

# Localized Compensation Report Sample

## Dental Hygienists

Southeastern Region



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## Note to Reader:

All information is general in nature and no hygienists submitted their information to gather this report. The intent of this sample is to provide a preview of what the survey results could be. Information could be modified or added based on actual survey data. This sample should not be used for establishing pay practices.

# Introduction

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This year has presented dental hygienists with a variety of new challenges and the industry continues to grow and evolve. Workforce challenges continue to transform a tight labor market and push wages into the spotlight to retain and attract talent to sustain dental practices across the nation.

South Dakota chose to be leader in advancing the dental hygiene profession. Advocacy is one way to attract talent to our city, state, and industry. A tremendous thank you to all the sponsors who believe in the work we do and the value this report provides. Pay Insights strives to be the best

advocate for employers and employees to develop a relationship around trust and inspire a conversation about pay.

Pay has often been a contentious topic between employers and employees. Studies show all employees want to know is they're paid fairly when it comes to their wages. This report can bridge the gap.

Use this information to understand the market value for yourself, your employees, and collaborate effectively to reduce uncertainty about compensation. We believe people will do the right thing with the information to create an equitable workplace.

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**Thank you again to our sponsors, partners, and all our professionals who trusted Pay Insights to make this report possible.**

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# Highlights

## Key Statistics

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The survey period for the Pay Insights Southeastern region pay report was conducted between **August 1, 2023, and September 7, 2023.**



A total of **125 dental hygienists** from the Southeastern region participated in the salary survey.



The average income **grew 3.5%** from last year. Private corporate practices saw the largest by **averaging income growth of 5%**. This sector also had the lowest job satisfaction rate.



**30% of participants** say they would consider a job change. Culture and work life balance are the key drivers behind the potential change.



**3% of respondents** plan to exit the workforce in the next 5 years. This could exacerbate the talent shortage and have a significant impact on oral care and business growth.



**Years of experience** as a hygienist was the most significant factor related to pay.

# Highlights Demographics

**XX%**

XX% of participants identified as female.

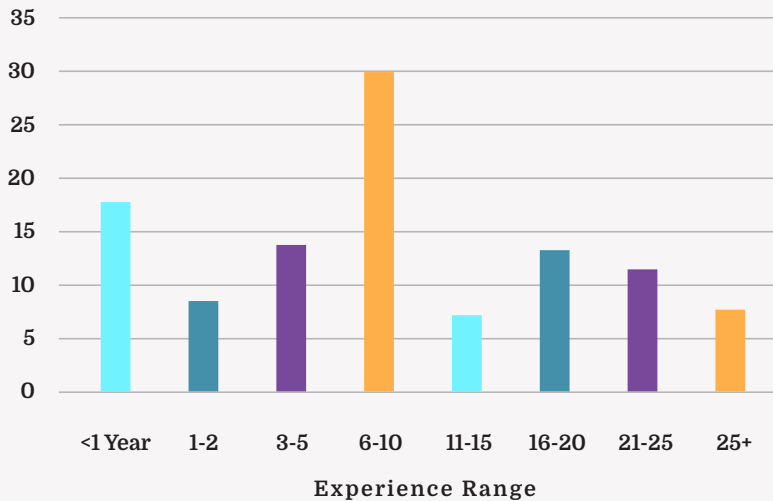


**XX%**

XX% of participants identified as male.



Less than X% of participants identified as neither male or female.



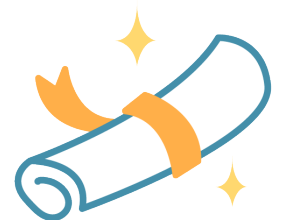
## Years of Experience

Participants with a wide variety of experience participated in the report.

**X years of experience was the average of all participants.**

## Education

Highest level of education completed by participants



# Compensation Summary

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Compensation for dental hygienists increased by X% on average. This is slightly above the 2022 increase of X%. Contributing factors are likely due to workforce shortages and a strong local economy in the Southeastern market.

\$XX,XXX is the average annual salary for hygienists based on a 40-hour work week. XX% of participants thought they were paid fairly. This dissatisfaction could lead to future turnover.

Corporate private practices continue to be a leader in paying top wages in the market. Specialty practices were closely behind but dropped in wages when specializing in pediatric dental care. General dentistry saw the most variance in pay due to the variety of practices. When general dentistry offices had more than 3 dentists, wages increased

approximately X% compared to their smaller counter parts.

Education didn't have a significant impact on pay. Most likely, individuals with masters and doctorates reported working in Public Health or Education fields. Generally, these employers don't report the highest wages but have strong benefit packages.

Experience was the most significant factor related to the increase in pay. Increases continue until the 20+ year mark where they didn't out year their peers in the 16-20 years of experience range. 20+ year employees were typically the longest tenured and reported the highest level of job satisfaction.

We hope this information is used holistically in your analysis to guide future decisions and conversations.

## From all participants...

Full-time and part-time

**\$XX,000**

Average Salary

**X Years**

Average Tenure

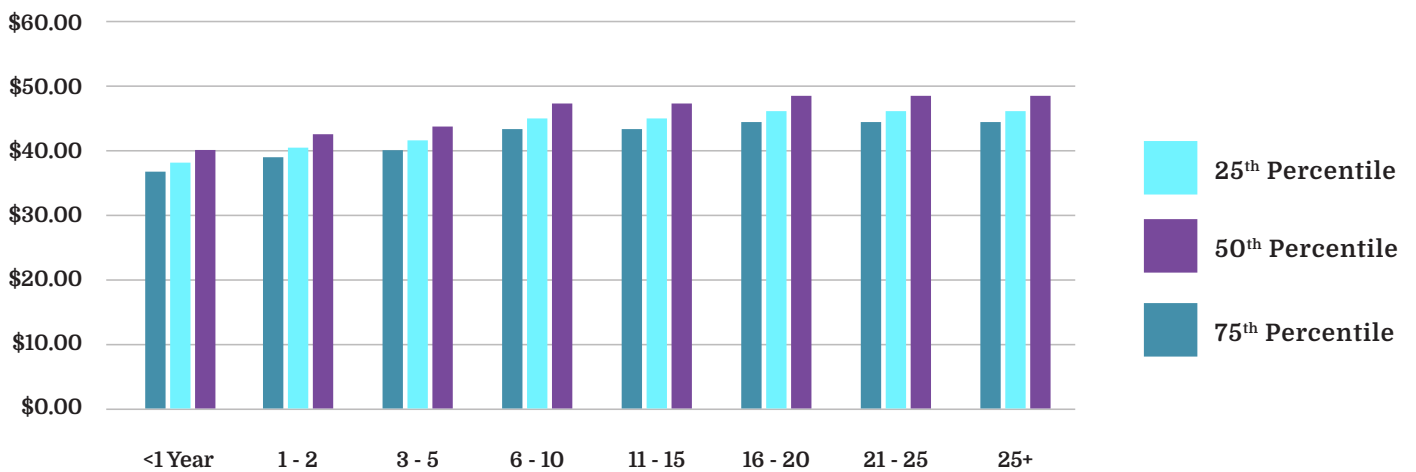
**XX Hours**

Average Weekly Hours

# Income Full-time Employees (30+ Hours/Week)

Full time hours are defined as 30 hours a week or more by the fair labor standards act. The average respondent works XX hours a week and is benefit eligible. Years of experience continue to increase approximately X% by each year of experience grouping. This trend is consistent across all offices and specialties.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Highest Reported Wage
<1 year	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
1 - 2 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
3 - 5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
6 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 15 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
16 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
21 - 25 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
25+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

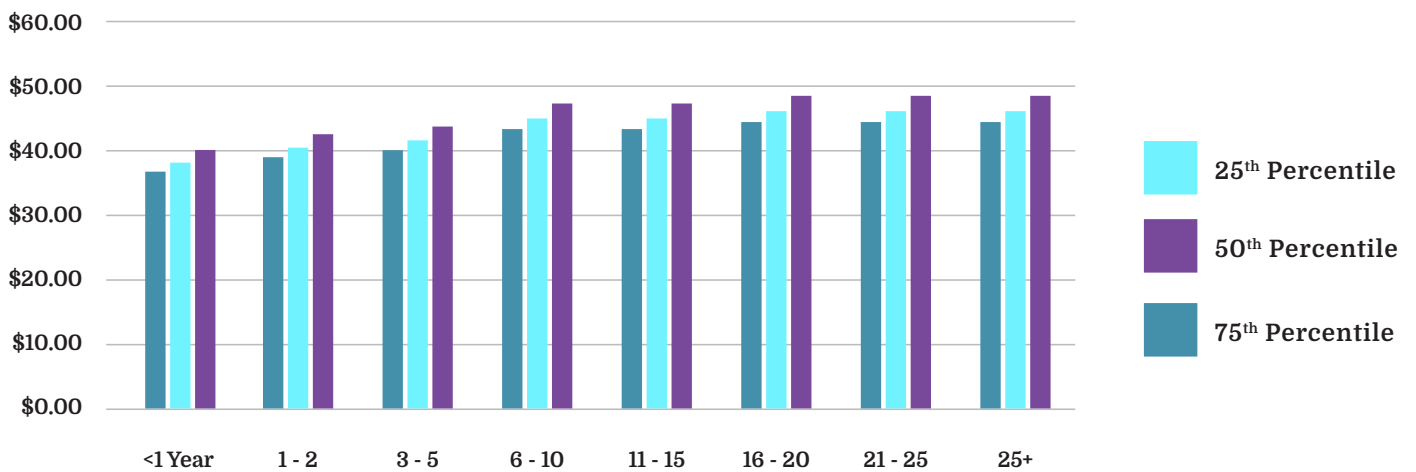




# Income Part-time Employees (Less than 30 Hours/Week)

Less than XX% of respondents reported being less than 30 hours a week or more. Wages increased slightly, most likely because employers do not need to invest in benefits and to attract talent. The increase above full time wages by approximately X%.

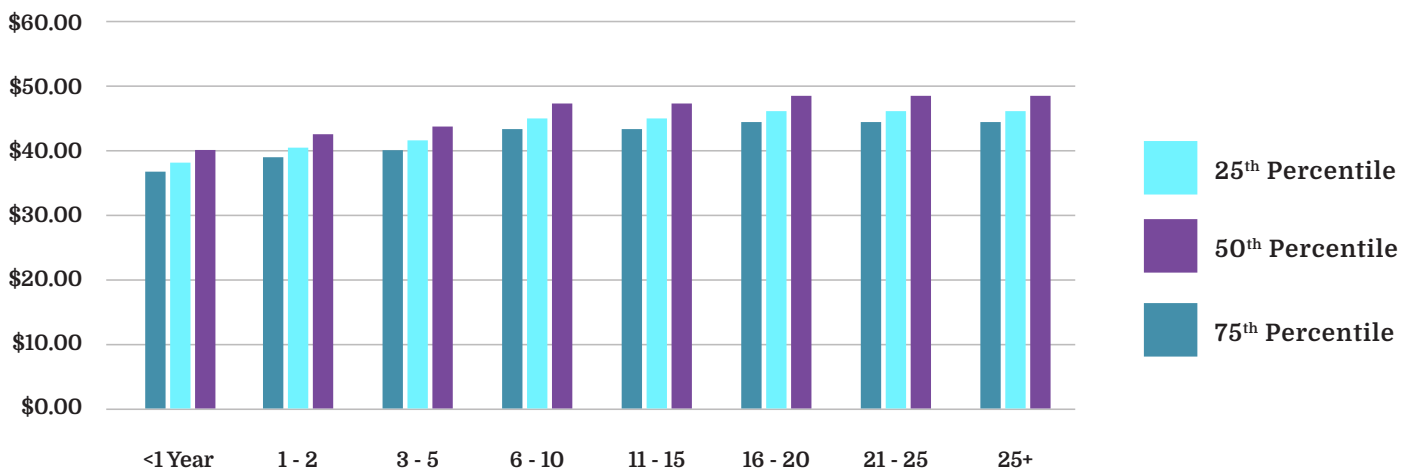
Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Highest Reported Wage
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1 - 2 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
3 - 5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
6 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 15 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
16 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
21 - 25 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
25+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00



# Income Temporary Employees (As Needed)

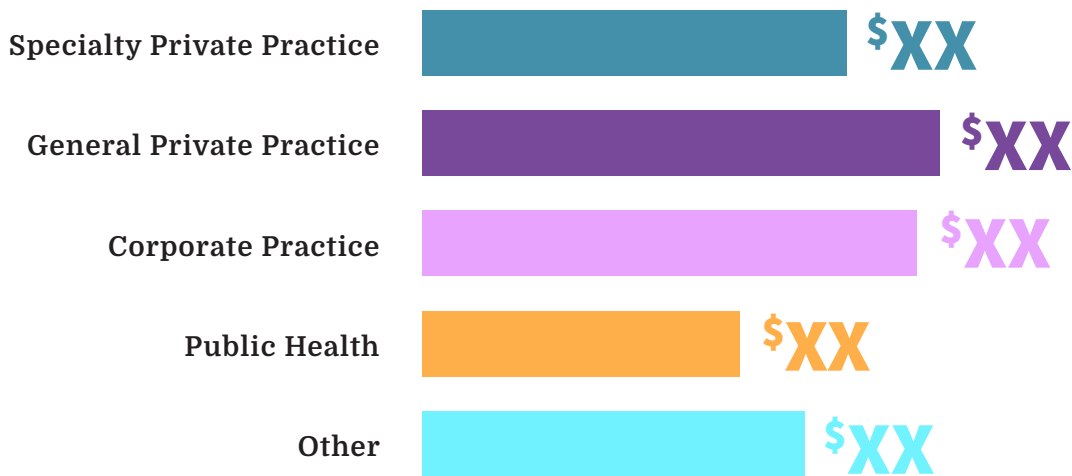
Temporary pay differential wasn't as significant based on years of experience. Years of experience was grouped in wider ranges to account for the wages and less responses. XX respondents had a temporary experience which represents XX% of the group.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Highest Reported Wage
<1 year	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
1 - 2 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
3 - 5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
6 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 15 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
16 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
21 - 25 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
25+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00



# Practice Type

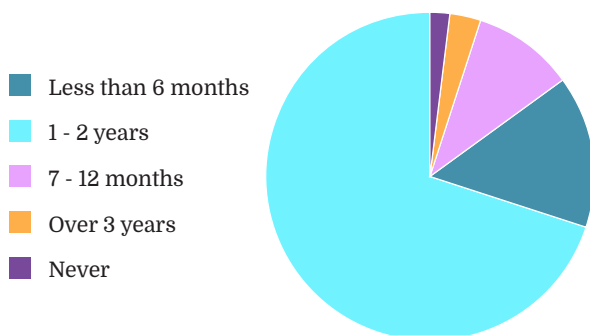
Practice type had a significant impact on average hourly income. A XX% increase for Corporate Practice was reported over General Private Practice. Public Health reported the lowest average income but highest satisfaction with benefits. There was also no variance in pay based on dental office size.



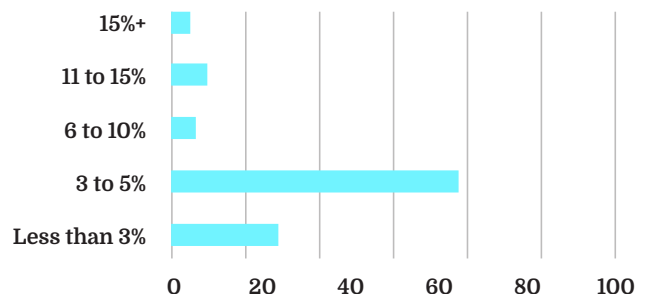
# Variable Compensation

Over XX% of respondents reported a pay increase in the last 2 years. A majority of those who responded indicated a X to X% increase. This is consistent with other industries and the economy continues to cool and inflation settles. Increases were consistent in all industries and not specific to experience or education.

Last Increase



Increase Amounts



# Benefits

This is the list of benefits offered to full-time employees and what percentage of employees have access to these benefits. XX% of participants ranked benefits as an Important or Very Important part of their total compensation package. Our studies show only XX% of participants are Satisfied or Very Satisfied with the benefit offerings.



**XX%**

Health Insurance



**XX%**

Life Insurance



**XX%**

Flexible Schedule



**XX%**

Dental Insurance



**XX%**

Paid Time Off



**XX%**

Continuing Education



**XX%**

Retirement (401k)



**XX%**

Paid Sick Leave



**XX%**

Disability Insurance



**XX%**

Vision Insurance



**XX%**

Paid Holidays



**XX%**

Mental Health Benefits

## How satisfied are you with your benefits?



**XX%**

Very Dissatisfied



**XX%**

Dissatisfied



**XX%**

Neutral



**XX%**

Satisfied



**XX%**

Very Satisfied

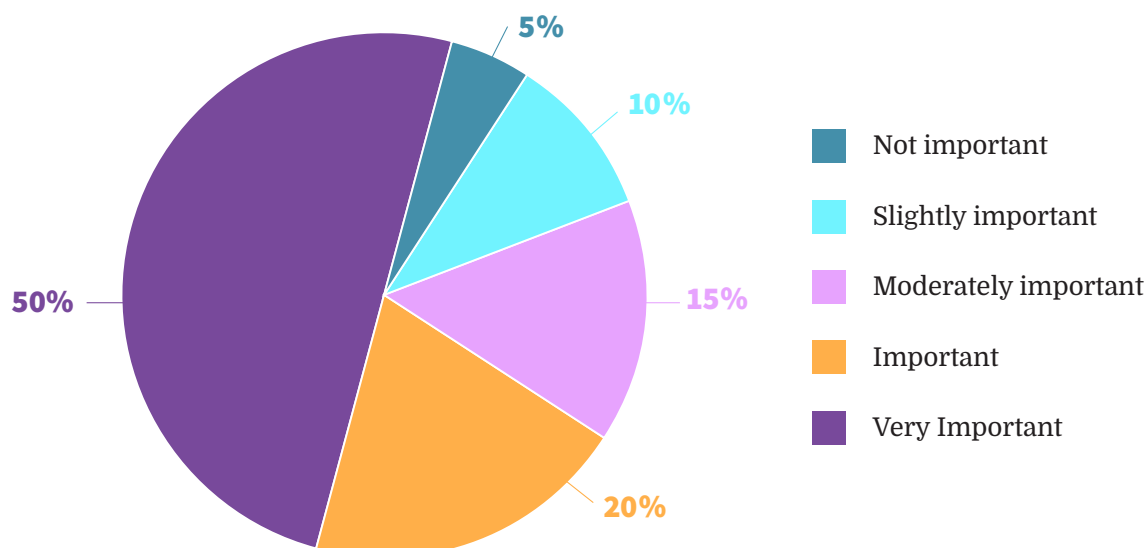
# Benefits

Health Insurance continues to be a top priority for employees. This is consistent with other market data and the challenges that continue with trying to find affordable healthcare. Time off and flexibility round off the top three benefits. The needs for flexibility are individualized based on the person and employers should have meaningful conversations on what they need and how to balance that with business operations.

Mental health benefits have made it into the top 5 for the first time. This continues to be one of the least offered and available benefits. Benefit carriers, employee assistance programs, and strong community partners can potentially help fill the void.

- 1 Health Insurance
- 2 Flexible Schedule
- 3 Mental Health Benefits
- 4 Paid Time Off
- 5 Retirement

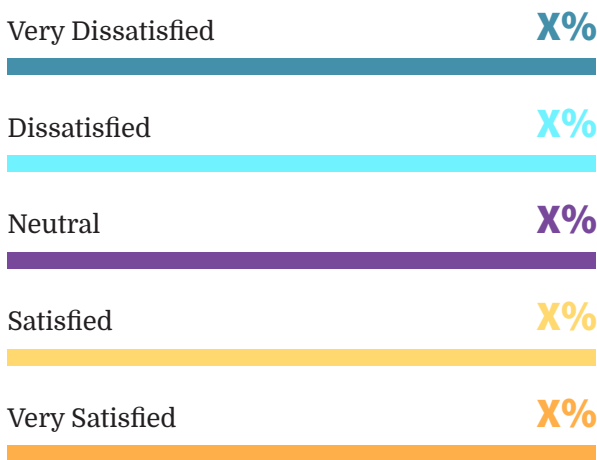
## How important are your benefits as part of your total compensation package?



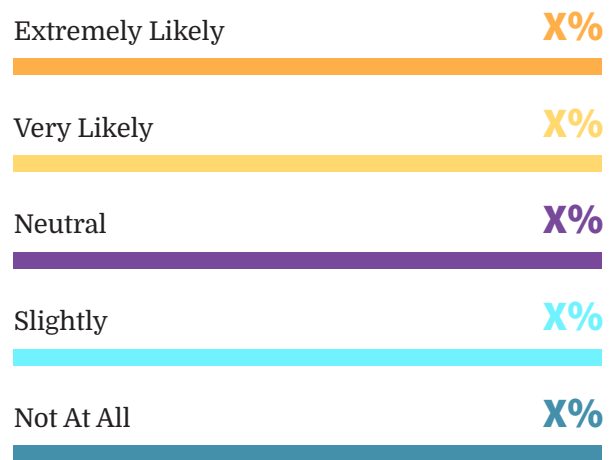
# Job Satisfaction and Turnover

Satisfaction rates continue to follow market trends across the country in all industries. Employees are likely to turnover due to a high volume of dissatisfaction with their employer for a variety of reasons. Culture and leadership are the top reasons for leaving. Pay is often a lagging indicator of a team member wanting to leave unless it is going to provide a meaningful quality of life improvement.

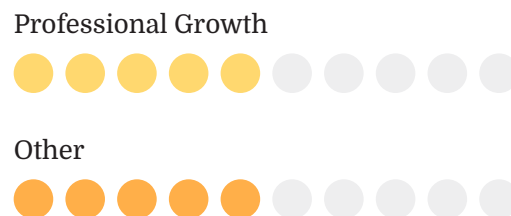
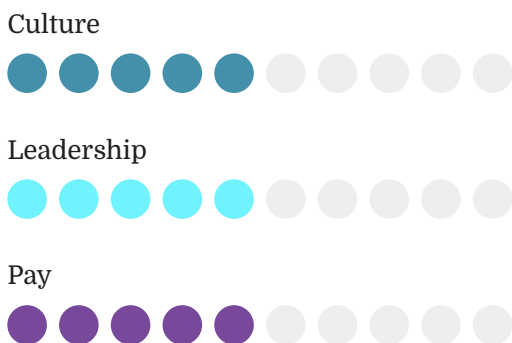
## Overall, how satisfied are you with your current employer?



## How likely would you be to accept a job offer from a new employer?



## What would be your main reason for leaving your current employer?



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It's time to  
work **happier.**



## pay insights

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