

THE 2005 HPS SALARY SURVEY

Chris Graham, CHP, and Andy King
AmerenUE Callaway Plant

Introduction

This year's Health Physicist salary survey data was collected in conjunction with a web-based survey of the entire Health Physics Society (HPS).

Readers should note that there are two salary surveys: One for CHPs and one for non- CHPs. Gary Lautenschlager reported the CHP salary survey results separately in the December, 2005 CHP News, Volume 15, Number 2. (A copy of the CHP salary survey is [appended](#).) The results reported in this survey do not include respondents who are CHPs.

Questions about this survey should be directed to Chris Graham via email: ccgraham@cal.ameren.com.

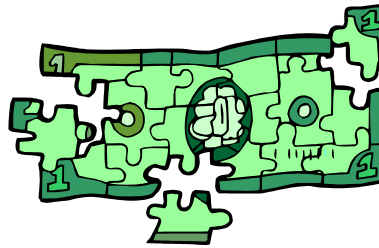
Data Analysis

The salary ranges marked by HPs on the completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a salary was marked in the range \$50,000 to \$54,999, then it was rounded to the midpoint value of \$52,500. For salaries greater than \$175,000, the actual value was used.

Responses from those who were either part time or

retired were not analyzed, since the data did not appear to allow meaningful comparisons to be made.

There has been no attempt to analyze and draw conclusions from the data; this is left to the reader.



In addition to the salary information, there are tables which provide a breakdown of experience by education level and job responsibility by education level to assist the reader in interpreting the salary data. HP salaries by region are also presented in this report.

Data Presentation

In an effort to make the results of the survey interesting and useful, HPs were subcategorized in several ways by education, primary job responsibility, years of experience, region, and combinations of these subcategories.

Readers are cautioned that for statistical validity and in order to preserve anonymity, results are provided only if there were 10 or more responses within that

subcategory. Data presented for one subcategory may not be possible for another subcategory.

Every effort was made to keep the subcategories consistent with the previous HPS Salary Surveys, however, the subcategories will vary from one year to the next based on the number of responses.

The tables show results for full-time HPs who received health, vacation, and retirement benefits from their primary employer.

Acknowledgments

Many thanks to all who participated in this survey. Your participation benefits the entire health physics community. Special thanks to Scott Medling for his helpful comments and suggestions, and for coding the survey and making it available on the Internet, and a very special thanks to Gary Lautenschlager for initiating the CHP salary survey from which this survey was born some years ago. The careful reader may also note an uncanny similarity between this report and the CHP salary survey report. Any similarities are entirely intentional; let's call it recycling good ideas- again.

Table 1

Experience by Education Level

Education	Responses	<6 Years Experience	6- 15 Years Experience	>15 Years Experience	<6 Years Current Job	≥6 Years Current Job
Non- Degreed	10	1	1	8	4	6
Associate Degree	12	0	1	11	4	8
B.S. Health Physics	42	7	8	27	30	12
M.S. Health Physics	180	17	55	108	92	88
Ph.D. Health Physics	33	1	16	16	17	16
M.S. Nuclear Engineering	30	4	5	21	14	16
Ph.D. Nuclear Engineering	17	2	8	7	11	6
Bachelors Other	115	8	27	80	48	67
Masters Other	66	6	19	41	34	32
Ph.D. Other	44	4	8	32	15	29
Total Responses:	549	50	148	351	269	280

Table 2:

Job Responsibility by Education Level

Job Title	Responses	Non-Degree Associate Degree Technical Degree	Bachelors (all)	Masters (all)	Doctorate (all)
Technician	18	8	8	2	0
Professional Staff	327	11	92	161	63
Supervisor Prof. Staff	97	4	27	46	20
RPM/RSO	112	3	41	62	6
VP/President/CEO	14	0	1	8	5
Total Responses:	568				

Table 3:

Salary by Education and Experience

Education	Experience	Responses	Avg.	Median	Min	Max	Std. Dev.
Associate Degree	>15 yrs	11	80,568	76,250	61,250	116,250	18,577
B.S. Health Physics	>15 yrs	29	93,060	93,750	43,750	156,250	27,222
M.S. Health Physics	<6 yrs	18	76,111	63,750	41,250	171,250	32,702
M.S. Health Physics	6-15 yrs	55	88,454	86,250	41,250	185,000	22,434
M.S. Health Physics	>15 yrs	110	96,704	98,750	43,750	151,250	20,406
Ph.D. Health Physics	6-15 years	16	98,828	93,750	56,250	250,000	43,465
Ph.D. Health Physics	>15 yrs	17	127,941	113,750	78,750	330,000	55,616
M.S. Nuclear Engineering	>15 yrs	21	101,607	98,750	58,750	133,750	19,402
Bachelors Other	6-15 yrs	28	68,750	68,750	38,750	98,750	15,260
Bachelors Other	>15 yrs	80	86,718	83,750	46,250	151,250	23,081
Masters Other	6-15 yrs	21	75,059	71,250	38,750	128,750	20,715
Masters Other	>15 yrs	42	96,667	93,750	48,750	173,750	25,892
Ph.D. Other	>15 yrs	32	108,762	106,250	48,750	201,640	32,114
Total Responses:		480					

Table 4:

Salary by Region*

Region	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Midwest	91	87,609	86,250	33,750	185,000	27,974
Northeast	92	90,869	91,250	31,250	171,250	23,076
South	184	90,713	86,250	38,750	330,000	32,623
West	145	89,633	93,750	36,250	250,000	28,684
Total Responses	512					

* The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of States as follows:

Northeast. Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

Midwest. Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

South. Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

West. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

Table 5:

Salary by Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	96	93,437	91,250	38,750	158,750	25,729
State Government	30	92,563	93,750	48,750	178,144	31,475
Medical Facility	59	93,877	96,250	48,750	143,750	22,881
Consulting Firm	48	89,921	81,250	33,750	330,000	44,839
University	100	91,737	88,750	31,250	185,000	31,629
National Laboratory	68	88,658	91,250	41,250	250,000	31,438
Government Contractor	66	86,937	88,750	36,250	201,640	28,211
Nuclear Power Utility	33	89,583	83,750	43,750	148,750	23,739
Other Commercial	58	87,931	88,750	41,250	151,250	20,787
Other Research	12	84,791	81,250	48,750	121,250	26,977
Total Responses	570					

Table 6:

Salary by Education Level

Educational Level	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Non- Degreed	10	78,000	78,750	41,250	138,750	31,337
Associate Degree	12	78,125	68,750	51,250	116,250	19,630
B.S. Health Physics	45	85,694	83,750	43,750	171,250	29,608
M.S. Health Physics	186	92,399	93,750	41,250	185,000	23,934
Ph.D. Health Physics	34	111,838	101,250	46,250	330,000	52,004
M.S. Nuclear Engineering	30	92,666	91,250	41,250	133,750	23,522
Ph.D. Nuclear Engineering	17	104,449	93,750	46,250	178,144	36,126
Bachelors Other	116	79,719	76,250	31,250	151,250	23,663
Masters Other	69	89,003	83,750	38,750	173,750	26,517
Ph.D. Other	45	105,425	106,250	48,750	201,640	29,814
Total Responses	564					

Table 7:

Salary by Job Responsibility

Job Responsibility	Responses	Average	Median	Minimum	Maximum	Std. Dev
Technician	18	53,750	51,250	31,250	81,250	14,090
Professional Staff	327	87,242	88,750	38,750	178,144	23,539
Supervisor Prof. Staff	97	94,471	93,750	43,750	171,250	26,799
RPM/RSO	113	92,931	91,250	41,250	173,750	25,822
VP/President/CEO	14	164,581	151,250	91,250	330,000	64,513
Total Responses	569					

Table 8:

Salary by Field of Expertise

Expertise	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Administration	46	91,304	91,250	41,250	141,250	21,905
Applied HP	172	86,373	86,250	31,250	185,000	25,223
Dosimetry	44	99,204	98,750	58,750	171,250	23,391
Education	14	75,135	66,250	38,750	178,144	41,425
Environmental	53	87,429	86,250	41,250	146,250	21,346
Nuclear Medicine	12	89,583	86,250	46,250	151,250	28,808
Radiological Assessment	40	104,437	93,750	61,250	330,000	48,952
Regulations/Standards	60	85,625	78,750	36,250	161,250	29,392
Waste Management	20	92,875	83,750	51,250	171,250	36,048
Reactors, Power	33	97,462	98,750	51,250	173,750	24,812
Medical Physics	18	79,722	83,750	48,750	118,750	23,579
Instrumentation	12	90,833	101,250	33,750	128,750	28,600
Total Responses	524					

Table 9:

Salary by Bachelors Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	29	80,818	76,250	38,750	156,250	28,134
State Government	10	82,500	73,750	48,750	131,250	25,664
Medical Facility	21	86,011	93,750	48,750	106,250	17,728
Consulting Firm	18	81,388	73,750	33,750	138,750	28,690
University	28	75,267	63,750	31,250	171,250	31,145
National Laboratory	14	88,928	83,750	53,750	151,250	26,301
Government Contractor	22	83,181	88,750	46,250	131,250	26,602
Other Commercial	19	82,828	81,250	51,250	111,250	18,970
Total Responses	161					

Table 10:

Salary by Masters Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	49	97,423	98,750	41,250	148,750	22,512
State Government	15	91,416	96,250	51,250	146,250	30,006
Medical Facility	27	93,564	88,750	48,750	133,750	23,266
Consulting Firm	19	81,776	81,250	56,250	123,750	17,332
University	51	96,470	98,750	41,250	185,000	29,323
National Laboratory	34	87,794	93,750	48,750	171,250	24,456
Government Contractor	34	86,176	91,250	38,750	126,250	21,510
Nuclear Power Utility	20	88,500	83,750	43,750	113,750	19,192
Other Commercial	26	91,923	88,750	41,250	151,250	21,266
Total Responses	275					

Table 11:

Salary by Doctorate Degree and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev.
Federal Government	16	104,687	103,750	71,250	158,750	24,339
University	18	105,694	113,750	46,250	156,250	30,360
National Laboratory	12	102,187	83,750	48,750	250,000	52,013
Other Commercial	10	93,500	93,750	56,250	113,750	19,345
Total Responses	56					

Table 12:

Salary by University and Job Responsibility

Job Responsibility	Responses	Average	Median	Minimum	Maximum	Std. Dev
Professional Staff	54	82,731	78,750	41,250	156,250	26,743
Supervisor Prof. Staff	13	108,750	111,250	71,250	171,250	26,040
RPM/RSO	23	93,097	88,750	58,750	148,750	24,135
Total Responses	90					

Table 13:

Salary by Bachelor's Degree, Professional Staff, and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev
Federal Government	31	95,846	98,750	48,750	148,750	21,909
Medical Facility	16	94,687	96,250	48,750	128,750	23,872
Consulting firm	12	79,166	71,250	56,250	123,750	19,330
University	26	87,788	86,250	41,250	133,750	25,446
National Laboratory	23	88,206	93,750	48,750	111,250	19,408
Government Contractor	18	79,166	81,250	38,750	111,250	22,133
Nuclear Power Utility	10	82,250	78,750	43,750	106,250	20,419
Other Commercial	17	88,308	88,750	41,250	131,250	20,486
Total Responses	153					

Table 14:

Salary by Master's Degree, Professional Staff, and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev
Federal Government	31	95,846	98,750	48,750	148,750	21,909
Medical Facility	16	94,687	96,250	48,750	128,750	23,872
Consulting firm	12	79,166	71,250	56,250	123,750	19,330
University	26	87,788	86,250	41,250	133,750	25,446
National Laboratory	23	88,206	93,750	48,750	111,250	19,408
Government Contractor	18	79,166	81,250	38,750	111,250	22,133
Nuclear Power Utility	10	82,250	78,750	43,750	106,250	20,419
Other Commercial	17	88,308	88,750	41,250	131,250	20,486
Total Responses	89					

Table 15:

Salary by Doctorate Degree, Professional Staff, and Employer

Employer	Responses	Average	Median	Minimum	Maximum	Std. Dev
University	11	96,022	101,250	46,250	156,250	31,828
Total Responses	11					

THE 2005 CHP SALARY SURVEY

Gary Lautenschlager

Introduction

The 2005 Certified Health Physicist (CHP) survey data was collected by having CHPs submit their responses to survey questions on a web-based data entry form. As was done last year, data was collected in coordination with a salary survey of the entire Health Physics Society (HPS).

Chris Graham and Andy King will report the HPS salary survey results separately in the Health Physics Newsletter.

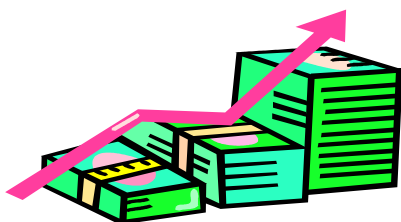
The survey was also available in hardcopy form for those who preferred to fax or mail their responses.

Questions about this survey should be directed to Gary Lautenschlager, via email: chpsalarysurvey@yahoo.com

Data Analysis

The salary ranges marked by CHPs on the completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a CHP marked the salary range \$50,000 to \$52,499; their salary was rounded to the midpoint value of \$51,250.

Responses from CHPs who were either part time or retired were not analyzed, since the data did not appear to allow meaningful comparisons to be made.



To avoid skewing the results, data from two survey respondents were excluded from the data analysis because they indicated that they earned more than \$178,750 per year.

Of 60 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 22% received this increase from their current employer, 20% from a promotion with their current employer, 48% received this increase from a new employer, 3% from part-time consulting, and 7% did not specify.

CHP salaries by region are also presented in this report.

Data Presentation

In an effort to make the results of the survey interesting and useful, CHPs were subcategorized in several ways by education, primary job responsibility, years of experience, and combinations of these subcategories.

Readers are cautioned that for statistical validity, results are given only if there were 10 or more CHPs within that subcategory. Data presented for one subcategory of CHPs may not be possible for another subcategory.

The subcategories in the tables may also change from year to year, depending on the number of responses received. Every effort was made to keep the subcategories consistent with previous surveys, but if there were an insufficient number of CHPs the results are not given.

Tables and Figures

Tables show results for full-time CHPs who received health, vacation, and retirement benefits from their primary employer unless otherwise noted.

Histograms of the data shown in Table 1- All CHPs.

All of the following tables are for fulltime CHPs with health, vacation, and retirement benefits unless otherwise indicated.

Table 1: All CHPs

All CHPs	Count	Average	Median	Max	Min	Std Dev
CHPs	274	\$102,801	\$101,250	\$178,750	\$48,750	\$22,539

Table 2: CHPs by Education and Field

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	16	\$99,375	\$101,250	\$138,750	\$51,250	\$20,238
Bachelors Other Field	34	\$97,353	\$97,500	\$131,250	\$56,250	\$20,049
Masters Health Physics	118	\$99,831	\$98,750	\$171,250	\$56,250	\$19,363
Masters Other Field	23	\$99,620	\$96,250	\$173,750	\$58,750	\$24,859
Masters Nuclear Engineering	20	\$105,375	\$107,500	\$133,750	\$71,250	\$20,217
Ph.D. Health Physics	23	\$108,424	\$103,750	\$166,250	\$71,250	\$24,568
Ph.D. Other Field	18	\$116,667	\$121,250	\$161,250	\$48,750	\$30,501
Ph.D. Nuclear Engineering	15	\$117,250	\$111,250	\$178,750	\$71,250	\$32,166

Table 3: CHPs by Education and >15 Years Experience

Edu & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs >15 yrs Experience	200	\$105,738	\$103,750	\$178,750	\$48,750	\$22,505
Bachelors Health Physics	14	\$98,571	\$98,750	\$138,750	\$51,250	\$21,561
Bachelors Other Field	27	\$101,713	\$103,750	\$131,250	\$56,250	\$19,612
Masters Health Physics	81	\$102,485	\$101,250	\$153,750	\$58,750	\$18,414
Masters Other Field	20	\$102,250	\$98,750	\$173,750	\$58,750	\$25,410
Masters Nuclear Engineering	19	\$104,934	\$106,250	\$133,750	\$71,250	\$20,672
Ph.D. Health Physics	13	\$121,058	\$126,250	\$166,250	\$78,750	\$23,573
Ph.D. Other Field	14	\$122,857	\$125,000	\$161,250	\$48,750	\$30,987

Table 4: CHPs by U.S. Regions*

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	41	\$105,579	\$98,750	\$158,750	\$56,250	\$25,605
Midwest	33	\$100,265	\$88,750	\$178,750	\$66,250	\$26,831
South	104	\$100,986	\$98,750	\$173,750	\$56,250	\$22,164
West	70	\$104,321	\$103,750	\$143,750	\$51,250	\$17,106

*- The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of states as follows:

Northeast. Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

Midwest. Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

South. Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

West. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

Table 5: Masters Health Physics and Primary Employer

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Commercial	12	\$103,542	\$98,750	\$171,250	\$71,250	\$28,494
Federal Government	28	\$99,911	\$98,750	\$128,750	\$66,250	\$15,627
Government Contractors	18	\$101,944	\$101,250	\$153,750	\$61,250	\$19,793
National Laboratory	15	\$106,417	\$103,750	\$141,250	\$93,750	\$14,282
University	17	\$89,044	\$88,750	\$113,750	\$58,750	\$17,182

Table 6: All CHPs by Other Certifications

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
PE	13	\$111,827	\$108,750	\$156,250	\$76,250	\$22,480
NRRPT	55	\$101,295	\$98,750	\$178,750	\$51,250	\$25,638
Other	33	\$113,750	\$108,750	\$173,750	\$76,250	\$24,984

Table 7: Masters Health Physics and Primary Job Responsibility

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	18	\$100,278	\$97,500	\$141,250	\$71,250	\$19,947
Applied Health Physics	45	\$94,083	\$96,250	\$121,250	\$56,250	\$13,730
Regulations/Standards	10	\$101,000	\$108,750	\$128,750	\$68,750	\$22,529
Environmental	10	\$99,000	\$98,750	\$123,750	\$78,750	\$14,503

Table 8: All CHPs by Primary Job Responsibility

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	27	\$104,398	\$98,750	\$166,250	\$71,250	\$24,155
Medical Physics	13	\$111,058	\$108,750	\$158,750	\$48,750	\$27,603
Regulations, Standards	23	\$100,707	\$101,250	\$161,250	\$51,250	\$26,414
Applied Health Physics	89	\$95,492	\$96,250	\$151,250	\$56,250	\$18,721
Dosimetry	24	\$100,521	\$101,250	\$136,250	\$66,250	\$16,980
Reactors, Power	19	\$111,776	\$101,250	\$173,750	\$81,250	\$22,261
Radiological Assessment	16	\$103,125	\$101,250	\$148,750	\$71,250	\$21,975
Environmental	17	\$101,985	\$98,750	\$143,750	\$78,750	\$16,601

Table 9: CHPs as Professional Staff (All CHPs in this category and by Education)

CHPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	152	\$99,079	\$98,750	\$178,750	\$48,750	\$19,841
Bachelors Other Field	24	\$98,125	\$98,750	\$131,250	\$63,750	\$17,481
Masters Health Physics	58	\$97,759	\$98,750	\$136,250	\$56,250	\$16,417
Masters Other Field	14	\$96,071	\$88,750	\$136,250	\$68,750	\$18,823
Ph.D. Health Physics	13	\$101,635	\$101,250	\$136,250	\$71,250	\$15,473
Ph.D. Other Field	10	\$103,250	\$103,250	\$158,750	\$48,750	\$29,411
Masters Nuclear Engineering	12	\$100,625	\$101,250	\$131,250	\$71,250	\$22,415
Ph.D Nuclear Engineering	11	\$108,977	\$101,250	\$178,750	\$71,250	\$32,547

Table 10: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)

CHPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	54	\$105,509	\$102,500	\$171,250	\$56,250	\$23,730
Masters Health Physics	21	\$101,250	\$98,750	\$171,250	\$71,250	\$23,292

Table 11: CHPs as RPM/RSO (All CHPs in this category and by Education)

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	53	\$103,892	\$101,250	\$166,250	\$58,750	\$22,454
Masters Health Physics	31	\$96,653	\$96,250	\$141,250	\$58,750	\$17,702

Table 12: All CHPs with vacation and health benefits but no retirement benefits

All CHPs no Retirement Benefit	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	10	\$99,250	\$97,500	\$126,250	\$63,750	\$17,748

Figure 1: Histogram of Table 1 Data

