

RDH REPORT

SUMMARY & HIGHLIGHTS

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

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

Key Highlights & Takeaways

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

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

Total Annual Income

National Mean & Median

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

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

Mean & Median by Region

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

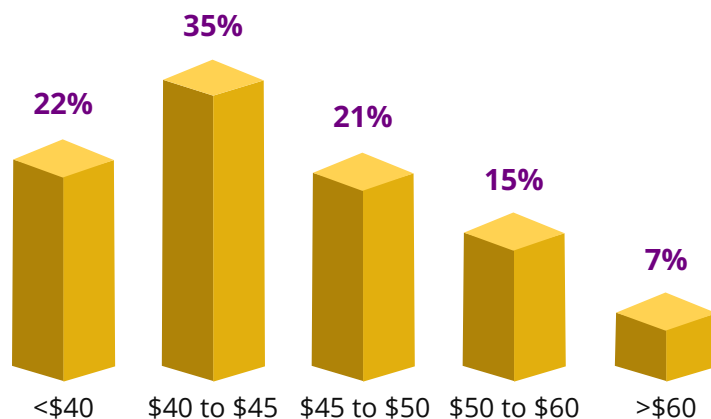
Hourly Wage

National Mean & Median

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

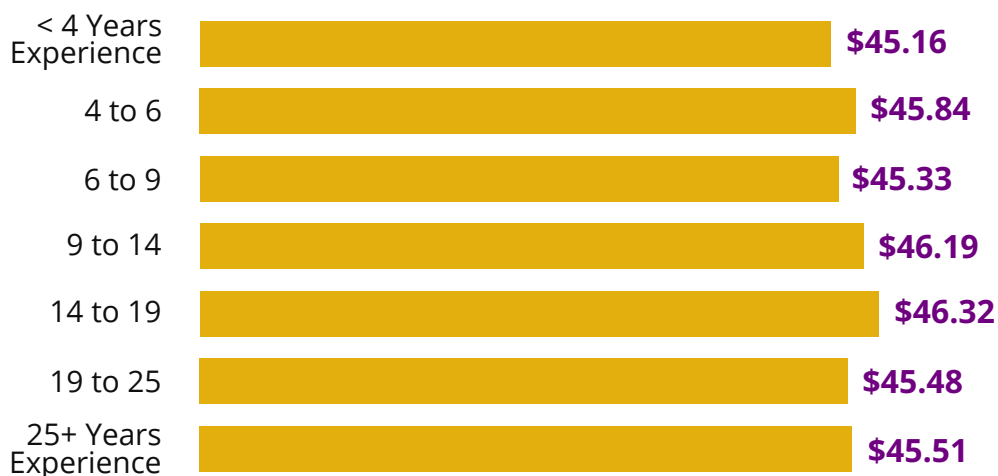
- The average hourly rate of full-time responding RDHs increased by **7.85%** in 2023 to reach **\$45.75**.
- Their median hourly wage was **\$45** per hour.

All Respondents: Hourly Wage Levels



Average Hourly Wage Level by Years of Experience

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

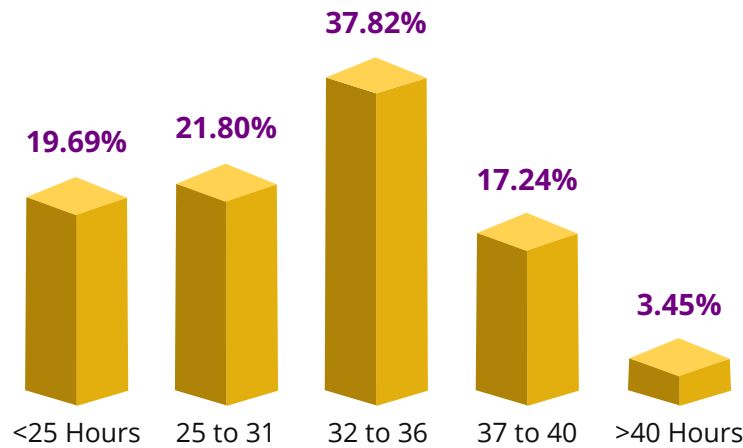


Mean & Median by Region

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

Average Workweek Hours

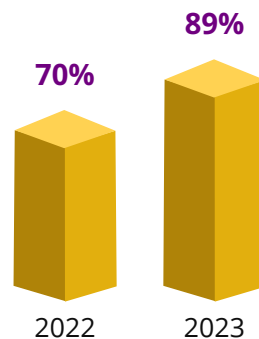
58.69% of responding dental hygienists work 32 or more hours per week. The following 2023 average workweek hours are similar to one year ago.



Benefits

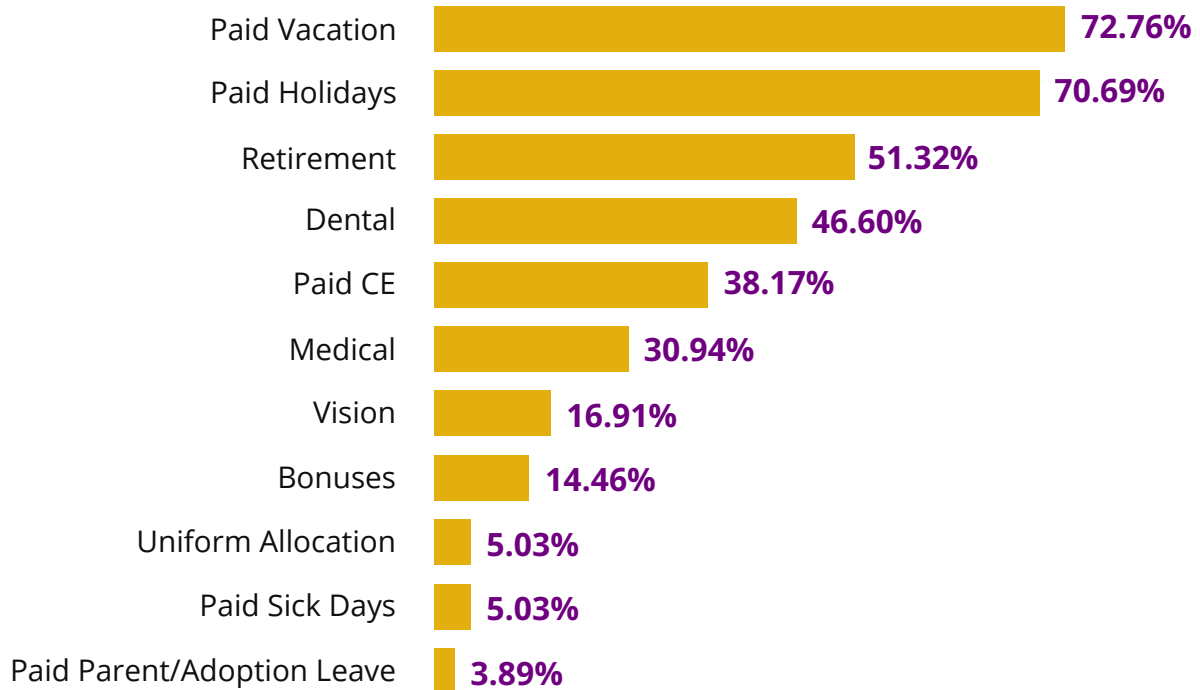
Year-Over-Year Comparison of the % Who Receive Benefits

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



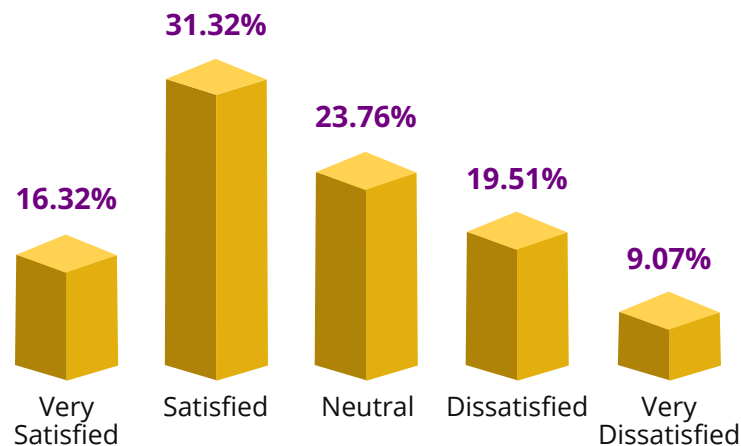
The Benefits RDHs Received

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



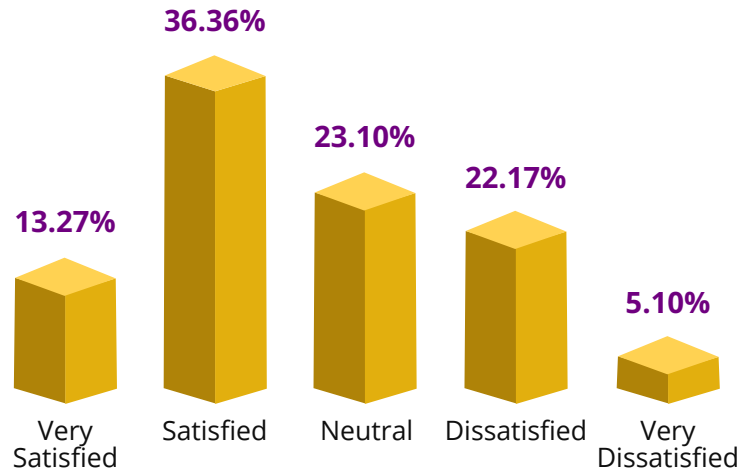
Satisfaction with Benefits

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



Satisfaction with Total Compensation

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

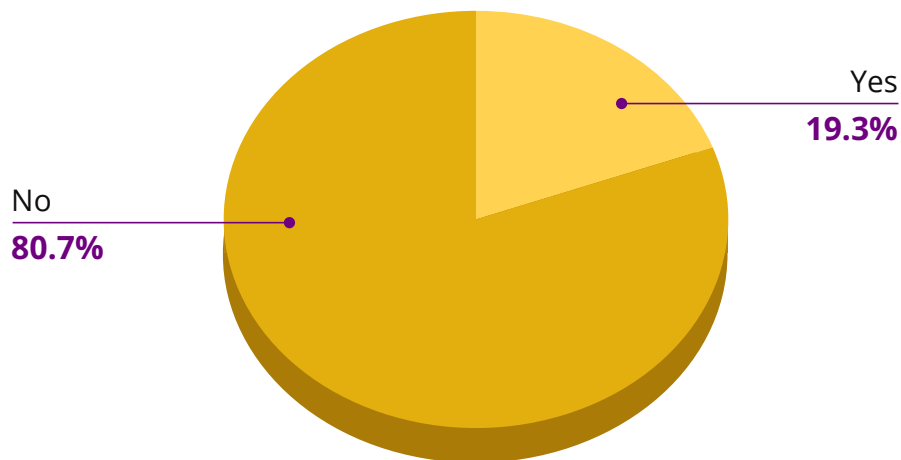


One year ago, 61.50% were satisfied or very satisfied, and 15.25% were dissatisfied or very dissatisfied. Year over year, **satisfaction decreased by 12%** in 2023.

Job Turnover

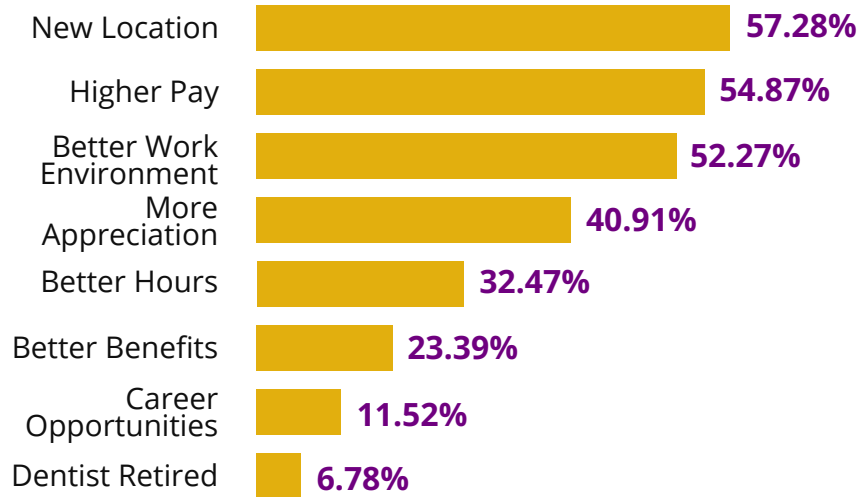
Changed Employers in the Previous 12 Months

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

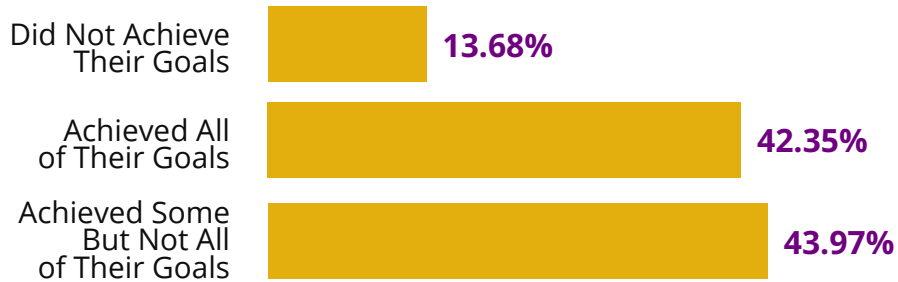


Motivations for Changing Jobs in 2023

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

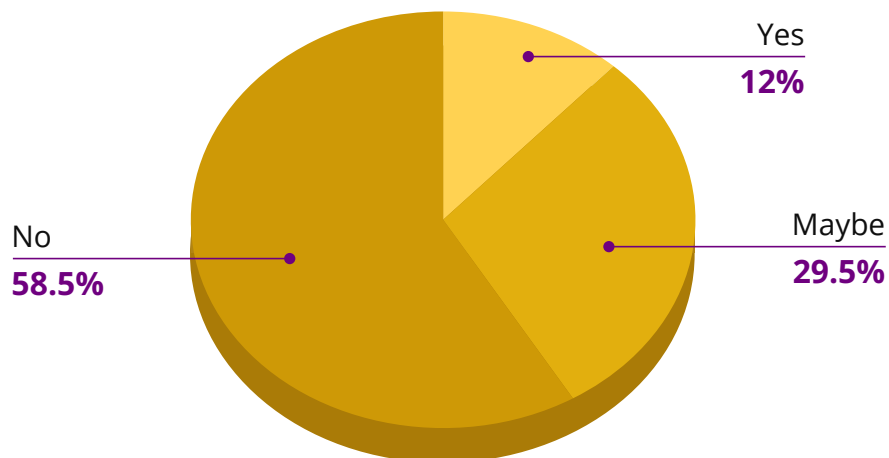


A large **86.32%** reported they achieved some or all of their goals by changing jobs.



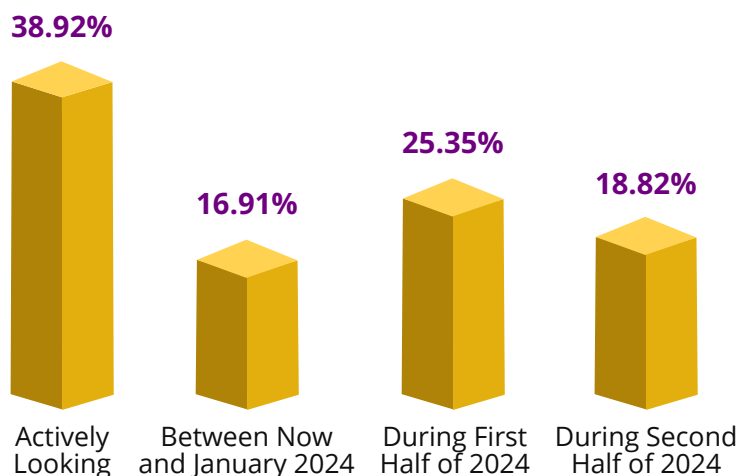
Plan to Apply for New Jobs

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



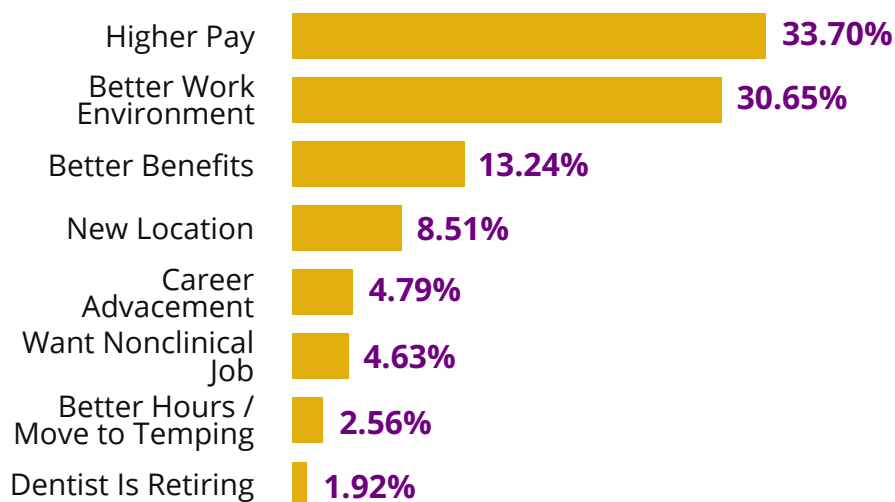
When Job Searchers Plan to Apply to New Jobs

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



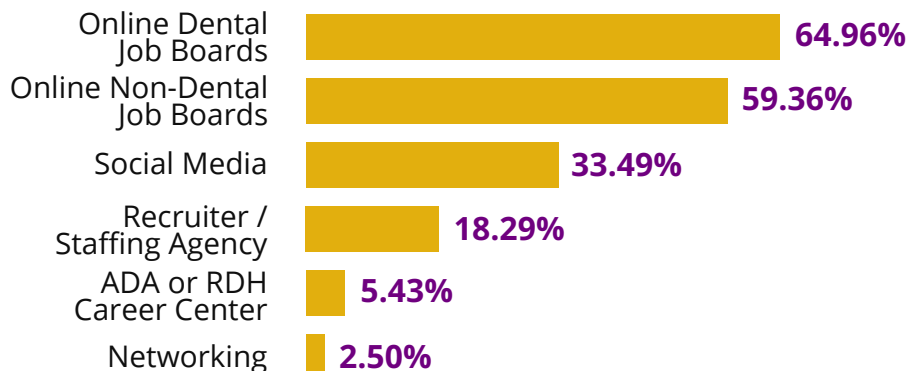
Motivations for Changing Jobs in 2024

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



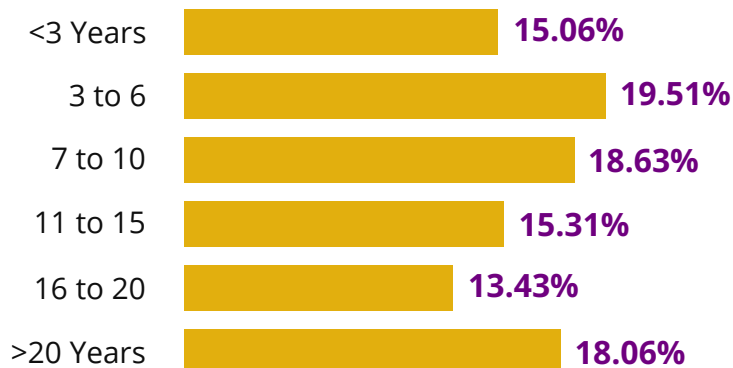
Where RDHs Look for New Jobs

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



Planned Years to Retirement

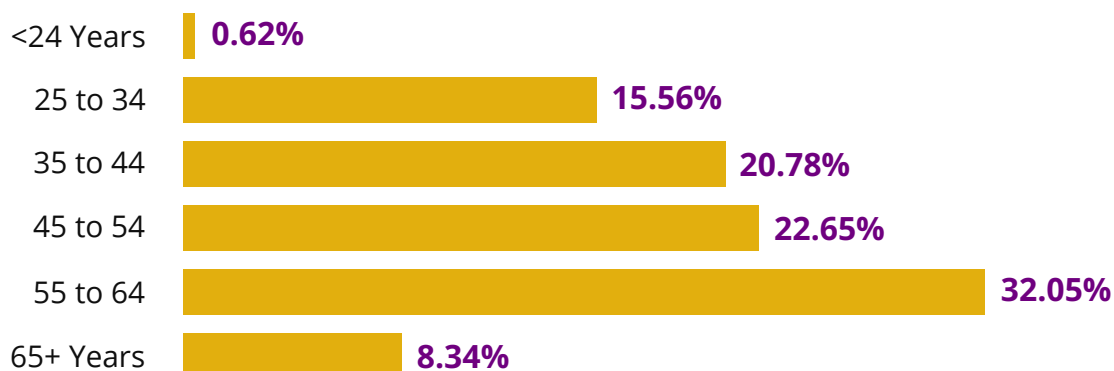
34.57% of responding RDHs planned to retire within six years.



Age & Experience

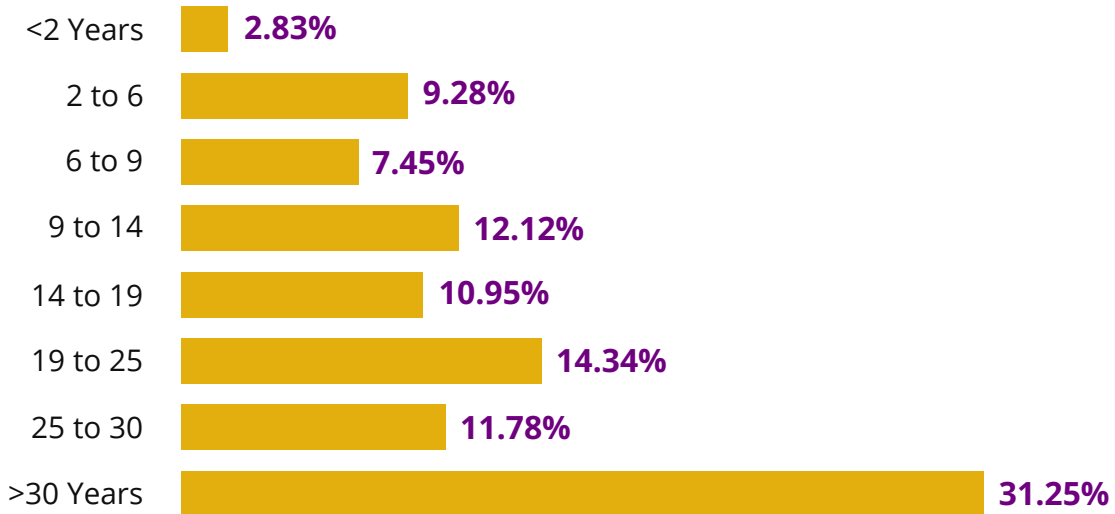
Age

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



Years of Experience as a Dental Hygienist

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



Longevity with Current Employer

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

