

# Dental Professionals Industry Insights



Region  
South Dakota

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## Why We Do It.

Our goal is to simplify pay information and share data that leads to a more transparent workplace and more equitable world.

# Introduction

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This year has presented a variety of challenges as the industry continues to grow and evolve. Workforce challenges influence a tight labor market and push wages into the spotlight.

South Dakota chose to be a leader in advancing the professions in the dental industry. Advocacy is one way to attract talent to our towns, cities, state, and industry. A tremendous thank you to all the advocates who believe in the work we do and the value this report provides.

Pay Insights strives to be a trusted resource 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 if 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 staff and collaborate effectively to reduce uncertainty about compensation. We believe people will do the right thing with the information to create an equitable workplace.

Real change begins when employees and employers are willing to have conversations about previously avoided topics to help one another succeed. We hope this information brings value to your business.

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**Thank you again to our partners who trusted Pay Insights to make this report possible.**

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# Survey Background

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Pay Insights conducted salary surveys for dental hygienists and dental assistants in South Dakota. The hygiene survey was conducted from February 28, 2024 to April 5, 2024. The dental assistant survey was conducted from October 9, 2024 to November 15, 2024. Any licensed professional practicing in the state was eligible to participate. Pay Insights validated the participants by checking the board of dentistry's license database.

Direct mail, email, social media, and other outreach methods were used to collect responses. A partnership with the South Dakota Dental Hygienists' Association helped make the hygiene response rate so successful.

Survey participants were able to enter multiple employers if employed at different offices. This increases the available data for comparison. Participants could share part-time or temporary wages in addition to their full-time role.

Data validation and anonymity is essential to collecting quality data. Personal information was collected to analyze anomalies and invalid submissions weren't included in the data sample.

Business team income data was collected by a variety of compensation sources and aggregated for this report. Individual business team members were not surveyed.

## How We Do It.

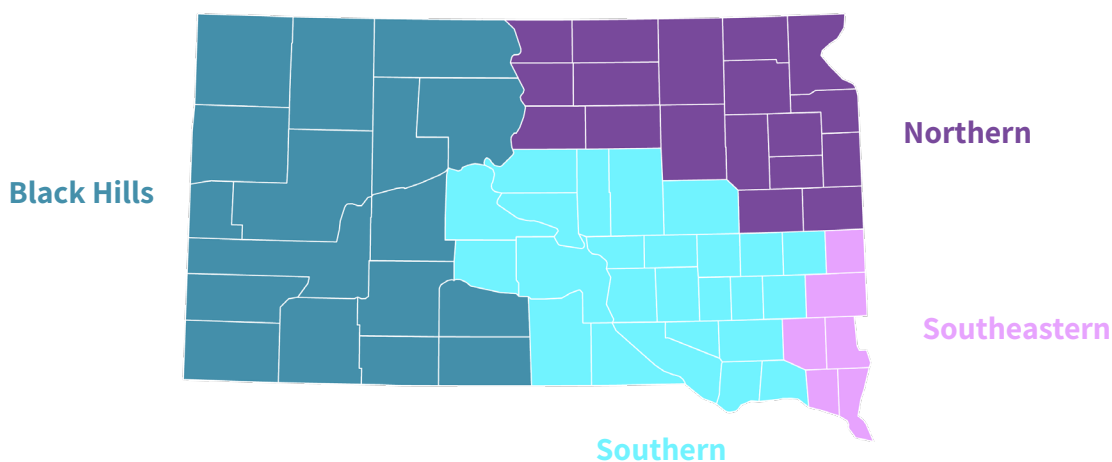
We collect, simplify, and deliver compensation insights and develop educational content that builds trust and transparency in work relationships.



# Survey Background Geography

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Geography and location often are a contributing factor to compensation. Available workforce, cost of living, and other community factors can impact wages for a profession. Pay Insights collected responses and asked respondents to share the region of the state where they worked. Regions are broken down at the county level and follow the South Dakota Dental Association districts.



## The regions are the following:

### Black Hills:

Perkins, Bennett, Butte, Corson, Custer, Dewey, Fall River, Haakon, Harding, Jackson, Lawrence, Mead, Mellette, Pennington, Shannon, Todd, Ziebach

### Northern:

Brookings, Brown, Campbell, Clark, Codington, Day, Deuel, Edmunds, Faulk, Grant, Hamlin, Kingsbury, Marshall, McPherson, Potter, Roberts, Spink, Walworth

### Southeastern:

Clay, Lincoln, Minnehaha, Moody, Turner, Union

### Southern:

Aurora, Bon Homme, Beadle, Buffalo, Brule, Charles Mix, Davison, Douglas, Gregory, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Jones, Lake, Lyman, McCook, Miner, Sanborn, Stanley, Sully, Tripp, Yankton

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# Dental Hygiene Industry Insights



Region  
South Dakota

# Statewide Highlights

## Key Statistics



The survey period for the South Dakota Dental Hygienists survey was between **February 28, 2024 and April 5, 2024.**



A total of **202 dental hygienists** from South Dakota participated in the salary survey. This is approximately **XX%** of the hygienists in the state



The average income **grew X%** from last year. **XX%** of hygienists received an increase in the last 12 months. **XX%** of hygienists received a pay increase in the last 2 years.



**XX% of participants** say they would consider a job change. **Another XX%** were neutral for considering a job change. Pay is the main reason for a potential change.



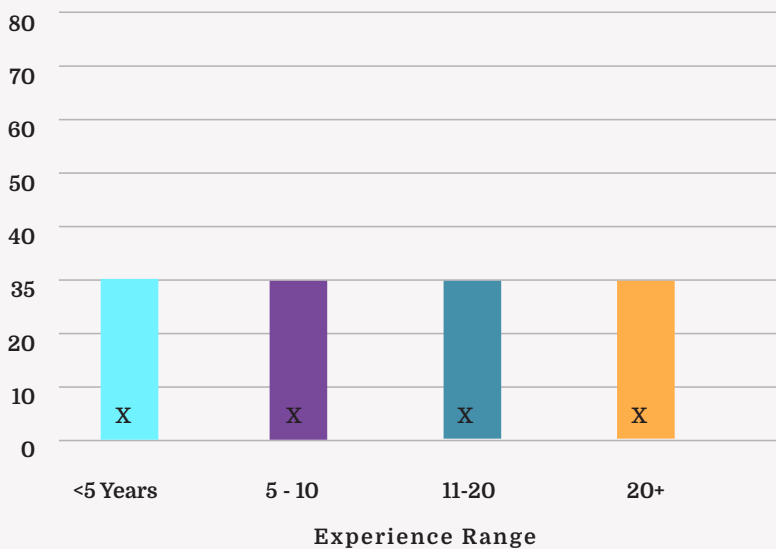
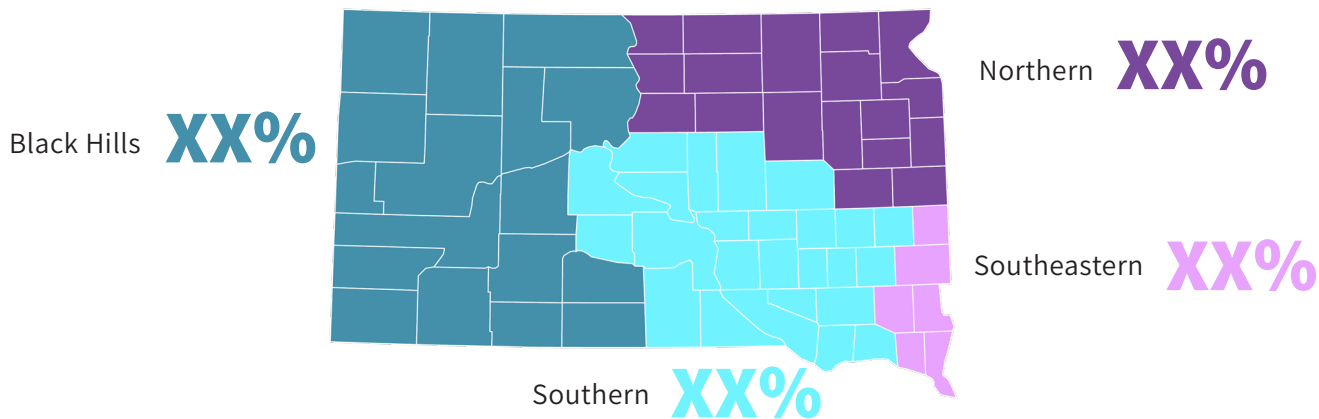
**X% of respondents** plan to exit the workforce in the next 5 years. This could exacerbate the talent shortage and have a significant impact on oral care and business growth.



**Location** was the most significant factor related to pay. Pay in the Black Hills region is nearly **XX%** higher than the rest of the state.

# Statewide Highlights Demographics

Below shows the map distribution of where the 202 hygiene responses came from. The response rate distribution was very close to what was anticipated. Black Hills was low as they represent XX% of the hygiene population and had a response rate of XX%. Other regions performed higher than anticipated to provide high quality data.



## Years of Experience

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

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

## Education

Highest level of education completed by participants

**XX%**

Associate

**XX%**

Bachelor

**X%**

Master



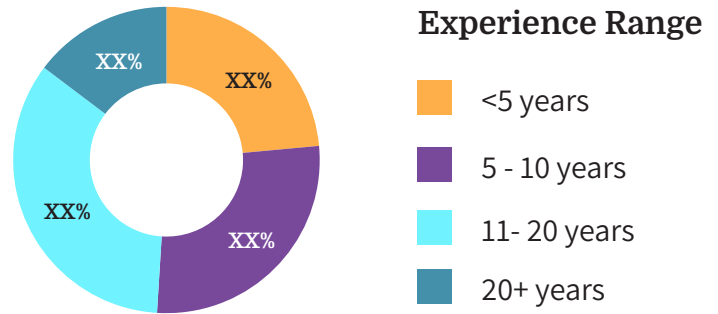


# Region Highlights Demographics

## Highlights from the Region:

- Tenure at current employer is nearly **X years above** the national average.
- **XX%** believe they're paid fairly and satisfied with their compensation. Opportunity exists to move many away from "neutral".
- **XX%** of employees were satisfied or very satisfied with their employer.

## Years of Experience as an RDH:



## Do you believe you're paid fairly?

**XX%** Yes

**XX%** No

**XX%** Don't know

## How satisfied are you with your cash compensation?

Very satisfied	<b>XX%</b>
Satisfied	<b>XX%</b>
Neutral	<b>XX%</b>
Dissatisfied	<b>XX%</b>
Very dissatisfied	<b>XX%</b>

## Years at Current Employer:

Number of years hygienists have been with their current employer.

Less than 5 years	<b>XX%</b>
5 - 10 years	<b>XX%</b>
11 - 20 years	<b>XX%</b>
20+ years	<b>XX%</b>

**X**

Average years with employer

# Compensation Summary South Dakota

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Compensation in the dental hygiene market has been challenging for a variety of reasons. A nationwide workforce shortage has been a contributing factor for hygiene staff and wage growth.

The most significant variable of compensation is location. Full-time wages on average were lowest in the region part of the state. Southern wages were slightly ahead of Southeastern (+X.X%), followed by Northern (+X.X%), then Black Hills (+X%).

X% was the average increase in the last 12 months and X years was the average tenure with their current employer. The Northern region could be closing the gap for average wages as this region experienced the highest increases in the last 12 months.

Years of experience was not a significant variable for pay across the state. Pay compression occurs when employees with less experience are paid close to or just as much as others with more years of experience.

XX% of survey respondents said they believe they are paid fairly. Frequent comments from those who didn't respond favorably to this question voiced concerns with new hires or new grads making the same rate. Concerns about doing additional responsibilities compared to other coworkers was another issue identified.

XX% of hygienists were dissatisfied or very dissatisfied with their cash compensation. When we look at fairness, this suggests most people in the survey earn enough but don't feel appreciated compared to others in their field.

## Region:

Full-time and Part-time

**\$XX.XX**

Average Hourly Rate

**XX Years**

Average Tenure as an RDH

**X.X%**

Average Increase in last 12 months

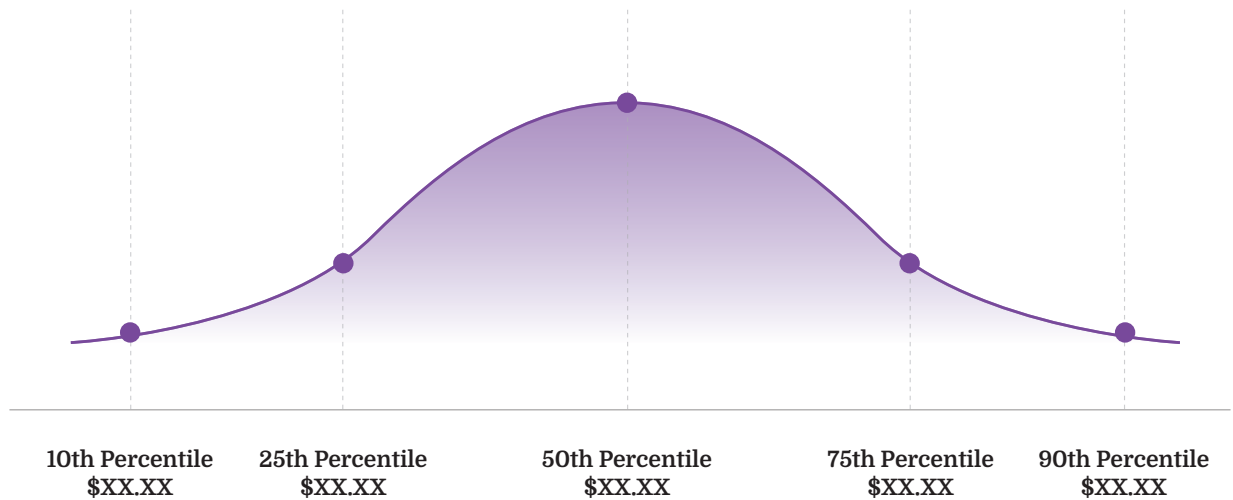
# Compensation Ranges

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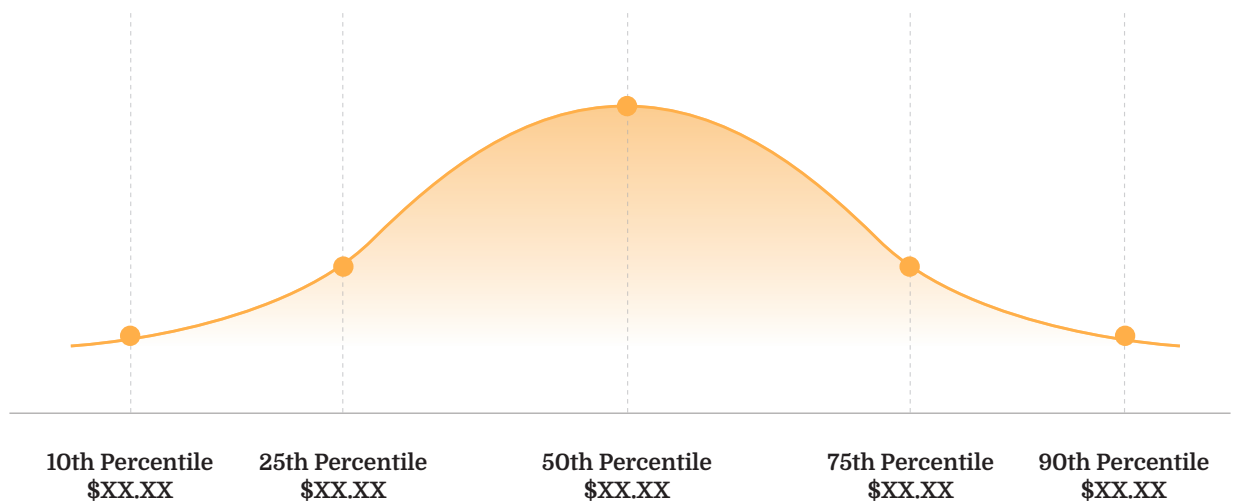
Ranges listed include all responses for full-time, part-time and temporary wages.

The 25th percentile means 25% of workers earn less than the reported wage and 75% of workers earn more. 50th percentile means 50% of workers earn less and 50% earn more. 75th percentile means 75% of workers earn less than the reported wage and 25% earn more.

## South Dakota Base Salary Range



## Region Base Salary Range



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

The following wages include **Region** full-time hourly wages. Full-time hours are defined as 30 hours a week or more. Salaried responses were converted to an hourly rate to have an accurate comparison. Years of experience as an RDH is included in this report as many employers use this as a baseline to determine wages.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
<5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
5 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## Region Full-time Wages



# Income All Region Employees

The following wages include **Region** full-time, part-time and temporary hourly wages. Salaried responses were converted to an hourly rate to have an accurate comparison.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
<5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
5 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## Region Wages

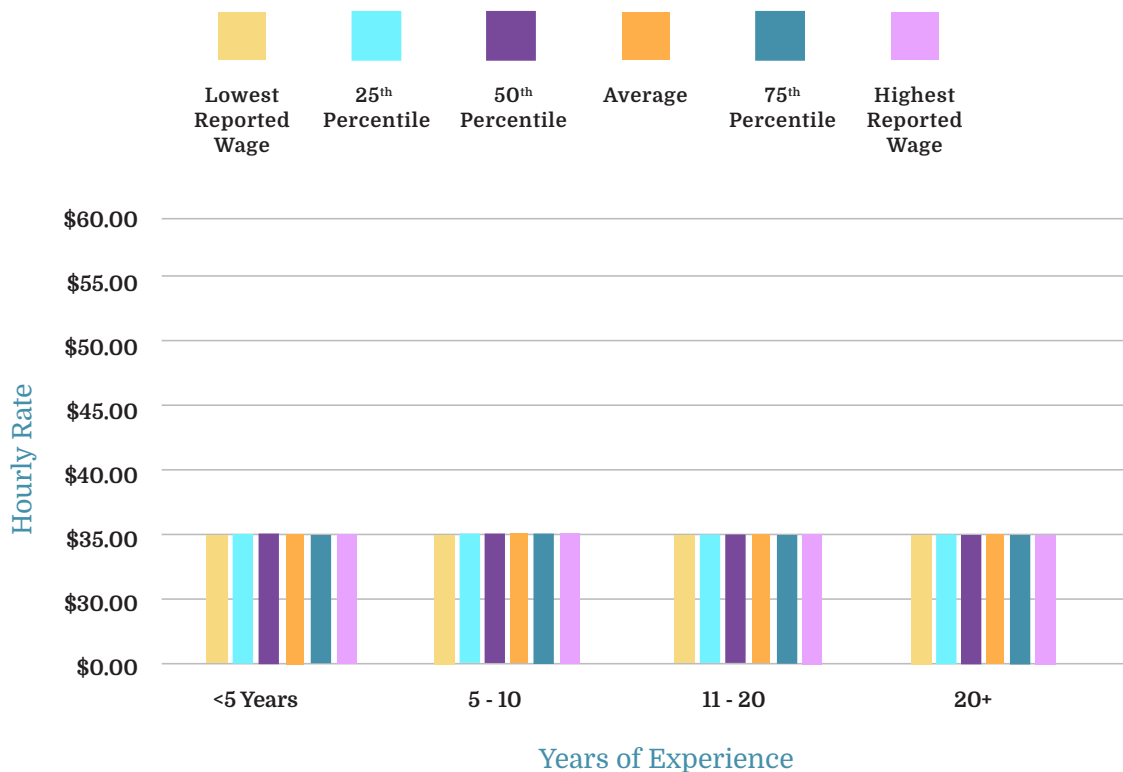


# Income Part-time Employees (Less than 30 Hours/Week)

The following wages includes regular part-time hourly wages. Part-time hours are defined as working less than 30 hours a week. All **South Dakota** part-time wages were aggregated to provide the best data.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
<5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
5 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## South Dakota Part-time Wages

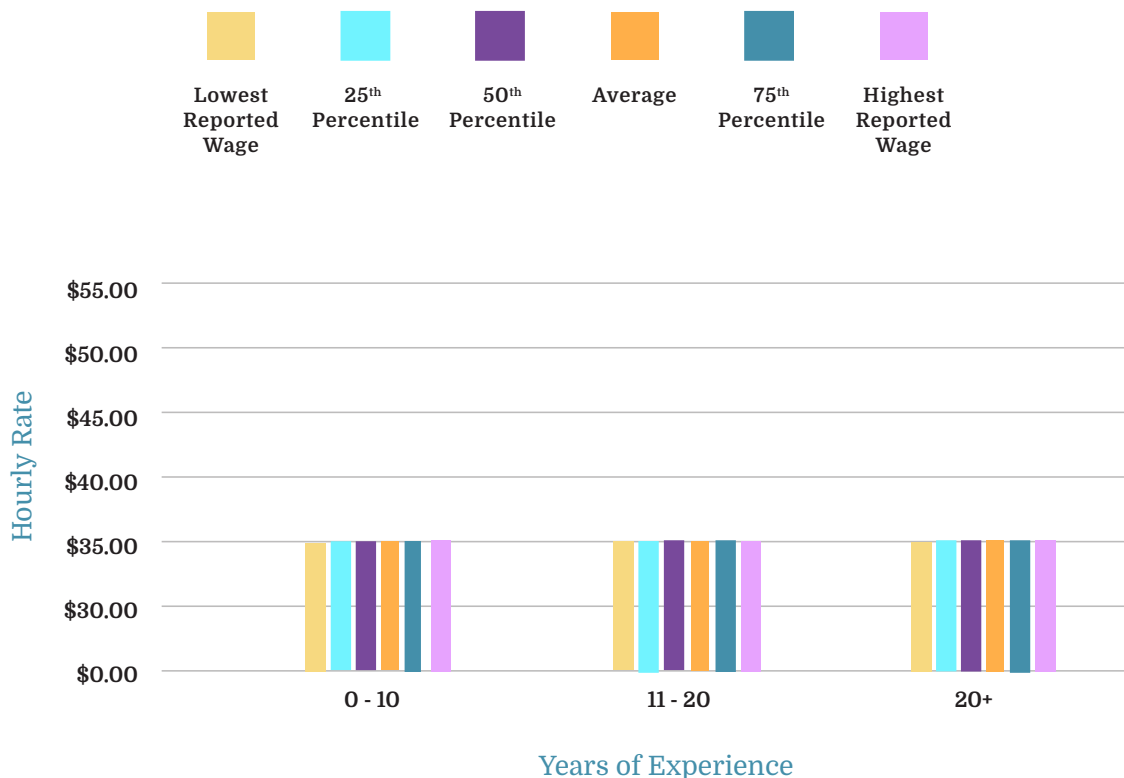


# Income Temporary Employees (As Needed)

The following wages includes regular temporary wages. All **South Dakota** temporary wages were aggregated to provide the best data. Regions and years of experience didn't play a significant variance in determining wages.

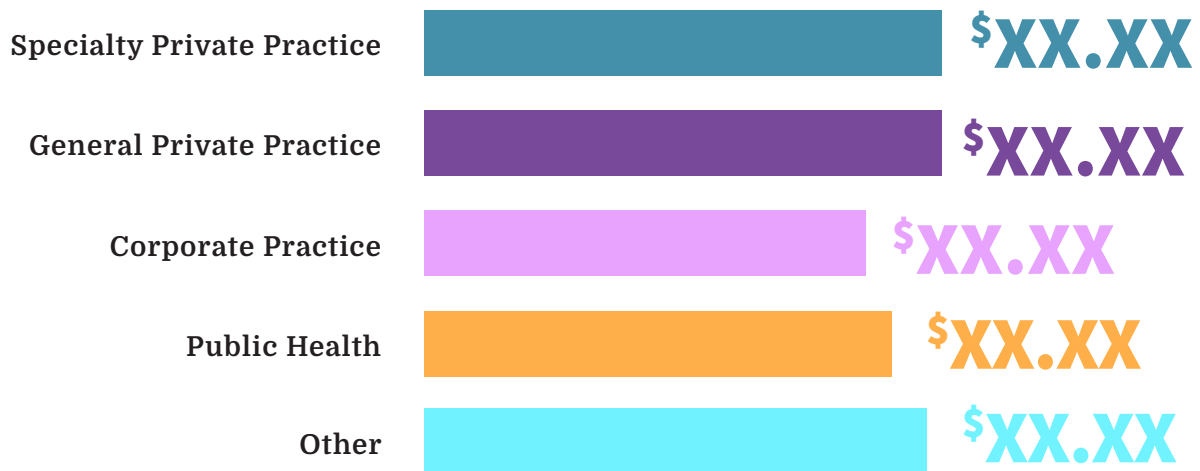
Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
0 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## South Dakota Temp Wages



# Practice Type

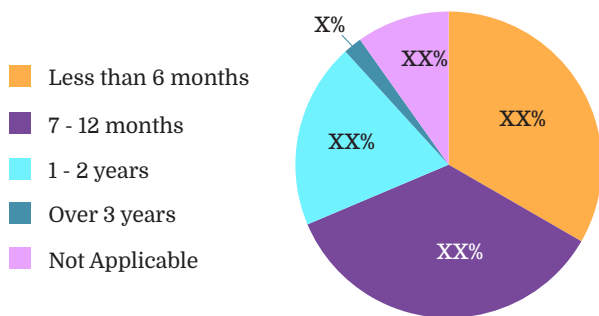
Below are the average wages for dental hygienists by practice type in the Region. Wages included are part-time and full-time. Average years with current employer may be a factor in the averages. Specialty Private Practice: 3 years, General Private Practice: 7 years, Corporate Practice: 4 years, Public Health: 4 years, Other: 7 years.



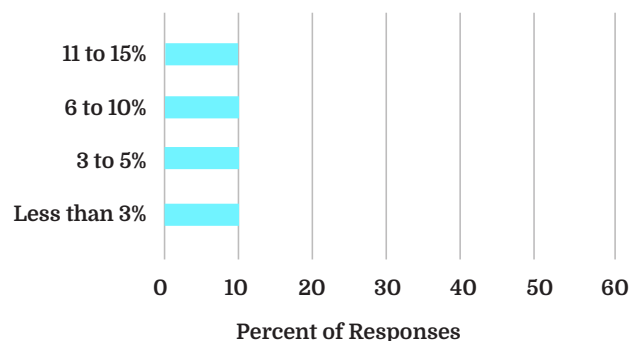
# Variable Compensation

XX% of respondents reported a pay increase in the last year. The average increase in the last 12 months in the Region was X.X%. Across all time periods, X.X% was the average increase. This information includes full-time, part-time and temporary responses. Please note, the average increase on page 9 includes full-time and part-time only.

When was your last pay increase?



Pay Increase Amounts





# Bonus

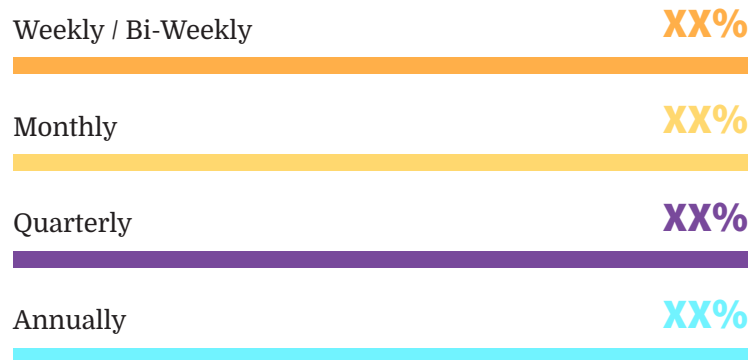
XX% of hygienists in the Region reported being bonus eligible. A foundational component of compensation is setting clear achievements to let employees know how to reach their financial incentives. This can also help businesses reach their financial goals. XX% of participants don't know how their bonus is calculated. The "other" category includes a holiday bonus, a pre-determined amount set by the office, or sign-on bonus for new staff.

XX% of bonus eligible hygienists indicated they worked full-time with the remainder employed part-time.

## How is your bonus calculated?



## How often is your bonus paid out?



# Benefits

This is a list of benefits offered to full-time employees in the Region. Excluding part-time employee benefits in this section creates the best comparison. When hygienists were asked how to improve their benefits, a majority of comments referenced paying more for health insurance premiums and offering more paid time off. Please note, this is not an exhaustive list of all benefits offered by employers.



**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%**  
Paid Family Leave



**XX%**  
Paid Holidays



**XX%**  
Mental Health Benefits

## How satisfied are you with your benefits?



**X%**



**X%**



**X%**



**X%**



**X%**

Very Dissatisfied

Dissatisfied

Neutral

Satisfied

Very Satisfied

# Benefits

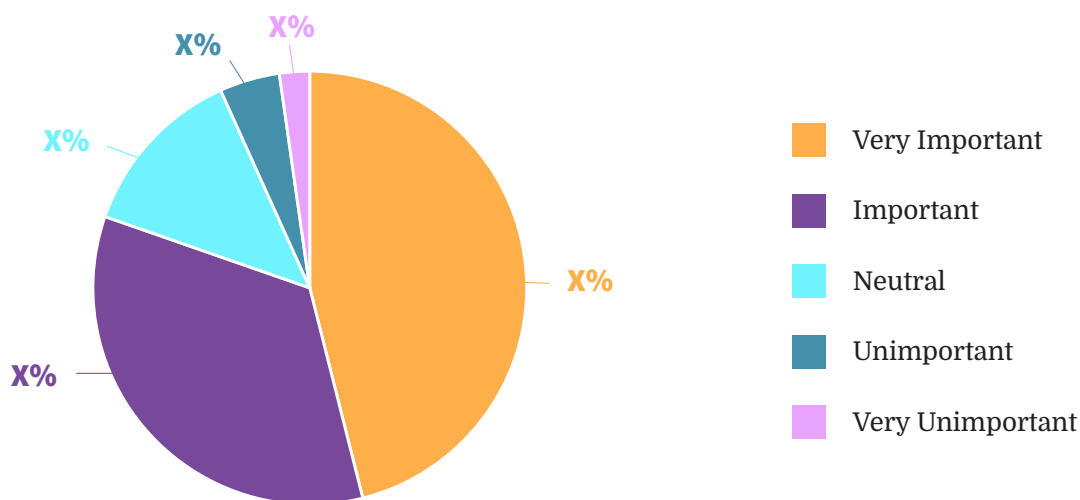
Survey participants were able to share what benefits are most important to them. Paid time off took the top spot as the most important benefit to hygienists in the Region.

Three out of the top 5 important benefits center around time. A close top benefit was paid continuing education. This is a common trend across the country and supported by other industry results as well.

XX% of full-time hygienists with less than 5 years of experience ranked benefits as important or very important.

- 1 Paid Time Off
- 2 Retirement
- 3 Paid Holidays
- 4 Flexible Work Schedule
- 5 Health Insurance

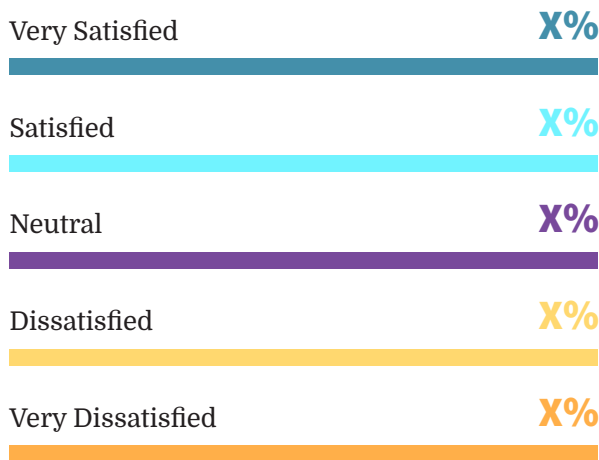
## How important are your benefits as part of your total compensation package?



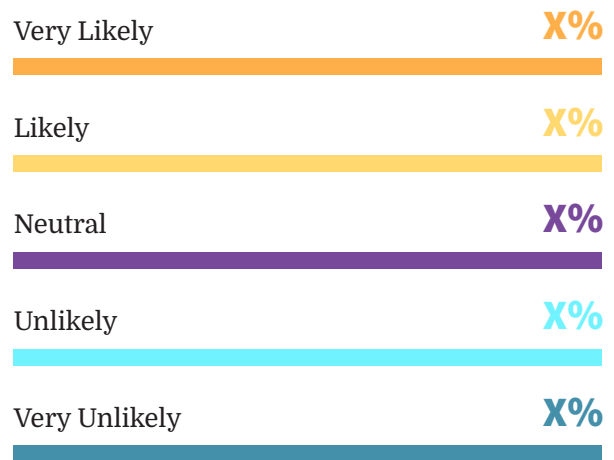
# Job Satisfaction and Turnover

XX% of hygienists are satisfied or very satisfied with their employer. This is significantly above national trends. Though satisfied with their employer, nearly XX% of hygienists are neutral, likely, or very likely to accept a different job offer. Pay is the key reason someone would consider changing their employer. The “other” category included responses such as hours or location. Nationally, the main reasons why hygienists leave their employer are pay, culture, and benefits.

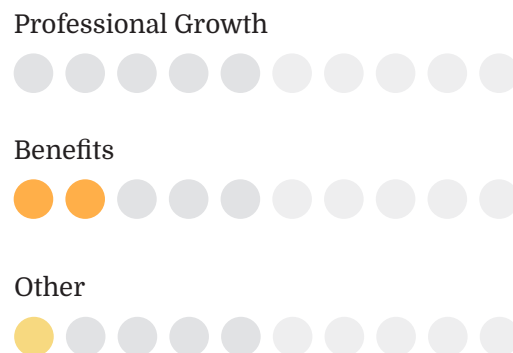
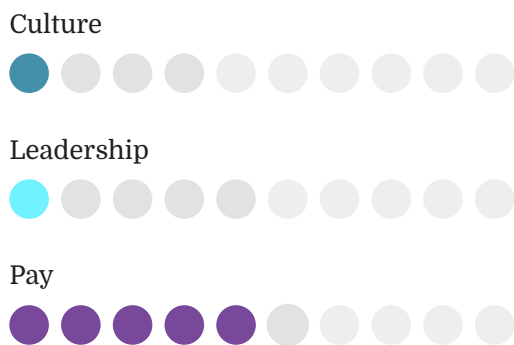
## Overall, how satisfied are you with your current employer?



## 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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# Dental Assistant Industry Insights



Region  
South Dakota

# Statewide Highlights

## Key Statistics



The survey for the South Dakota Dental Assistants was conducted between **October 9, 2024 and November 15, 2024.**



A total of **116 dental assistants** from South Dakota participated in the salary survey.



The average income **grew XX%** from last year. **XX%** of assistants received an increase in the last 12 months. **XX%** of assistants received a pay increase in the last 2 years.



**XX% of participants** say they would consider a job change. **Another XX%** were neutral for considering a job change. Pay is the main reason for a potential change.



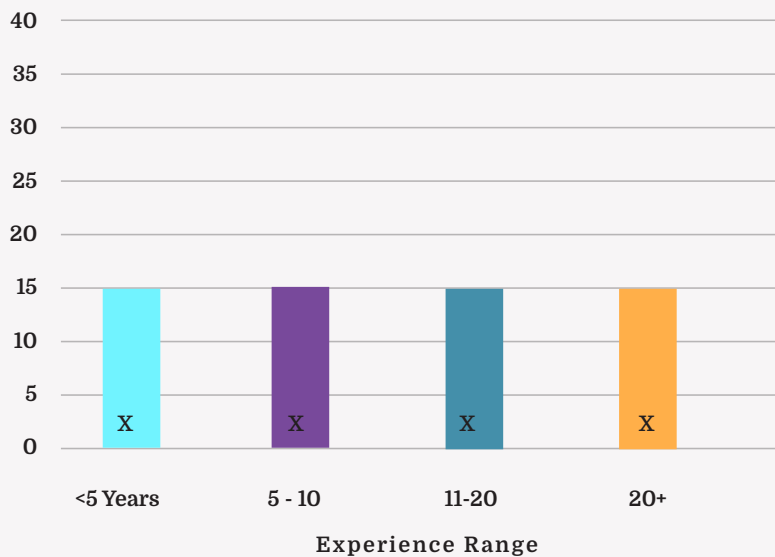
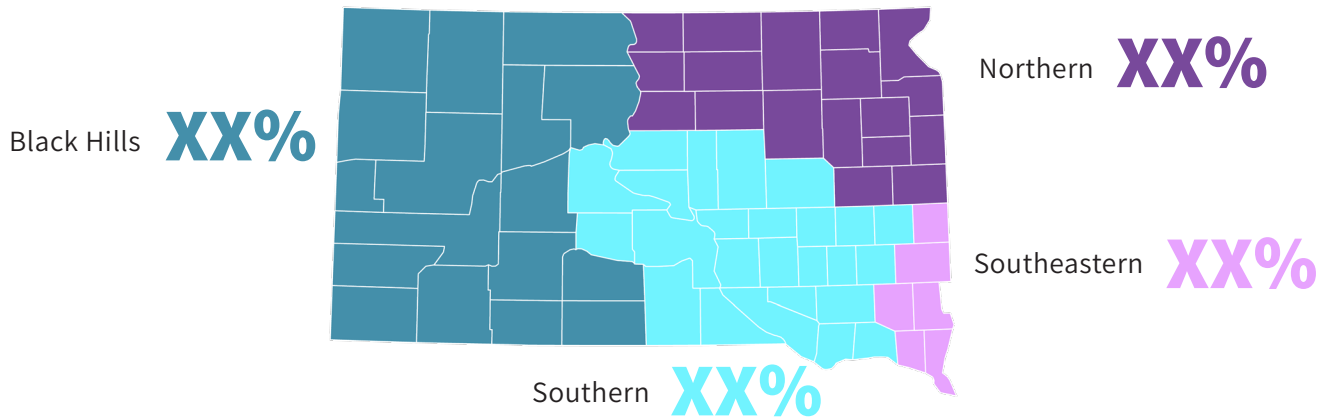
**X% of respondents** plan to exit the workforce in the next 5 years. This could exacerbate the talent shortage and have an impact on oral care and business growth.



**Location** is a significant factor related to pay. Pay in the Southeastern region is nearly **XX%** higher than the rest of the state.

# Highlights Demographics

Below shows the map distribution of where the 116 assistant responses came from. The response rate distribution was very close to what was anticipated.



## Years of Experience

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

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

## Education

Highest level of education completed by participants

**X%**  
Certification

**X%**  
Associate

**X%**  
Bachelor



# Highlights Continued Demographics

## Average wage by highest level of education completed:

Certification **\$XX.XX**

These averages are inclusive of all responses across the state. Please note, the survey didn't ask for what specific degree the respondent completed.

Associate **\$XX.XX**

Education is an essential component to professional growth and opening new opportunities. In a majority of industries, financial success and education are closely correlated.

Bachelor **\$XX.XX**

Do you believe you're paid fairly?

**XX%** Yes

**XX%** No

**XX%** Don't know

## How satisfied are you with your cash compensation?

Very satisfied	<b>X%</b>
Satisfied	<b>X%</b>
Neutral	<b>X%</b>
Dissatisfied	<b>X%</b>
Very dissatisfied	<b>X%</b>

## Years at Current Employer:

Number of years assistants have been with their current employer.

Less than 5 years	<b>X%</b>
5 - 10 years	<b>X%</b>
11 - 20 years	<b>X%</b>
20+ years	<b>X%</b>



Average years with employer



# Compensation Summary

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Compensation in the dental assistant market has been challenging for a variety of reasons. A nationwide workforce shortage has been a contributing factor for assistant staff and wage growth.

The most significant variable of compensation is location. Full-time wages on average were lowest in the Black Hills region. Compared to the full-time average, the average wages by region were: Black Hills (X%), Southern (X%), Northern (X%), and Southeastern (X%).

X% was the average increase in the last 12 months and X years was the average tenure with their current employer. The Black Hills region could be closing the gap for average wages as this region experienced the highest increases in the last 12 months.

Years of experience was a significant variable for pay across the state. Some locations are experiencing pay compression. This occurs when employees with less experience are paid close to or just as much as others with more years of experience.

XX% of survey respondents said they believe they are paid fairly. Frequent comments from those who didn't respond favorably to this question voiced concerns with new hires or new grads making the same rate. Concerns about doing additional responsibilities compared to other coworkers was another issue identified.

XX% of assistants were satisfied or very satisfied with their cash compensation. When looking at total compensation, XX% said they were satisfied or very satisfied with their benefits.

## From all full-time participants...

**\$XX.XX**

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Average Hourly Rate

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**XX Years**

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Average Tenure as an Assistant

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**X%**

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Average Pay Increase

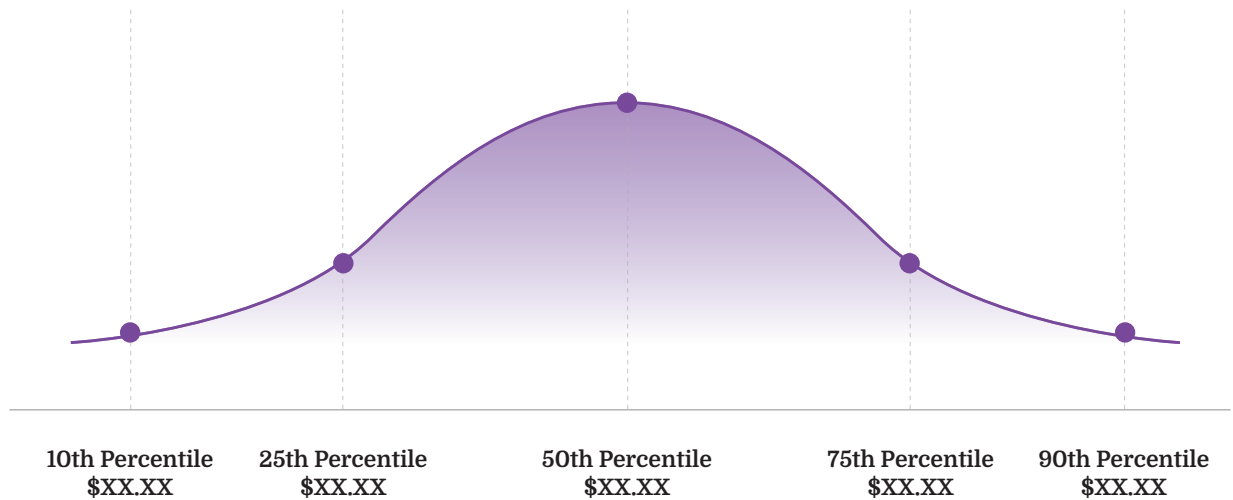
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# Compensation Ranges

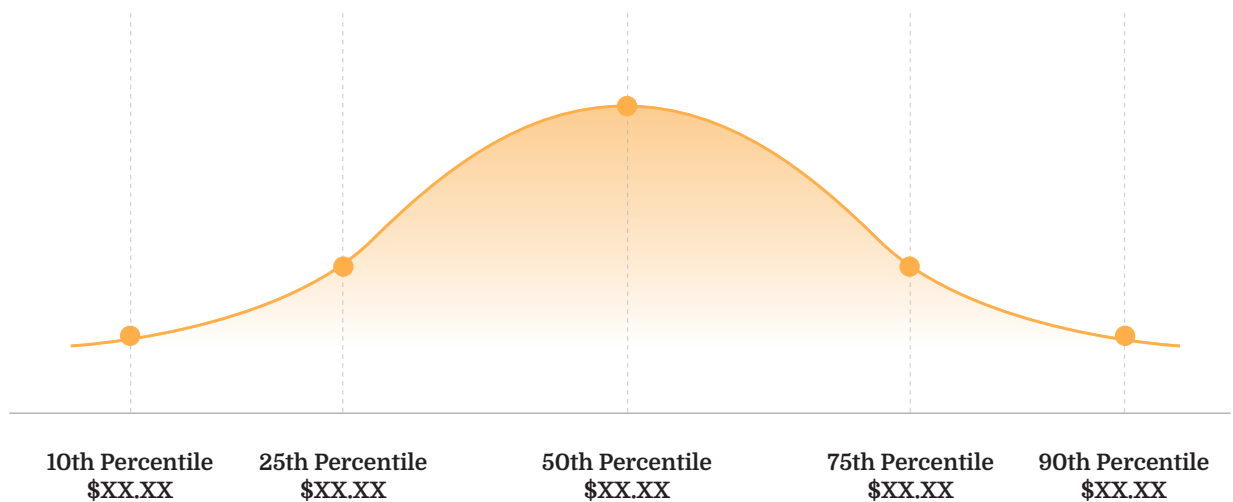
Ranges listed include all responses for full-time, part-time and temporary wages.

The 25th percentile means 25% of workers earn less than the reported wage and 75% of workers earn more. 50th percentile means 50% of workers earn less and 50% earn more. 75th percentile means 75% of workers earn less than the reported wage and 25% earn more.

## South Dakota Base Salary Range



## Region Base Salary Range

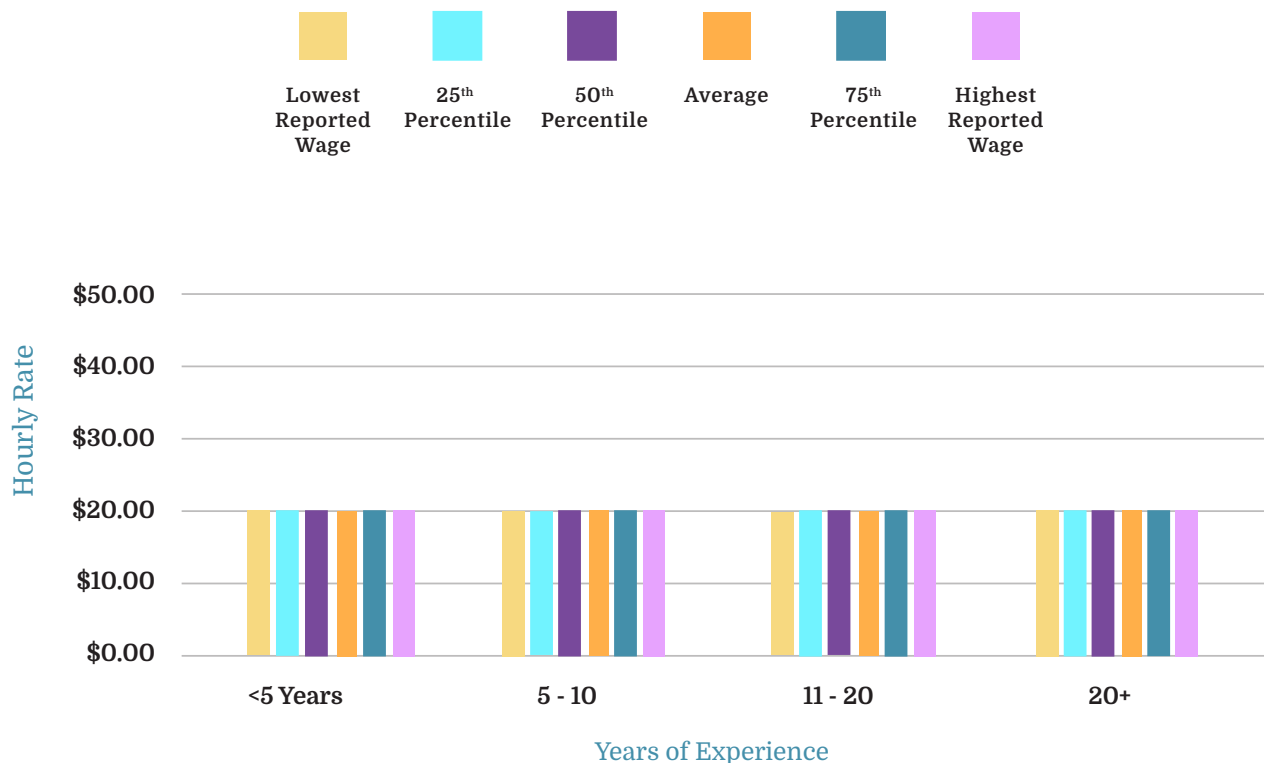


# Income Full-time Employees (30+ Hours/Week)

The following wages include **Region** full-time hourly wages. Full-time hours are defined as 30 hours a week or more. Salaried responses were converted to an hourly rate to have an accurate comparison. Years of experience as an Assistant is included in this report as many employers use this as a baseline to determine wages.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
<5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
5 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## Region Full-time Wages



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

The following wages includes regular part-time hourly wages. Part-time hours are defined as working less than 30 hours a week. All **South Dakota** part-time wages were aggregated to provide the best data.

Years of Experience	Lowest Reported Wage	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile	Highest Reported Wage
<5 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
5 - 10 years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00
11 - 20+ years	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00	\$00.00

## South Dakota Part-time Wages



# Practice Type

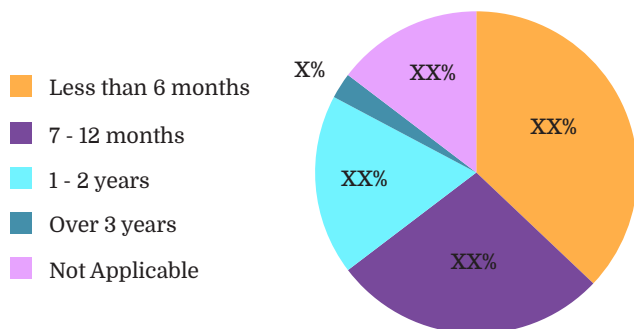
Wages reported by practice type are all of South Dakota and include full-time, part-time and temporary wages. Although Public Health wages were lower, XX% of respondents indicated they were satisfied or very satisfied with their benefits compared to XX% of all assistants in South Dakota.



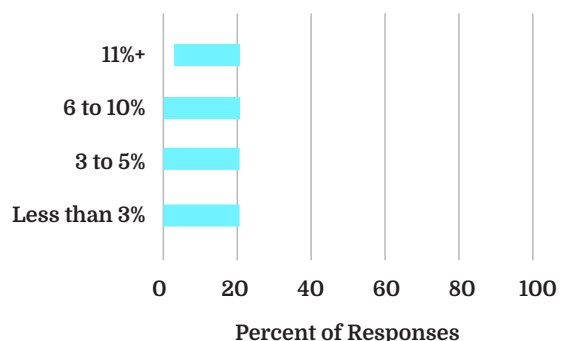
# Variable Compensation

XX% of respondents in South Dakota reported a pay increase in the last year, the average was X.XX%. Across all time periods, Black Hills averaged an increase of X.XX%, Northern averaged X.XX%, Southeastern averaged X.XX%, and Southern averaged X.XX%.

Last Increase



Pay Increase Amounts



# Bonus

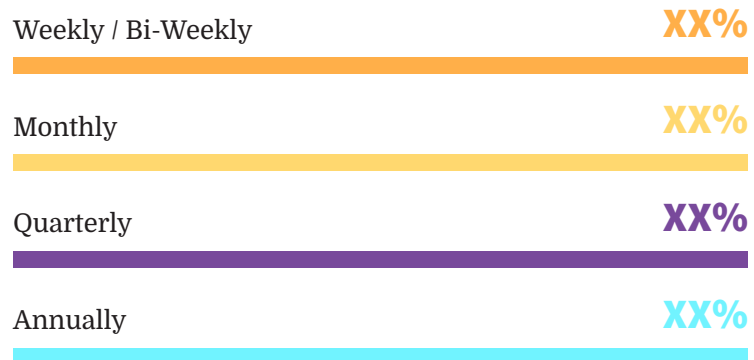
XX% of assistants reported being bonus eligible. A foundational component of compensation is setting clear achievements to let employees know how to reach their financial incentives. This can also help businesses reach their financial goals. XX% of participants don't know how their bonus is calculated. The "other" category includes a holiday bonus, a pre-determined amount set by the office, or bonus for years of experience.

XX% of bonus eligible assistants indicated they worked full-time. Another XX% reported to be bonus eligible in a part-time capacity.

## How is your bonus calculated?



## How often is your bonus paid out?



# Benefits

This is a list of benefits offered to full-time employees in South Dakota. Excluding part-time employee benefits in this section creates the best comparison. When assistants were asked how to improve their benefits, a majority of comments referenced paying more for health insurance premiums and offering more paid time off. Please note, this is not an exhaustive list of all benefits offered by employers.



**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%**  
Paid Family Leave



**XX%**  
Paid Holidays



**XX%**  
Vision

## How satisfied are you with your benefits?



**X%**



**X%**



**X%**



**X%**



**X%**

Very Dissatisfied

Dissatisfied

Neutral

Satisfied

Very Satisfied

# Benefits

Survey participants were able to share what benefits are most important to them. Paid time off took the top spot as the most important benefit to assistants in South Dakota.

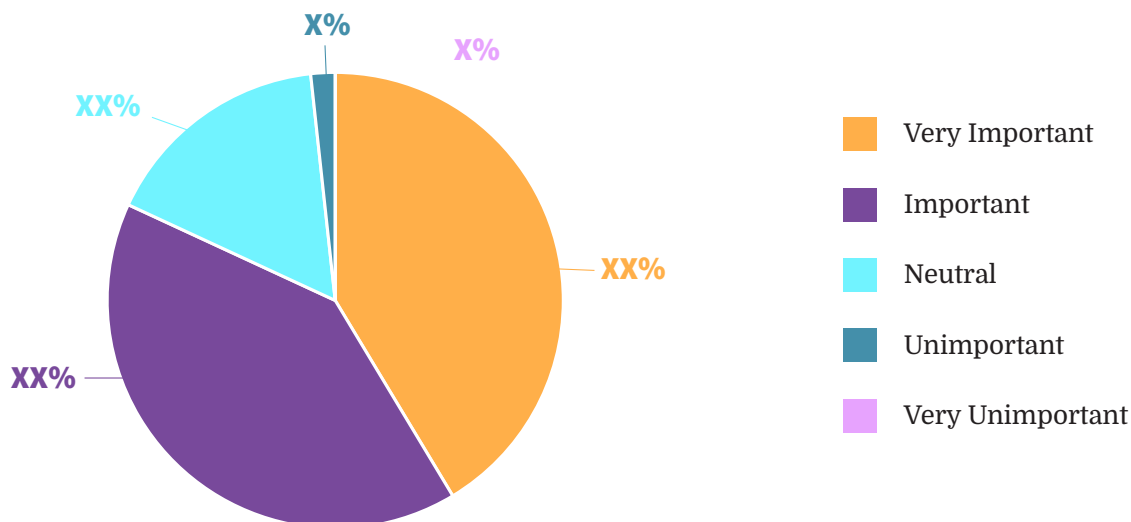
Many of the important benefits center around time. A close top benefit was flexible work schedule. This is a common trend across the country and supported by other industry results as well.

XX% of full-time staff who ranked benefits as unimportant or neutral had 5 or less years of experience but were overall satisfied with their employer.

Benefits continue to be a major contributing factor in total compensation for all employees.

- 1 Paid Time Off
- 2 Retirement
- 3 Health Insurance
- 4 Paid Holidays
- 5 Continuing Education

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

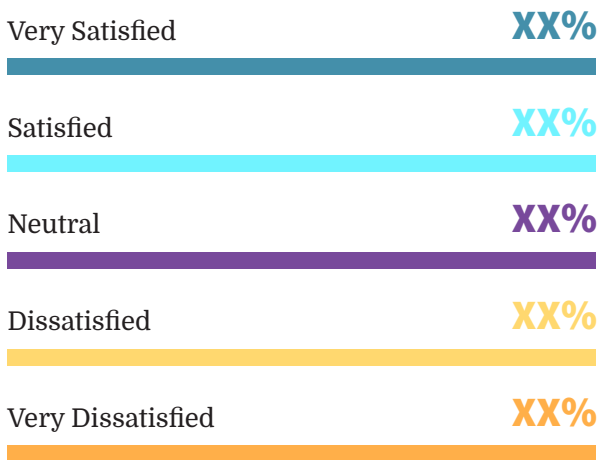




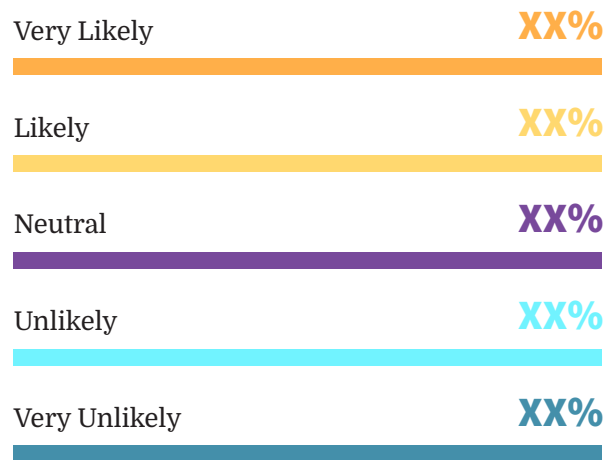
# Job Satisfaction and Turnover

XX% of assistants are satisfied or very satisfied with their employer. This is significantly above national trends. Though satisfied with their employer, nearly XX% of assistants are neutral, likely, or very likely to accept a different job offer. Pay is the key reason someone would consider changing their employer. Nationally, the main reasons why assistants leave their employer are pay, culture, and benefits.

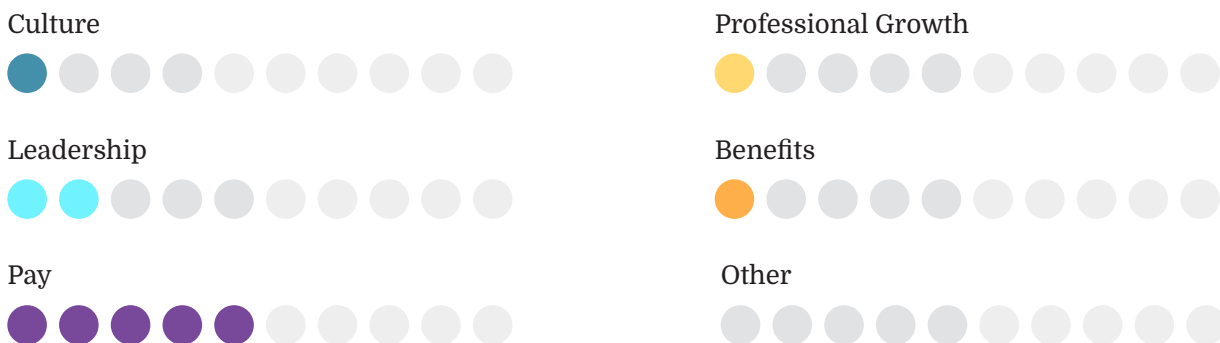
## Overall, how satisfied are you with your current employer?



## 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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# Business Team Income Insights



Region  
South Dakota

# Income Business Team

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The following base salary compensation data is sourced from multiple local surveys. Positions should always be evaluated for their core functions and experience to get the best compensation match.

Need salary information for a specific position at your office? Pay Insights offers salary benchmarking to align your exact positions with your compensation philosophy. Email us at [info@payinsights.com](mailto:info@payinsights.com) with your specific needs.

## Office Manager

**Position Summary:** Office Managers administer the daily operations of the dental office. They prepare and monitor budgets, purchases, insurance and billing operations, and oversee the clinic or office staff. They are responsible for training, development, and ensure operations are running smoothly. A minimum of 3 years experience is typically required.

Office Managers are typically exempt - paid an annual salary - and compensation is reported as an annual base salary.

Factors that could impact compensation include size of practice, experience, leadership scope, and additional responsibilities.

### Annual Base Salary:

Years of Experience	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile
<b>3 - 5 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>5 - 10 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>10+ years</b>	\$00,000	\$00,000	\$00,000	\$00,000

# Income Business Team

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## Billing Specialist

**Position Summary:** The Billing Specialist is responsible for reviewing and verifying bills and invoices, ensuring accuracy with accounts receivable ledgers and patient records. They follow up with necessary parties, make revisions as needed, and resolve any billing disputes. This role ensures timely payments while adhering to proper coding and insurance guidelines. Typically, the Billing Specialist reports to a supervisor or office manager.

Billing Specialists are typically non-exempt - paid hourly - and compensation is reported as an annual rate.

Factors that could impact compensation include experience and scope of responsibilities.

### Annual Base Salary:

Years of Experience	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile
<b>0 - 5 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>5 - 10 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>10+ years</b>	\$00,000	\$00,000	\$00,000	\$00,000

# Income Business Team

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## Receptionist

**Position Summary:** The Receptionist serves as the first point of contact for patients, greeting and registering them as they arrive at the dental office. They provide essential support by managing phone calls, clerical tasks, and data entry. Key duties include scheduling appointments, maintaining patient records, and coordinating with dental staff to ensure a seamless patient experience.

Receptionists are typically non-exempt - paid hourly - and compensation is reported as an annual rate.

Factors that could impact compensation include experience and scope of responsibilities.

### Annual Base Salary:

Years of Experience	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	Average	75 <sup>th</sup> Percentile
<b>0 - 5 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>5 - 10 years</b>	\$00,000	\$00,000	\$00,000	\$00,000
<b>10+ years</b>	\$00,000	\$00,000	\$00,000	\$00,000

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