



Table of Contents

How to Use the Staff Salary Survey xii
Job Positions / Descriptions xiv
Regions xix
Divisions xx
Map of Census Regions and Divisions of the U.S. xxi
Metropolitan Statistical Areas xxii
Salary Increases & Reviews xxx
Benefits Provided by Practice for Staff xxxi
Benefits Provided by Practice for Management / Supervisors xxxii
Paid Days Off xxxiii
Full-time Employees / Doctors; Practice Ownership xxxv
Management: Full-time Doctors vs. Average Salary xxxvi
Operational Expenses for Staff All Specialties xlii
Operational Expenses for Staff by Specialty xliii
Staff Salary Survey Summary by Job Position Overall National Average/Percentiles xliv

I. Staff Salary Survey Summary by Job Position Nationwide

Administrator / Executive Director - 210 1
Aesthetician - 540 1
ASC Nurse Manager / Supervisor - 218 1
Audiologist / Hearing Instrument Specialist - 527 1
Billing / AR Clerk - 130 1
Billing Coordinator - 108 1
Billing Manager - 220 1
Bookkeeper - 106 1
Business Manager - 211 1
Certified Coder - 111 1
Certified Ophthalmic Assistant (COA) - 518 1
Certified Ophthalmic Medical Technologist (COMT) - 530 1
Certified Ophthalmic Photographer (COP) - 531 2
Certified Ophthalmic Technician (COT) - 517 2
Certified Registered Nurse Anesthetist (CRNA) - 523 2
Clerical / Insurance - 103 2
Clinical Manager - 214 2
Contact Lens Technician - 533 2
Data Entry - 104 2
Dental Assistant - 522 2
Dental Hygienist - 521 2
Director of Refractive Surgery - 215 2



Table of Contents

I. Staff Salary Survey Summary by Job Position Nationwide (continued)

Echo Technician - 544	2
File Clerk / Medical Records Clerk - 107.....	2
Head / Lead Technician Manager / Supervisor - 216.....	3
Human Resources Manager - 217	3
Imaging Technician - 543.....	3
Information Technician Manager - 114.....	3
Insurance Coordinator - 109	3
Laboratory Technician - 515	3
Licensed Practical Nurse - 512	3
Medical Assistant - 513.....	3
Medical Secretary / Administrative Assistant - 105	3
Medical Transcriptionist - 119	3
Multi-Purpose Worker - 102	3
Nuclear Medicine Technologist - 546.....	3
Nurse Manager / Supervisor - 221	4
Nurse Practitioner - 519	4
Office Manager - 209	4
Ophthalmic Assistant / Technician (Non-certified) - 560	4
Ophthalmic Photographer (Non-certified) - 565.....	4
Optical Manager - 219.....	4
Optician - 535.....	4
Optometrist - 536	4
Physical Therapist - 516	4
Physician Assistant - 520.....	4
Radiology Technician - 514.....	4
Receptionist / Front Desk - 101.....	5
Refractive Coordinator - 120.....	5
Registered Nurse - 511	5
Scribe - 118.....	5
Surgical / Scrub Technician - 529	5
Surgical Coordinator / Scheduler - 110	5
Ultrasound Technician - 524	5
Visual Field Technician - 538.....	5

Table of Contents

II. Staff Salary Survey Summary by Region

Midwest.....	6
Northeast.....	11
South.....	16
West.....	21

III. Staff Salary Survey Summary by Division

East North Central.....	26
East South Central.....	31
Mid-Atlantic.....	35
Mountain.....	40
New England.....	44
Pacific.....	48
South Atlantic.....	52
West North Central.....	57
West South Central.....	61

IV. Staff Salary Survey Summary by State

Alaska.....	65
Arizona.....	67
Arkansas.....	69
California.....	71
Colorado.....	74
Connecticut.....	75
Delaware.....	77
Florida.....	79
Georgia.....	81
Hawaii.....	83
Idaho.....	85
Illinois.....	87
Indiana.....	90
Iowa.....	93
Kansas.....	96
Kentucky.....	98
Louisiana.....	100



Table of Contents

IV. Staff Salary Survey Summary by State (continued)

Maine	102
Maryland	104
Massachusetts	107
Michigan.....	110
Minnesota	114
Mississippi.....	116
Missouri.....	117
Montana	118
Nebraska.....	121
Nevada.....	123
New Hampshire.....	124
New Jersey	125
New Mexico.....	128
New York	130
North Carolina	134
Ohio	138
Oregon	142
Pennsylvania.....	144
Rhode Island.....	148
South Carolina	149
Tennessee	151
Texas	154
Utah	157
Vermont	159
Virginia	161
Washington	164
West Virginia.....	167
Wisconsin.....	169
Wyoming.....	171



Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA)

Akron, OH	173
Albany, GA.....	174
Albany-Schenectady-Troy, NY	175
Albuquerque, NM	176
Allentown-Bethlehem-Easton, PA-NJ.....	178
Anchorage, AK.....	180
Ann Arbor, MI	181
Asheville, NC.....	183
Atlanta-Sandy Springs-Roswell, GA.....	185
Atlantic City-Hammonton, NJ	186
Austin-Round Rock, TX.....	187
Baltimore-Columbia-Towson, MD	188
Beaumont-Port Arthur, TX.....	191
Billings, MT	192
Binghamton, NY.....	195
Boise City, ID	197
Boston-Cambridge-Newton, MA-NH	198
Bridgeport-Stamford-Norwalk, CT	201
Brownsville-Harlingen, TX.....	202
Buffalo-Cheektowaga-Niagara Falls, NY.....	203
California – Rural (No MSA).....	206
Canton-Massillon, OH	207
Cape Coral-Fort Myers, FL	209
Carbondale – Marion, IL.....	210
Chambersburg-Waynesboro, PA	211



Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA) (continued)

Charlotte-Concord-Gastonia, NC-SC	213
Cheyenne, WY	215
Chicago-Naperville-Elgin, IL-IN-WI	216
Cincinnati, OH-KY-IN	218
Clarksville, TN-KY	221
Cleveland-Elyria, OH.....	222
Colorado - Rural (No MSA)	224
Colorado Springs, CO	225
Columbus, IN	226
Crestview-Fort Walton Beach-Destin, FL.....	227
Dallas-Fort Worth-Arlington, TX	228
Davenport-Moline-Rock Island, IA-IL	229
Denver-Aurora-Lakewood, CO	231
Des Moines-West Des Moines, IA.....	232
Detroit-Warren-Dearborn, MI.....	234
Durham-Chapel Hill, NC.....	237
Elmira, NY	238
Erie, PA.....	239
Eugene, OR	241
Evansville, IN-KY	242
Fayetteville, NC.....	244
Fayetteville-Springdale-Rogers, AR-MO	246
Fort Smith, AR-OK	247
Gainesville, GA	248
Grand Island, NE.....	249
Grand Rapids-Wyoming, MI	250



Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA) (continued)

Great Falls, MT	251
Greensboro-High Point, NC	252
Greenville-Anderson-Mauldin, SC	253
Gulfport-Biloxi-Pascagoula, MS	255
Harrisburg-Carlisle, PA	256
Hickory-Lenoir-Morganton, NC	258
Houma-Thibodaux, LA	260
Houston-The Woodlands-Sugar Land, TX	261
Huntington-Ashland, WV-KY-OH	262
Idaho – Rural (No MSA)	263
Illinois – Rural (No MSA)	264
Indiana – Rural (No MSA)	265
Iowa – Rural (No MSA)	267
Jackson, TN	268
Janesville-Beloit, WI	269
Kansas City, Rural (No MSA)	270
Kansas City, MO-KS	271
Kentucky – Rural (No MSA)	272
Knoxville, TN	273
Lafayette, LA	275
Lancaster, PA	276
Lebanon, PA	279
Lexington-Fayette, KY	280
Longview, TX	281
Los Angeles-Long Beach-Anaheim, CA	282
Louisville/Jefferson County, KY-IN	283
Lynchburg, VA	284

Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA) (continued)

Maine – Rural (No MSA)	285
Manchester-Nashua, NH.....	286
Memphis, TN-MS-AR	287
Michigan – Rural (No MSA)	288
Milwaukee-Waukesha-West Allis, WI.....	289
Minneapolis-St. Paul-Bloomington, MN-WI	290
Mount Vernon-Anacortes, WA.....	292
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	293
Nashville-Davidson-Murfreesboro-Franklin, TN	294
New Haven-Milford, CT	296
New Orleans-Metairie, LA	297
New York – Rural (No MSA)	298
New York-Newark-Jersey City, NY-NJ-PA	299
Niles-Benton Harbor, MI.....	302
North Carolina – Rural (No MSA).....	304
North Port-Sarasota-Bradenton, FL	307
Ocean City, NJ	308
Ogden-Clearfield, UT	309
Ohio – Rural (No MSA)	311
Olympia-Tumwater, WA.....	312
Orlando-Kissimmee-Sanford, FL.....	314
Oxnard-Thousand Oaks-Ventura, CA	315
Parkersburg-Vienna, WV	316
Pennsylvania – Rural (No MSA).....	318
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	320
Phoenix-Mesa-Scottsdale, AZ.....	324
Pittsburgh, PA	325



Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA) (continued)

Pittsfield, MA	327
Port St. Lucie, FL	328
Portland-South Portland, ME	329
Portland-Vancouver-Hillsboro, OR-WA	331
Providence-Warwick, RI-MA	332
Punta Gorda, FL	333
Raleigh, NC	334
Reading, PA	335
Reno, NV	338
Richmond, VA	339
Sacramento--Roseville--Arden-Arcade, CA	340
Salem, OR	341
Salisbury, MD-DE	343
Salt Lake City, UT	344
San Francisco-Oakland-Hayward, CA	345
San Jose-Sunnyvale-Santa Clara, CA	346
Scranton--Wilkes-Barre--Hazleton, PA	347
Seattle-Tacoma-Bellevue, WA	348
Shreveport-Bossier City, LA	349
Springfield, MA	350
Springfield, MO-IL	351



Table of Contents

V. Staff Salary Survey Summary by Metropolitan Statistical Area (MSA) (continued)

Staunton-Waynesboro, VA.....	352
Tampa-St. Petersburg-Clearwater, FL	354
Toledo, OH.....	356
Topeka, KS	357
Trenton, NJ	358
Tyler, TX	359
Urban Honolulu, HI.....	361
Valdosta, GA.....	362
Vermont – Rural (No MSA)	363
Victoria, TX	364
Virginia Beach-Norfolk-Newport News, VA-NC	365
Visalia-Porterville, CA	367
Wall Walla, WA	368
Warner Robins, GA.....	369
Washington – Rural (No MSA).....	370
Washington-Arlington-Alexandria, DC-VA-MD-WV	371
Winston-Salem, NC.....	374
Wisconsin - Rural (No MSA)	375
York-Hanover, PA	377

VI. Staff Salary Survey Summary by Gross Revenue

< \$1,000,001	379
\$1,000,001 - \$3,000,000	382
\$3,000,001 - \$6,000,000	386
\$6,000,001 - \$9,000,000	390
\$9,000,001 - \$11,000,000	395
\$11,000,001 - \$13,000,000	399
\$13,000,001 - \$16,000,000	403
> \$16,000,000	407

Table of Contents

VII. Staff Salary Survey Summary by Specialty

Allergy & Immunology	412
Anesthesiology	414
Cardiology	415
Dentistry	416
Dermatology	417
Family Practice	419
Gastroenterology	421
General Internal Medicine	423
Hematology & Oncology	425
Multi-Specialty	426
Nephrology	430
Neurology	432
Obstetrics & Gynecology	433
Ophthalmology	435
Oral & Maxillofacial Surgery	440
Orthopedic	442
Otolaryngology	444
Pathology	446
Pediatrics	447
Physical Medicine & Rehab	449
Physical Therapy	450
Psychiatry	451
Pulmonary Disease	452
Radiology	453
Rheumatology	455
Surgery	457
Urology	460
Veterinary Medicine	462
