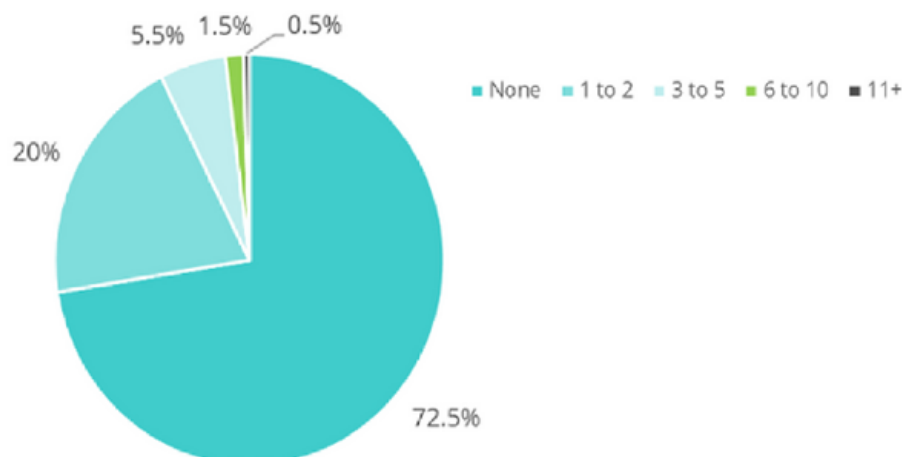
Job Search Activity & Forecast

Recent job search activity

27.5% of responding hygienists reported they had applied for one or more jobs, a decrease from the 29% in the previous year's report

- 7.5% of respondents applied for 2+ jobs in the previous 12 months, and 20% of respondents applied for 1-2 jobs
- 58.5% of this year's RDH job applicants (17% of all respondents) accepted offers from new employers

Number of job applications sent in last 12 months



More than 31% of RDHs considering a job change

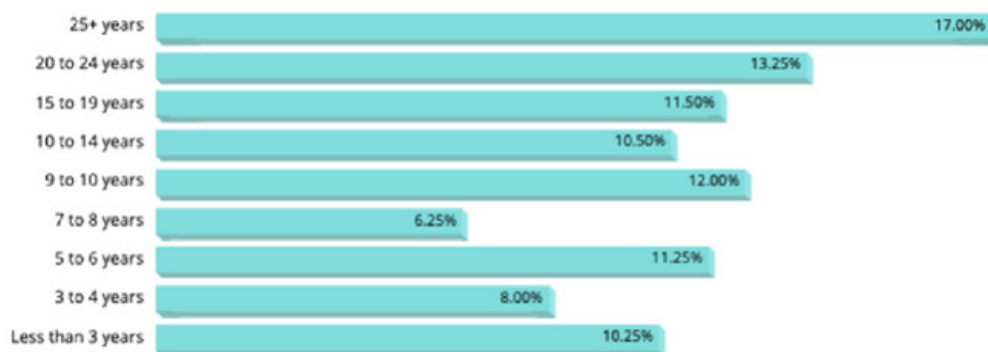
- 13% plan to apply for new jobs in the next year
- 18.5% are considering applying for new jobs this year
- In last year's report, 14% of respondents said they planned to apply for new jobs, and the actual number of job applicants rose to 27.5%. In line with this trend, the number of job applicants in 2023 is anticipated to be higher than the 13% who are applying for jobs or planning to apply for jobs.

Retirement Forecast

Nearly 30% of RDHs plan to retire within 6 years

- 6% of full-time responding RDHs plan to retire within three years. 87.25% of them are 55+ years of age
- Between 19 to 20% of part-time RDHs plan to retire within three years. 92.5% of them are 55+ years of age

**Planned years to retirement:
combined full- and part-time RDH respondents**

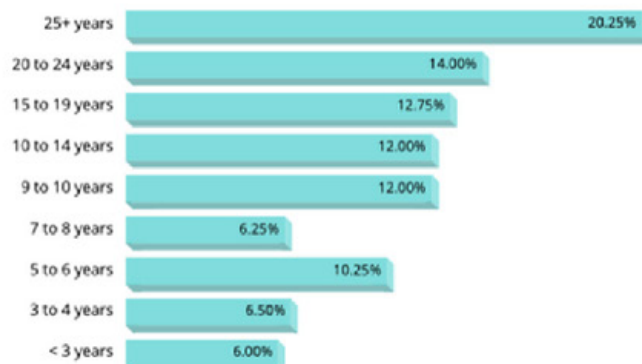


Age breakdown of RDHs who plan to retire within 3 years

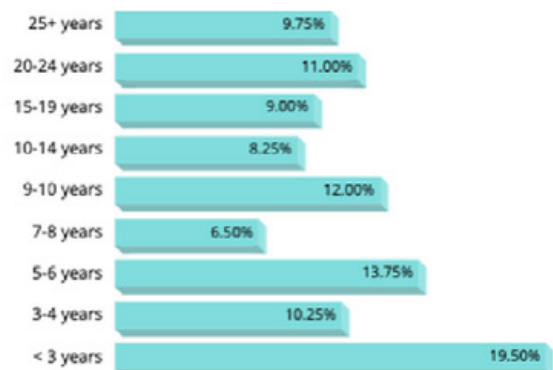


Planned years to retirement: full-time vs. part-time RDHs

**Full-time RDHs:
planned years to retirement**



**Part-time RDHs:
planned years to retirement**



Survey Audience Demographics

Who Responded to DentalPost's Annual Salary Survey?

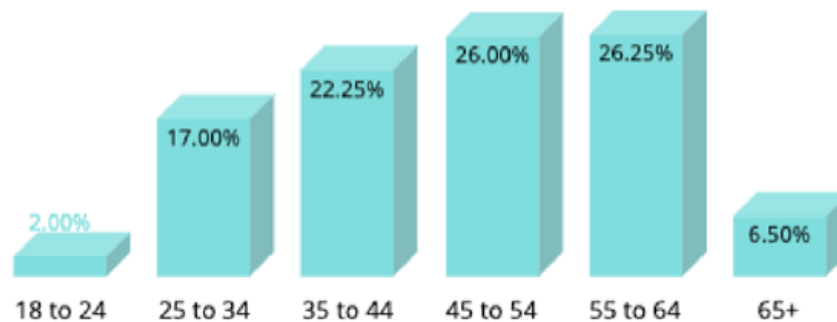
Every state and the District of Columbia were represented by the 6,933 dental hygienists who responded to DentalPost's annual Salary Survey.

There was a 14.5% increase in RDH participation over last year's survey. Despite the significant increase in respondents, demographic information follows and remains consistent with the previous year's survey report.

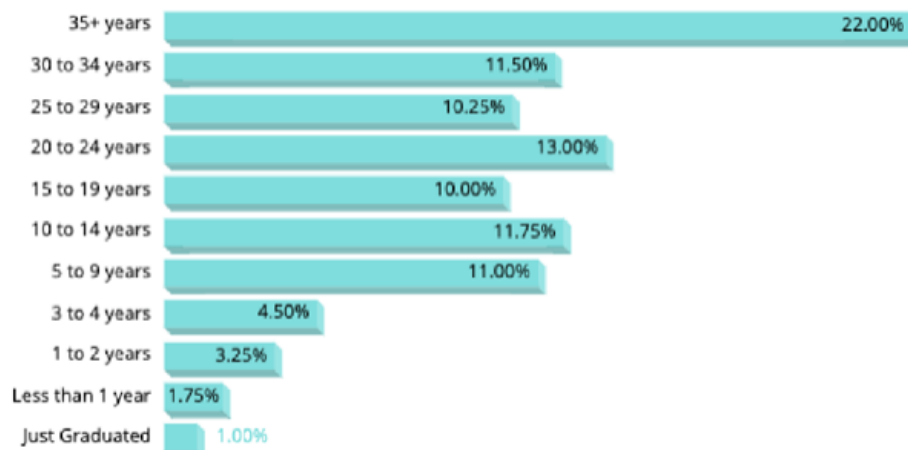
Age & Experience

By age and experience, responding hygienists fell into the following groups:

Age of responding dental hygienists

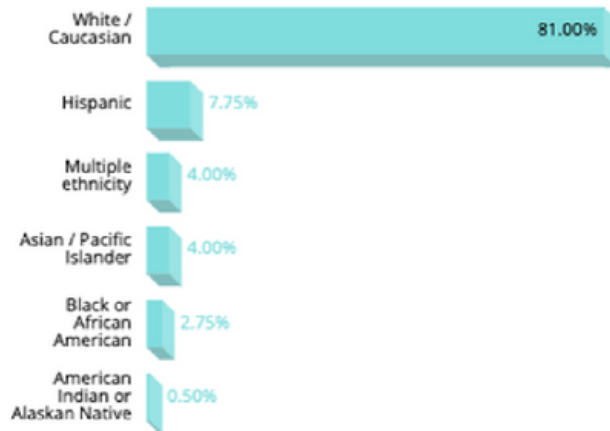


Years of experience



Survey Audience Demographics

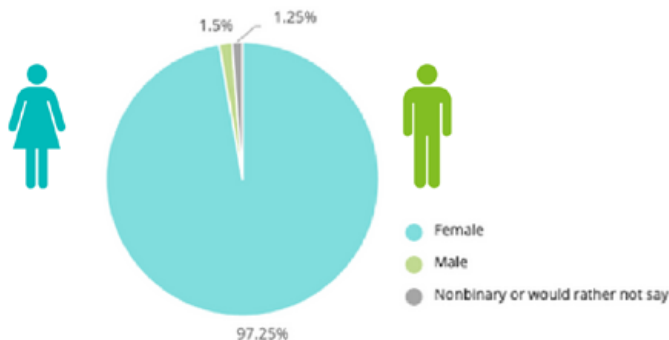
Race / Ethnicity



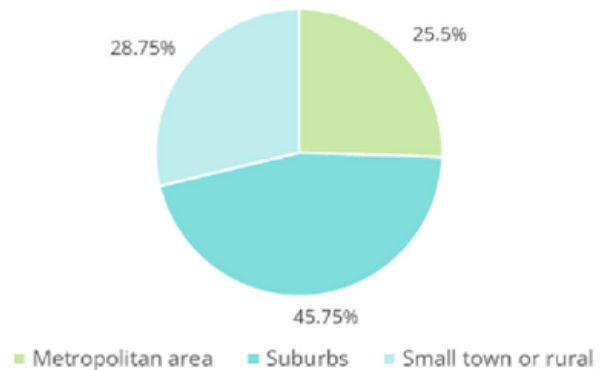
For comparison, here are the latest Race/Ethnicity percentages in the U.S. population, according to the U.S. Census Bureau's 2021 report:

- 59.3% White alone, not Hispanic
- 18.9% Latino/Hispanic alone
- 12.6% Black or African American alone
- 5.9% Asian alone
- 2.3% Two or more races (multi-racial non-Hispanic)
- 0.7% American Indian/Alaskan Native
- 0.2% Hawaiian/Pacific Island

Gender

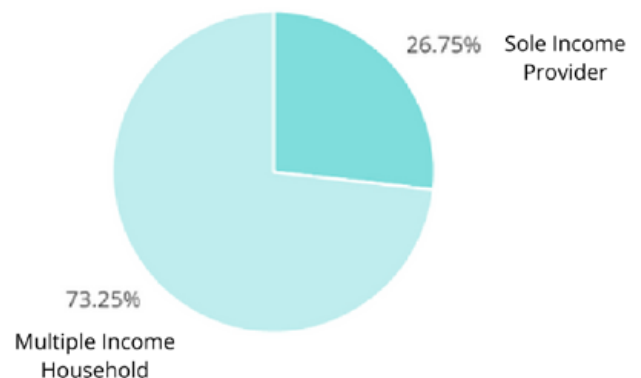


Size of community responding RDHs live in:



Sole income provider

26.75% of responding RDHs are the sole income earner in their household, compared with 73.25% in joint income households.



DENTAL ASSISTANT REPORT

2023 Dental Salary Survey





2023 Salary Survey | Dental Assistant Report

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Dental Assistant Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including 2,404 dental assistants. From compensation to work environments to the job turnover rate, this report captures some of the latest trends takeaways from responding dental assistants.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5. Hourly rates have been rounded to the nearest \$0.05.

Key Highlights & Takeaways

- **Overall job and income satisfaction increased:** nearly 54% received a pay increase in 2022, and nearly 39% of respondents reported they are "satisfied" or "very satisfied" with their total compensation.
- Dental assistants in corporate practices (DSOs) reported an **average income that was 9.5% higher year-over-year**, compared with a 7.25% average pay increase in private practices.
- **37% of dental assistants earn over \$50K** (a 23% year-over-year increase over 2021).
- 27% of dental assistants reportedly plan to apply to jobs within 12 months of the survey period.
- The variance between corporate and private practice hours grew significantly, with **60% of dental assistants in corporate practices (DSOs) reportedly working 35+ hours per week**, compared with 42.5% of dental assistants in private practices.
- EFDA and DANB certifications improve pay:
 - 50% have Expanded Duties/Function (EDF) Certification, and 45% have DANB Certification.
 - Responding **EDFAs reported earning \$1.45 more per hour** than the average dental assistant hourly rate, and those with **DANB Certification earned \$1.30 more per hour**.
- **44.25% of dental assistants in private practices reported they receive health insurance** as a benefit. This is a drastic jump from one year ago when just 26% of DAs in private practices reported getting health insurance.

Income

Average & Median Income for Full-Time Dental Assistants

The averages and medians reported below are based on the total primary incomes reported by 1,545 dental assistants working full-time (32 or more hours per week).

NATIONAL

Average Income = \$42,090

Median Income = \$42,000



REGIONAL

Average income by region, from highest to lowest

Pacific (AK, CA, HI, OR, WA)
Average: \$47,725

New England (CT, MA, ME, NH, RI, VT)
Average: \$46,725

Middle Atlantic (NJ, NY, PA)
Average: \$46,200

South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)
Average: \$43,170

East North Central (IL, IN, MI, OH, WI)
Average: \$42,080

Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)
Average: \$40,400

West North Central (IA, KS, MN, MO, NE, ND, SD)
Average: \$39,880

West South Central (AR, LA, OK, TX)
Average: \$36,625

East South Central (AL, KY, MS, TN)
Average: \$35,735

Median income by region, from highest to lowest

New England (CT, MA, ME, NH, RI, VT)
Median: \$49,290

Pacific (AK, CA, HI, OR, WA)
Median: \$47,250

Middle Atlantic (NJ, NY, PA)
Median: \$46,000

South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)
Median: \$42,560

East North Central (IL, IN, MI, OH, WI)
Median: \$41,000

Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)
Median: \$39,375

West North Central (IA, KS, MN, MO, NE, ND, SD)
Median: \$37,000

West South Central (AR, LA, OK, TX)
Median: \$35,875

East South Central (AL, KY, MS, TN)
Median: \$32,665

Income

Based on Experience & Practice Type

Average income based on experience

Nationally, the average full-time income of responding dental assistants rises with years of experience, ranging from \$33,325 for assistants with less than five years of experience to \$47,500 for assistants with 30+ years of experience.



Average income based on practice type



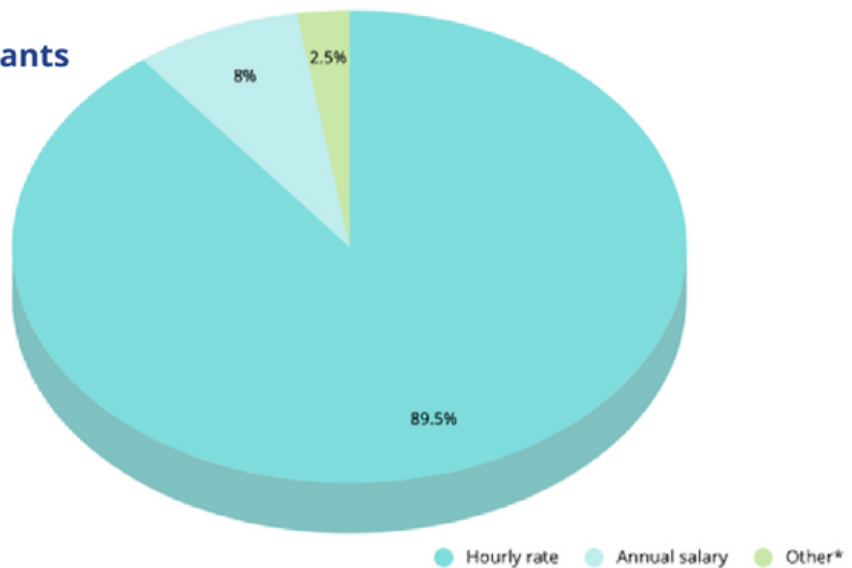
**Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.*

Income

Hourly Rates for Dental Assistants

Nearly 90% of dental assistants are paid an hourly rate

**Other includes a percent of production, percent of collections, and commission.*



National average hourly rates

- The average hourly rate for all responding dental assistants is \$22.30
- The average hourly rate for respondents with DANB certification is \$23.60
- The average hourly rate for respondents with Expanded Functions certification is \$23.75

Full-time temp hourly rate

- The average hourly temp rate reported by full-time temps is \$23.90

Hourly rate based on years of experience

- As expected, the average hourly rate increases with years of experience, from \$18.75 for those with less than five years of experience to \$25.50 for dental assistants with 30+ years of experience



Income

Year-Over-Year Comparison

A look at how dental assistant income has changed in the last year

To measure the percentage increase in dental assistant income in the previous 12 months, the average income reported in last year's 2021 survey was compared to the average income reported in this year's 2022 survey. In all measured clinical environments, the average national income rose in the last year.

- Dental assistants assisting general dentists in private practices reportedly earned 7.25% more year-over-year
- Dental assistants who work in specialist private practices reportedly earned 7.5% more year-over-year
- Dental assistants in corporate practices (DSOs) reportedly earned 9.5% more year-over-year
- Dental assistants working in other types of clinical situations (i.e., public health, mobile clinics, prisons, school-based programs, Native American Indian reservations, universities, and hospital clinics) reportedly earned 6.25% more year-over-year

Average Full-Time Income			
	2022	2021	Increase
All	\$42,090	\$39,071	7.5%
General Private Practices	\$42,200	\$39,325	7.25%
Corporate Practices (DSOs)	\$40,430	\$36,885	9.5%
Specialist Practices	\$42,010	\$39,070	7.5%
Other*	\$43,310	\$40,770	6.25%

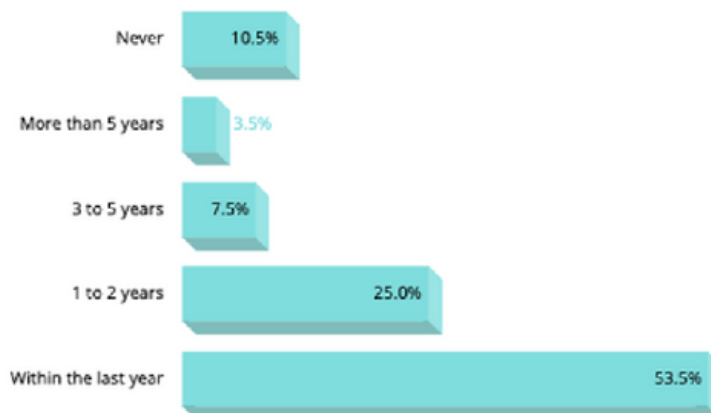
*Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.

Income

Pay Increases

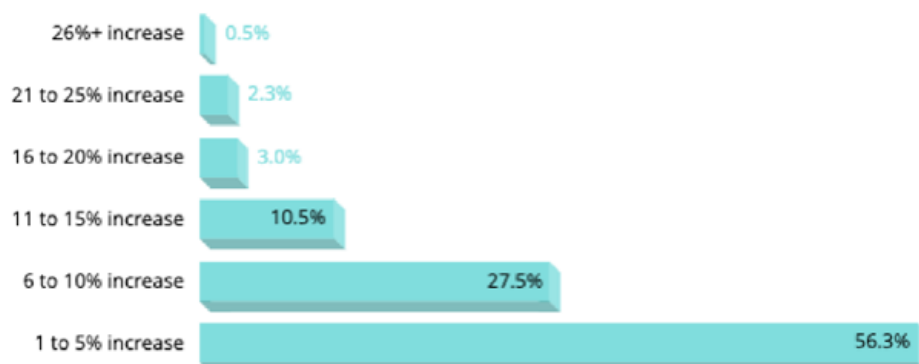
When was the last time dental assistants received a raise?

- 53.5% of respondents received their last pay increase in the last year
- An additional 25% received their last pay increase in the year prior



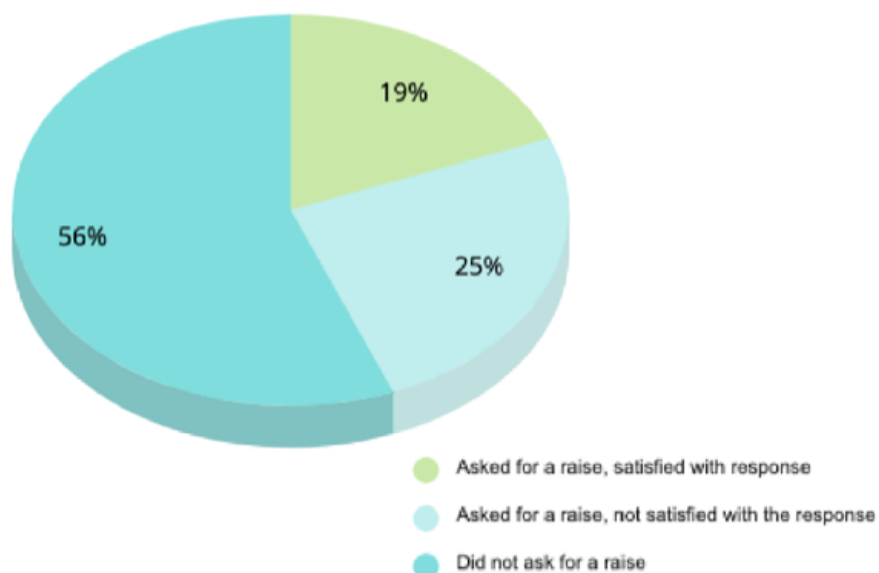
Size of pay increase

- 56.3% of responding dental assistants reported their last raise was an increase of 1 to 5%



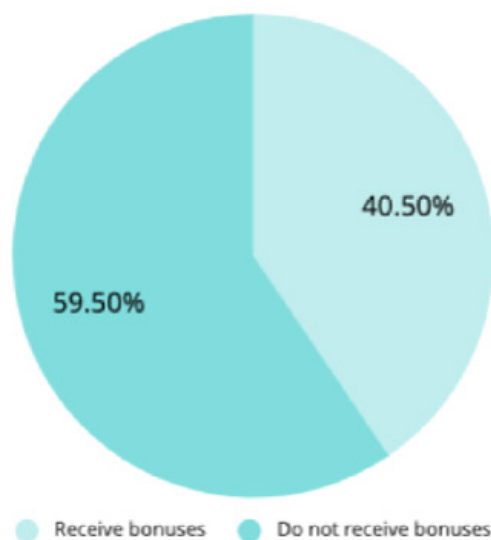
44% asked for a raise in the last year

- 25% of respondents requested a raise and were dissatisfied with the response they received
- 19% of respondents asked for a raise and were satisfied with the response they received

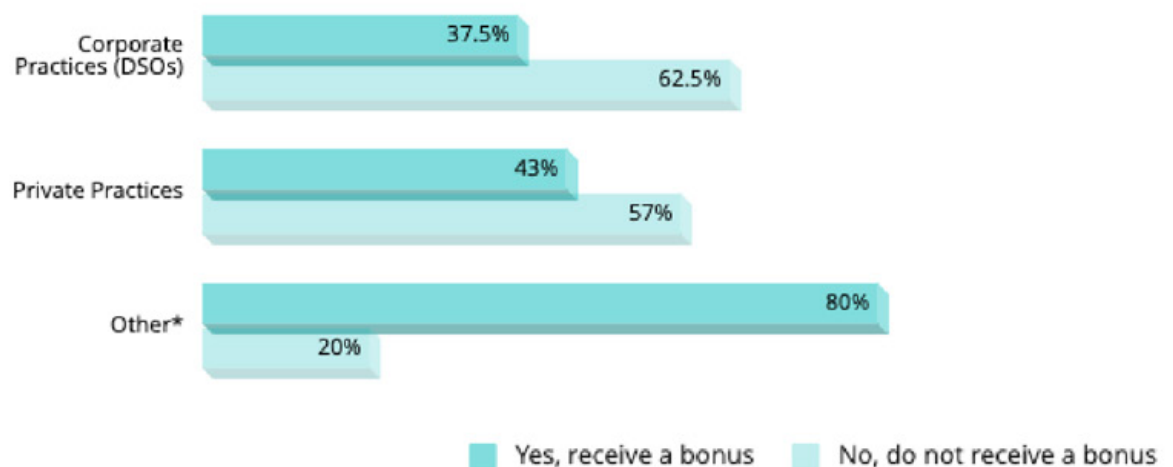


Bonuses

Over 40% of dental assistants are paid some form of bonus



Percentages of dental assistants receiving bonuses by practice type

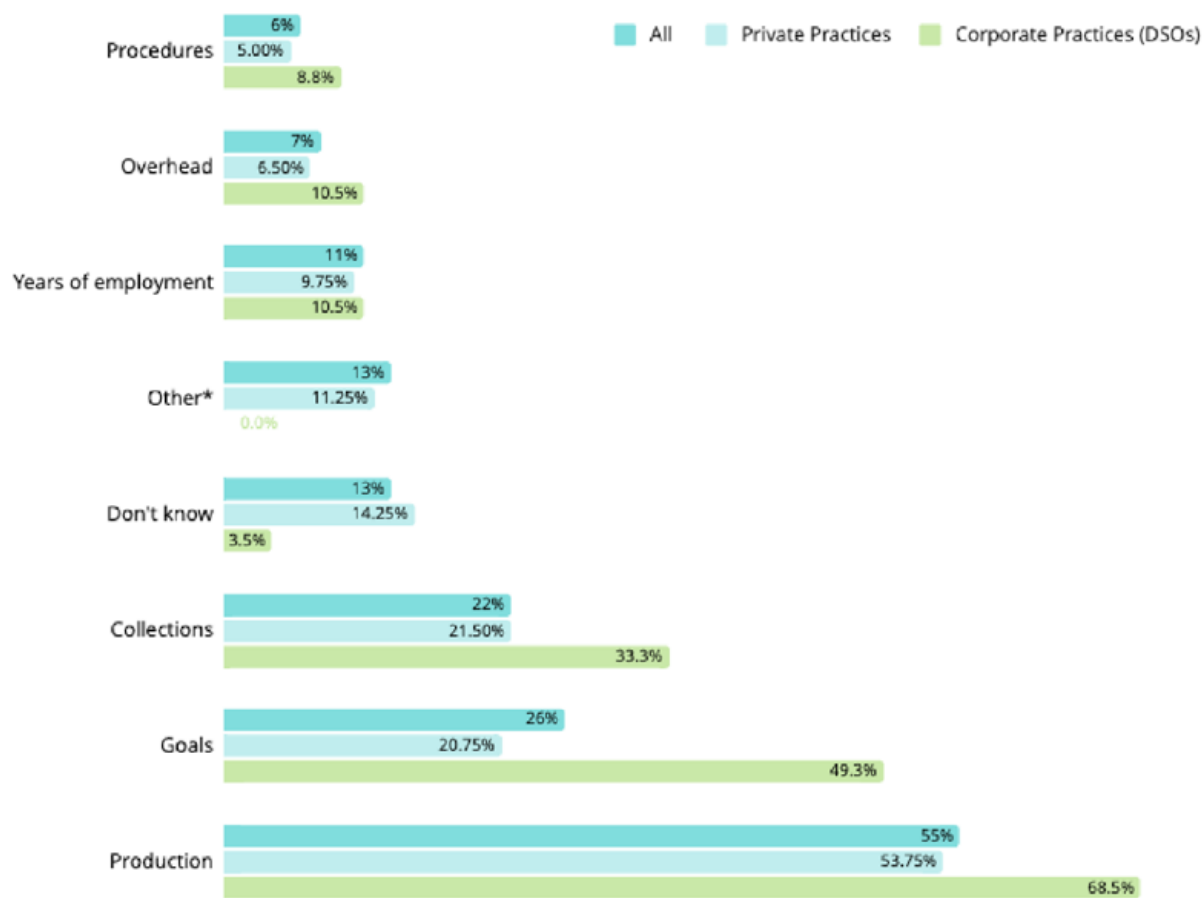


**Other includes public health, university, community, prison, military, hospital, and Native American Reservation clinics.*

Bonuses

Basis of bonuses

- 55% of dental assistant bonuses are based on a percentage of production. Production is the highest reported basis in both private and corporate practices.
- 25.5% of dental assistant bonuses are based on achieving goals, with nearly 50% of bonuses in corporate practices based on goals compared with just over 20% in private practices.
- 21.5% of dental assistant bonuses are based on a percent of collections, with more than 33% of bonuses in corporate practices based on collections compared with just over 21% in private practices.
- Some respondents reported multiple bases because they receive more than one type of bonus.

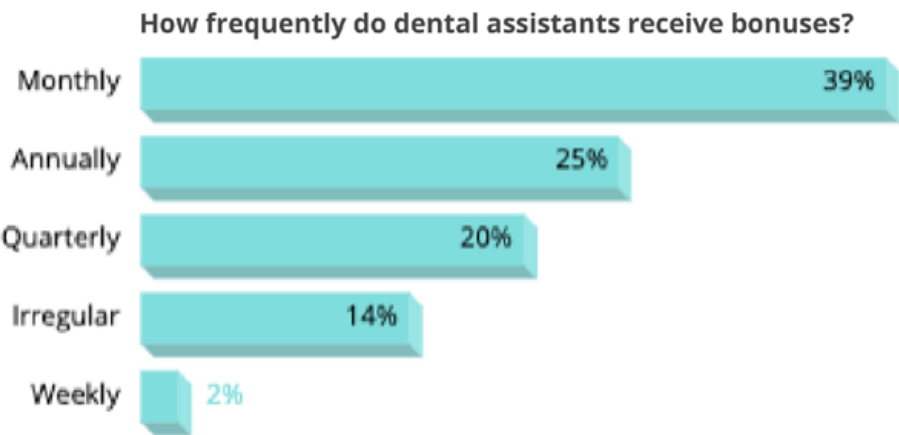


*Other includes retention appreciation and end-of-year holiday bonuses.

Bonuses

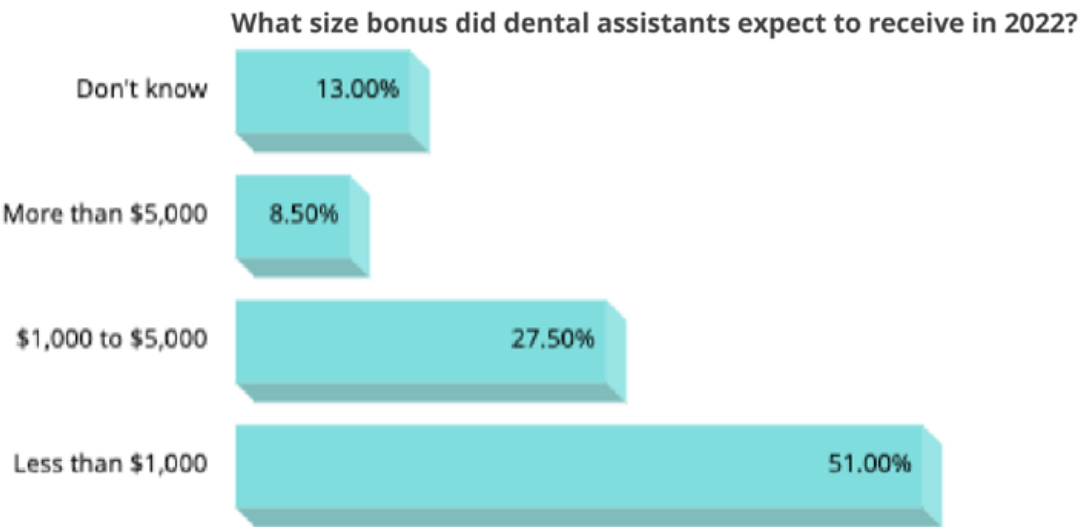
Frequency of bonus payouts

- 39% of dental assistant bonuses are paid monthly
- 25% of dental assistant bonuses are paid annually, and 20% are paid quarterly



Expected bonuses in 2022

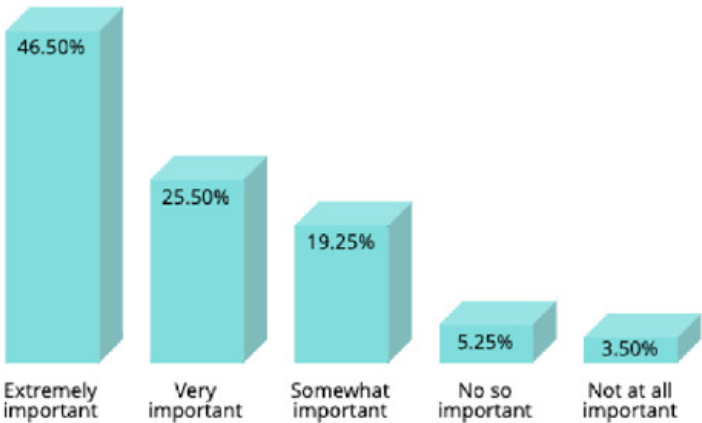
- More than half of the dental assistants receiving bonuses expected their bonuses to total less than \$1,000 in 2022
- 27.5% expected their bonuses to total \$1,000 to \$5,000 in 2022



Benefits

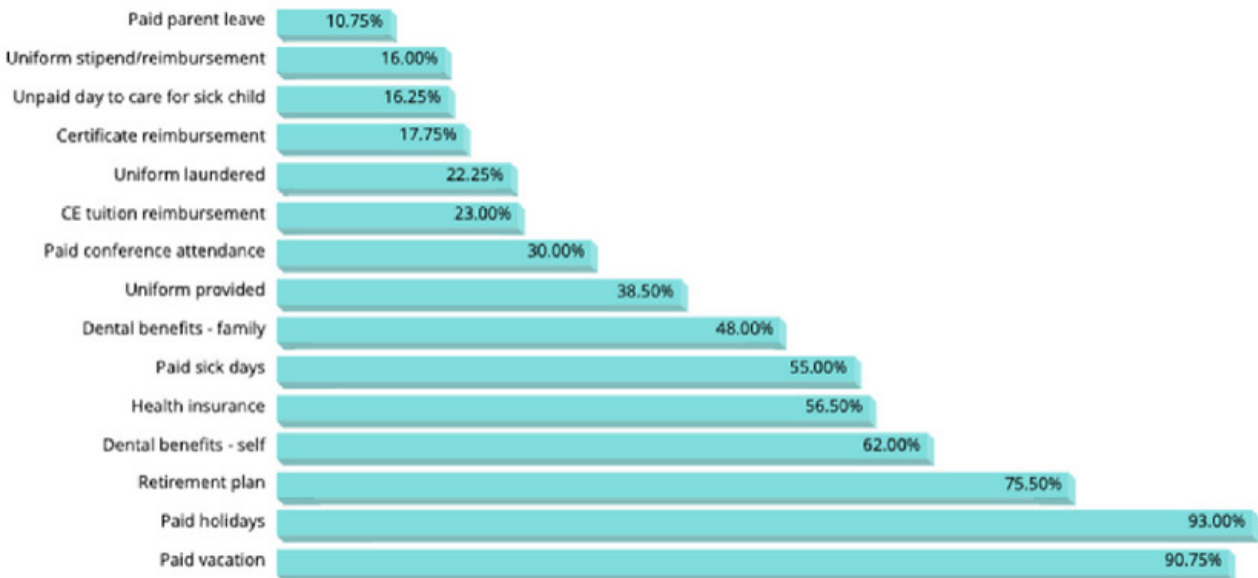
Importance of benefits

- 72% of responding dental assistants said employee benefits are “very important” to “extremely important” to them

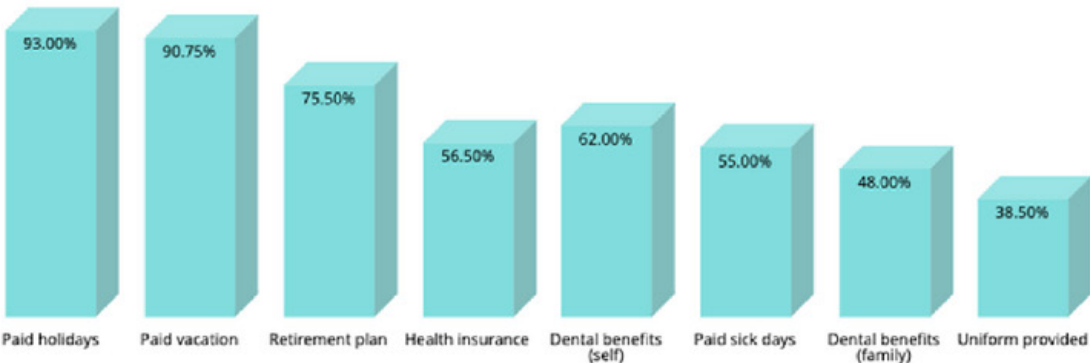


The benefits dental assistants commonly receive

- Full-time dental assistants receive up to fifteen benefits measured in the survey



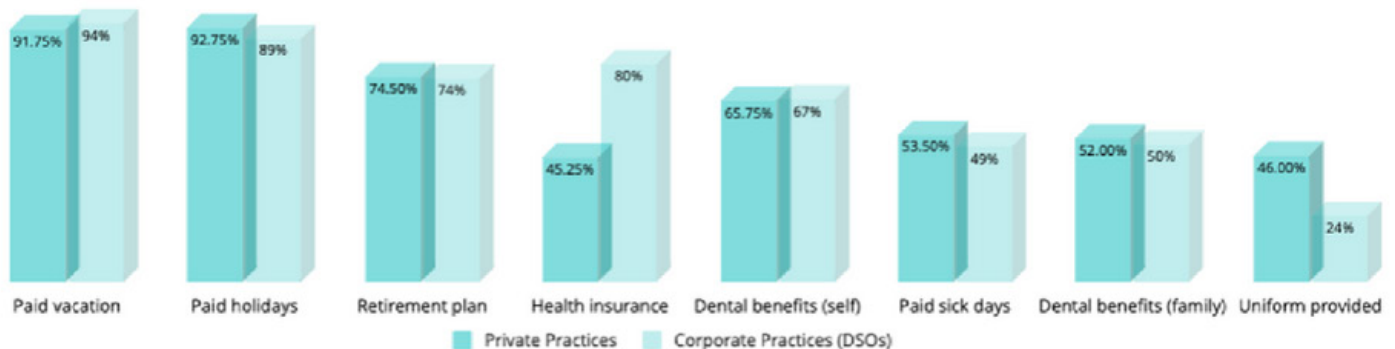
Top 8 benefits dental assistants receive



Benefits

Top 8 benefits dental assistants receive: comparing private vs. corporate practices

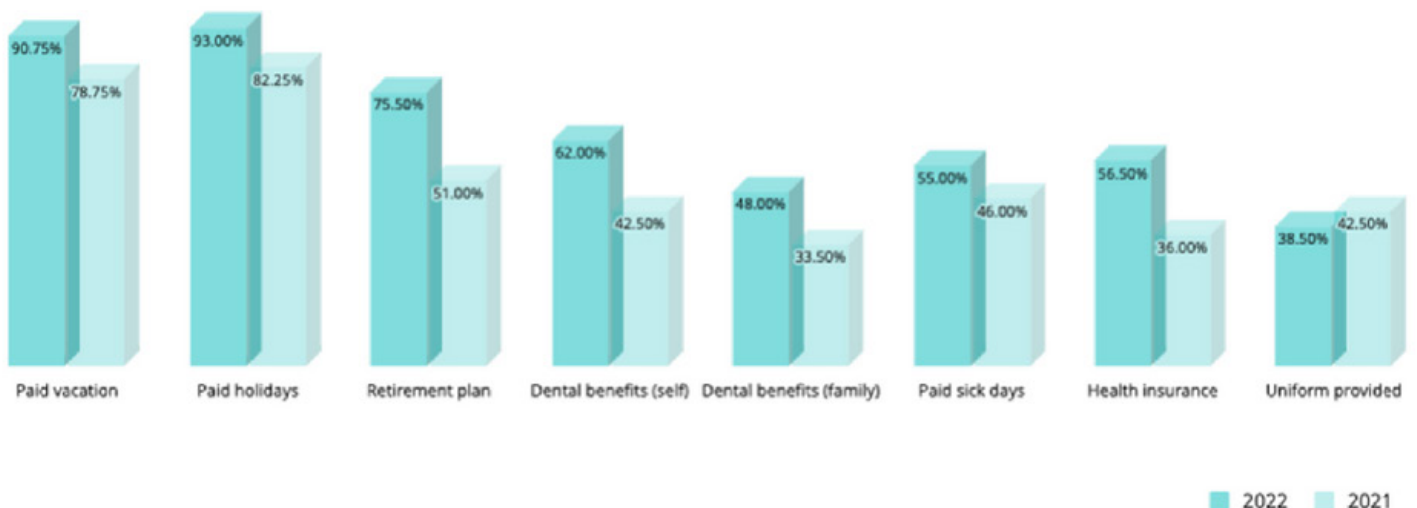
Among full-time dental assistants receiving benefits, the following top eight benefits were reported for private practices vs. corporate practices:



Top 8 benefits: year-over-year comparison

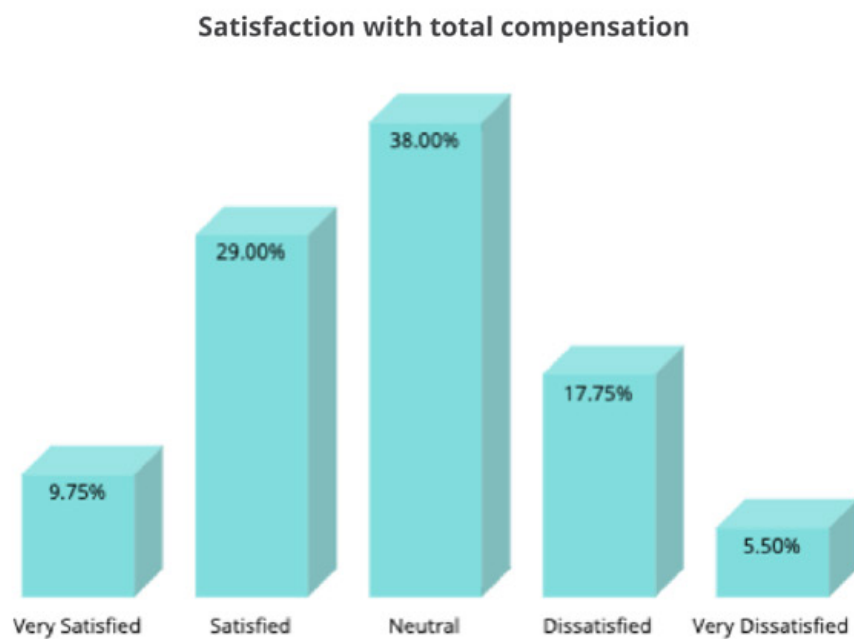
The number of dental assistants receiving benefits increased year-over-year

- Health benefits increased by 25.5%
- Retirement benefits increased by 24.5%

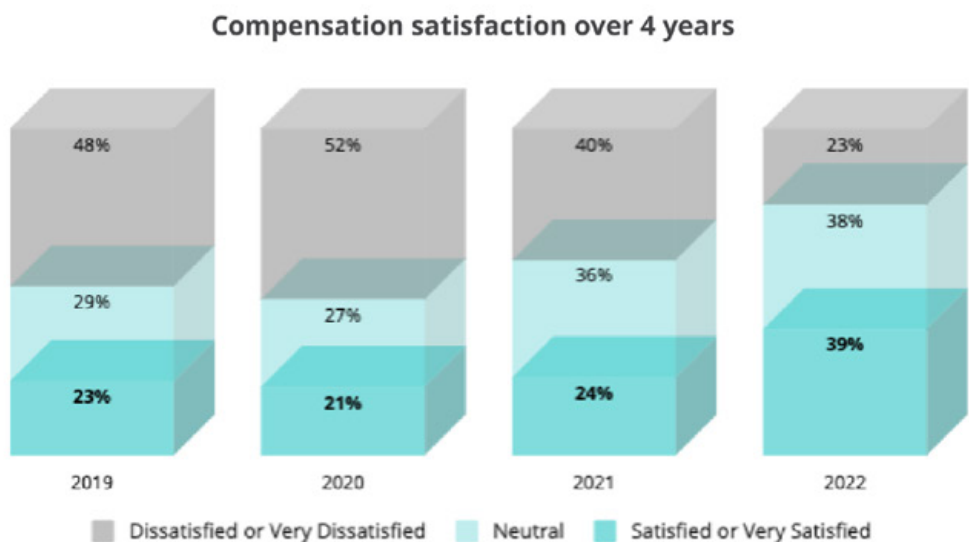


Satisfaction with Total Compensation

38.75% of responding dental assistants are “satisfied” or “very satisfied” with their total compensation, including primary income, bonuses, and benefits



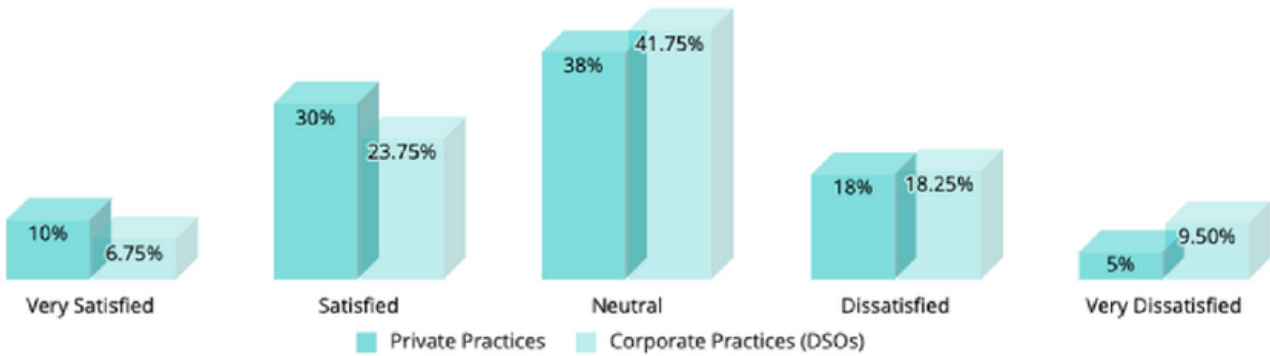
Income satisfaction among dental assistants increased nearly 15% year-over-year



Satisfaction with Total Compensation

Satisfaction: comparing private vs. corporate practices

- 39.5% of dental assistants working in private practices are "satisfied" or "very satisfied," compared to 30.5% of dental assistants working in corporate practices



A look at the average income of dental assistants by satisfaction level

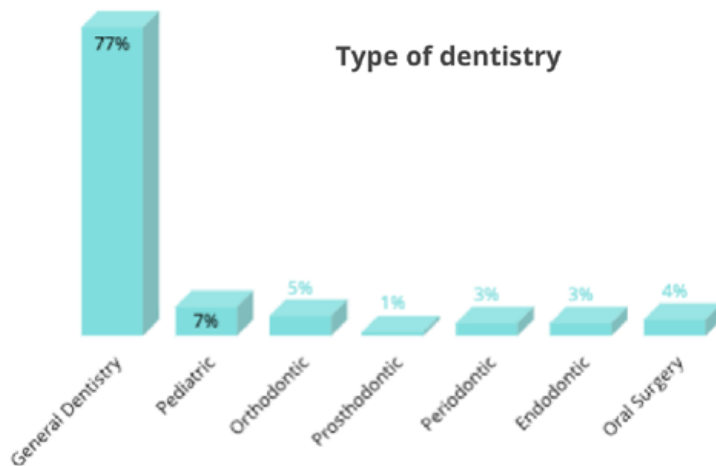
- The average income of "satisfied" and "very satisfied" dental assistants is \$47,465. Their reported incomes range from \$20,000 to \$110,000 with a median income of \$45,000.
- The average income of dental assistants reporting they feel "dissatisfied" and "very dissatisfied" is \$36,365. Their reported incomes range from \$19,000 to \$65,000 with a median income of \$35,000.



Practice Type, Size & Location

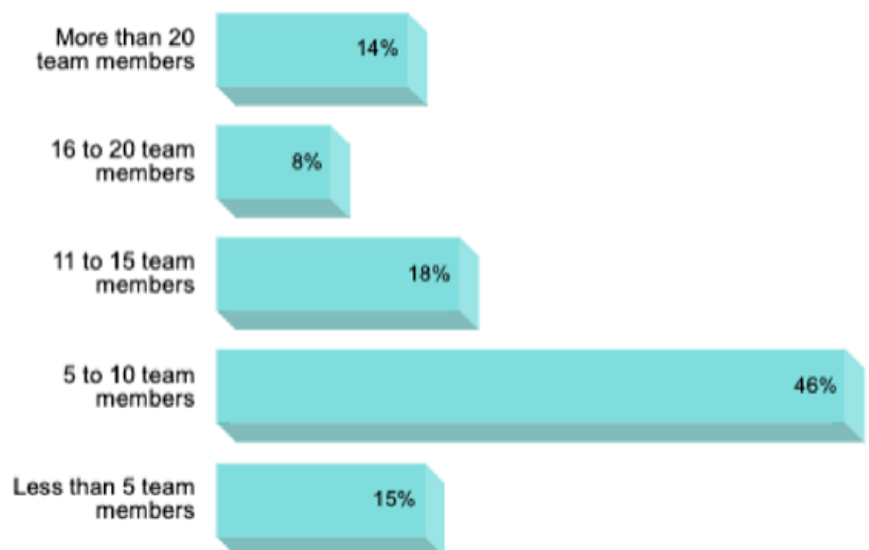
Primary Employment Type & Size

- 77% work with general dentists and 23% work with specialists
- 73.75% work in private practices, 17.25% work in corporate practices, and 9% work in other clinical settings such as public or community health programs
- The number of dental assistants working in corporate practices increased from 16% in 2021 to 17.25% in 2022



How big are the dental clinics they work in?

- The majority (45.5%) of all responding dental assistants work in clinics with 5 to 10 team members

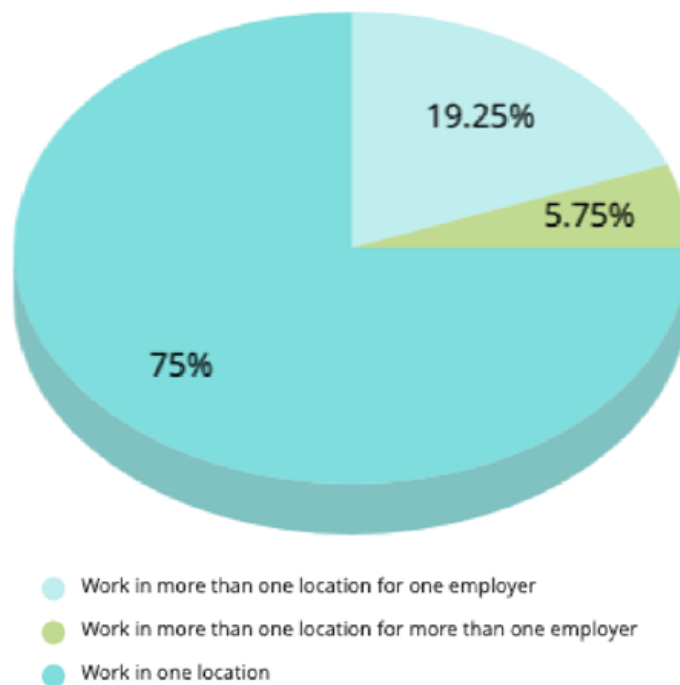


Practice Type, Size & Location

Primary Employment Location & Duties

How many practice locations do dental assistants work in?

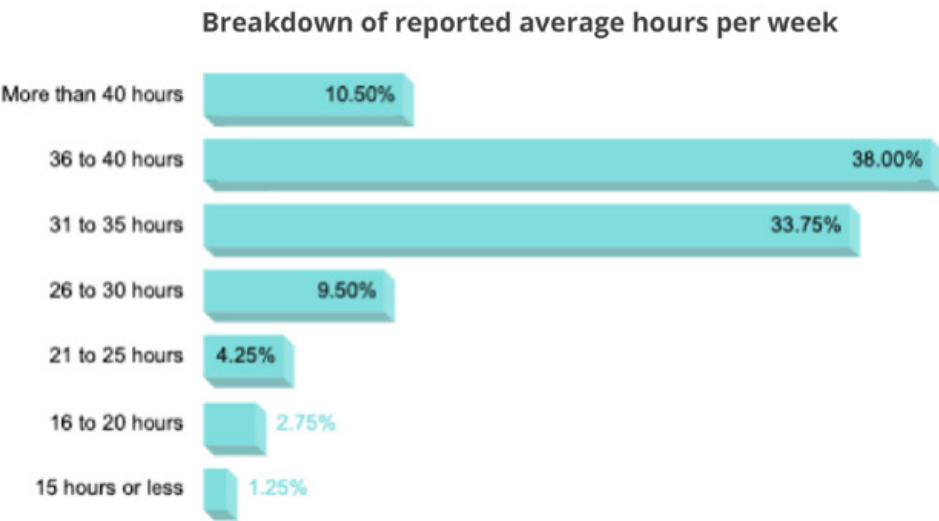
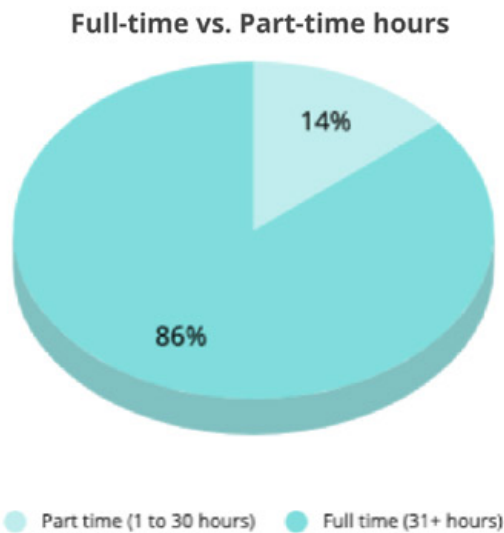
The data reflected in this chart refers to primary employment and not to temping done in addition to primary employment. Temping is separately reported further in this report.



Practice Hours

Average Hours Per Week

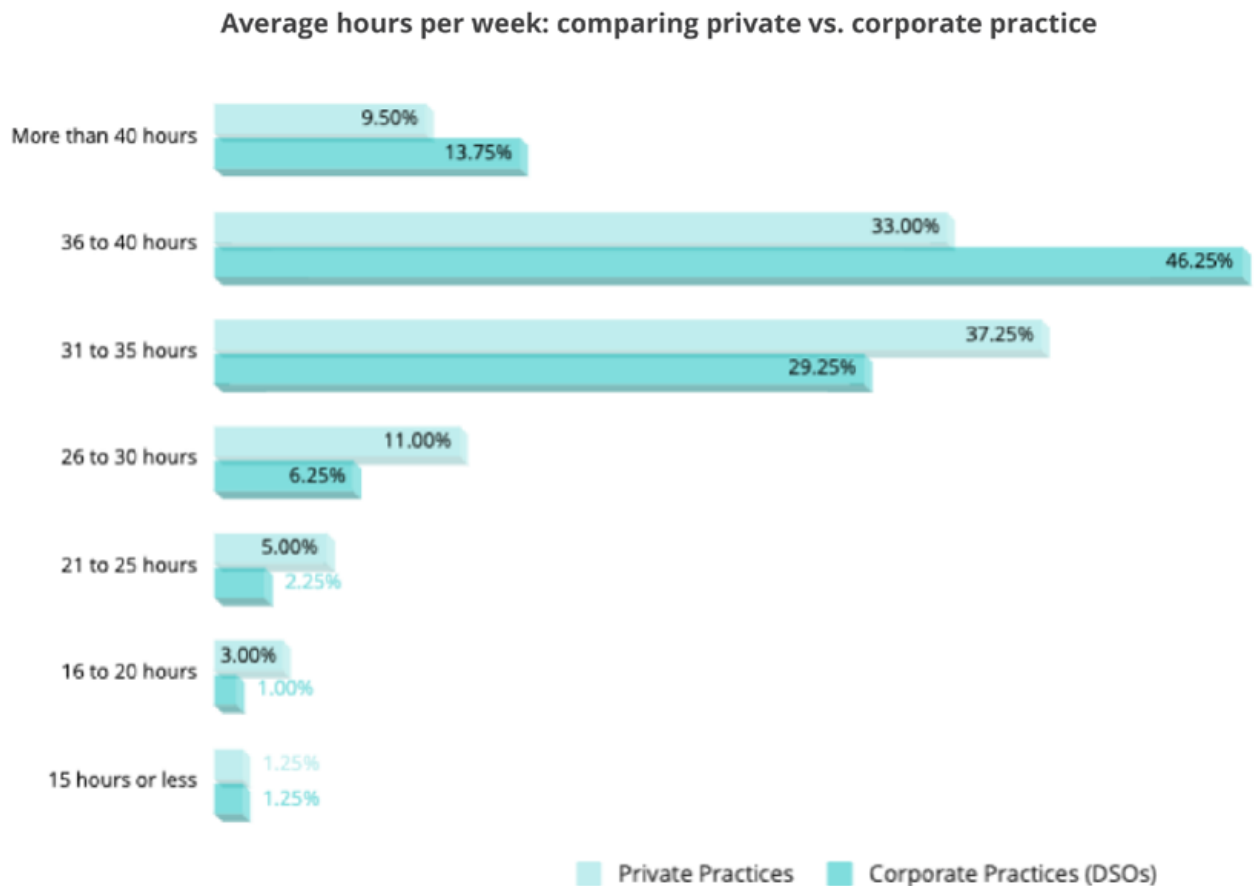
- 86% of respondents work full time (31+ hours)
- 10.5% exceed a 40-hour work week



Practice Hours

Average Hours: Comparing Private vs. Corporate Practice

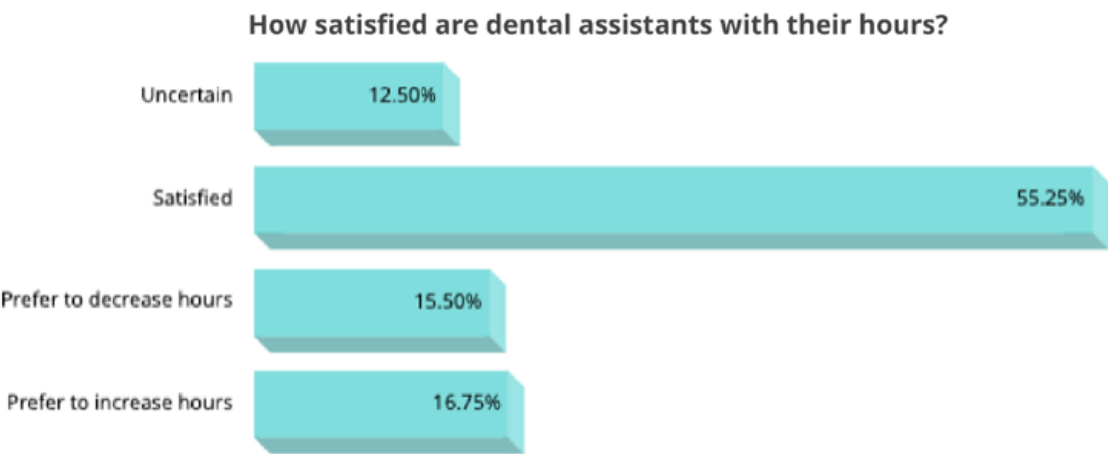
- 60% of respondents working in corporate practices (DSOs) work 35+ hours per week
- 42.5% of respondents working in private practices work 35+ hours per week



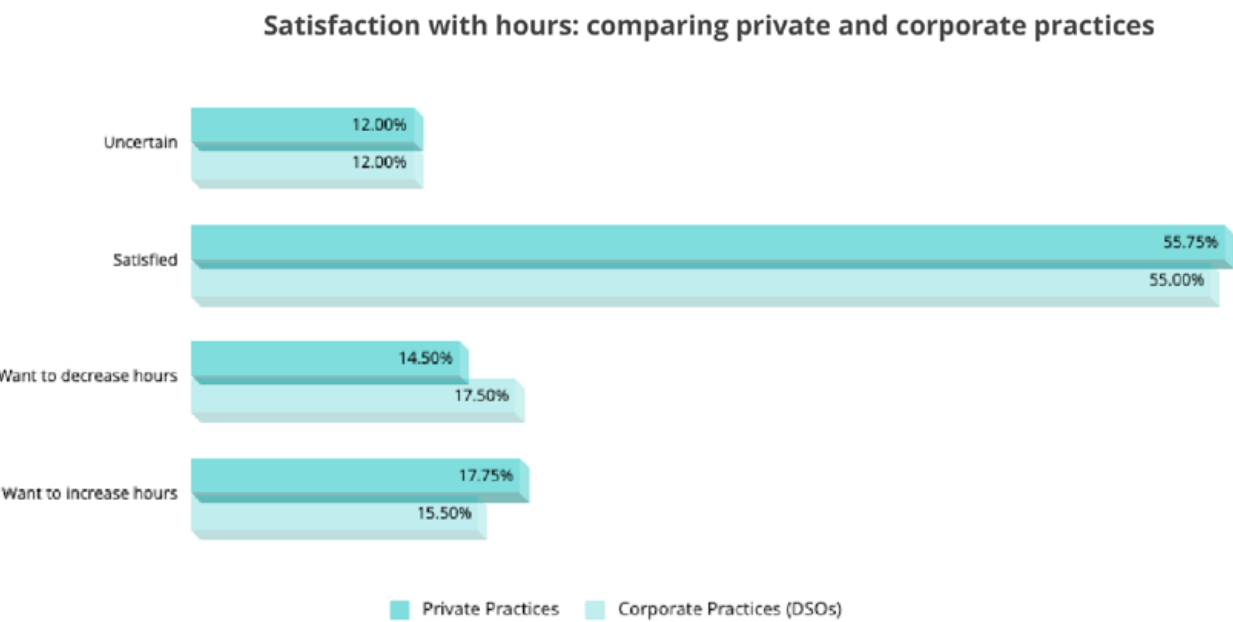
Practice Hours

Satisfaction with Hours

- 55% of respondents are happy with their hours (2% decrease year-over-year)
- 16.8% of all responding dental assistants would like to increase their hours
- 15.5% of all responding dental assistants would like to decrease their hours

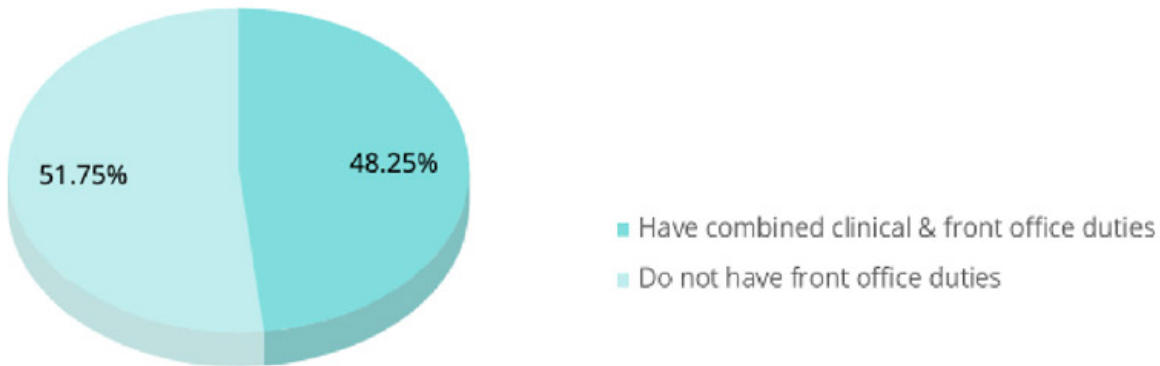


- Dental assistants' satisfaction with their hours is consistent between private and corporate practices



Practice Duties

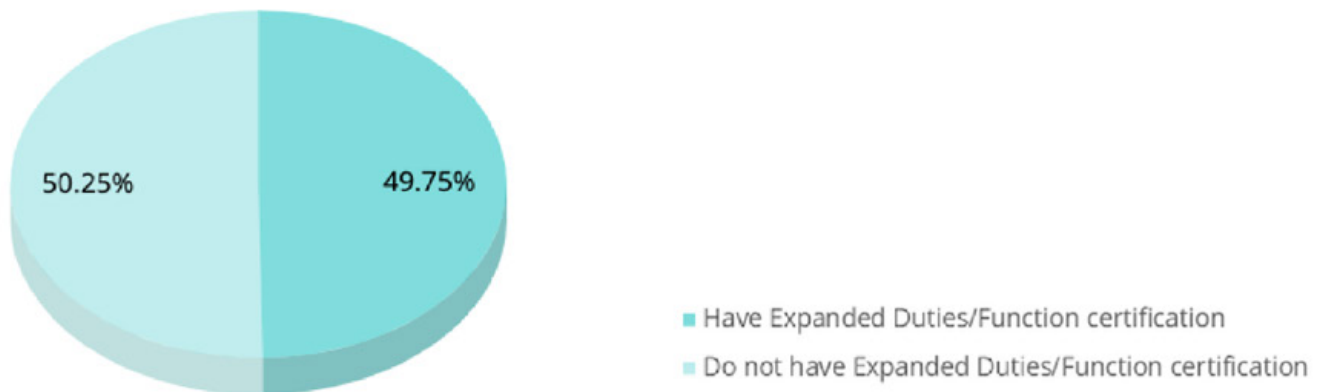
Nearly half of respondents have front office reception and/or administrative duties in addition to their clinical duties



Nearly one-third have the job title "Treatment Coordinator"



Almost half have EFDA Certification



Supplemental Jobs

Dental Assistants Working Additional Jobs

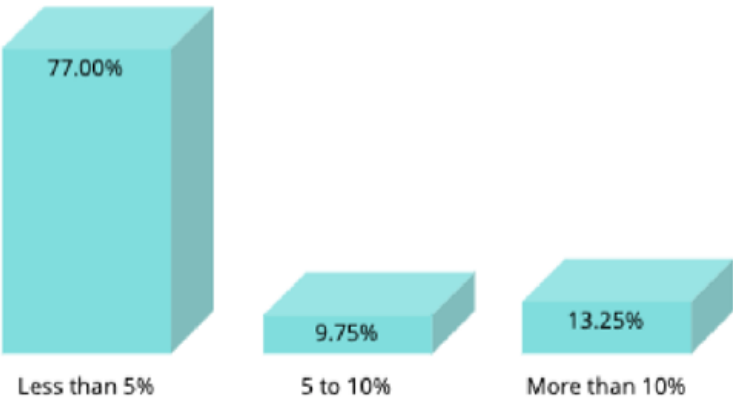
1 in 5 dental assistants (22%) work a side job

- 17.25% earn income from side jobs that are non-dental vs. 5.25 who earn income from dental-related side jobs
- About 28% of those who work side jobs in dentistry also said they do temping in addition to their primary dental assisting job, so 28% of the dental-related side jobs are most likely dental temp jobs



Amount of income supplemented by side jobs

- 13.25% of those working side jobs reportedly earn more than 10% of their income from their side jobs



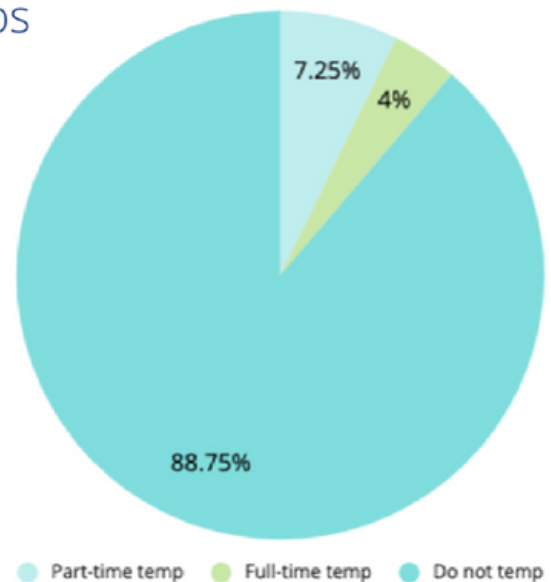
Temp Employment

Dental Assistants Working Temp Jobs

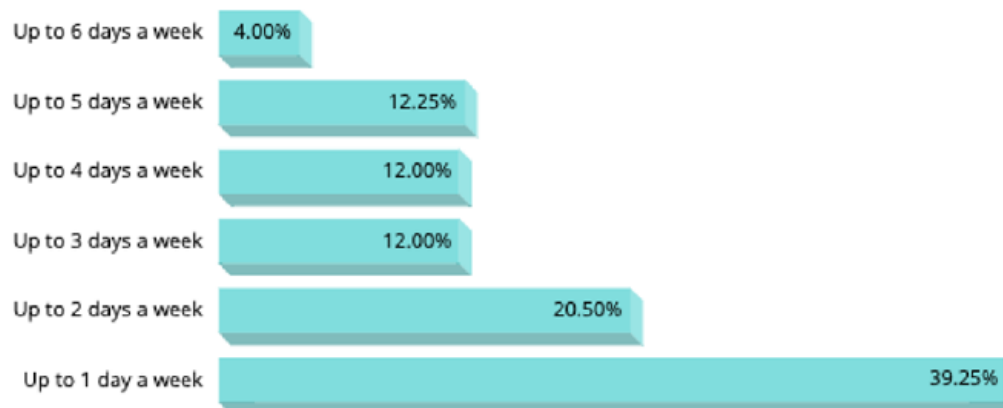
Slightly over 11% of responding dental assistants temp part-time or full-time, a slight increase year-over-year.

- 52.5% of temping dental assistants said they worked dental temp jobs pre-COVID
- 58.25% of temping dental assistants use the services of a temp agency to book jobs
- 83% of temping dental assistants are between the ages of 25 and 54

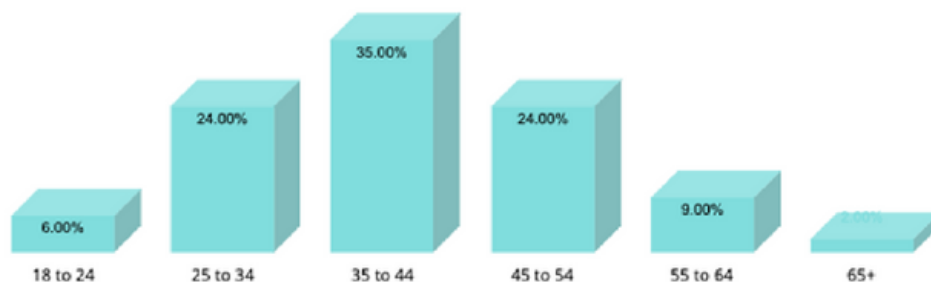
As reported under "Income", the average hourly temp rate is \$23.90, which is \$1.60 more an hour than the average hourly rate of all dental assistants.



Frequency of temping



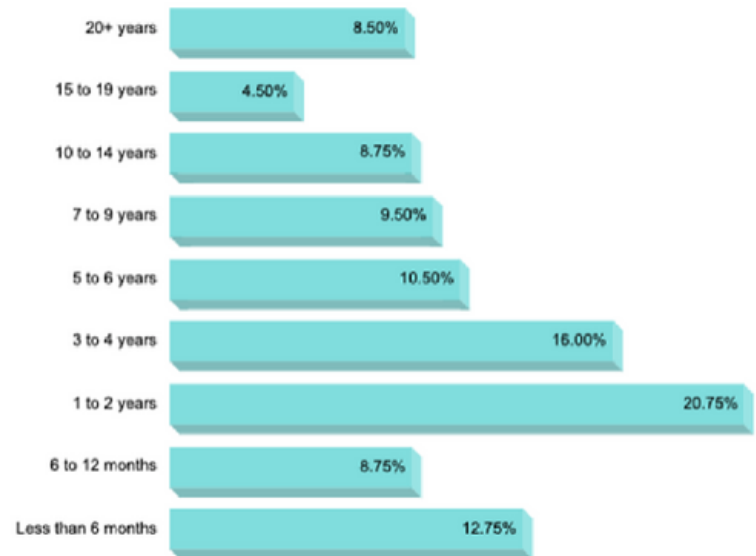
Age distribution of dental assistants working temp jobs



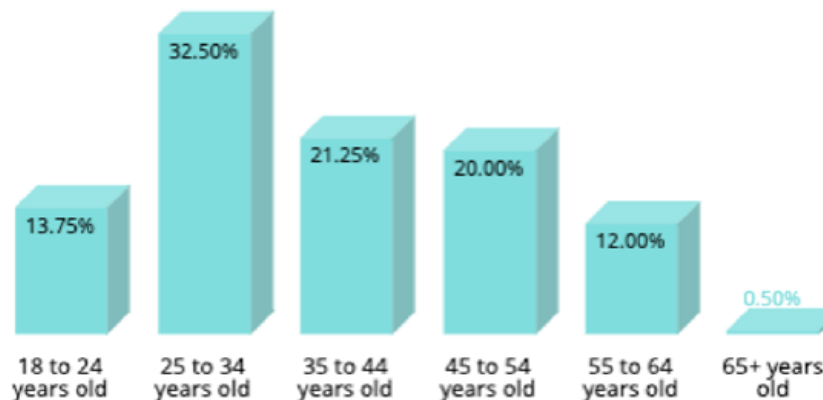
Job Turnover

Longevity with current employer

- 42.25% of responding dental assistants have been with their current employer fewer than three years
- 21.5% have been with their current employer for more than 10 years



Age distribution of dental assistants who have been with their current employer 5+ years



Changed jobs in the last 12 months

- 19% of respondents changed employment in the last 12 months

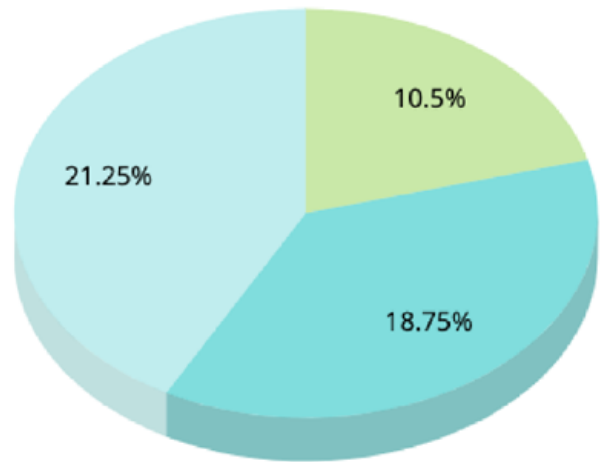


Job Turnover

Job changes by practice type

- 21.25% of dental assistants in corporate practices changed jobs compared to 18.75% in private practices and 10.5% in other clinical settings

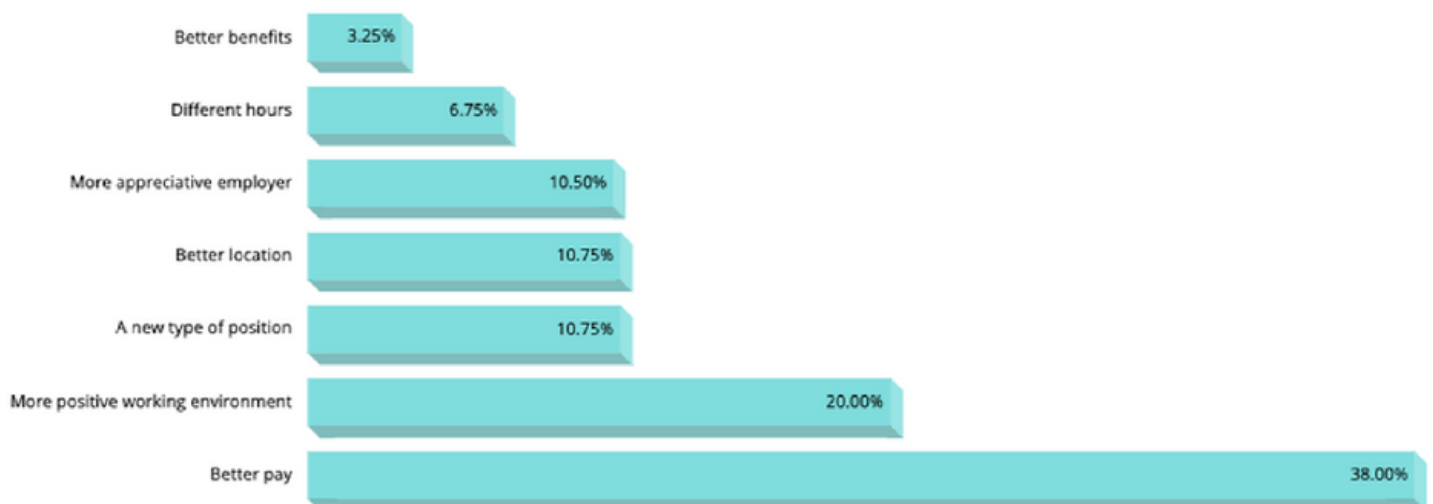
**Other includes public health, community health, military, mobile, and university clinics.*



Other Private Practices Corporate Practices

Motivations for changing jobs

- Top motivations for making job changes were better pay and a more positive work environment
- 80% of the job changers reported they achieved their goal by making the change



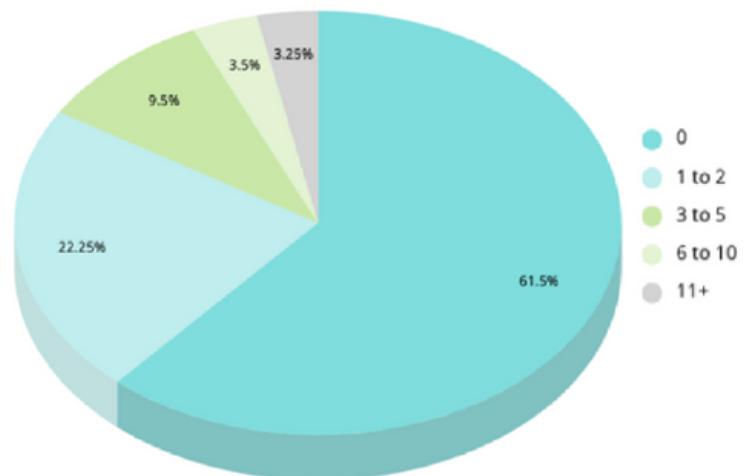
Job Turnover

Recent Job Search Activity and Future Plans

Job search activity

- 38.5% of responding dental assistants applied to one or more open positions in the previous 12 months
- 22.25% of responding dental assistants applied to only 1 or 2 positions

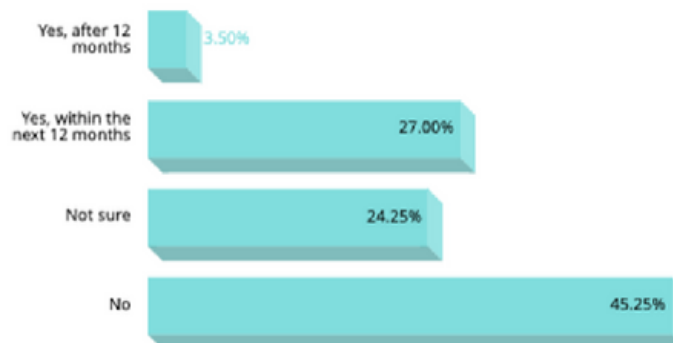
Number of job applications in last 12 months



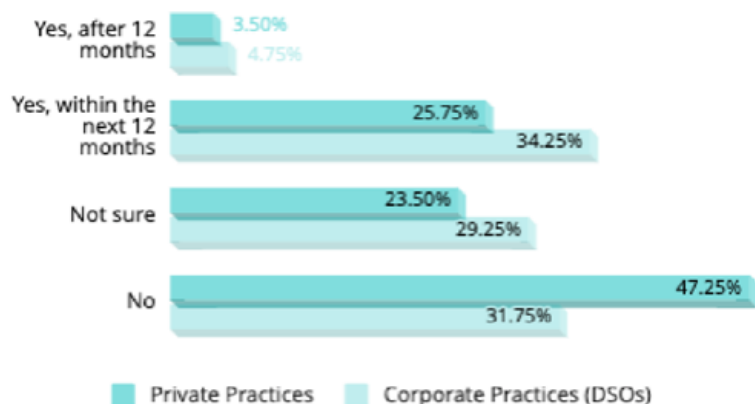
Job search plans

- 27% of responding dental assistants reportedly plan to apply for new jobs within 12 months and another 3.5% are considering applying after 12 months
- 34.25% of respondents working in corporate practices plan to apply for new jobs within 12 months, compared to 25.75% of respondents working in private practices

Upcoming job search plans



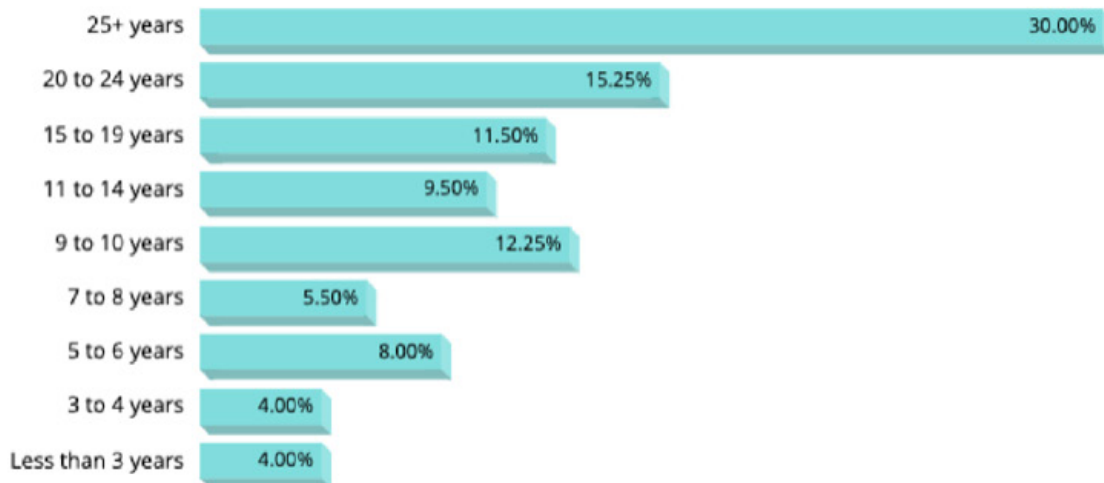
Job search plans: comparing private vs. corporate practices



Retirement Forecast

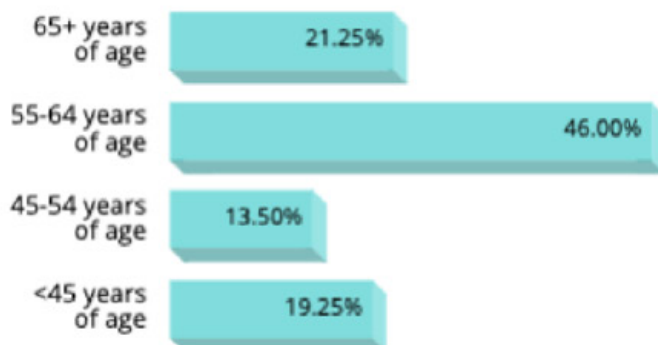
Planned years to retirement from dental assisting

- 4% of responding dental assistants plan to retire from the profession in less than three years. More than 67% of those planning to retire from the profession are 55+ years of age.

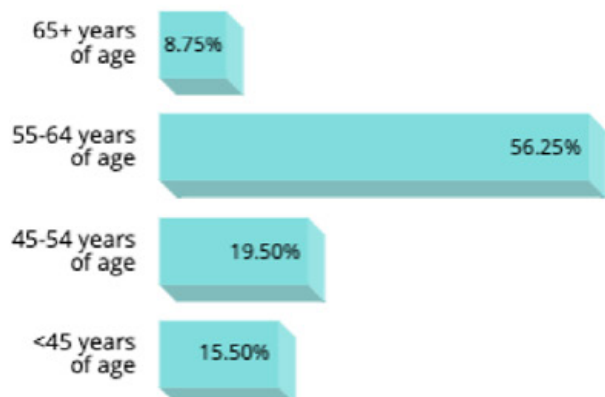


Age distribution

Age of dental assistants planning to retire from the profession in 3 years or less



Age of dental assistants planning to retire from the profession in 6 years or less



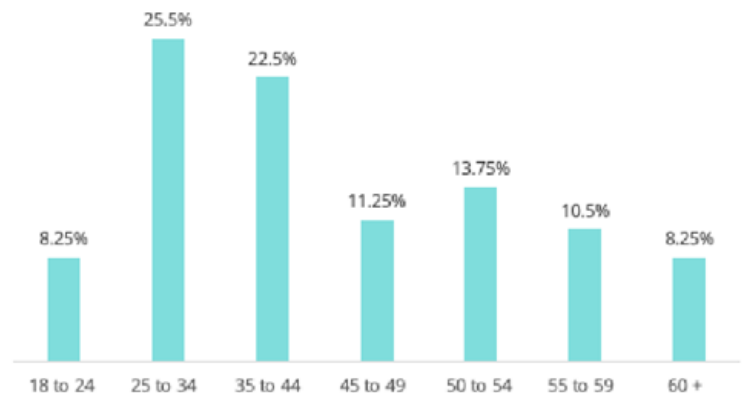
Survey Audience Demographics

Who Responded to DentalPost's Annual Salary Survey?

More than 2,400 dental assistants responded to the annual dental salary survey between July and September 2022.

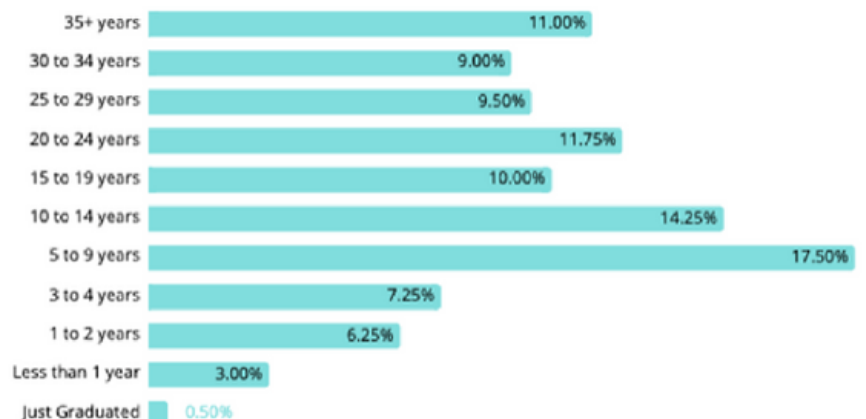
Age

- 52.25% of responding dental assistants were younger than 45
- The majority, nearly 34%, fell in the 35 - 49 year age range



Experience

- 41.25% have 20+ years of experience
- 41.75% have 5 to 19 years of experience
- 17% have fewer than 5 years of experience



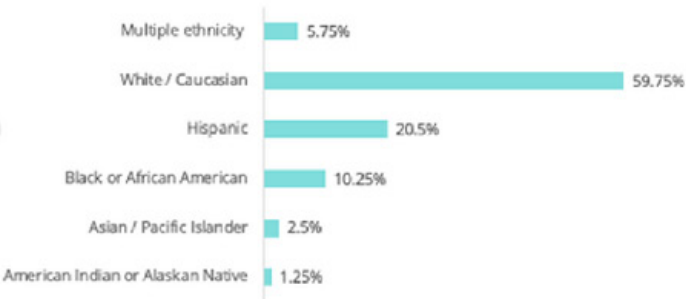
Education & Training

- 86.25% of responding dental assistants completed a formal dental assisting education program
- 44.75% have DANB certification
- 49.75% have Expanded Duties/Function certification
- 32.25% have a "Treatment Coordinator" job title

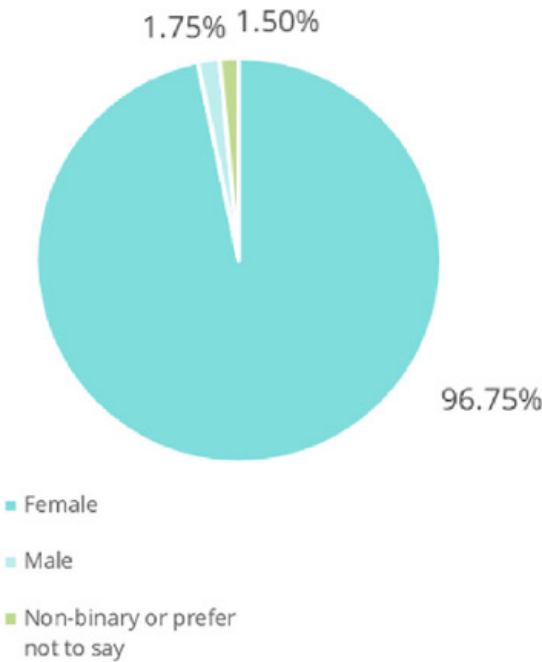
Survey Audience Demographics

Race / Ethnicity

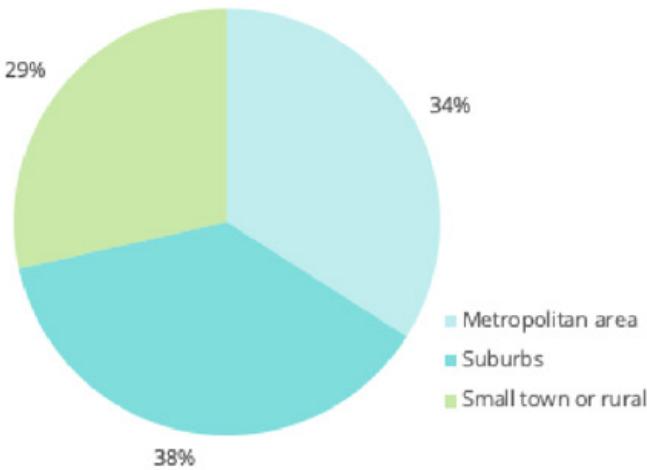
Among all dental positions surveyed, dental assistants were the most racially/ethnically diverse



Gender

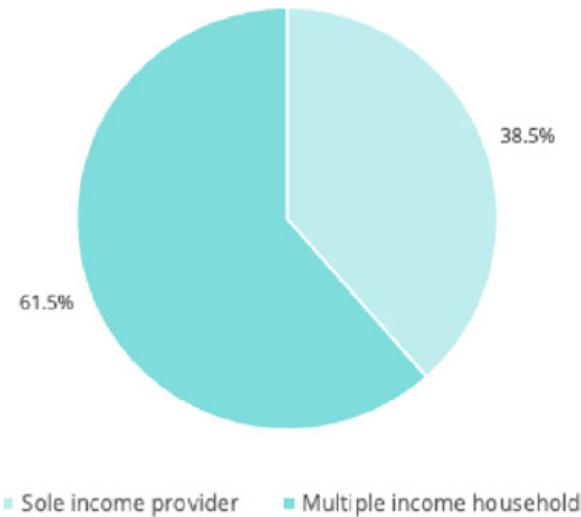


Size of community responding dental assistants live in



Sole income earners

38.5% of respondents are the sole income provider in their household



FRONT OFFICE REPORT

2023

Dental Salary Survey





2023 Salary Survey | Front Office Report

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Front Office Report Summary & Highlights

Between July to September 2022, DentalPost conducted the largest and most comprehensive dental professional salary survey of its kind, generating participation from nearly 15,000 dental professionals nationwide, including: 1,299 dental practice managers, 248 dental billing specialists and 428 dental front office associates / receptionist. From compensation to work environments to the job turnover rate, this report captures some of the latest takeaways.

Please note: all percentages have been rounded to the nearest 0.25%. All income dollar amounts have been rounded to the nearest \$5. Hourly rates have been rounded to the nearest \$0.05.

At-a-Glance: Highlights for the Key Positions Featured in this Report

Dental Practice Manager

- The average income of practice managers/administrators working in **private practices increased by 8.5%**, compared with just 1% in corporate practices.
- Beyond a desire for better pay, practice managers cited a **"more positive work environment"** and **"gratitude"** as top reasons for seeking new career opportunities.

Dental Front Office Associate / Receptionist

- More than **51% received a pay raise** and **40% reported being "satisfied" or "very satisfied" with total compensation** - a 14% increase in pay satisfaction over last year.
- **39% plan to see a new job:** despite increases in income and improved satisfaction with their pay and job, a large number of front office associates plan to change jobs this year - including some considering leaving the dental industry altogether.

Dental Billing Specialist

- Average total **incomes increased 9.5% for full-time billing specialists**, with a median income of \$47,000.
- **Pay raises were nearly 2x higher in private practice** compared with corporate practices. Billing specialists' pay increased an average of 14.5% in private practices, compared with an 8% increase in corporate practices.

FRONT OFFICE REPORT

Dental Practice Manager

Key Highlights & Takeaways

- **Average incomes increased nationwide:**
 - The average income of practice managers working in private practices increased by 8.5%, from \$62,100 to \$67,555.
 - The average income of practice managers working in corporate practices (DSOs) increased by 1%, from \$68,035 to \$68,730.
- Slightly more than 80% working in corporate practices are **paid an annual salary**. This is an increase of 10% year-over-year.
- **36% asked for a raise**, and 43% of respondents were satisfied with the outcome of their request.
- 57% percent of dental practice managers working in corporate practices **work more than 40 hours** per week, compared with 28% in private practices.
- Half of the dental practice managers working in corporate practices **would like to work fewer hours**, compared with 33% of those working in private practices.
- Only **9% changed jobs in the last year**. Of the dental practice managers who changed employers, 82% reported they achieved their goal.
- The top motivations for changing jobs were **higher pay** and a **more positive work environment**. Only 4% changed jobs for a better location or benefits.

FRONT OFFICE REPORT

Dental Practice Manager

Income Basis

How dental practice managers are paid

- 80.5% of responding practice managers/administrators working in corporate practices are paid an annual salary.
- Over half of private dental practices pay their dental practice managers/administrators by the hour (53.75%). Only 17.5% of corporate practice managers are paid by the hour.



**Other includes a percent of production, a percent of collections, and commission-based pay.*

FRONT OFFICE REPORT

Dental Practice Manager

Income: National Average for Full-Time Dental Practice Managers

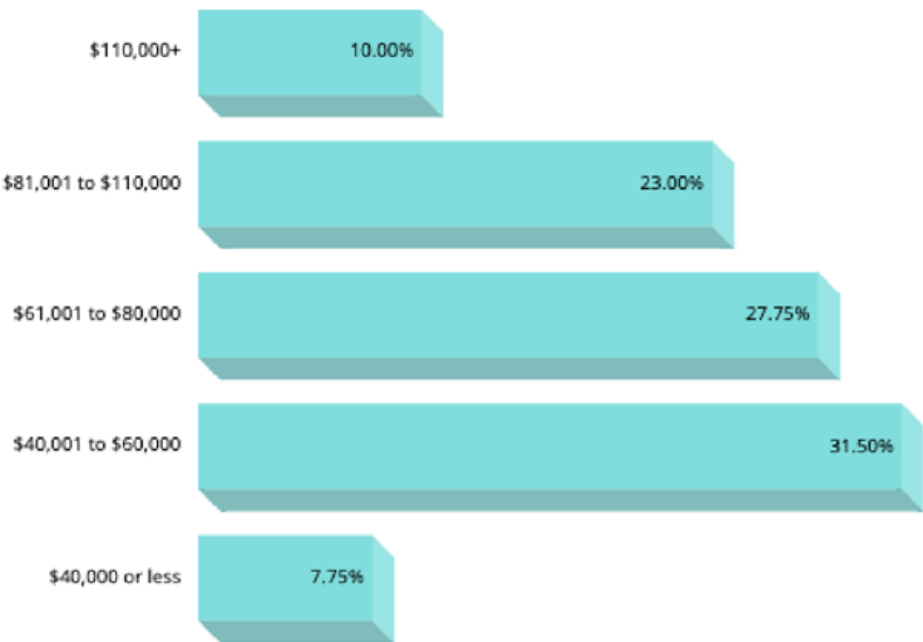


The national average income of the 13% of respondents with AADOM distinction jumped to **\$74,510**

AMERICAN ASSOCIATION OF DENTAL OFFICE MANAGEMENT
AADOM
WHERE DENTAL LEADERS ARE BORN

Income levels

Half of all full-time dental practice managers/administrators earn between \$52,000 to \$75,000 a year



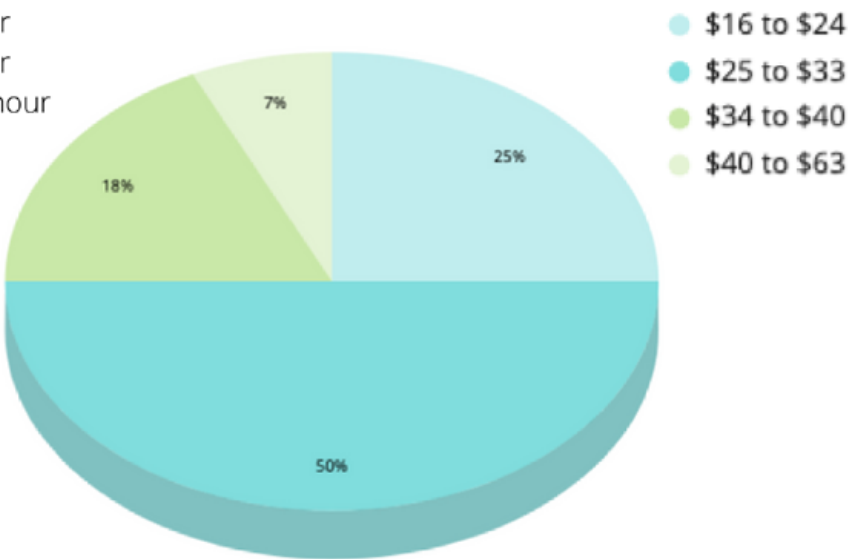
FRONT OFFICE REPORT

Dental Practice Manager

Income: Hourly Rates

Average hourly rate ranges for dental practice managers

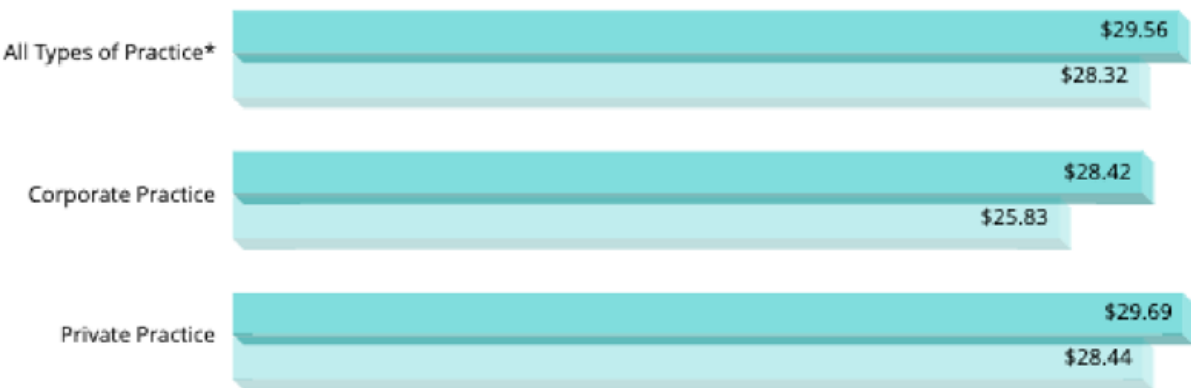
- 25% earn \$16 to \$24 an hour
- 18% earn \$34 to \$40 an hour
- 50% earn \$25.00 to \$33 an hour
- 7% earn \$41 to \$63 an hour



Average hourly rates: YOY comparison

The average hourly rates for dental practice managers are as follows:

- Private Practice: \$29.69 (up by 4.5% from \$28.44 a year ago)
- Corporate Practice: \$28.42 (up by 10% from \$25.83 a year ago)
- All Types of Practices: \$29.56 (up by 4.5% from \$28.32 a year ago)



**All Types of Practice includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, and Native American Reservations.*

2022 2021

FRONT OFFICE REPORT

Dental Practice Manager

Income: By Practice Type & Experience Level

Income by practice type

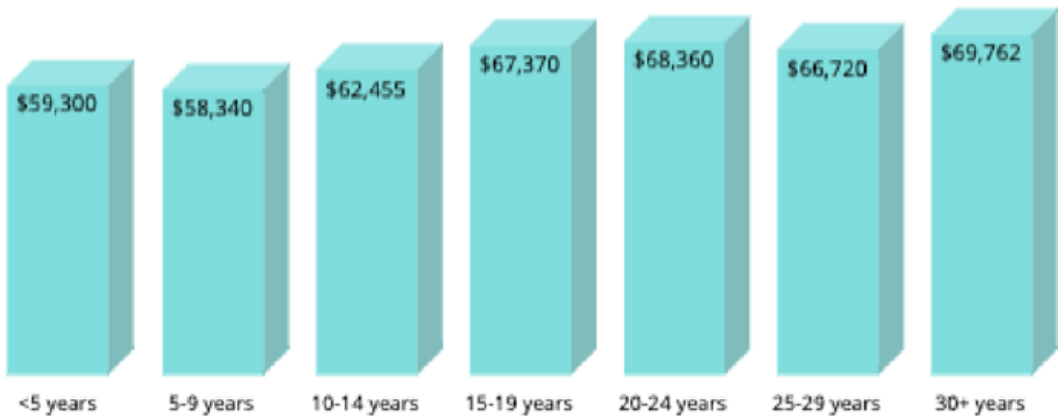
Corporate practice managers earn a higher average income



**All Types of Practice includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, and Native American Reservations.*

Income by years of experience

The following chart shows the average and median annual income of full-time dental practice managers by years of experience



FRONT OFFICE REPORT

Dental Practice Manager

Income: Year-Over-Year Changes in Income

YOY changes in average full-time practice manager's income

To measure the percentage increase in full-time dental practice manager/administrator income in the previous 12 months, we compared the average income reported in last year's survey to the average income reported in this year's survey.

- The average national income rose by 5.5% in 2022, from \$62,750 to \$67,320
- Dental practice managers/administrators working in private practices received an 8.5% increase in income compared to a 1% increase in corporate practices
- The nation's inflation rate for the 12 months ending in September 2022 was 8.2%



Year Over Year Comparison of Average Practice Manager Income			
	2022	2021	Increase
Private Practices	\$67,555	\$62,100	8.5%
Corporate Practices (DSOs)	\$68,730	\$68,035	1%
All Practice Managers/Administrators	\$67,490	\$62,750	5.5%

The number of responses used in calculating the above averages are as follows:

Number of Responding Full-Time Practice Managers	2022	2021
Private Practice	n= 901	n= 1,025
Corporate Practice	n= 109	n= 133
All Types of Practice	n= 1,506	n= 1,204

FRONT OFFICE REPORT

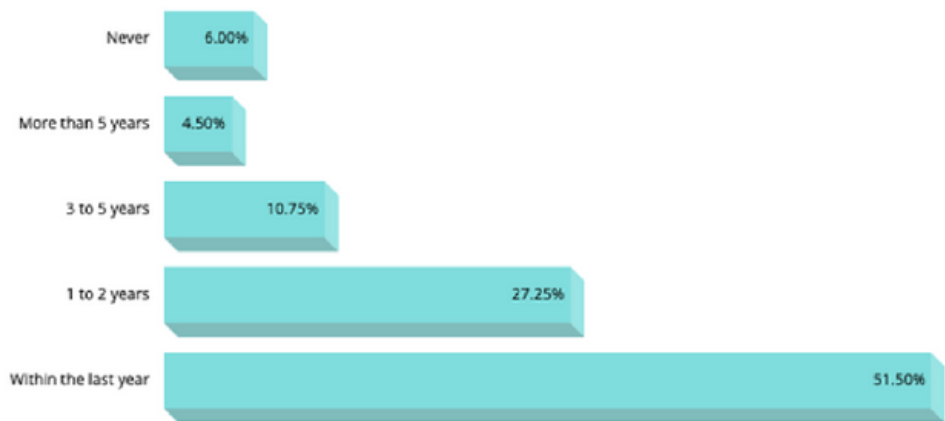
Dental Practice Manager

Income: Pay Increases

Timing of last pay increase

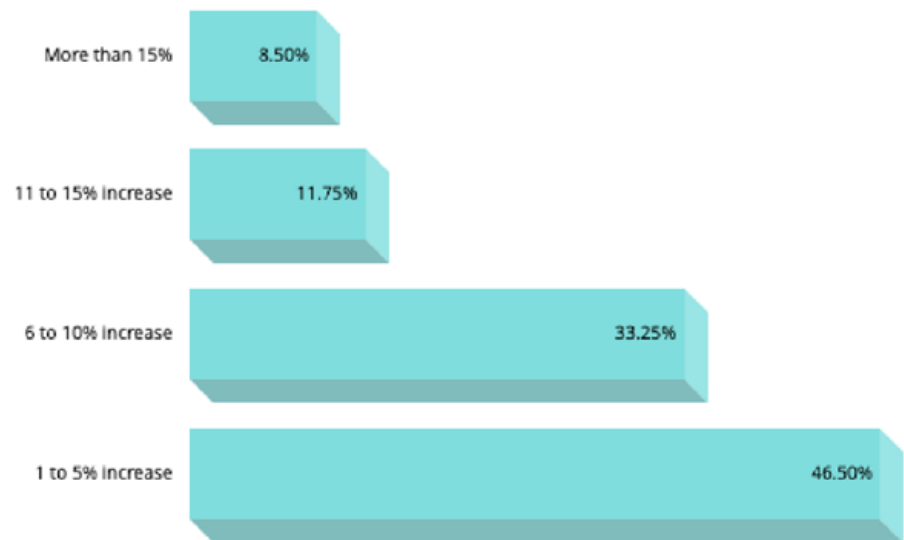
- 78.75% reported receiving a pay raise within the last two years
- 47% reported their last pay raise was between 1 to 5%
- Of the 36% who asked for a raise in the last year, 43% were satisfied with the outcome of their request

When did practice managers last receive a pay increase?



Size of last pay increase

How big was their last pay increase?



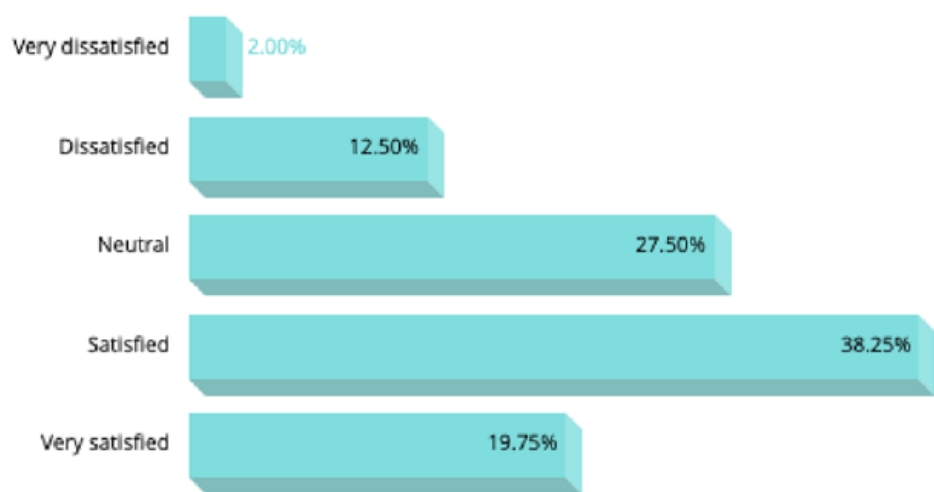
FRONT OFFICE REPORT

Dental Practice Manager

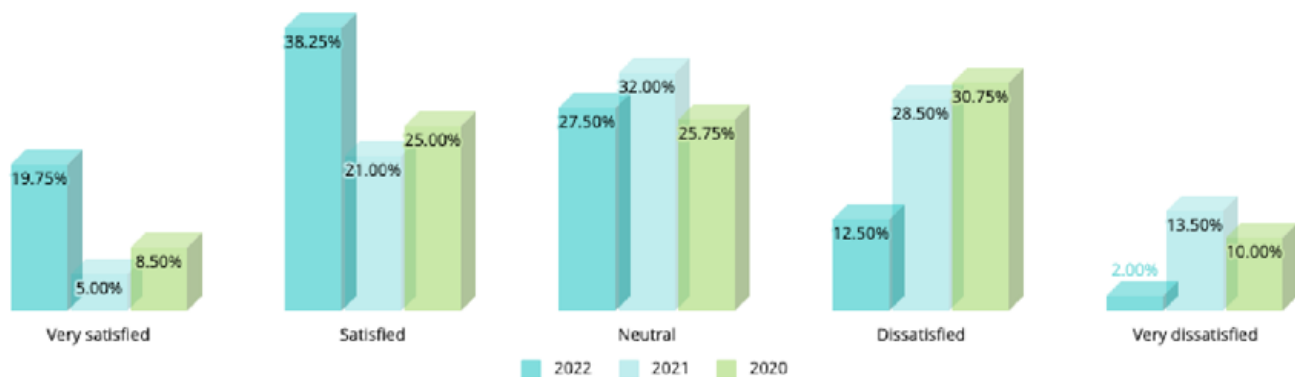
Satisfaction with Total Compensation

Satisfaction with total compensation, including income, bonuses, and benefits

- 58% of responding practice managers/administrators are ""satisfied"" or ""very satisfied"" with their total compensation



- Satisfaction with total compensation has increased for two consecutive years



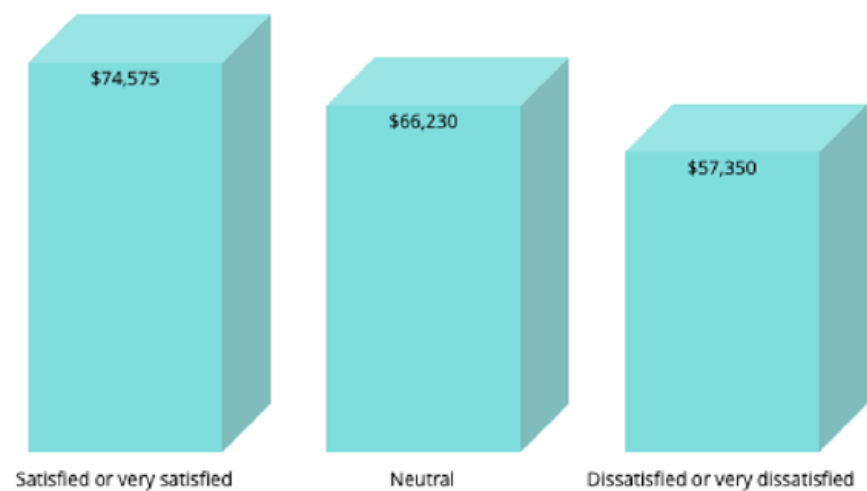
FRONT OFFICE REPORT

Dental Practice Manager

Satisfaction with Total Compensation

Practice Manager Average Income by Compensation Satisfaction Level

- The average income of dissatisfied and very dissatisfied practice managers is \$57,350
- The average income of satisfied and very satisfied practice managers is \$74,575



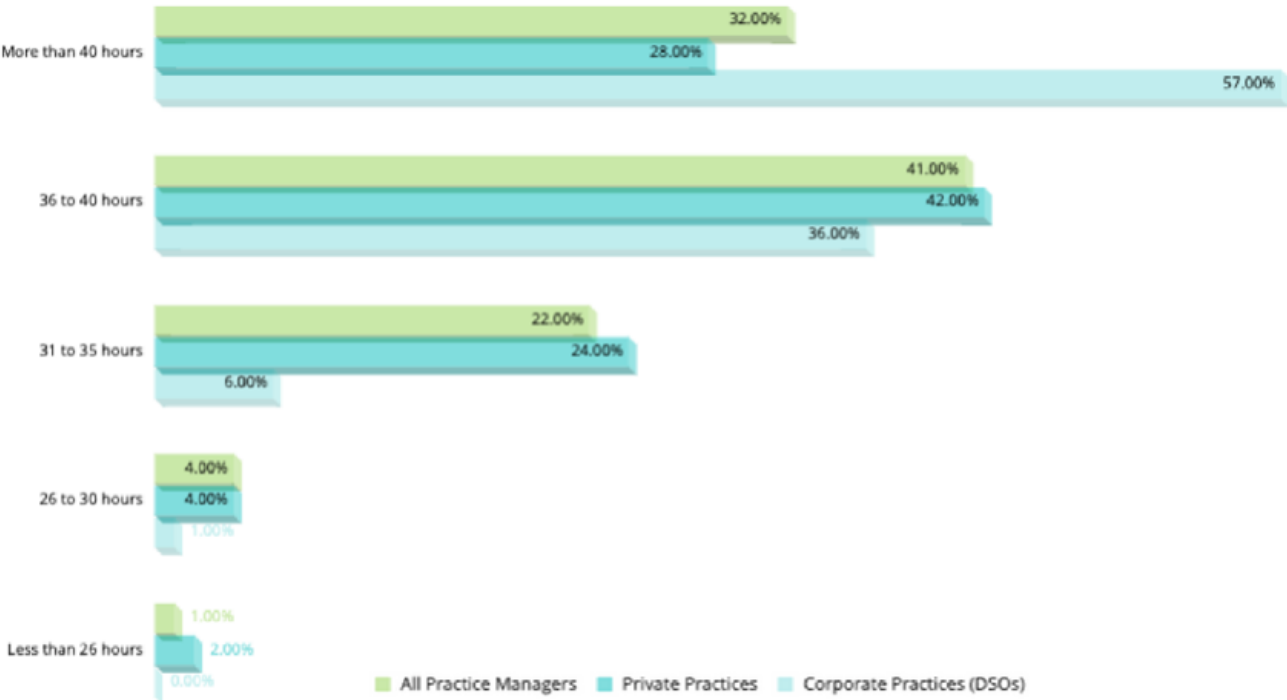
FRONT OFFICE REPORT

Dental Practice Manager

Practice Hours

Average hours worked per week

- 32% of all responding practice managers work hours exceeding 40 hours per week
- 57% of practice managers/administrators in corporate practices (DSOs) work hours exceeding 40 hours per week
- 28% of practice managers/administrators in private practices work hours exceeding 40 hours per week



Satisfaction with hours: comparing private & corporate practices

- 50% of practice managers/administrators in corporate practices would like to decrease their hours per week
- 33% of practice managers/administrators in private practices would like to decrease their hours per week



FRONT OFFICE REPORT

Dental Practice Manager

Supplemental Jobs

- 23% of responding practice managers/administrators work a second job
- 78% of those working side jobs reported at least one of their side jobs is outside of dentistry
- 79.5% of these gig workers make less than 5% of their income from side jobs

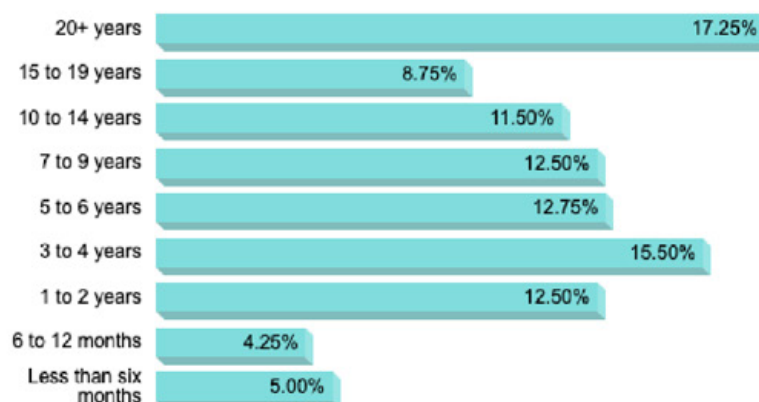
FRONT OFFICE REPORT

Dental Practice Manager

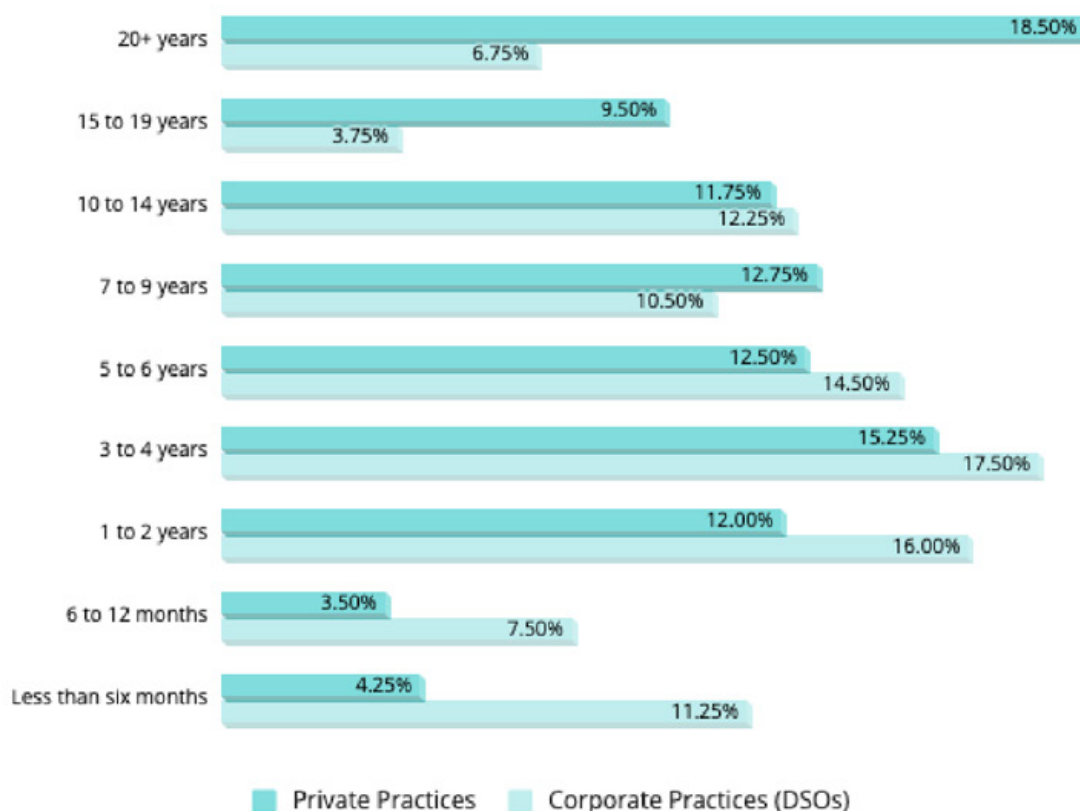
Job Turnover

Longevity with current employer

- 37.5% of respondents have been with their current employer 10+ years



Longevity with current employer: comparing private and corporate practices



FRONT OFFICE REPORT

Dental Practice Manager

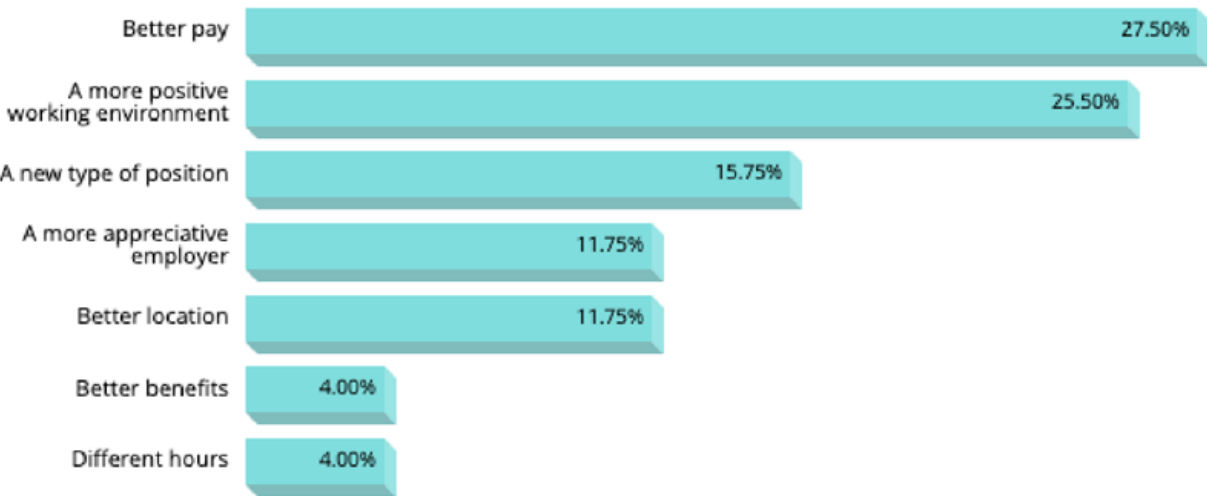
Job Turnover

Changed jobs in the last 12 months

- 9% of responding dental practice managers/administrators changed employment in the previous 12 months

Motivations for changing jobs

- Better pay and a more positive work environment were the top reasons for dental practice managers changing jobs
- 82% of the job changers reported they achieved their goal by making the change



FRONT OFFICE REPORT

Dental Practice Manager

Job Turnover

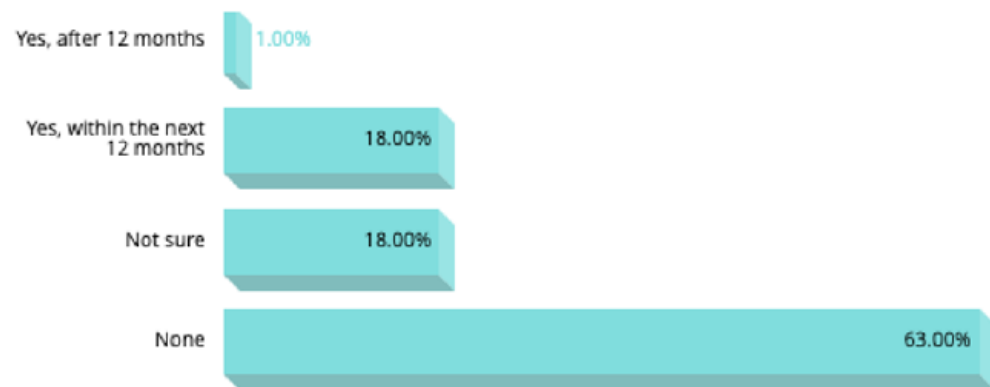
Job search activity in the last 12 months

- 23% of dental practice managers applied to 1 or more jobs in the last 12 months



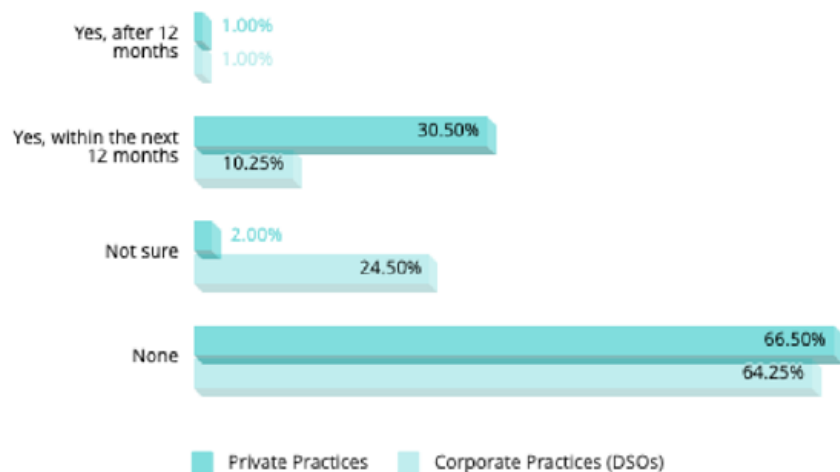
Job search plans

- At the time of the survey, 18% of all responding practice managers planned to apply for new jobs in the next 12 months, 1% planned to apply for new jobs in more than 12 months, and 18% were undecided



Job search plans: comparing private & corporate practices

- 30.5% of respondents working in private practices plan to apply for new jobs, compared to 10.25% of respondents working in private practices



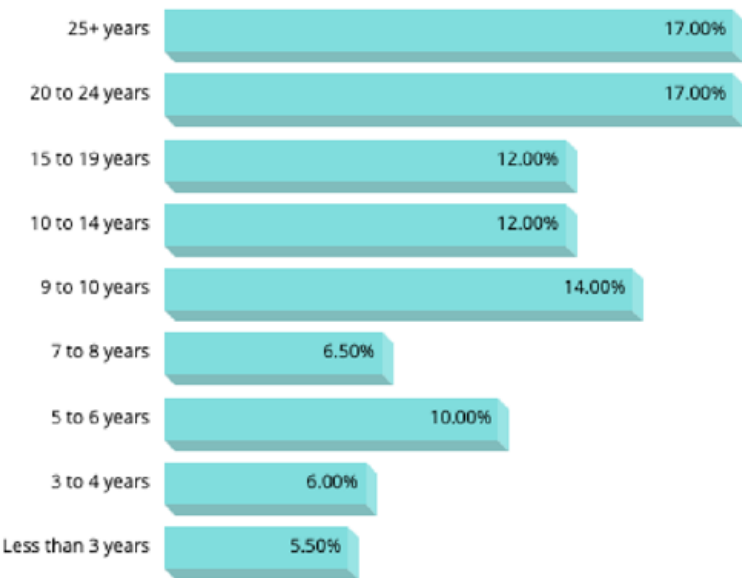
FRONT OFFICE REPORT

Dental Practice Manager

Retirement Forecast

Planned years to retirement

- 5.5% of responding dental practice managers/administrators plan to retire within three years
- 21.5% plan to retire within 6 years
- 82% of those planning to retire within 6 years are 55+ years of age



FRONT OFFICE REPORT

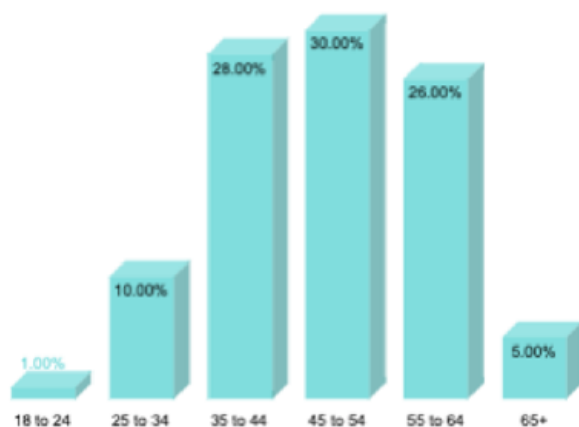
Dental Practice Manager

Survey Audience Demographics

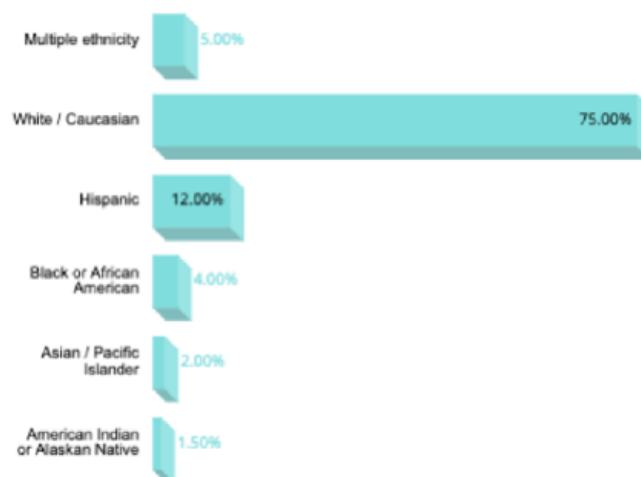
Who Responded to DentalPost’s Annual Salary Survey?

1,299 dental practice managers responded to the annual dental salary survey between July and September 2022.

Age



Race / Ethnicity

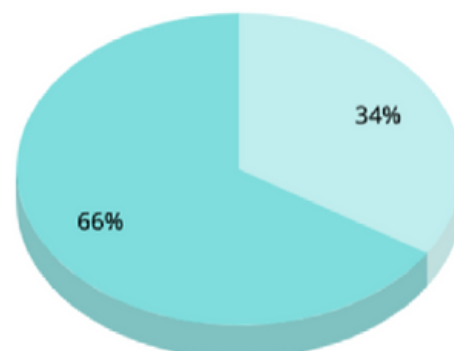


Gender

- 95% are female
- 4% male
- 1% preferred not to say

Sole income provider

34% of respondents are the sole income provider in their household



- Sole Income Provider
- Multiple Income Household

AADOM distinction

13% have AADOM distinction

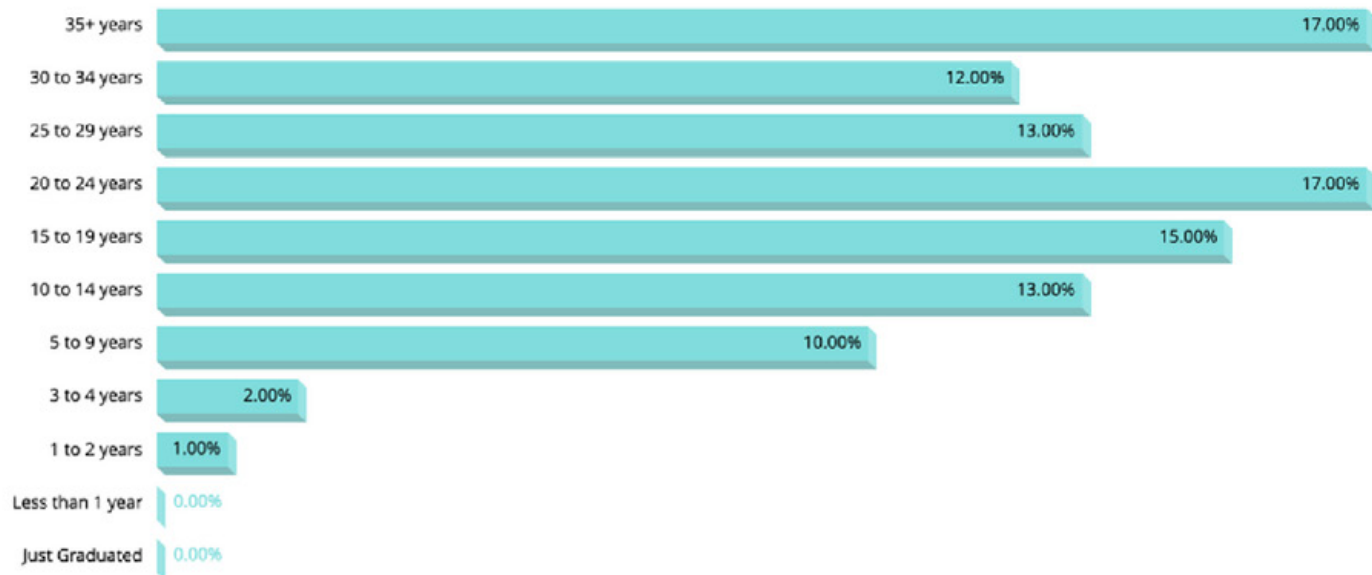
FRONT OFFICE REPORT

Dental Practice Manager

Survey Audience Demographics

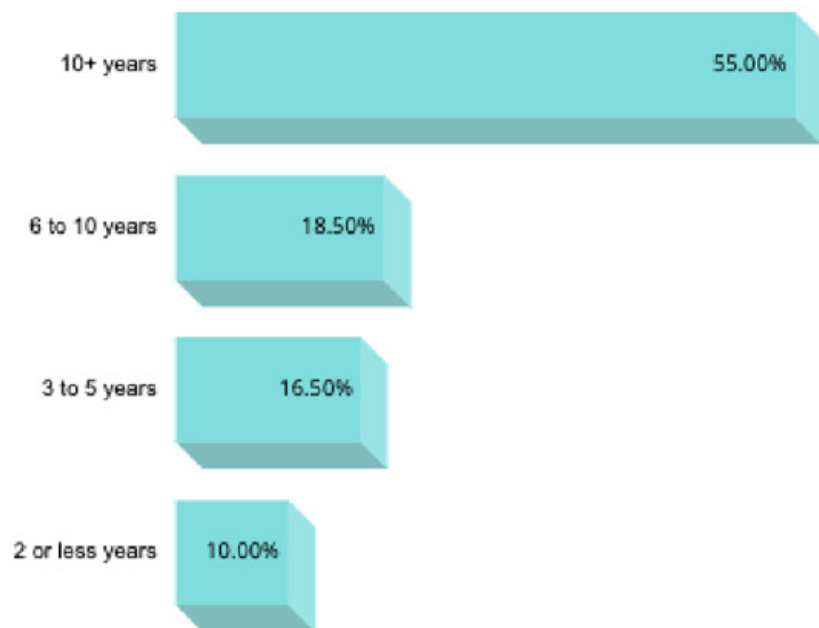
Years of experience in dentistry

59% have 20+ years of experience in dentistry



Years of experience as practice managers

55% have 10+ years of experience in an office management role



FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

The term “dental front office associate / receptionist” is used in this report to distinguish dental front office/front desk staff from dental practice managers/administrators and billing specialists. In this report, the terms “general front office staff” and “front desk staff” are used interchangeably, with “front desk staff” used primarily as a shorter reference in some tables and charts.

Key Highlights & Takeaways

- The **average full-time income of respondents increased** by 8.5% in 2022.
- **Income satisfaction grew** by 14%.
- **23% work non-dental related side jobs** outside of their primary employment.
- 21% of front office associates changed employment in the previous year. 39% reported that **better pay was their leading motivator**.
- 39% of the full-time respondents and 42% of part-time respondents reported they are **looking at new job opportunities**. Comments indicate that some of these respondents are considering jobs outside of the dental profession.

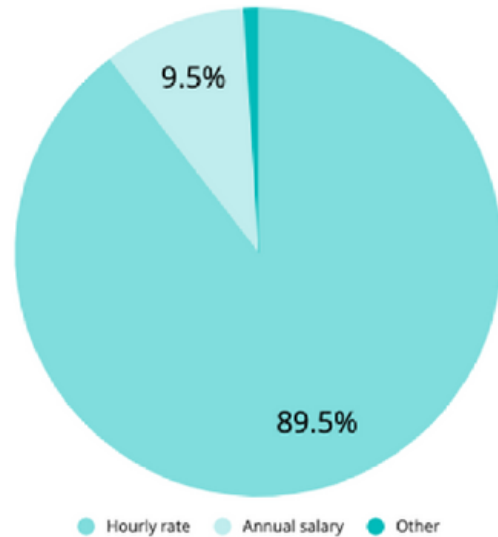
FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Income Basis & Average Hourly Rate

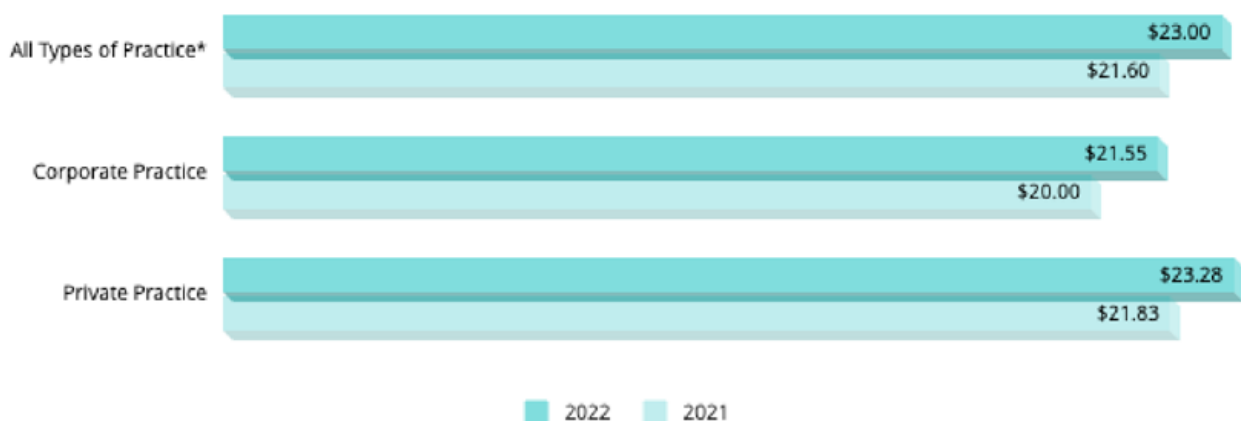
How dental front office associates / receptionists are paid

- 89.5% of respondents are paid an hourly rate



Average hourly rate: YOY comparison

- The average hourly rate in private practices is \$23.28 – up 6.5% from \$21.83 a year ago
- The average hourly rate in corporate practices is \$21.55 – up 7% from \$20.00 a year ago
- In all types of practices (private and corporate, public health, community, hospitals, universities, prisons, military, and Native American Reservations), the average hourly rate is \$23.00 – up 6.5% from \$21.60 a year ago



*All Types of Practice includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, military clinics, and Native American Reservation clinics.

FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Income: Front Office Associates' Annual Average Income

Average full-time income

- 50% of responding full-time general front office staff earn an annual income of \$32,000 to \$47,000
- Their median income is \$39,000
- The average income of general front office staff working in private practices is \$43,265
- The average income of general front office staff working corporate practices is \$41,840

Average annual income: by employment type



**All Types of Practice includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, military clinics, and Native American Reservation clinics.*

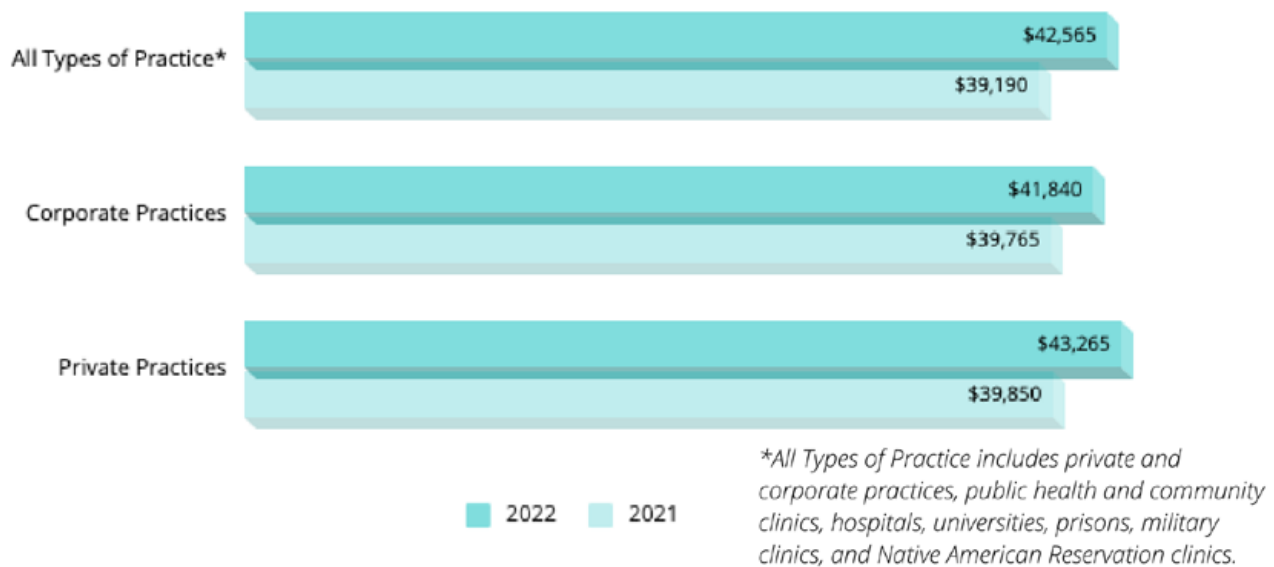
FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Income: Year-Over-Year Changes in Income

Average annual income: YOY comparison

A year-over-year comparison of average full-time income indicates an increase of 8.5% in private practices, 5.25% in corporate practices, and 8.5% in all types of practices including private, corporate, public health, community clinics, hospitals, universities, prisons, military, and Native American Reservation clinics.



Year Over Year Comparison of Average Front Desk Income			
	2022	2021	Increase
Private Practice	\$43,265	\$39,850	8.5%
Corporate Practice	\$41,840	\$39,765	5.25%
All Types of Practice	\$42,565	\$39,190	8.5%

Note that the average incomes are based on the following response sizes:

Number of Responding Front Desk Staff	2022	2021
Private Practice	n=249	n=348
Corporate Practice	n=34	n=39
All Types of Practice	n=340	n=397

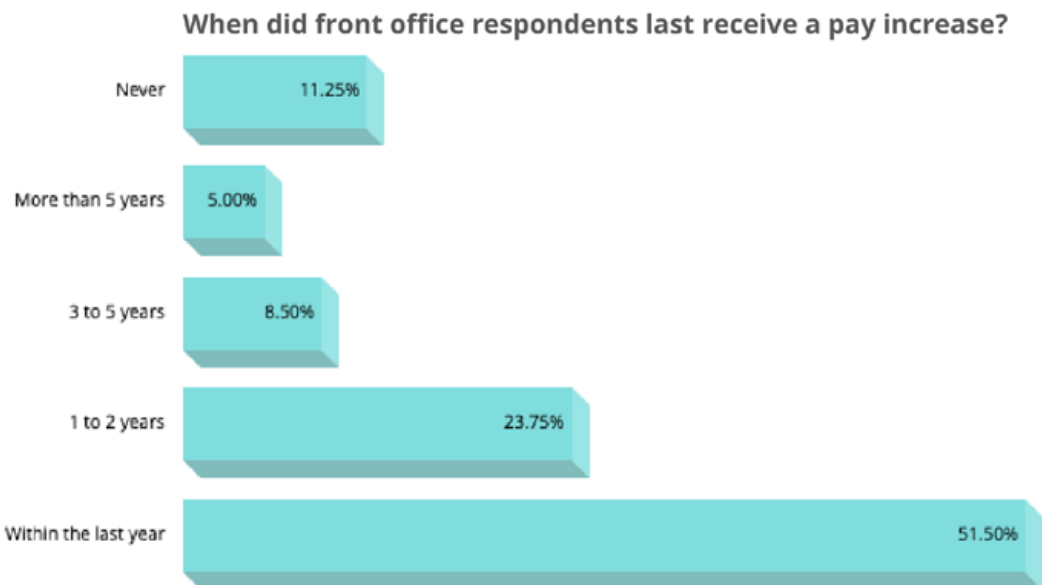
FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

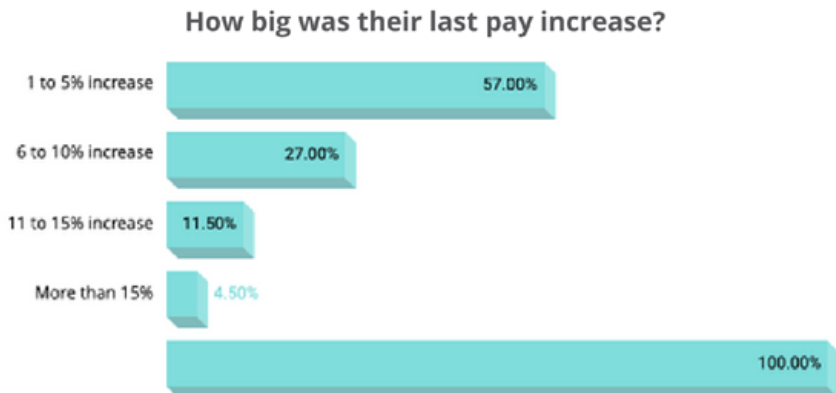
Income: Pay Increases

Timing of last pay increase

- 51.5% received a pay raise in the previous 12 months
- 75.25% received a pay raise in the previous two years
- 33.5% asked for a pay raise in the previous 12 months, and 50% of these front office staff were satisfied with the response
- 10.75% of those who asked for a raise and did not get one changed employers
- 52.75% of those who asked for a raise and did not get one plan to apply for jobs within the next 12 months



Size of last pay increase



FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Satisfaction with Total Compensation

Satisfaction with total compensation, including income, bonuses, and benefits

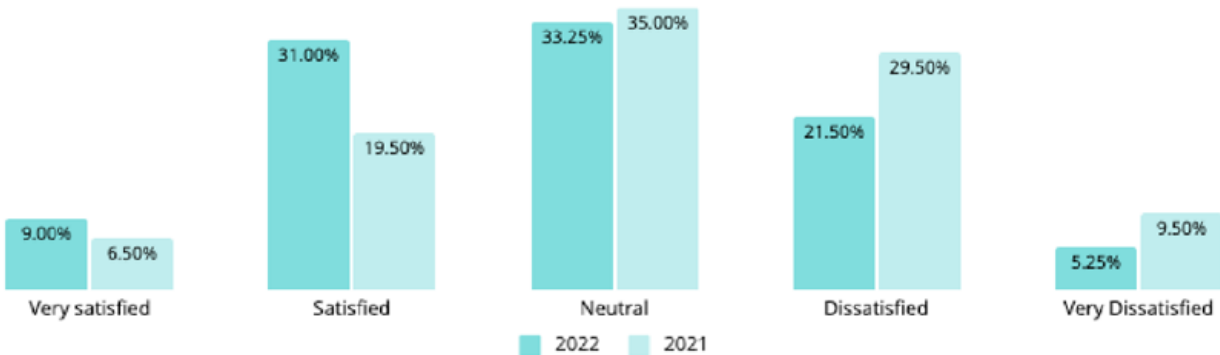
- 40% of respondents are "satisfied" or "very satisfied" with their total compensation
- Satisfaction rose 14% in the last year

Compensation satisfaction by type of employment



Note: Because there were only four respondents in "other" types of practice, other types of practices were not presented in the above chart.

Year-over-year comparison of satisfaction with compensation

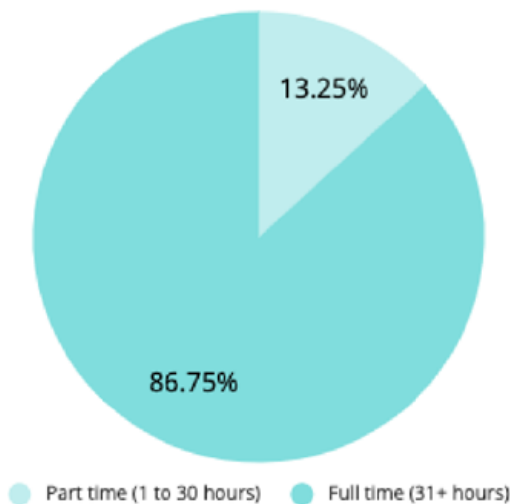


FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

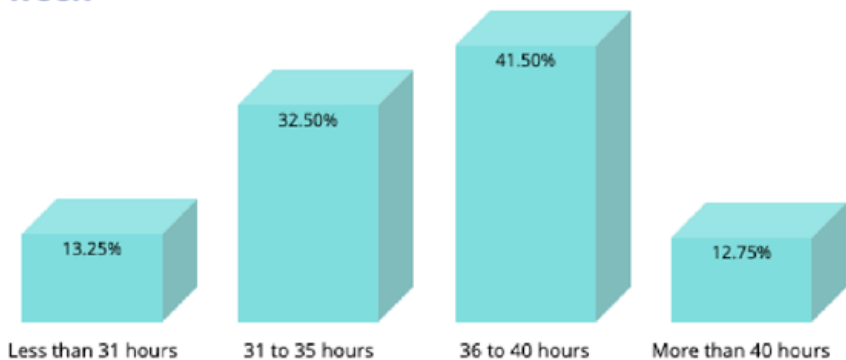
Practice Hours

The majority (86%) work full-time hours (31+ hours per week)



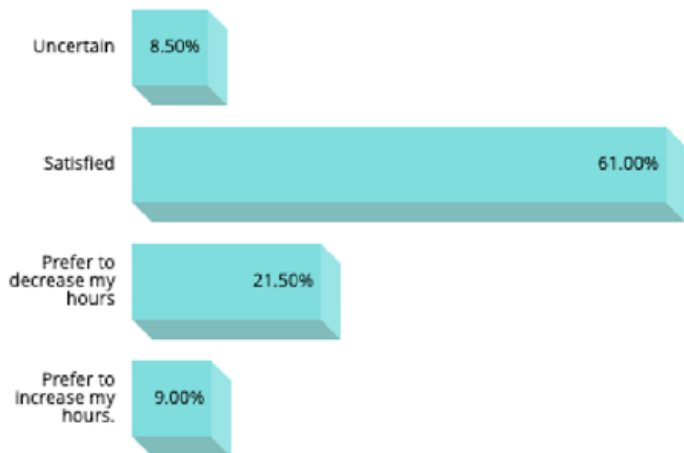
Average hours worked per week

- 54.25% work 36+ hours per week
- 12.75% work more than 40 hours per week



Satisfaction with hours

- 61% are satisfied with their average hours per week
- 22% would prefer to decrease their hours



FRONT OFFICE REPORT

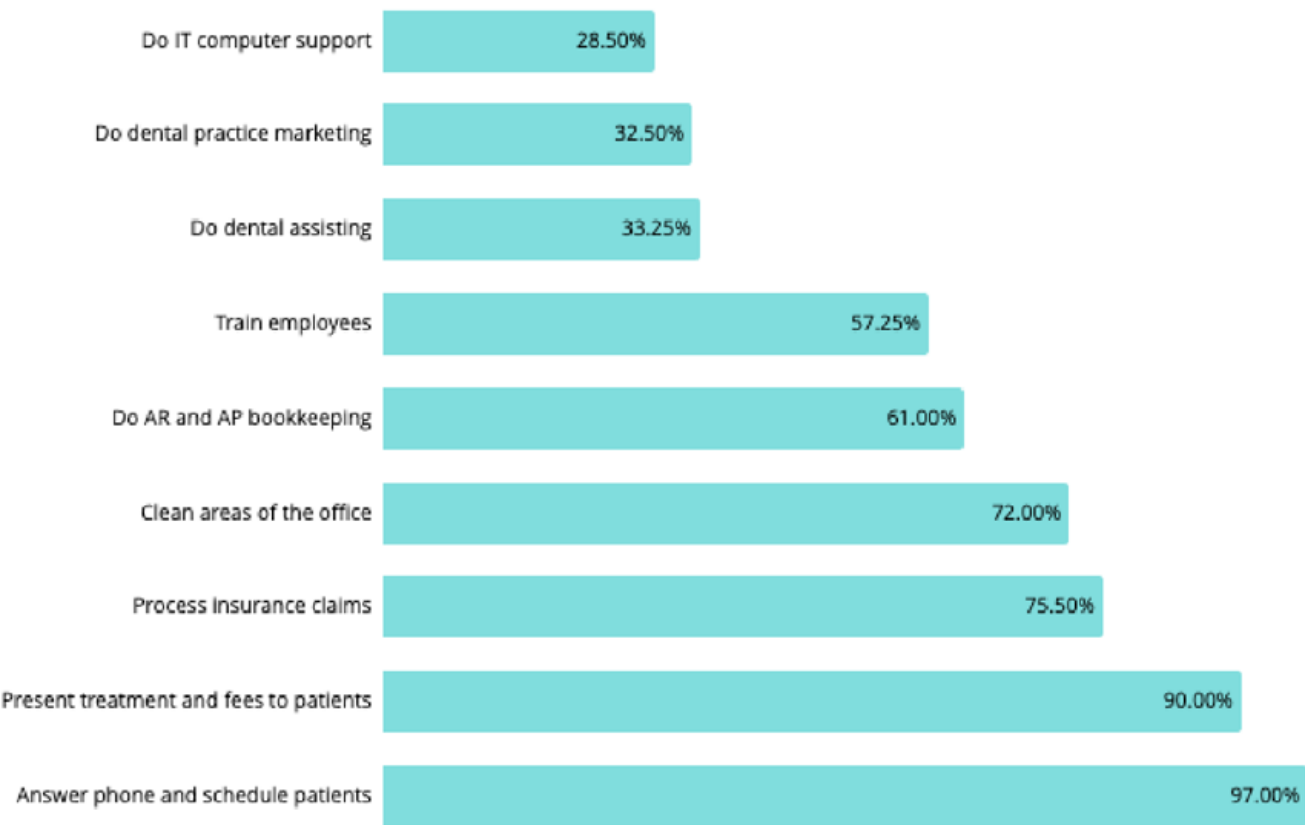
Dental Front Office Associate / Receptionist

Experience, Duties & Supplemental Jobs

Top 5 reported duties of dental front office associates / receptionists

- 1. Answer the phone and schedule patients
- 2. Present treatment and fees to patients
- 3. Process insurance claims
- 4. Clean areas of the office
- 5. Do accounts receivable and accounts payable bookkeeping

Day-to-day responsibilities reported by front office associates / receptionists



Side jobs

- One in four have a side job outside their primary employment
- 23% of the side jobs are not dental related

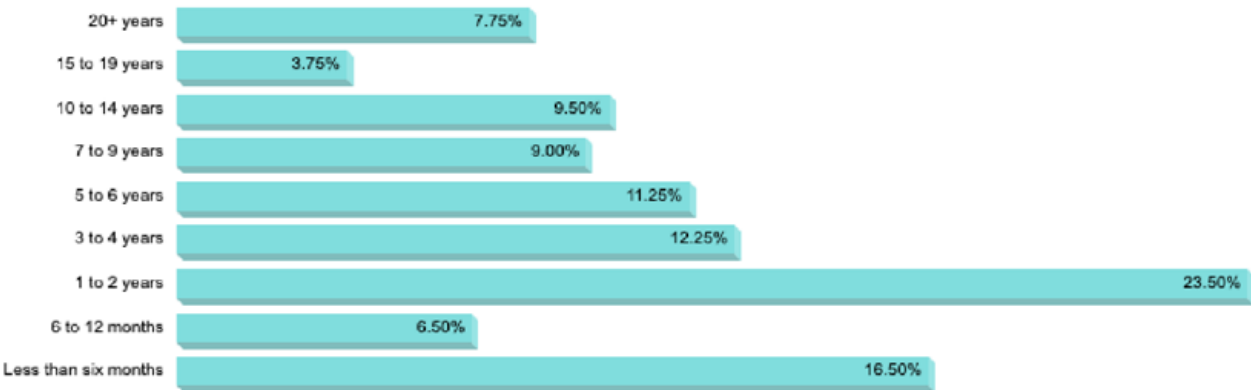
FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Job Turnover

Longevity with current employer

- 46.5% of respondents have been with their current employer for less than 3 years

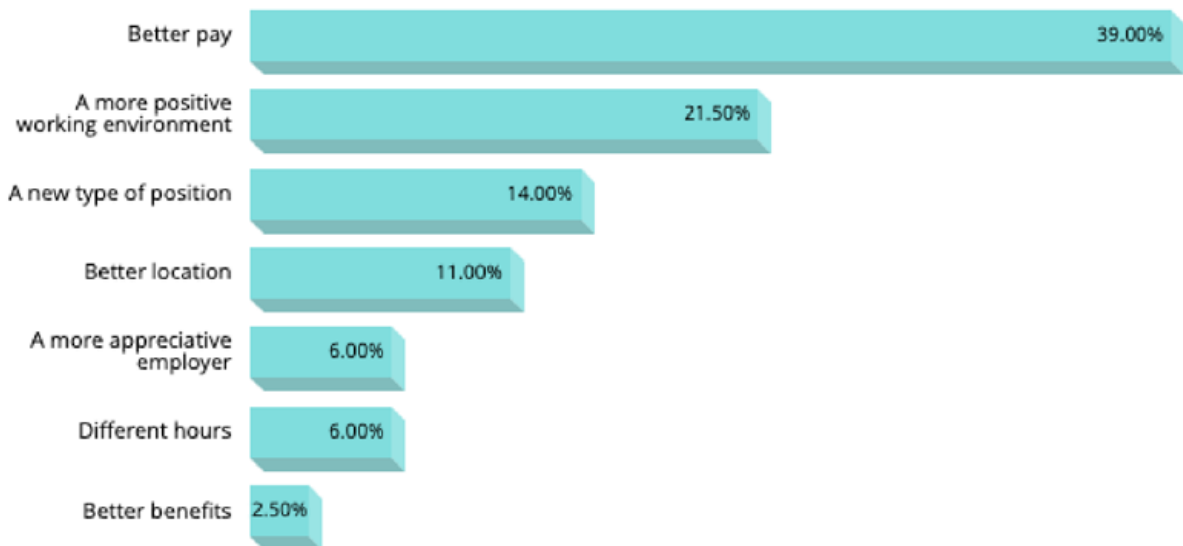


Changed jobs in the last 12 months

- 21% of respondents staff changed jobs in the previous 12 months

Motivations for changing jobs

- The top 3 motivations for changing jobs were better pay, a more positive work environment, and a new type of position
- 84% of those who changed jobs achieved their goal



FRONT OFFICE REPORT

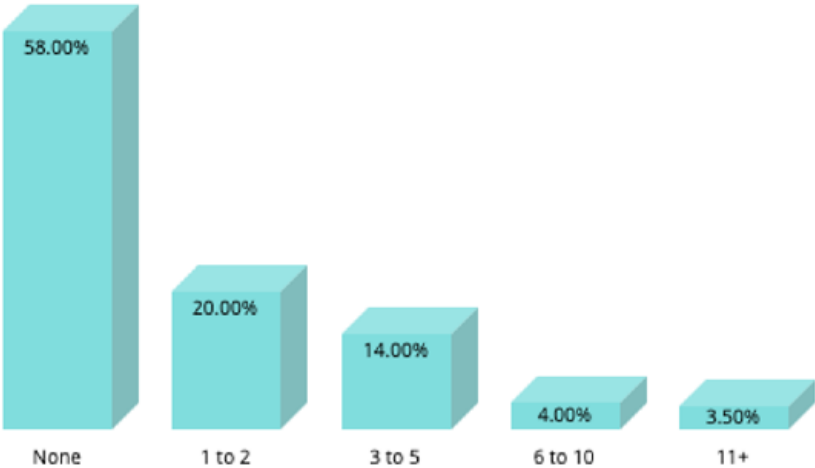
Dental Front Office Associate / Receptionist

Job Turnover

Job search activity in the last 12 months

- 42% of respondents reportedly applying for one or more jobs in the previous 12 months

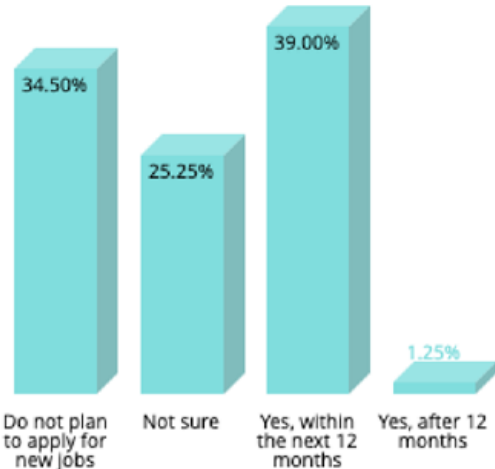
How many jobs did dental front office associates apply to in the 12 months preceding the survey?



Job search plans

- 39% of the full-time respondents and 42% of part-time front desk staff reported they are looking at new job opportunities. Comments indicate that some of these opportunities are outside of dentistry

Do they plan to apply to jobs in the coming 12 months following the survey?



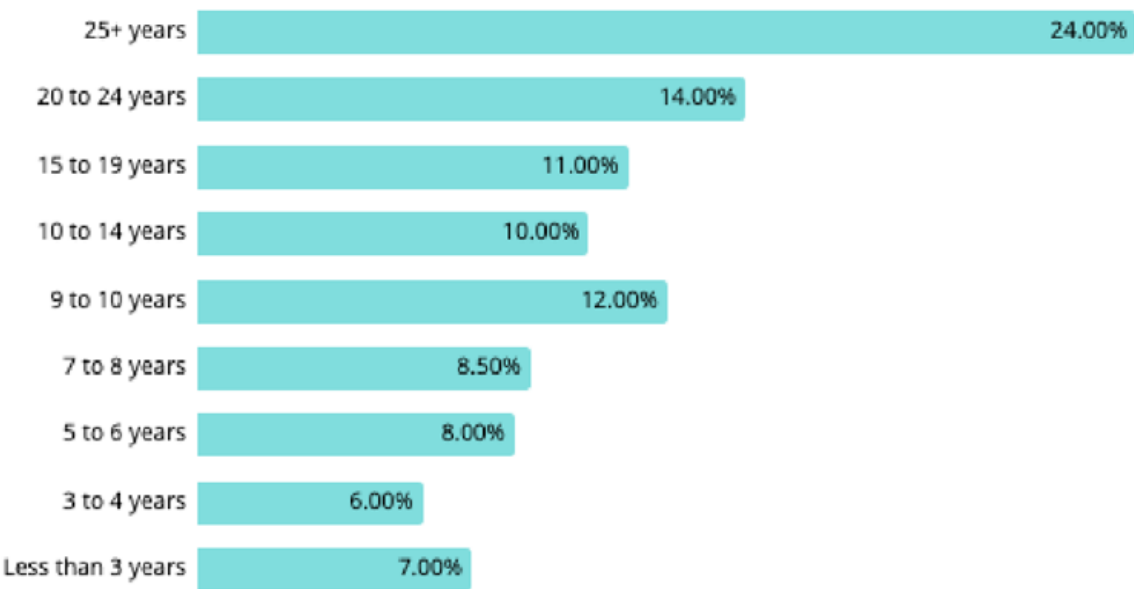
FRONT OFFICE REPORT

Dental Front Office Associate / Receptionist

Retirement Forecast

Planned years to retirement

- 7% of responding front office associates / receptionists plan to retire within 3 years
- 21% plan to retire within 6 years
- 86% of those planning to retire within 6 years are 55+ years of age



FRONT OFFICE REPORT

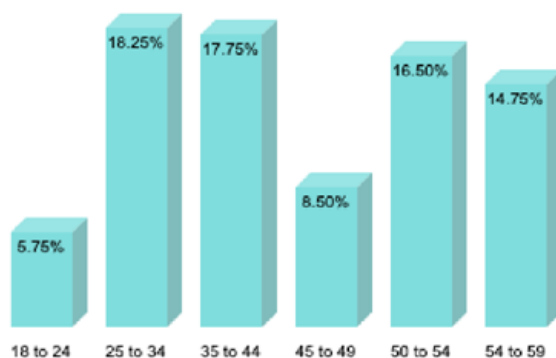
Front Office Associate / Receptionist

Survey Audience Demographics

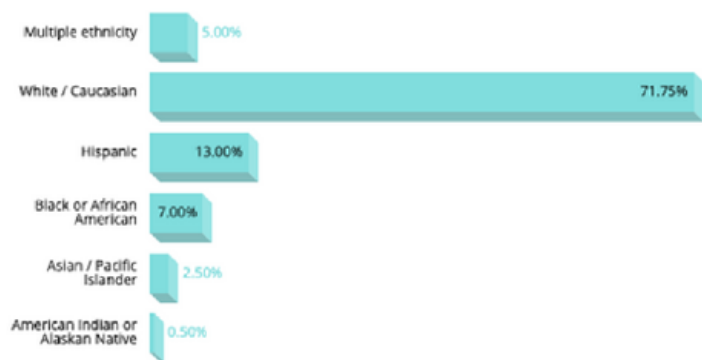
Who Responded to DentalPost’s Annual Salary Survey?

428 dental front office associates / receptionists responded to the annual dental salary survey between July and September 2022.

Age



Race / Ethnicity

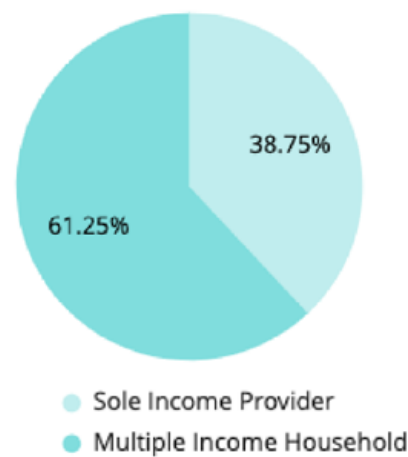


Gender

- 96.75% are female
- 1.5% male
- 1.75% preferred not to say

Sole income provider

38.75% are the sole income provider in their household



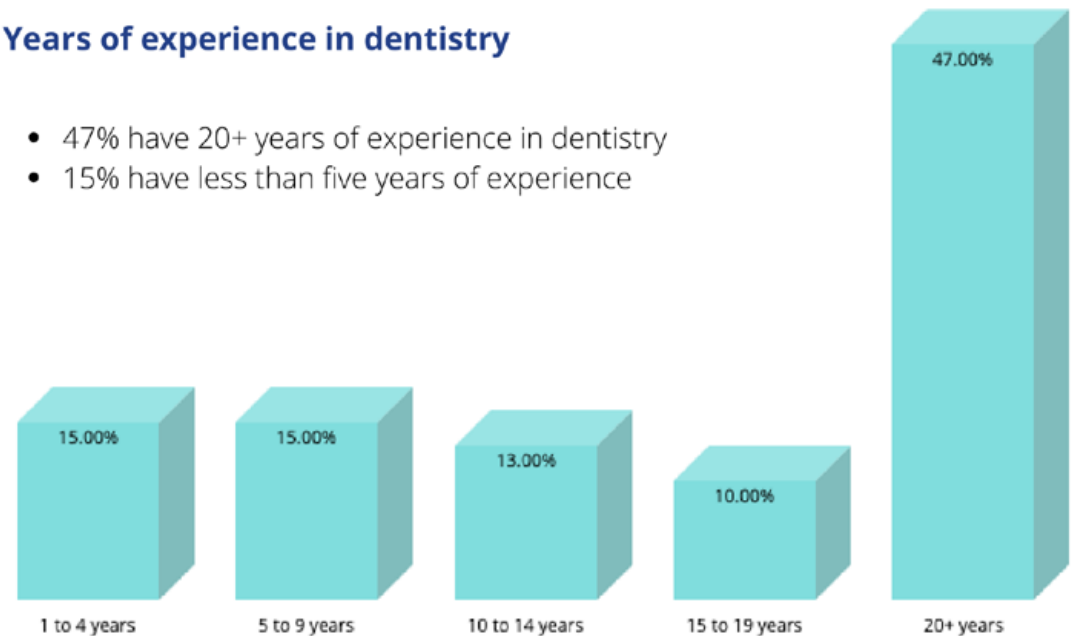
FRONT OFFICE REPORT

Front Office Associate / Receptionist

Survey Audience Demographics

Years of experience in dentistry

- 47% have 20+ years of experience in dentistry
- 15% have less than five years of experience



AADOM distinction

2.25% have AADOM distinction

Education

37% have college degrees

FRONT OFFICE REPORT

Dental Billing Specialist

Key Highlights & Takeaways

- **Average total income of full-time billing specialists increased** 9.5% from \$44,500 in 2021 to \$49,380 in 2022.
- When we separate out private practice, corporate practice, and “other” practice billing specialists – for example, community clinics and hospitals, we see an average income **increase of 14.5% in private practices, and an 8% increase in corporate practices.** The larger increase in private practices brought their billing specialists’ income closer to the average income paid in corporate and other types of practices.
- The median income of responding billing specialists is \$47,000.
- **Income satisfaction rose 14%.**
- Despite the increase in pay and income satisfaction, **29% of billing specialists are seeking new employment.**
- 18% of respondents reported changing employers in the previous 12 months. Their top motivations for changing jobs were **higher pay, a more positive work environment, a more appreciative employer, and better location.**

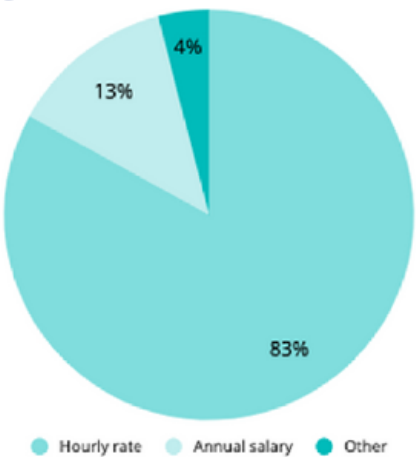
FRONT OFFICE REPORT

Dental Billing Specialist

Income Basis & Average Hourly Rate

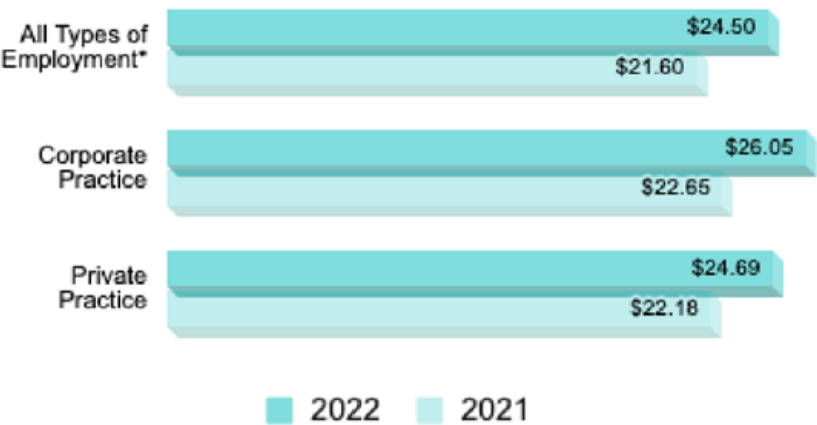
How dental billing specialists are paid

- 83% of responding billing specialists are paid an hourly rate



Average hourly rate: YOY comparison

- The average hourly rate in private practices is \$24.69 – up 11.25% from \$22.18 a year ago
- The average hourly rate in corporate practices is \$26.05 – up 15% from \$22.65 a year ago
- In all types of employment (private, corporate, public health, community clinics, hospitals, universities, prisons, dental billing and insurance companies, and Native American Reservations), the average hourly rate is \$24.50 – up 13% from \$21.60 a year ago



**All Types of Employment includes private and corporate practices, community clinics, universities, dental billing and insurance companies, and Native American Reservations.*

FRONT OFFICE REPORT

Dental Billing Specialist

Income: Dental Billing Specialists' Annual Average Income

Average full-time income

- The median income of all dental billing specialists is \$47,000
- The average income of billing specialists in corporate practices is \$49,195
- The average income of billing specialists in private practices is \$48,545
- The average income of billing specialists in all types of employment is \$49,380

Average annual income: by employment type



**All Types of Employment includes private and corporate practices, community clinics, universities, dental billing and insurance companies, and Native American Reservations.*

Note that the average incomes are based on the following response sizes:

Number of Responding Full-Time Billing Specialists	2022	2021
Private Practice	n=145	n=139
Corporate Practice	n=25	n=29
All Types of Employment	n=184	n=243

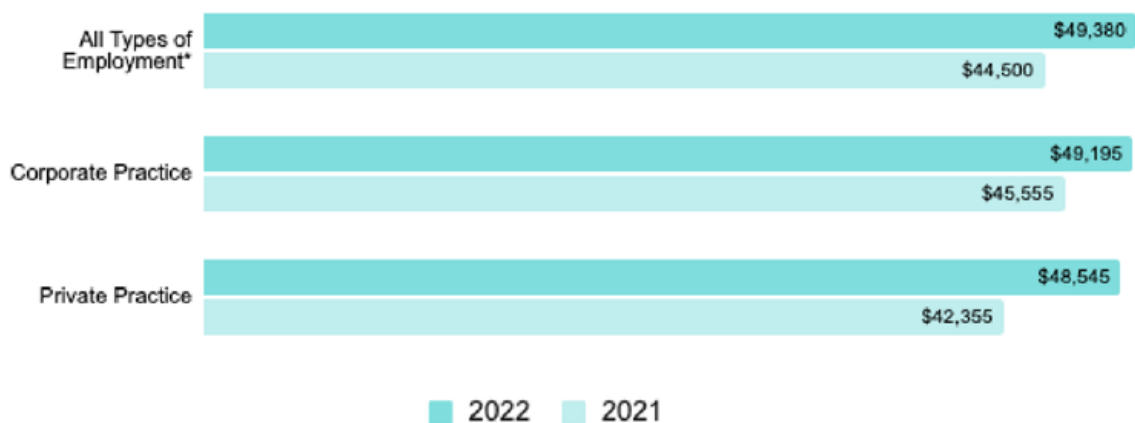
FRONT OFFICE REPORT

Dental Billing Specialist

Income: Year-Over-Year Changes in Income

Average annual income: YOY comparison

- A year-over-year comparison of full-time income indicates a pay increase of 14.5% in private practices and a pay increase of 8% in corporate practices
- The increase in private practices brought the average income of private practice billings specialists closer to the average income of corporate billing specialists



**All Types of Employment includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, dental billing and insurance companies, and Native American Reservations.*

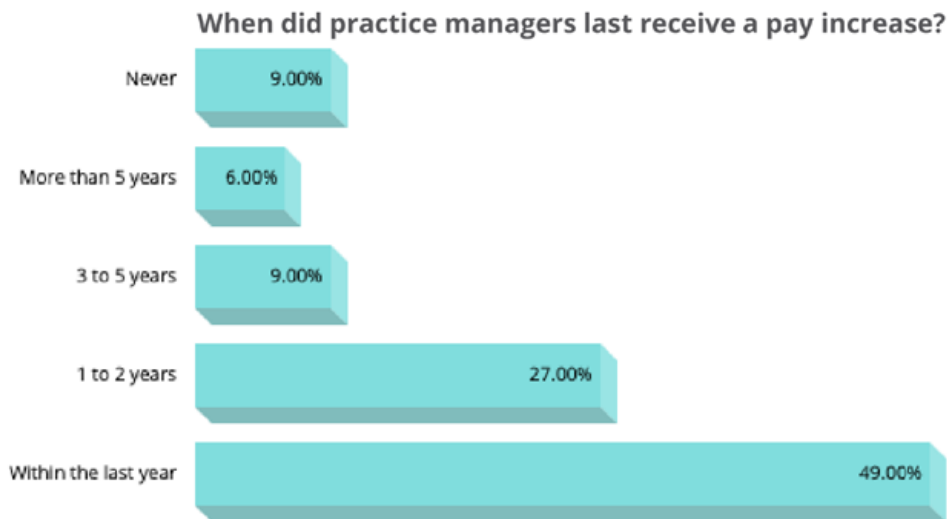
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Dental Billing Specialist

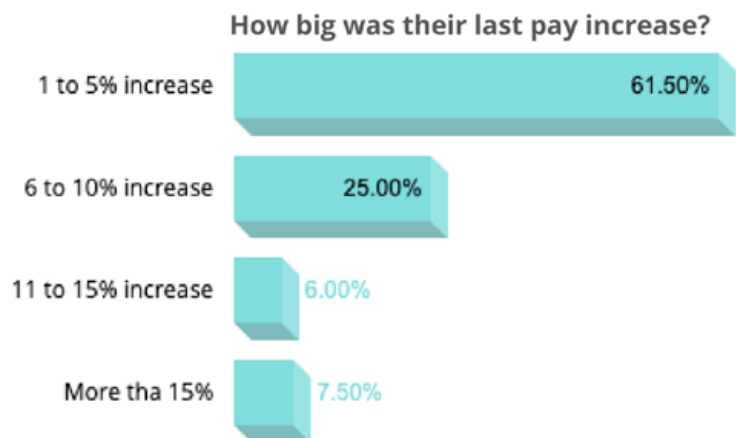
Income: Pay Increases

Timing of last pay increase

- 49% received a pay raise in the previous 12 months
- 76% received a pay raise in the previous 2 years
- 46% asked for a pay raise in the previous 12 months, and 43.5% of these billing specialists were satisfied with the response
- 9.5% of those who asked for a raise and did not get one changed employers
- 42% of those who asked for a raise and did not get one plan to apply for jobs within the next 12 months



Size of last pay increase



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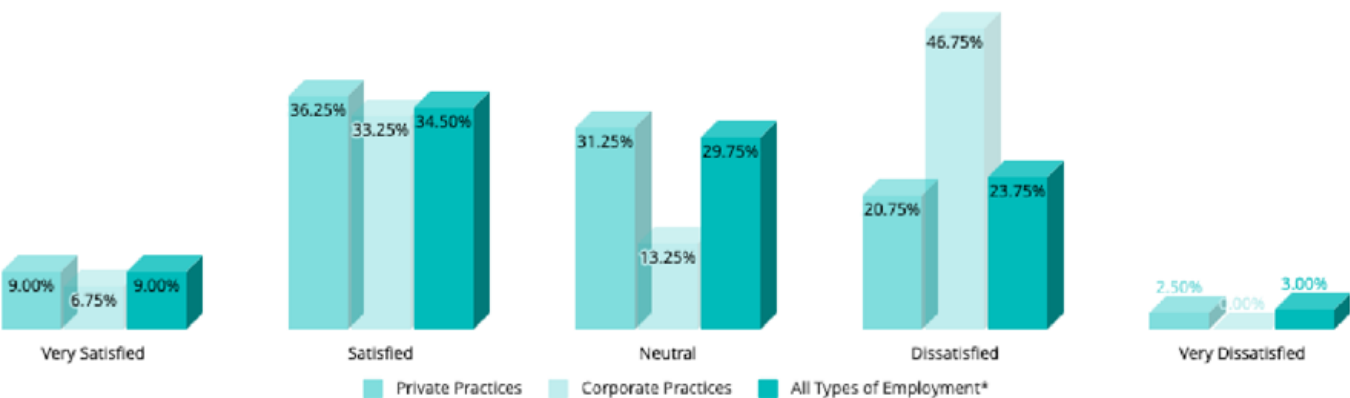
Dental Billing Specialist

Satisfaction with Total Compensation

Satisfaction with total compensation, including income, bonuses, and benefits

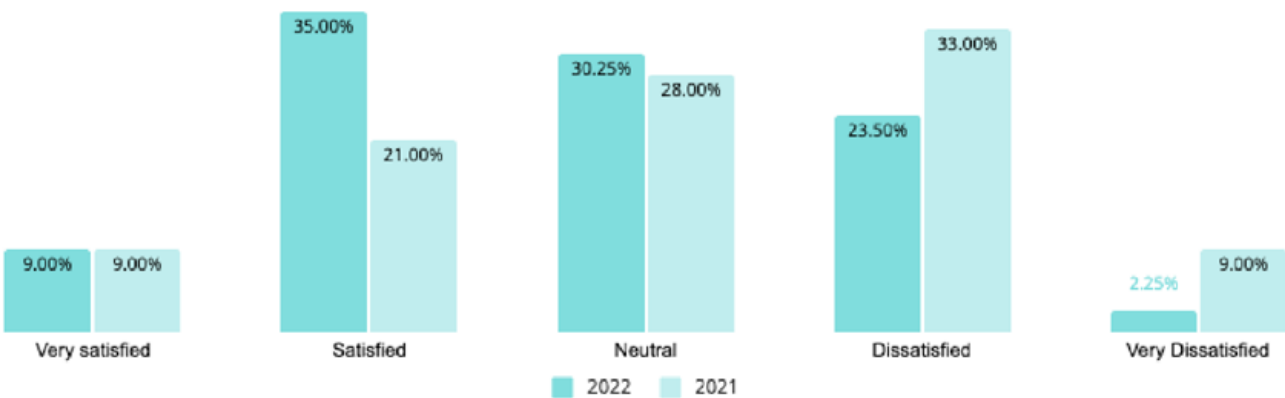
- 44% of all dental billing specialists are “satisfied” or “very satisfied” with their total compensation, and 25.75% are “dissatisfied” or “very dissatisfied” with their total compensation
- In the last year, satisfaction increased by 14% and dissatisfaction decreased by 16.25%
- The greatest dissatisfaction occurs in corporate practices (DSOs)

Compensation satisfaction by type of employment



**All Types of Employment includes private practices, corporate practices, public health, community clinics, hospitals, universities, prisons, dental billing and insurance companies, and Native American Reservations.*

Year-over-year comparison of satisfaction with compensation



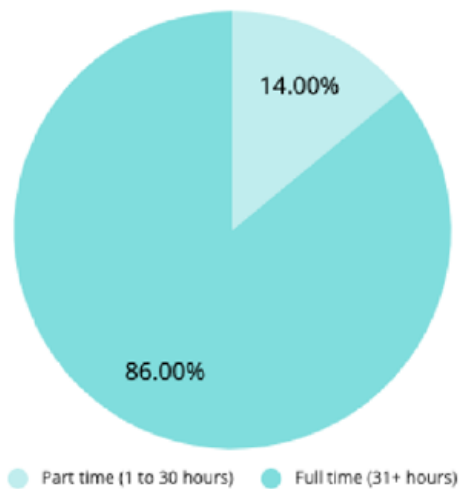
FRONT OFFICE REPORT

Dental Billing Specialist

Practice Hours

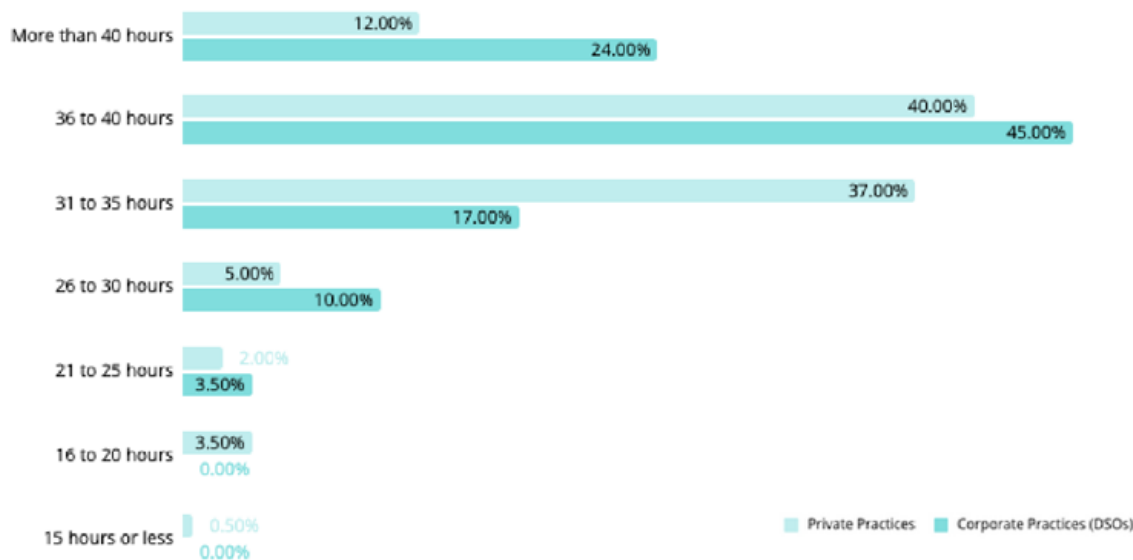
The majority of dental billing specialists (86%) work full-time hours (31+ hours per week)

- 18.5% of all billing specialists work more than 40 hours per week



Average hours worked per week: comparing private vs. corporate practices

- In private practices, 52% of billing specialists work more than 35 hours per week
- In corporate practices, 69% of billing specialists work more than 35 hours per week



Satisfaction with hours: comparing private & corporate practices

- In both private and corporate practices, 59% of responding billing specialists are satisfied with their average hours per week
- In both private and corporate practices, 3% of responding billing specialists would like to decrease their hours per week, and 7% would like to increase them

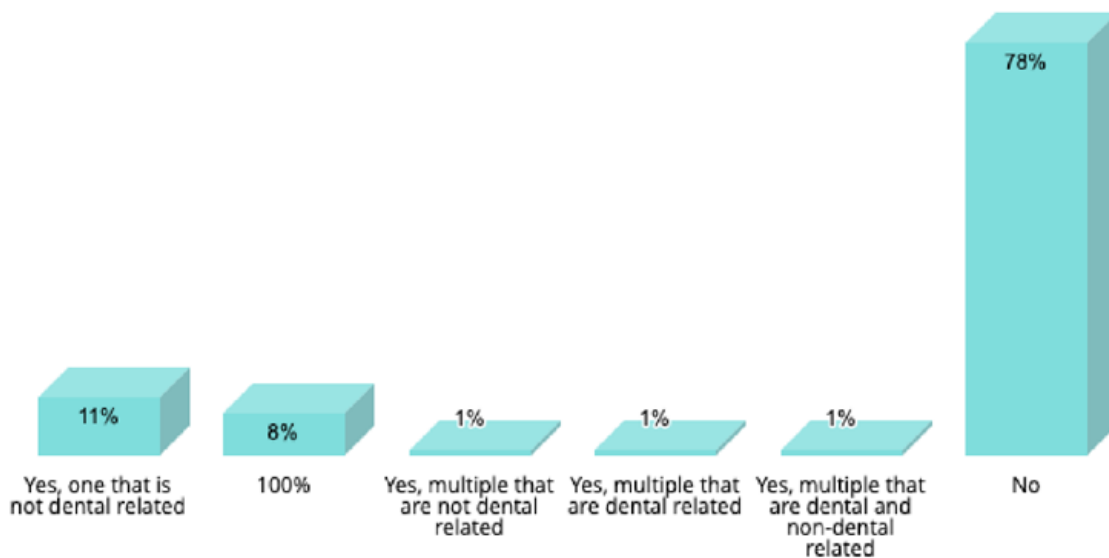
FRONT OFFICE REPORT

Dental Billing Specialist

Experience, Duties, Temp Work & Supplemental Jobs

- 25% of respondents work in more than one dental office, 66% of them for the same employer
- 33% of respondents have had training in medical-dental cross billing
- 70% spend more than 25% of their time performing front office duties other than treatment estimation, fee presentation, and insurance claim processing
- 5% temp in dental offices 1 or 2 days a week in addition to their primary employment
- 22% have side jobs, and half of the side jobs are not dental office related

How many have a job outside of their primary dental practice employment?



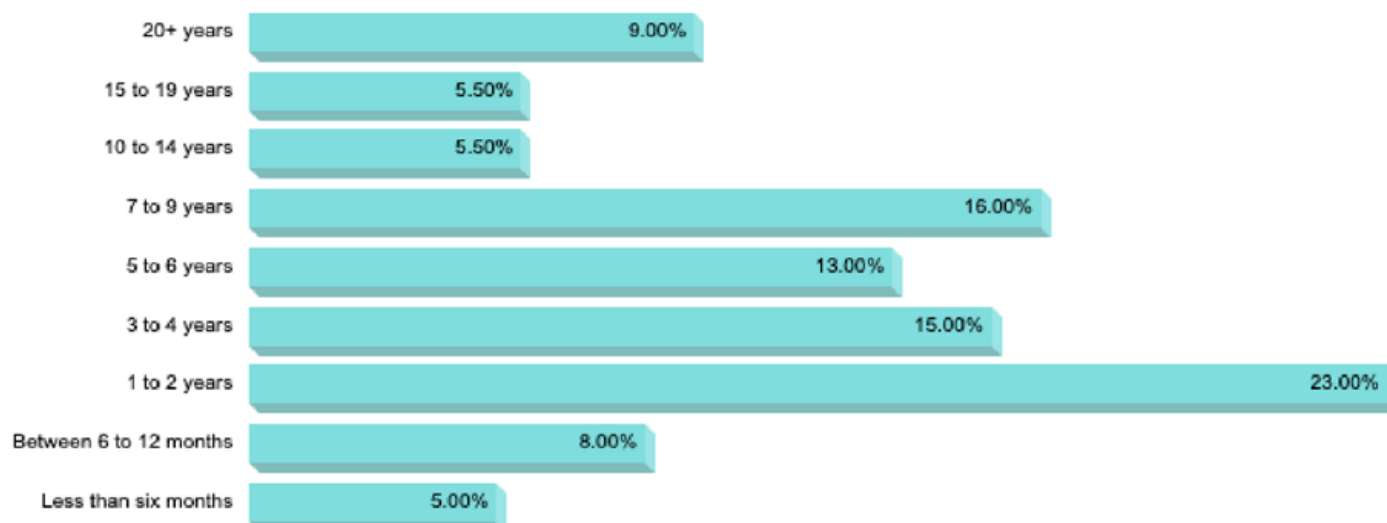
FRONT OFFICE REPORT

Dental Billing Specialist

Job Turnover

Longevity with current employer

- 51% have been with their employer less than five years

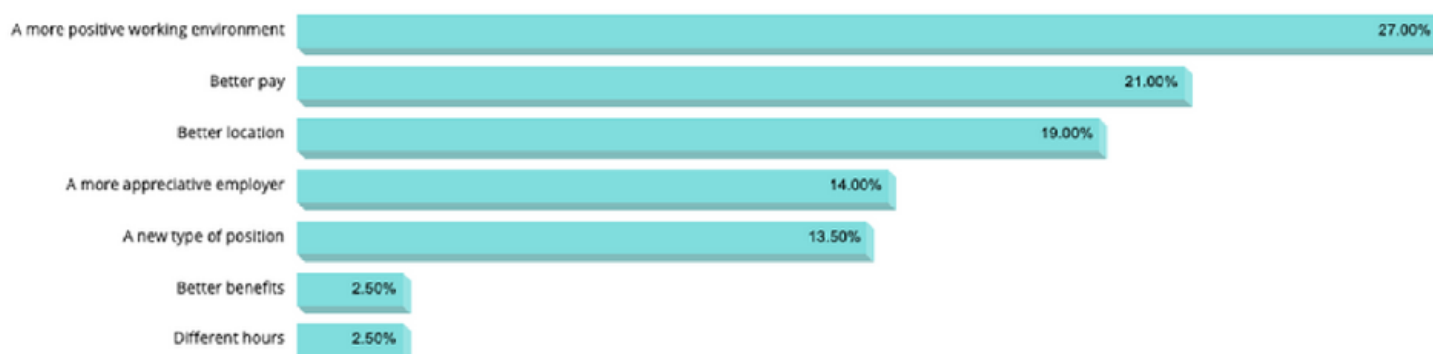


Changed jobs in the last 12 months

- 18% of responding dental billing specialists changed jobs in the previous 12 months

Motivations for changing jobs

- The top 3 motivations for changing jobs were a more positive work environment, followed by better pay and a better location
- 71% of those who changed jobs achieved their goal



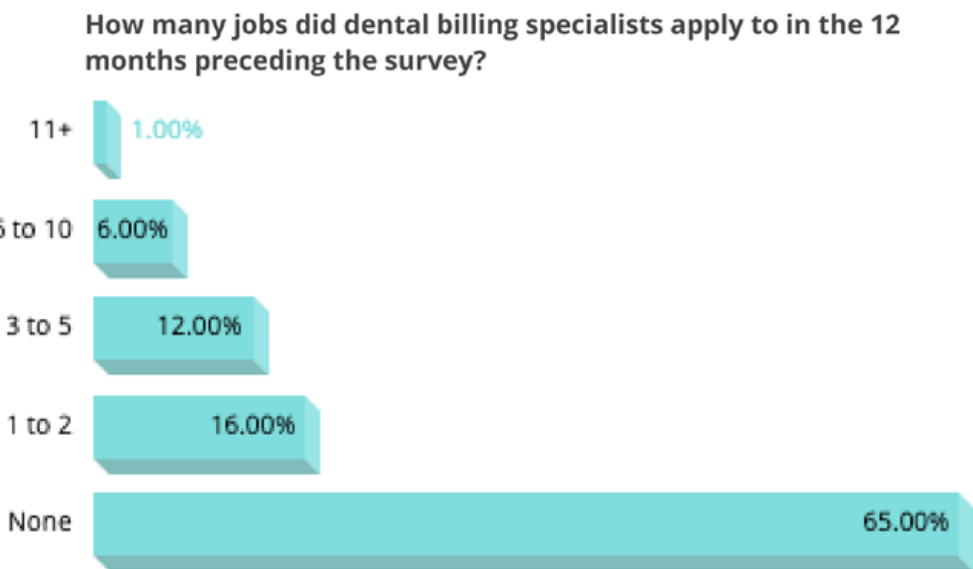
FRONT OFFICE REPORT

Dental Billing Specialist

Job Turnover

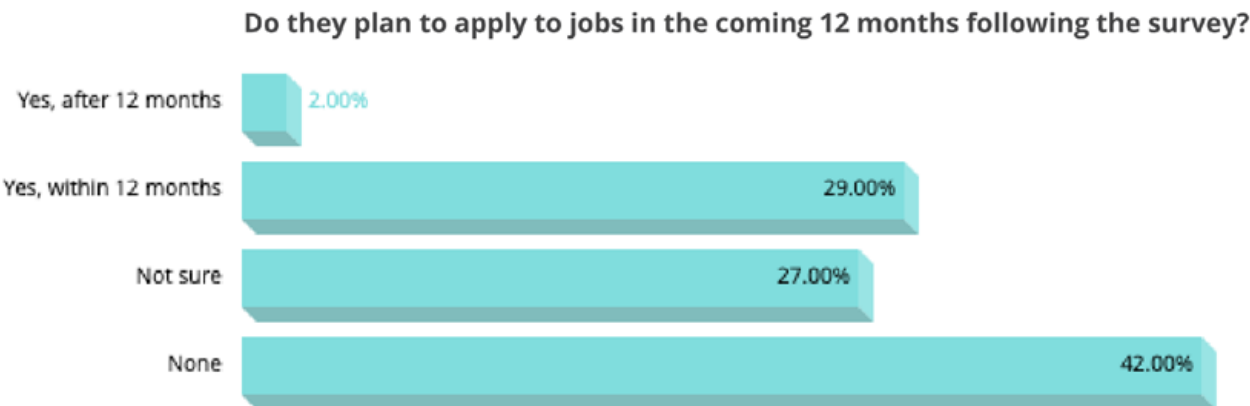
Job search activity in the last 12 months

- 35% of responding dental billing specialists applied for one or more jobs in the previous 12 months



Job search plans

- At the time of the survey, 29% planned to apply for new jobs within 12 months, 2% after 12 months, and 27% were not sure they would apply for new jobs



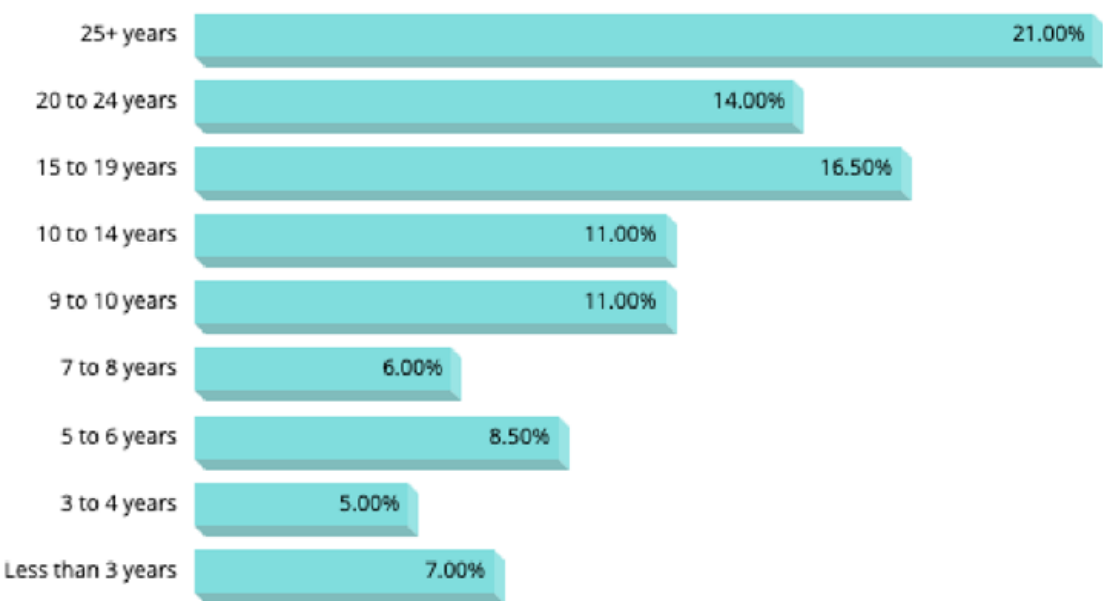
FRONT OFFICE REPORT

Dental Billing Specialist

Retirement Forecast

Planned years to retirement

- 7% of responding dental billing specialists plan to retire within 3 years
- 20.5% plan to retire within 6 years
- 76% of those planning to retire within 6 years are 55+ years of age



FRONT OFFICE REPORT

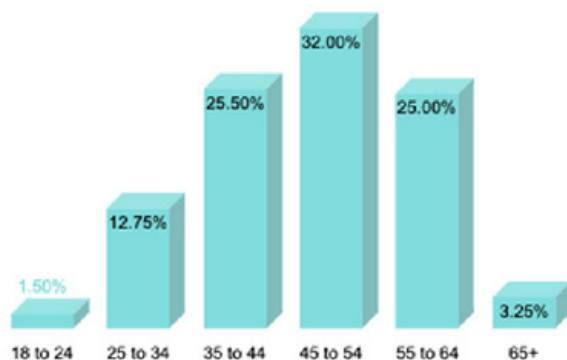
Dental Billing Specialist

Survey Audience Demographics

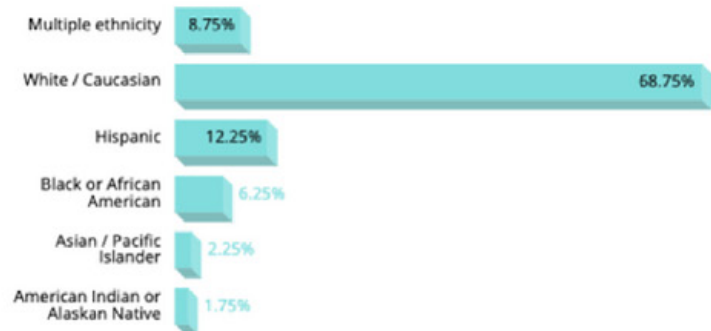
Who Responded to DentalPost’s Annual Salary Survey?

248 dental billing specialists responded to the annual dental salary survey between July and September 2022.

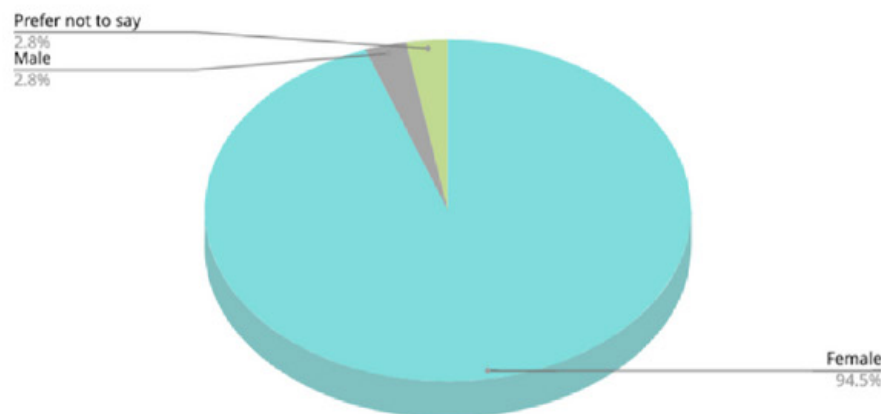
Age



Race / Ethnicity

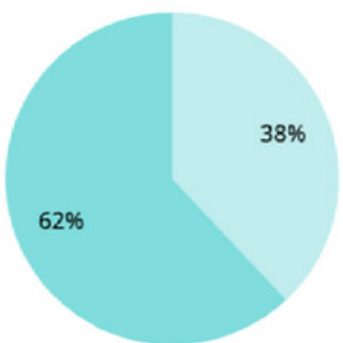


Gender



Sole income provider

38% are the sole income provider in their household



- Sole Income Provider
- Multiple Income Household

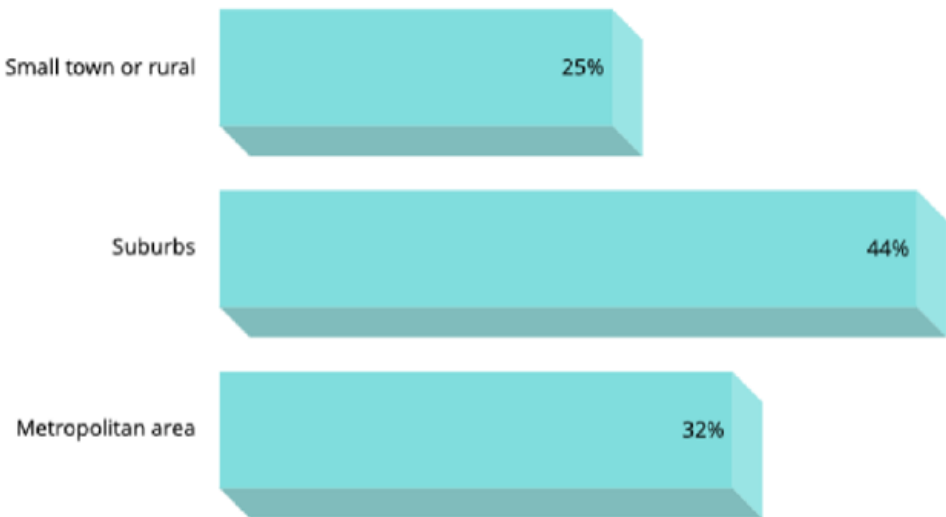
FRONT OFFICE REPORT

Dental Billing Specialist

Survey Audience Demographics

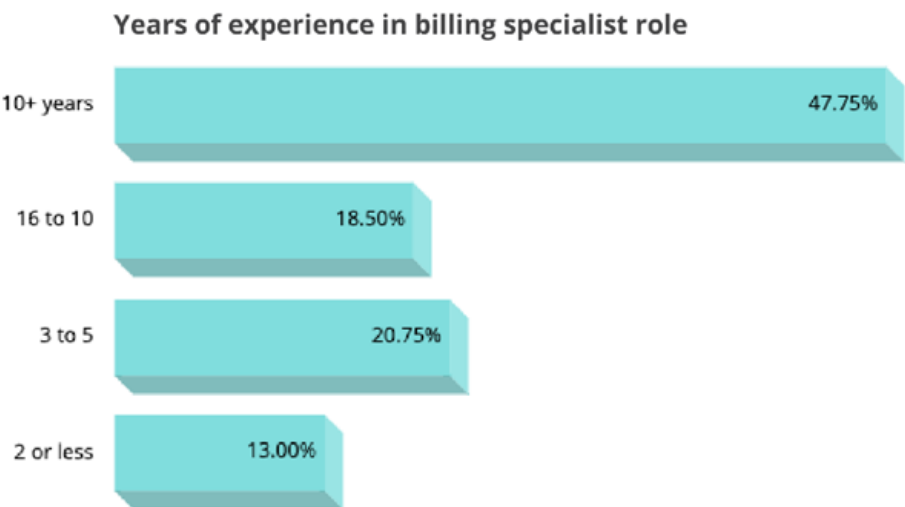
Community size

44% work in suburban areas



Years of experience

- 82% of responding billing specialists reported working in a more general front office capacity before becoming a billing specialist
- 47.75% have 10+ years of experience as dental billing specialists



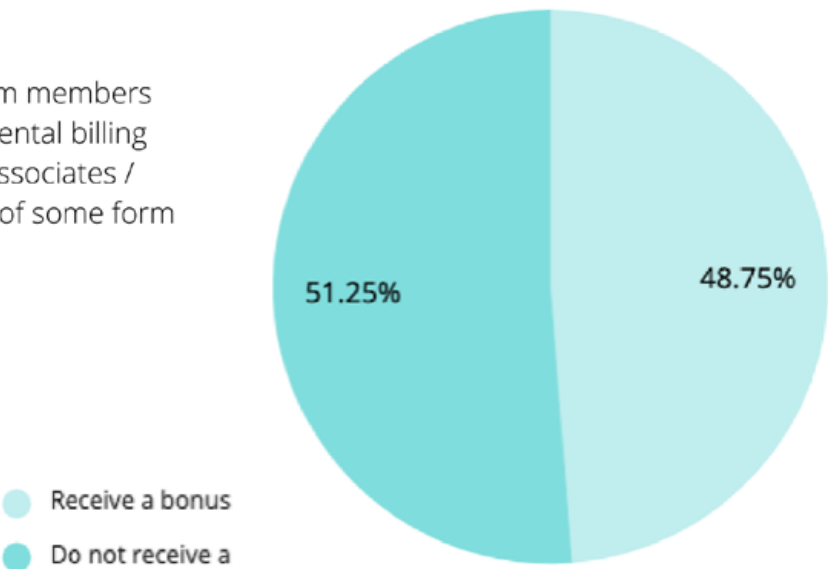
FRONT OFFICE REPORT

Bonuses

Bonus Highlights for All Front Office Positions

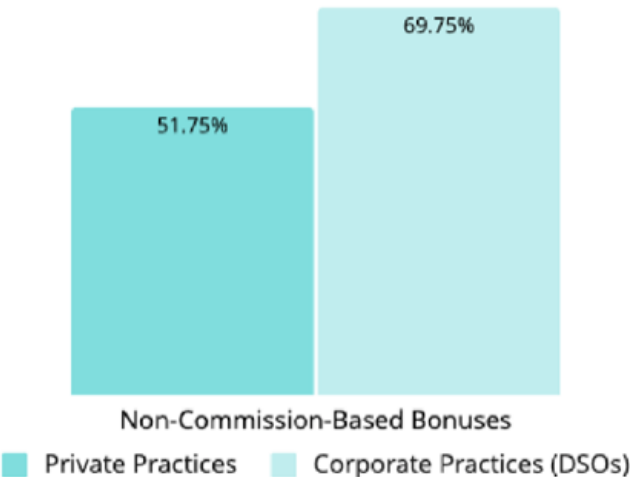
How many front office team members receive bonuses?

- 48.75% of all front office team members (dental practice managers, dental billing specialists, and front office associates / receptionists) earn bonuses of some form



Comparing private and corporate practices

- 51.75% of front office team members working in private practices receive non-commission-based bonuses
- 69.75% of front office team members working in corporate practices (DSOs) receive non-commission-based bonuses



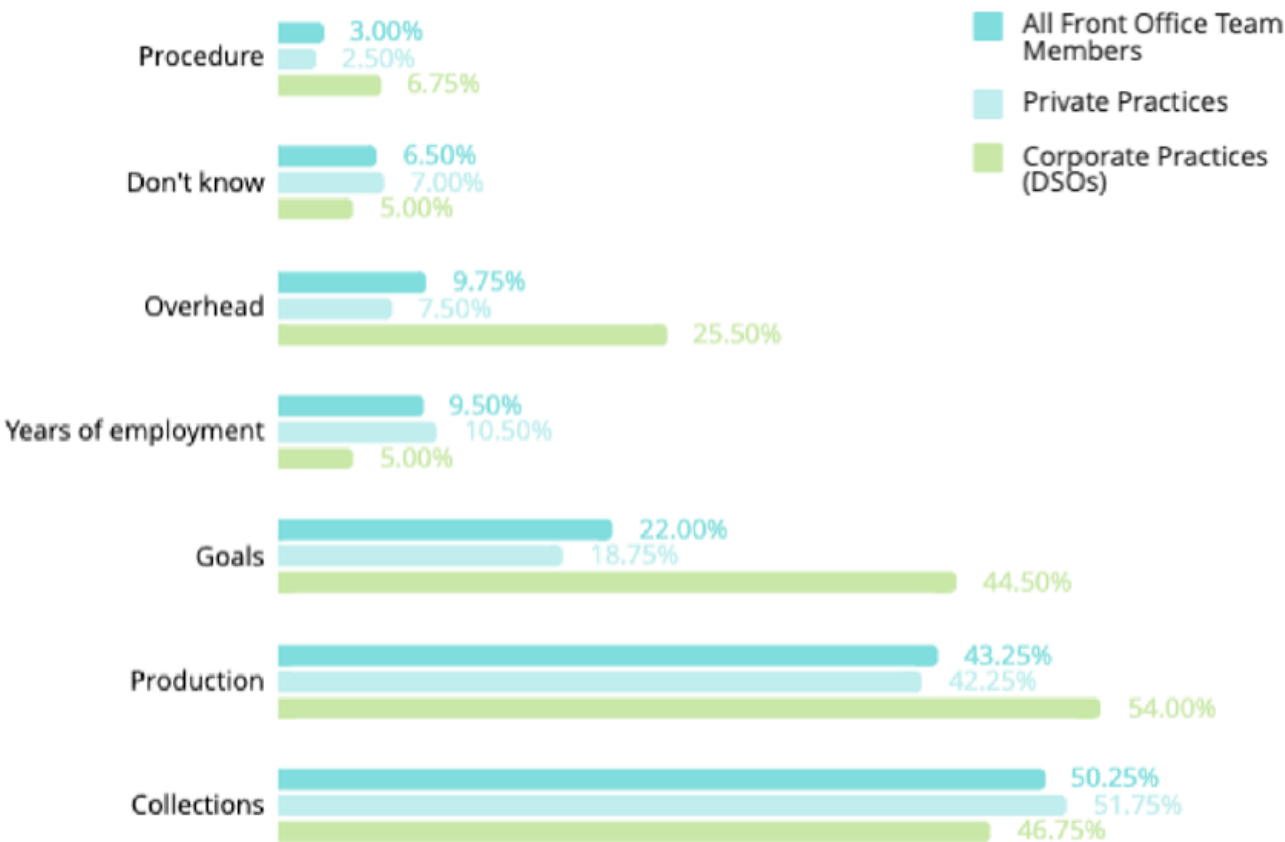
FRONT OFFICE REPORT

Bonuses

Bonus Highlights for All Front Office Positions

Basis of bonuses

- In corporate practices, 44.5% of bonuses are based on goals, compared with 18.5% in private practices
- In corporate practices, 26.75% of bonuses are based on overhead, compared with 8% in private practices
- Some respondents reported more than one basis for multiple bonuses



FRONT OFFICE REPORT

Bonuses

Bonus Highlights for All Front Office Positions

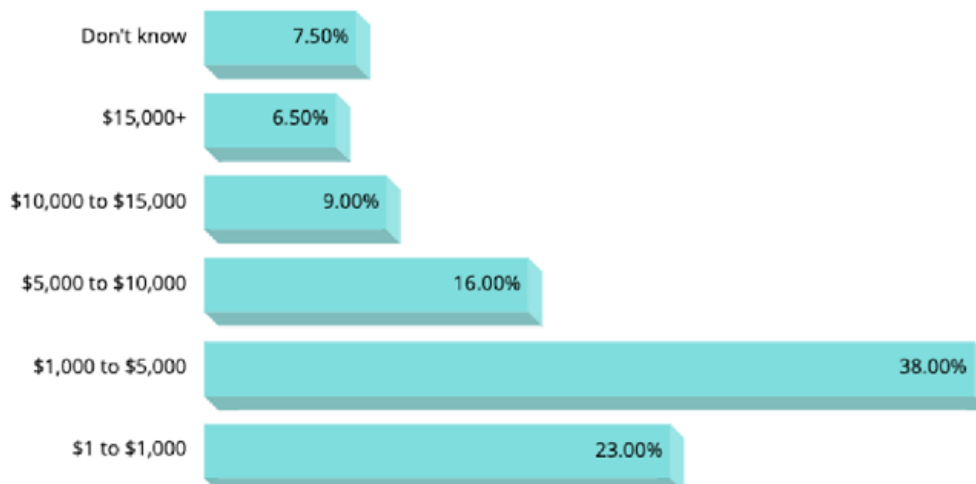
Frequency of bonus payouts

- 40.5% of bonuses are paid monthly
- 23.5% of bonuses are paid quarterly



Expected bonuses in 2022

- 38% of front office team members receiving bonuses expected their bonuses to total less than \$1,000 in 2022
- 23% of front office team members receiving bonuses expected their bonuses to total \$1,000 to \$5,000 in 2022



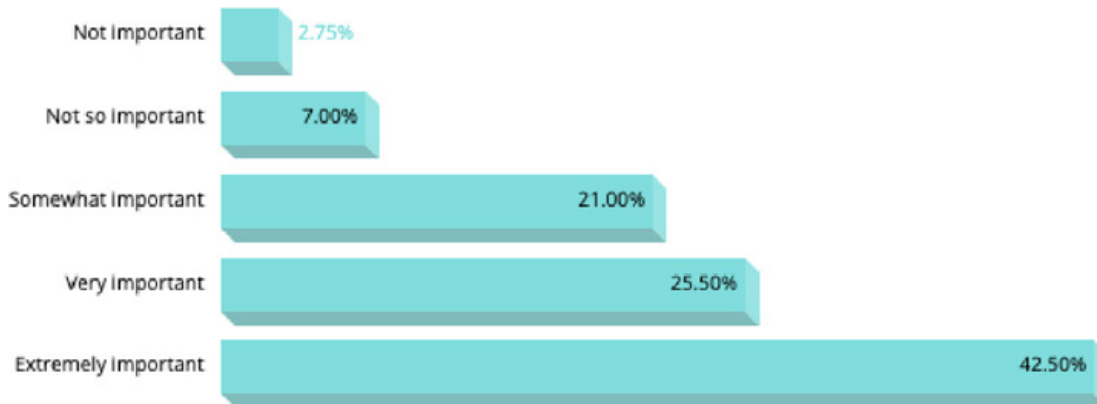
FRONT OFFICE REPORT

Benefits

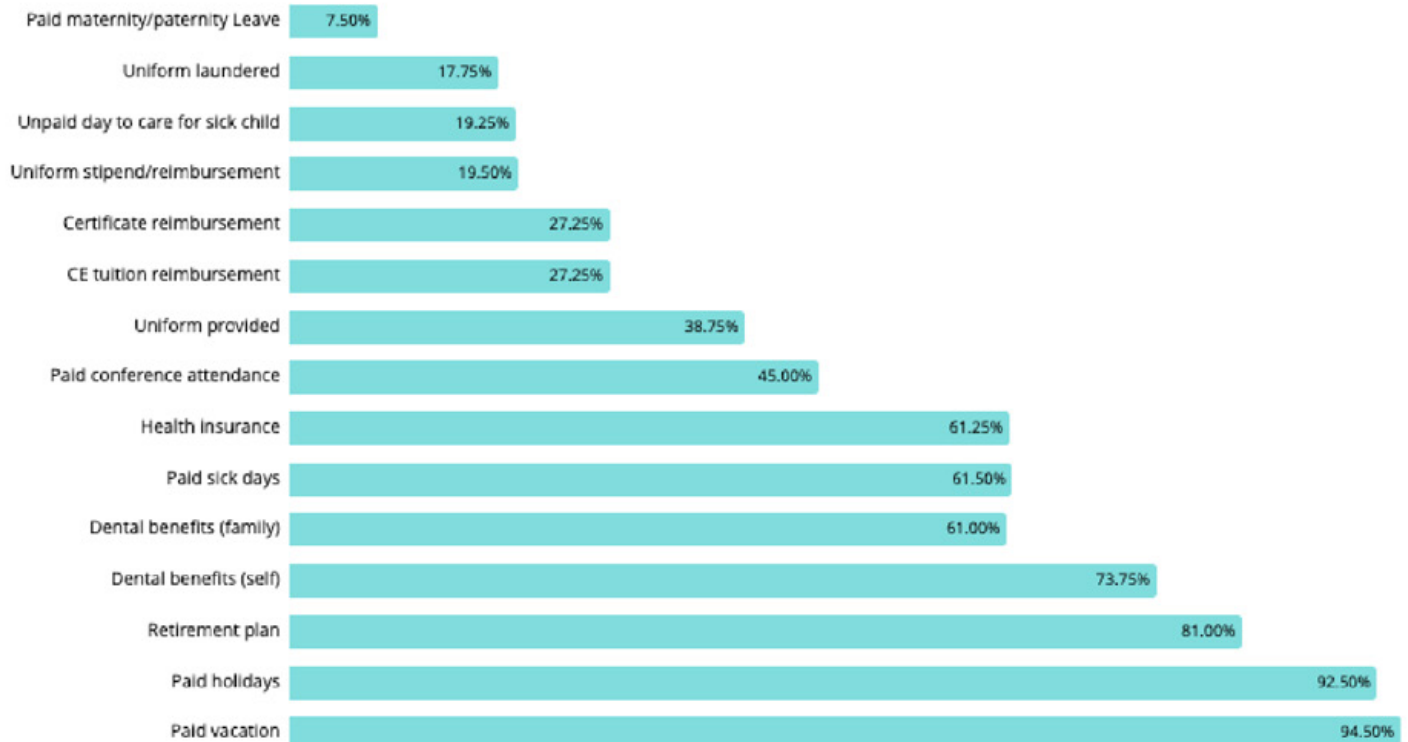
Benefits Highlights for All Front Office Positions

Importance of benefits

- 68% of responding front office team members said employee benefits are “very important” to “extremely important” to them



The benefits front office team members receive



FRONT OFFICE REPORT

Benefits

Benefits Highlights for All Front Office Positions

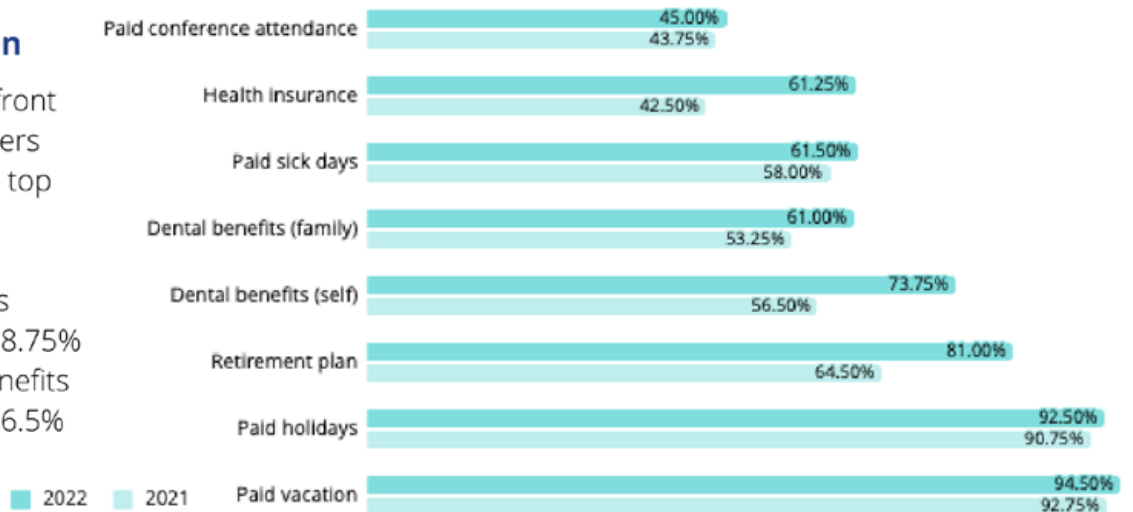
Top 8 benefits front office team members receive

1. Paid vacation
2. Paid holidays
3. Retirement plan
4. Dental benefits for self
5. Paid sick leave
6. Dental benefits for family
7. Health insurance
8. Paid conference attendance

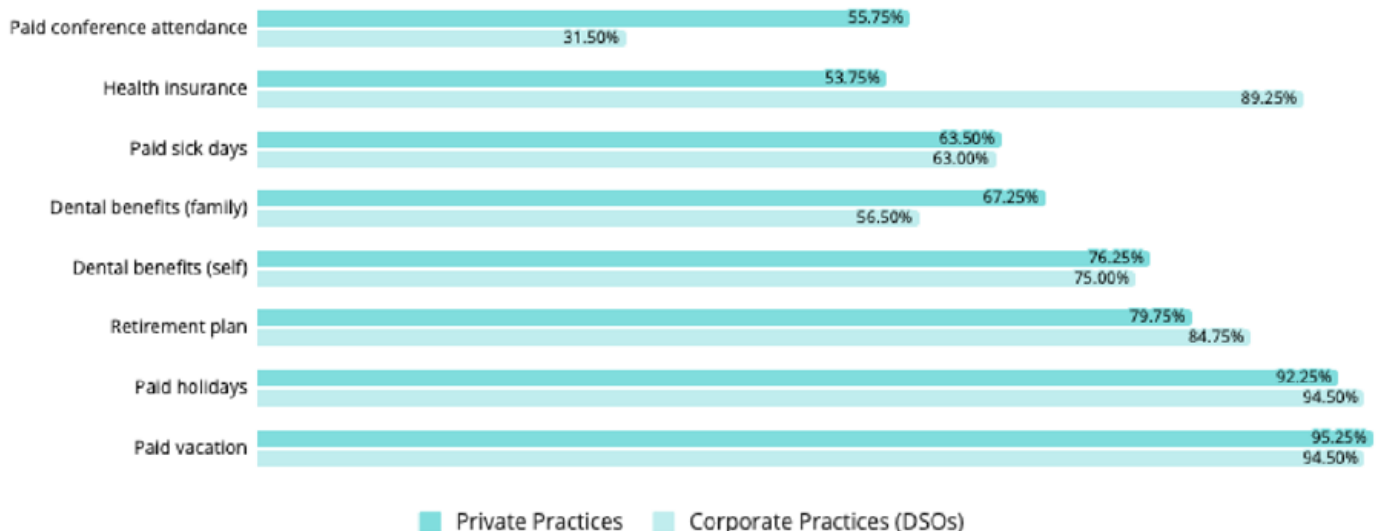
Top 8 benefits: YOY comparison

A year ago, fewer front office team members were receiving the top eight benefits

- Health benefits increased by 18.75%
- Retirement benefits increased by 16.5%



Top 8 benefits: comparing private vs. corporate practices





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