

2016 DENTAL SURVEY TRENDS AND DATA

The trends from CliftonLarsonAllen's 22th Annual Minnesota Dental Fee and Salary Survey are below.

FEES
<ul style="list-style-type: none"> Overall fees increased by 5.34 percent in the metro area and 2.24 percent in outstate Minnesota. These increases are in line with historical rates. For the fourth straight year we continue to see weakened collection percentages for many practices. Many practices that previously were reporting collection percentages of 94 percent or greater are now reporting collections of 93 percent or less, with a significant increase in the number of metro practices collecting 88 percent or less. Focusing efforts on increasing the collections by just 1-2 percent could result in a meaningful increase to the bottom line without having to increase production.
SALARY AND BENEFITS
<ul style="list-style-type: none"> For most positions, salaries have increased at a higher rate than the 2015 and 2016 cost of living rates (1.7 percent and zero, respectively). In many practices we see staffing costs in excess of 30 percent as a percentage of revenue. This is more than historical benchmarks. Continued low unemployment likely will result in increased upward pressure on salaries. With the enactment of the Affordable Care Act and the significant increases in health insurance premiums, practices continue to be concerned about offering medical insurance to employees. Of our respondents, about 48 percent of metro practices and about 30 percent of outstate practices offer medical insurance to their employees, compared to 2015 figures at 64 percent and 27 percent, respectively. Of those offering insurance, the majority are covering 50 percent or more of the total premium.
RESPONDENTS
<ul style="list-style-type: none"> We continue to see increases in the size of practices responding to the survey, particularly outstate. Practices grossing over \$1,000,000 are the norm.
TRENDS
<ul style="list-style-type: none"> Continuing with the 2015 trend, we are seeing increased transition activity and increases in practice values. Metro practices considering transitions are finding a deeper pool of potential buyers. Outstate practices still have a harder time finding buyers. Banks that are knowledgeable in the dental industry appear to be very willing to provide the financing for the buyers of healthy practices.

We hope you find the enclosed survey to be a valuable tool to evaluate your practice. The volume of responses we receive each year provides a solid, valuable resource to the dental marketplace.

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**MINNESOTA DENTAL SURVEY
PRODUCTION AND COLLECTIONS
October 2016**

Practice Production, Net and Gross				
	Less than \$500,000	\$500,000 - \$1,000,000	More than \$1,000,000	
Metro				
Net	23.5%	32.4%	44.1%	
Gross	2.9%	44.1%	52.9%	
Outstate				
Net	23.5%	29.4%	47.1%	
Gross	5.9%	41.2%	52.9%	

Collection Percentage Rates				
2016				
	< 88%	88 - 93%	94 - 98%	> 98%
Metro				
Collection %	35.3%	17.6%	29.4%	17.6%
Outstate				
Collection %	17.6%	20.6%	52.9%	8.8%

2015				
	< 88%	88 - 93%	94 - 98%	> 98%
Metro				
Collection %	19.4%	11.1%	36.1%	33.3%
Outstate				
Collection %	14.7%	35.3%	38.2%	11.8%

DENTAL FEE SURVEY
METRO vs. OUTSTATE COMPARISON
October 2016

Procedure	Code	TWIN CITIES METRO		OUTSTATE MINNESOTA	
		2016 Median	Percentage Increase Over 2015 *	2016 Median	Percentage Increase Over 2015 *
Initial oral examination	0150	\$86	6.2%	\$72	1.4%
Periodic oral examination	0120	\$56	7.7%	\$49	2.1%
Intraoral - complete series	0210	\$147	7.3%	\$130	1.6%
Bitewings - four films	0274	\$67	5.6%	\$61	1.7%
Panoramic film	0330	\$130	4.8%	\$116	0.9%
Cone Beam CT capture with interpretation with field of view of both jaws	0367	\$327	14.7%	\$315	-7.1%
Prophylaxis - adult	1110	\$100	4.7%	\$89	0.0%
Prophylaxis - children	1120	\$72	5.1%	\$61	0.0%
Fluoride	1206/1208	\$44	2.3%	\$40	1.3%
Sealants - per tooth	1351	\$58	5.5%	\$51	2.0%
Amalgams:					
1 surface	2140	\$147	6.9%	\$132	2.3%
2 surfaces	2150	\$187	7.5%	\$166	3.1%
3 surfaces	2160	\$232	7.9%	\$205	4.6%
4 surfaces	2161	\$285	5.6%	\$248	2.1%
Resin - Anterior:					
Anterior: 1 surface	2330	\$172	4.2%	\$151	2.7%
Anterior: 2 surfaces	2331	\$234	5.9%	\$193	2.1%
Anterior: 3 surfaces	2332	\$288	4.0%	\$238	2.8%
Anterior: 4+ surfaces	2335	\$346	7.1%	\$288	1.4%
Posterior: 1 surface	2391	\$192	5.5%	\$165	1.9%
Posterior: 2 surfaces	2392	\$270	4.2%	\$230	1.3%
Posterior: 3 surfaces	2393	\$338	5.3%	\$287	0.0%
Posterior: 4 surfaces	2394	\$387	4.0%	\$337	3.2%
Crowns:					
Porcelain / Ceramic Substrate	2740	\$1,284	4.4%	\$1,083	3.5%
Porcelain fused to high noble metal	2750	\$1,260	5.4%	\$1,089	3.3%
Porcelain fused to predominantly base	2751	\$1,187	6.0%	\$1,009	1.1%
Porcelain fused to noble metal	2752	\$1,215	5.4%	\$1,047	3.2%
Full cast high noble metal	2790	\$1,280	4.9%	\$1,130	1.6%
Full cast predominantly base metal	2791	\$1,199	6.8%	\$1,009	-2.7%
Full cast noble metal	2792	\$1,225	4.9%	\$1,063	0.9%
Crown buildup	2950	\$302	4.5%	\$251	1.8%
Acrylic	2970	\$335	0.0%	\$271	-9.7%
Anterior root canal therapy	3310	\$810	4.8%	\$698	2.8%
Bicuspid root canal therapy	3320	\$948	5.3%	\$820	2.9%
Molar root canal therapy	3330	\$1,139	4.5%	\$1,010	3.4%
Scaling and root planing (quad)	4341	\$303	2.5%	\$259	2.8%
Scaling and root planing (1-3)	4342	\$219	7.1%	\$174	1.8%
Debridement	4355	\$246	4.7%	\$194	0.5%
Localized Antimicrobial Agents	4381	\$83	27.7%	\$59	0.9%
Periodontal maintenance	4910	\$160	3.2%	\$138	2.2%
Complete upper/lower dentures	5110/5120	\$2,005	2.0%	\$1,762	5.0%
Partial dentures	5213/5214	\$2,100	2.9%	\$1,835	1.7%
implant	6010	\$2,101	9.7%	\$2,088	7.5%
Implant/abutment removable denture	6110/6111	\$2,503	-16.2%	\$2,500	22.7%
Custom adabutment	6057	\$900	5.9%	\$897	13.7%
Abutment supported porcelain fused to metal crown	6059	\$1,457	4.6%	\$1,183	3.5%
Implant supported porcelain/ceramic crown	6065	\$1,600	12.1%	\$1,240	6.2%
Single extractions	7140	\$195	6.0%	\$173	4.2%
Adolescent comprehensive orthodontic treatment (18-24 months, fixed appliances)	8080	\$5,825	1.6%	\$4,825	1.6%
Adolescent comprehensive orthodontic treatment (fixed appliances)	8090	\$5,825	1.6%	\$4,800	-1.7%
Adolescent comprehensive orthodontic treatment (removable aligner treatment)	8090	\$5,900	2.3%	\$4,825	-4.1%

* Change in percentage calculation based on average fees prior to rounding to nearest dollar



**DENTAL FEE SURVEY
TWIN CITIES METRO AREA
October 2016**

Procedure	Code	2016 Median	25th Percentile	75th Percentile	90th Percentile
Initial oral examination	0150	\$86	\$82	\$95	\$99
Periodic oral examination	0120	\$56	\$53	\$59	\$63
Intraoral - complete series	0210	\$147	\$139	\$157	\$161
Bitewings - four films	0274	\$67	\$63	\$70	\$73
Panoramic film	0330	\$130	\$125	\$143	\$148
Cone Beam CT capture with interpretation with field of view of both jaws	0367	\$327	\$318	\$362	\$421
Prophylaxis - adult	1110	\$100	\$95	\$105	\$109
Prophylaxis - children	1120	\$72	\$69	\$75	\$79
Fluoride	1206/1208	\$44	\$42	\$48	\$50
Sealants - per tooth	1351	\$58	\$55	\$60	\$62
Amalgams:					
1 surface	2140	\$147	\$139	\$160	\$165
2 surfaces	2150	\$187	\$177	\$200	\$215
3 surfaces	2160	\$232	\$216	\$250	\$267
4 surfaces	2161	\$285	\$271	\$320	\$344
Resin - Anterior:					
Anterior: 1 surface	2330	\$172	\$165	\$185	\$191
Anterior: 2 surfaces	2331	\$234	\$220	\$248	\$257
Anterior: 3 surfaces	2332	\$288	\$275	\$311	\$321
Anterior: 4+ surfaces	2335	\$346	\$324	\$361	\$381
Posterior: 1 surface	2391	\$192	\$182	\$203	\$208
Posterior: 2 surfaces	2392	\$270	\$258	\$288	\$299
Posterior: 3 surfaces	2393	\$338	\$318	\$356	\$363
Posterior: 4 surfaces	2394	\$387	\$370	\$426	\$448
Crowns:					
Porcelain / Ceramic Substrate	2740	\$1,284	\$1,216	\$1,337	\$1,374
Porcelain fused to high noble metal	2750	\$1,260	\$1,195	\$1,300	\$1,351
Porcelain fused to predominantly base	2751	\$1,187	\$1,132	\$1,243	\$1,301
Porcelain fused to noble metal	2752	\$1,215	\$1,199	\$1,290	\$1,308
Full cast high noble metal	2790	\$1,280	\$1,227	\$1,341	\$1,400
Full cast predominantly base metal	2791	\$1,199	\$1,094	\$1,229	\$1,297
Full cast noble metal	2792	\$1,225	\$1,172	\$1,296	\$1,344
Crown buildup	2950	\$302	\$284	\$336	\$357
Acrylic	2970	\$335	\$268	\$392	\$482
Anterior root canal therapy	3310	\$810	\$769	\$870	\$900
Bicuspid root canal therapy	3320	\$948	\$896	\$995	\$1,047
Molar root canal therapy	3330	\$1,139	\$1,088	\$1,213	\$1,259
Scaling and root planing (quad)	4341	\$303	\$292	\$331	\$343
Scaling and root planing (1-3)	4342	\$219	\$201	\$240	\$255
Debridement	4355	\$246	\$230	\$267	\$285
Localized Antimicrobial Agents	4381	\$83	\$62	\$101	\$135
Periodontal maintenance	4910	\$160	\$152	\$173	\$179
Complete upper/lower dentures	5110/5120	\$2,005	\$1,930	\$2,233	\$2,418
Partial dentures	5213/5214	\$2,100	\$2,042	\$2,350	\$2,538
Surgical placement of implant body: endosteal implant	6010	\$2,101	\$1,950	\$2,194	\$2,235
Implant/abutment removable denture	6110/6111	\$2,503	\$2,405	\$2,620	\$3,541
Custom abutment	6057	\$900	\$800	\$998	\$1,184
Abutment supported porcelain fused to metal crown	6059	\$1,457	\$1,338	\$1,604	\$1,756
Implant supported porcelain/ceramic crown	6065	\$1,600	\$1,367	\$2,076	\$2,308
Single extractions	7140	\$195	\$184	\$211	\$220
Adolescent comprehensive orthodontic treatment (18-24 months, fixed appliances)	8080	\$5,825	\$5,234	\$6,413	\$6,500
Adolescent comprehensive orthodontic treatment (fixed appliances)	8090	\$5,825	\$5,234	\$6,413	\$6,500
Adolescent comprehensive orthodontic treatment (removable aligner treatment)	8090	\$5,900	\$5,307	\$6,274	\$6,500

DENTAL FEE SURVEY
TWIN CITIES METRO AREA
October 2016

Procedure	Code	2016 Median	2015 Median	Percentage Increase *	2016 Mean
Initial oral examination	0150	\$86	\$81	6.2%	\$88
Periodic oral examination	0120	\$56	\$52	7.7%	\$56
Intraoral - complete series	0210	\$147	\$137	7.3%	\$147
Bitewings - four films	0274	\$67	\$63	5.6%	\$67
Panoramic film	0330	\$130	\$124	4.8%	\$131
Cone Beam CT capture with interpretation with field of view of both jaws	0367	\$327	\$285	14.7%	\$352
Prophylaxis - adult	1110	\$100	\$95	4.7%	\$100
Prophylaxis - children	1120	\$72	\$68	5.1%	\$104
Fluoride	1206/1208	\$44	\$43	2.3%	\$45
Sealants - per tooth	1351	\$58	\$55	5.5%	\$58
Amalgams:					
1 surface	2140	\$147	\$137	6.9%	\$150
2 surfaces	2150	\$187	\$174	7.5%	\$192
3 surfaces	2160	\$232	\$215	7.9%	\$238
4 surfaces	2161	\$285	\$270	5.6%	\$300
Resin:					
Anterior: 1 surface	2330	\$172	\$165	4.2%	\$175
Anterior: 2 surfaces	2331	\$234	\$221	5.9%	\$233
Anterior: 3 surfaces	2332	\$288	\$277	4.0%	\$290
Anterior: 4+ surfaces	2335	\$346	\$323	7.1%	\$343
Posterior: 1 surface	2391	\$192	\$182	5.5%	\$191
Posterior: 2 surfaces	2392	\$270	\$259	4.2%	\$270
Posterior: 3 surfaces	2393	\$338	\$321	5.3%	\$335
Posterior: 4 surfaces	2394	\$387	\$372	4.0%	\$400
Crowns:					
Porcelain / Ceramic Substrate	2740	\$1,284	\$1,230	4.4%	\$1,275
Porcelain fused to high noble metal	2750	\$1,260	\$1,195	5.4%	\$1,251
Porcelain fused to predominantly base	2751	\$1,187	\$1,120	6.0%	\$1,184
Porcelain fused to noble metal	2752	\$1,215	\$1,153	5.4%	\$1,227
Full cast high noble metal	2790	\$1,280	\$1,220	4.9%	\$1,282
Full cast predominantly base metal	2791	\$1,199	\$1,123	6.8%	\$1,177
Full cast noble metal	2792	\$1,225	\$1,168	4.9%	\$1,230
Crown buildup	2950	\$302	\$289	4.5%	\$304
Acrylic	2970	\$335	\$335	0.0%	\$329
Anterior root canal therapy	3310	\$810	\$773	4.8%	\$798
Bicuspid root canal therapy	3320	\$948	\$900	5.3%	\$930
Molar root canal therapy	3330	\$1,139	\$1,090	4.5%	\$1,157
Scaling and root planing (quad)	4341	\$303	\$295	2.5%	\$395
Scaling and root planing (1-3)	4342	\$219	\$204	7.1%	\$217
Debridement	4355	\$246	\$235	4.7%	\$246
Localized Antimicrobial Agents	4381	\$83	\$65	27.7%	\$97
Periodontal maintenance	4910	\$160	\$155	3.2%	\$161
Complete upper/lower dentures	5110/5120	\$2,005	\$1,966	2.0%	\$2,095
Partial dentures	5213/5214	\$2,100	\$2,040	2.9%	\$2,178
Surgical placement of implant body: endosteal implant	6010	\$2,101	\$1,915	9.7%	\$2,062
Implant/abutment removable denture	6110/6111	\$2,503	\$2,986	-16.2%	\$2,543
Custom abutment	6057	\$900	\$850	5.9%	\$927
Abutment supported porcelain fused to metal crown	6059	\$1,457	\$1,393	4.6%	\$1,523
Implant supported porcelain/ceramic crown	6065	\$1,600	\$1,428	12.1%	\$1,733
Single extractions	7140	\$195	\$184	6.0%	\$197
Adolescent comprehensive orthodontic treatment (18-24 months, fixed appliances)	8080	\$5,825	\$5,732	1.6%	\$5,599
Adolescent comprehensive orthodontic treatment (fixed appliances)	8090	\$5,825	\$5,732	1.6%	\$5,660
Adolescent comprehensive orthodontic treatment (removable aligner treatment)	8090	\$5,900	\$5,766	2.3%	\$5,825
* Change in percentage calculation based on average fees prior to rounding to nearest dollar					

**DENTAL FEE SURVEY
OUTSTATE MINNESOTA
October 2016**

Procedure	Code	2016 Median	25th Percentile	75th Percentile	90th Percentile
Initial oral examination	0150	\$72	\$70	\$82	\$85
Periodic oral examination	0120	\$49	\$47	\$51	\$54
Intraoral - complete series	0210	\$130	\$126	\$138	\$155
Bitewings - four films	0274	\$61	\$59	\$64	\$66
Panoramic film	0330	\$116	\$110	\$125	\$136
Cone Beam CT capture with interpretation with field of view of both jaws	0367	\$315	\$243	\$374	\$458
Prophylaxis - adult	1110	\$89	\$87	\$93	\$96
Prophylaxis - children	1120	\$61	\$59	\$65	\$69
Fluoride	1206/1208	\$40	\$37	\$41	\$46
Sealants - per tooth	1351	\$51	\$48	\$55	\$56
Amalgams:					
1 surface	2140	\$132	\$124	\$140	\$151
2 surfaces	2150	\$166	\$157	\$177	\$213
3 surfaces	2160	\$205	\$190	\$211	\$239
4 surfaces	2161	\$248	\$239	\$259	\$291
Resin:					
Anterior: 1 surface	2330	\$151	\$145	\$160	\$168
Anterior: 2 surfaces	2331	\$193	\$185	\$203	\$216
Anterior: 3 surfaces	2332	\$238	\$228	\$251	\$270
Anterior: 4+ surfaces	2335	\$288	\$267	\$309	\$320
Posterior: 1 surface	2391	\$165	\$160	\$177	\$187
Posterior: 2 surfaces	2392	\$230	\$220	\$240	\$255
Posterior: 3 surfaces	2393	\$287	\$273	\$295	\$318
Posterior: 4 surfaces	2394	\$337	\$320	\$352	\$368
Crowns:					
Porcelain / Ceramic Substrate	2740	\$1,083	\$1,017	\$1,129	\$1,193
Porcelain fused to high noble metal	2750	\$1,089	\$1,062	\$1,125	\$1,204
Porcelain fused to predominantly base	2751	\$1,009	\$977	\$1,081	\$1,172
Porcelain fused to noble metal	2752	\$1,047	\$1,006	\$1,108	\$1,200
Full cast high noble metal	2790	\$1,130	\$1,091	\$1,198	\$1,291
Full cast predominantly base metal	2791	\$1,009	\$975	\$1,094	\$1,162
Full cast noble metal	2792	\$1,063	\$1,008	\$1,120	\$1,200
Crown buildup	2950	\$251	\$241	\$267	\$285
Acrylic	2970	\$271	\$200	\$321	\$349
Anterior root canal therapy	3310	\$698	\$671	\$735	\$794
Bicuspid root canal therapy	3320	\$820	\$796	\$870	\$928
Molar root canal therapy	3330	\$1,010	\$983	\$1,060	\$1,143
Scaling and root planing (quad)	4341	\$259	\$245	\$275	\$313
Scaling and root planing (1-3)	4342	\$174	\$157	\$191	\$224
Debridement	4355	\$194	\$178	\$219	\$247
Localized Antimicrobial Agents	4381	\$59	\$52	\$74	\$97
Periodontal maintenance	4910	\$138	\$132	\$143	\$152
Complete upper/lower dentures	5110/5120	\$1,762	\$1,672	\$1,923	\$1,993
Partial dentures	5213/5214	\$1,835	\$1,773	\$2,011	\$2,170
Surgical placement of implant body: endosteal implant	6010	\$2,088	\$1,950	\$2,110	\$2,353
Implant/abutment removable denture	6110/6111	\$2,500	\$2,082	\$3,054	\$3,500
Custom abutment	6057	\$897	\$734	\$948	\$1,031
Abutment supported porcelain fused to metal crown	6059	\$1,183	\$1,111	\$1,441	\$1,679
Implant supported porcelain/ceramic crown	6065	\$1,240	\$1,140	\$1,460	\$1,737
Single extractions	7140	\$173	\$166	\$182	\$193
Adolescent comprehensive orthodontic treatment (18-24 months, fixed appliances)	8080	\$4,825	\$4,464	\$5,594	\$6,619
Adolescent comprehensive orthodontic treatment (fixed appliances)	8090	\$4,800	\$4,419	\$5,120	\$5,860
Adolescent comprehensive orthodontic treatment (removable aligner treatment)	8090	\$4,800	\$4,419	\$5,120	\$5,860



**DENTAL FEE SURVEY
OUTSTATE MINNESOTA
October 2016**

Procedure	Code	2016 Median	2015 Median	Percentage Increase *	2016 Mean
Initial oral examination	0150	\$72	\$71	1.4%	\$74
Periodic oral examination	0120	\$49	\$48	2.1%	\$49
Intraoral - complete series	0210	\$130	\$128	1.6%	\$133
Bitewings - four films	0274	\$61	\$60	1.7%	\$61
Panoramic film	0330	\$116	\$115	0.9%	\$120
Cone Beam CT capture with interpretation with field of view of both jaws	0367	\$315	\$339	-7.1%	\$317
Prophylaxis - adult	1110	\$89	\$89	0.0%	\$89
Prophylaxis - children	1120	\$61	\$61	0.0%	\$62
Fluoride	1206/1208	\$40	\$39	1.3%	\$39
Sealants - per tooth	1351	\$51	\$50	2.0%	\$50
Amalgams:					
1 surface	2140	\$132	\$129	2.3%	\$133
2 surfaces	2150	\$166	\$161	3.1%	\$239
3 surfaces	2160	\$205	\$196	4.6%	\$208
4 surfaces	2161	\$248	\$243	2.1%	\$257
Resin:					
Anterior: 1 surface	2330	\$151	\$147	2.7%	\$154
Anterior: 2 surfaces	2331	\$193	\$189	2.1%	\$196
Anterior: 3 surfaces	2332	\$238	\$231	2.8%	\$241
Anterior: 4+ surfaces	2335	\$288	\$284	1.4%	\$290
Posterior: 1 surface	2391	\$165	\$162	1.9%	\$169
Posterior: 2 surfaces	2392	\$230	\$227	1.3%	\$233
Posterior: 3 surfaces	2393	\$287	\$287	0.0%	\$289
Posterior: 4 surfaces	2394	\$337	\$326	3.2%	\$343
Crowns:					
Porcelain / Ceramic Substrate	2740	\$1,083	\$1,046	3.5%	\$1,081
Porcelain fused to high noble metal	2750	\$1,089	\$1,054	3.3%	\$1,102
Porcelain fused to predominantly base	2751	\$1,009	\$998	1.1%	\$1,030
Porcelain fused to noble metal	2752	\$1,047	\$1,015	3.2%	\$1,069
Full cast high noble metal	2790	\$1,130	\$1,112	1.6%	\$1,147
Full cast predominantly base metal	2791	\$1,009	\$1,037	-2.7%	\$1,029
Full cast noble metal	2792	\$1,063	\$1,053	0.9%	\$1,076
Crown buildup	2950	\$251	\$246	1.8%	\$247
Acrylic	2970	\$271	\$300	-9.7%	\$280
Anterior root canal therapy	3310	\$698	\$679	2.8%	\$715
Bicuspid root canal therapy	3320	\$820	\$797	2.9%	\$839
Molar root canal therapy	3330	\$1,010	\$977	3.4%	\$1,029
Scaling and root planing (quad)	4341	\$259	\$252	2.8%	\$262
Scaling and root planing (1-3)	4342	\$174	\$171	1.8%	\$171
Debridement	4355	\$194	\$193	0.5%	\$202
Localized Antimicrobial Agents	4381	\$59	\$58	0.9%	\$70
Periodontal maintenance	4910	\$138	\$135	2.2%	\$135
Complete upper/lower dentures	5110/5120	\$1,762	\$1,678	5.0%	\$1,778
Partial dentures	5213/5214	\$1,835	\$1,805	1.7%	\$1,891
Surgical placement of implant body: endosteal implant	6010	\$2,088	\$1,942	7.5%	\$2,060
Implant/abutment removable denture	6110/6111	\$2,500	\$2,038	22.7%	\$2,526
Custom abutment	6057	\$897	\$789	13.7%	\$863
Abutment supported porcelain fused to metal crown	6059	\$1,183	\$1,143	3.5%	\$1,285
Implant supported porcelain/ceramic crown	6065	\$1,240	\$1,168	6.2%	\$1,415
Single extractions	7140	\$173	\$166	4.2%	\$178
Adolescent comprehensive orthodontic treatment (18-24 months, fixed appliances)	8080	\$4,825	\$4,750	1.6%	\$4,717
Adolescent comprehensive orthodontic treatment (fixed appliances)	8090	\$4,800	\$4,885	-1.7%	\$4,421
Adolescent comprehensive orthodontic treatment (removable aligner treatment)	8090	\$4,825	\$5,031	-4.1%	\$4,403

* Change in percentage calculation based on average fees prior to rounding to nearest dollar



DENTAL SALARY SURVEY
TWIN CITIES METRO AREA
October 2016

HOURLY STAFF RATES	2016 Mean	2015 Mean	Percentage Increase	2016 Median	2015 Median	Percentage Increase	25th Percentile	75th Percentile	90th Percentile
CRDA/Assistants, 0-2 yrs	\$20.34	\$19.57	3.9%	\$21.00	\$19.50	7.7%	\$19.52	\$22.00	\$22.00
CRDA/Assistants, 2+ yrs	\$24.63	\$23.56	4.5%	\$24.75	\$23.00	7.6%	\$22.25	\$27.00	\$29.20
Front Desk, 0-2 yrs	\$17.83	\$17.38	2.6%	\$18.00	\$17.75	1.4%	\$17.07	\$20.00	\$20.20
Front Desk, 2+ yrs	\$22.52	\$21.75	3.5%	\$22.00	\$22.00	0.0%	\$20.00	\$24.00	\$25.81
Office Manager	\$30.10	\$27.79	8.3%	\$28.00	\$26.95	3.9%	\$26.00	\$33.17	\$39.20
Hygienists, 0-2 yrs	\$30.88	\$31.83	-3.0%	\$31.25	\$32.00	-2.3%	\$30.00	\$32.00	\$32.90
Hygienists, 2+ yrs	\$36.98	\$36.01	2.7%	\$36.00	\$35.00	2.9%	\$35.00	\$39.00	\$40.70
HYGIENISTS			2016	2015	2014	2013	2012	2011	2010
Percentage of Hygienists under Incentive Formula:			9.4%	2.9%	7.3%	5.0%	8.5%	6.7%	5.9%
ASSOCIATE DOCTORS			2016	2015	2014	2013	2012	2011	2010
Percentage of Clinics with Associate Doctors:			37.5%	36.1%	26.2%	26.2%	28.6%	34.7%	35.3%
<i>Compensation Formula:</i>			<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Base Compensation			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Base plus Percentage of Production			25.0%	23.1%	18.2%	0.0%	0.0%	5.9%	8.3%
Percentage of Production Only			0.0%	0.0%	9.0%	0.0%	7.1%	5.9%	25.0%
Percentage of Production less Lab Fees			66.7%	61.5%	36.4%	45.5%	57.1%	47.1%	58.3%
Other			16.7%	15.4%	36.4%	54.5%	35.7%	41.2%	8.3%
EMPLOYEE BENEFITS									
			<u>2015</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Paid Time Off (PTO)/ including Holiday, Vacation and Sick Pay			97.0%	97.2%	N/A	N/A	N/A	N/A	N/A
Vacation Pay			N/A	N/A	95.2%	84.4%	85.7%	87.5%	100.0%
Holiday Pay			N/A	N/A	97.6%	84.4%	91.8%	91.7%	100.0%
Paid Time Off (PTO)			N/A	N/A	23.8%	35.6%	24.5%	31.3%	32.4%
Sick Pay			N/A	N/A	54.8%	51.1%	49.0%	47.9%	64.7%
Continuing Education			81.8%	86.1%	90.5%	84.4%	89.8%	83.3%	85.3%
Incentive Bonus Plan			12.1%	16.7%	21.4%	17.8%	12.2%	22.9%	20.6%
Cafeteria Plan			21.2%	25.0%	23.8%	33.3%	26.5%	25.0%	35.3%
Pension / Profit Sharing			93.9%	88.9%	92.9%	86.7%	77.6%	79.2%	100.0%
Medical Insurance			48.5%	63.9%	66.7%	57.8%	57.1%	68.8%	70.6%
Health Savings Account (HSA)			24.2%	25.0%	23.8%	22.2%	14.3%	25.0%	N/A
Long-term Disability			9.1%	8.3%	9.5%	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (0-1 yr empl)			4	6	8	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (2-5 yr empl)			10	10	N/A	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (5+ yr empl)			14	14	N/A	N/A	N/A	N/A	N/A

**DENTAL SALARY SURVEY
OUTSTATE MINNESOTA
October 2016**

HOURLY STAFF RATES	2016 Mean	2015 Mean	Percentage Increase	2016 Median	2015 Median	Percentage Increase	25th Percentile	75th Percentile	90th Percentile
CRDA/Assistants, 0-2 yrs	\$17.46	\$17.01	2.6%	\$17.00	\$17.00	0.0%	\$15.00	\$18.74	\$21.00
CRDA/Assistants, 2+ yrs	\$20.87	\$20.91	-0.2%	\$21.00	\$21.28	-1.3%	\$15.00	\$22.49	\$23.95
Front Desk, 0-2 yrs	\$15.94	\$15.17	5.1%	\$15.00	\$15.00	0.0%	\$14.25	\$16.00	\$19.40
Front Desk, 2+ yrs	\$19.26	\$19.45	-1.0%	\$19.25	\$19.55	-1.6%	\$17.00	\$21.00	\$22.40
Office Manager	\$28.87	\$28.23	2.3%	\$28.85	\$27.40	5.3%	\$25.25	\$30.49	\$34.00
Hygienists, 0-2 yrs	\$29.77	\$30.75	-3.2%	\$30.00	\$30.00	0.0%	\$29.75	\$36.00	\$38.00
Hygienists, 2+ yrs	\$34.24	\$34.45	-0.6%	\$34.25	\$34.50	-0.7%	\$32.80	\$36.00	\$38.00
HYGIENISTS			2016	2015	2014	2013	2012	2011	2010
Percentage of Hygienists under Incentive Formula:			9.4%	12.1%	17.1%	12.1%	15.0%	12.2%	5.4%
ASSOCIATE DOCTORS			2016	2015	2014	2013	2012	2011	2010
Percentage of Clinics with Associate Doctors:			36.4%	36.4%	28.6%	39.4%	29.3%	23.8%	27.0%
Compensation Formula:			2016	2015	2014	2013	2012	2011	2010
Base Compensation			0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%
Base plus Percentage of Production			33.3%	33.3%	25.0%	23.1%	0.0%	20.0%	20.0%
Percentage of Production Only			33.3%	25.0%	25.0%	7.7%	33.3%	20.0%	10.0%
Percentage of Production less Lab Fees			25.0%	16.7%	41.7%	53.8%	41.7%	20.0%	40.0%
Other			8.3%	25.0%	8.3%	15.4%	25.0%	30.0%	30.0%
EMPLOYEE BENEFITS									
			2016	2015	2014	2013	2012	2011	2010
Paid Time Off (PTO)// including Holiday, Vacation and Sick Pay			97.0%	97.0%	N/A	N/A	N/A	N/A	N/A
Vacation Pay			N/A	N/A	85.7%	88.6%	90.2%	85.4%	81.1%
Holiday Pay			N/A	N/A	92.9%	88.6%	92.7%	87.8%	78.4%
Paid Time Off (PTO)			N/A	N/A	35.7%	48.6%	39.0%	41.5%	45.9%
Sick Pay			N/A	N/A	59.5%	57.1%	65.9%	56.1%	56.8%
Continuing Education			93.9%	93.9%	90.5%	91.4%	90.2%	90.2%	97.3%
Incentive Bonus Plan			30.3%	30.3%	28.6%	31.4%	34.1%	17.1%	16.2%
Cafeteria Plan			30.3%	42.4%	42.9%	45.7%	46.3%	46.3%	37.8%
Pension / Profit Sharing			90.9%	97.0%	100.0%	88.6%	80.5%	75.6%	78.4%
Medical Insurance			30.3%	27.3%	42.9%	31.4%	39.0%	43.9%	48.6%
Health Savings Account (HSA)			33.3%	33.3%	26.2%	17.1%	22.0%	19.5%	N/A
Long-term Disability			15.2%	18.2%	11.9%	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (0-1 yr empl)			8	5	8	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (2-5 yr empl)			14	11	N/A	N/A	N/A	N/A	N/A
Avg Non-Holiday Paid Days Off (5+ yr empl)			20	15	N/A	N/A	N/A	N/A	N/A

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