

THE 2019 HPS SALARY SURVEY

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Introduction

The 2019 Health Physics Society (HPS) survey data was collected by having health physicists (HPs) submit their responses to survey questions on a web-based data entry form. As was done in previous years, data was collected in conjunction with a salary survey of certified health physicists (CHPs).

The CHP salary survey results are reported separately in the *CHP News*.

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

Questions about this survey should be directed to **Stephen L. Bump**, via email: steve.bump@nv5.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 an HP marked the salary range \$50,000 to \$52,499, their salary was rounded to the midpoint value of \$51,250.

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



To minimize skewing the results, data from survey respondents were excluded from the data analysis if they indicated that they earned more than \$375,000 per year.

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, field of practice, primary job

responsibility, years of experience, and combinations of these subcategories.

Readers are advised that for statistical validity, results were given only if there were 10 or more HPs within that subcategory. Data presented for one subcategory of HPs may not be possible for another subcategory. There were fewer respondents in 2019 as compared to 2018.

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 fewer than 10 HPs, the results were not given.

Tables and Figures

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

Histograms of the data shown in Table 1- All HPs, and Table 2 - Master's Health Physics are included as Figures 1 and 2 respectively.

All of the following tables are for full-time HPs with health, vacation, and retirement benefits unless otherwise indicated.

Table 1: All HPs

All HPs	Count	Average	Median	Max	Min	Std Dev
HPs	235	\$116,365	\$106,250	\$375,000	\$10,000	\$48,141

Table 2: HPs by Education

Education	Count	Average	Median	Max	Min	Std Dev
Bachelor's HP	23	\$101,379	\$103,750	\$191,250	\$10,000	\$39,731
Bachelor's Other	47	\$101,144	\$88,750	\$186,250	\$51,250	\$33,863
Master's HP	80	\$113,544	\$108,750	\$250,000	\$10,000	\$42,758
Master's Other	56	\$121,759	\$106,250	\$375,000	\$10,000	\$59,919
PhD HP	12	\$104,792	\$96,250	\$250,000	\$10,000	\$78,160
PhD Other	21	\$142,381	\$126,250	\$300,000	\$56,250	\$53,512

Table 3: HPs by Education and <6 Years' Experience

Edu & <6 Years' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	67	\$87,164	\$83,750	\$151,250	\$10,000	\$25,332
Bachelor's HP	21	\$72,738	\$76,250	\$103,750	\$10,000	\$20,447
Bachelor's Other	24	\$90,417	\$91,250	\$143,750	\$56,250	\$17,049
Master's HP	14	\$95,357	\$90,000	\$151,250	\$33,750	\$32,884

Table 4: HPs by Education and 6-15 Years' Experience

Edu & 6-15 Years' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	59	\$103,453	\$106,250	\$161,250	\$21,250	\$25,973
Bachelor's All	10	\$102,000	\$105,000	\$156,250	\$53,750	\$28,579
Master's HP	24	\$100,833	\$110,000	\$151,250	\$21,250	\$29,198
Master's Other	12	\$105,417	\$102,500	\$161,250	\$78,750	\$20,844
PhD All	10	\$110,250	\$113,750	\$141,250	\$73,750	\$24,978

Table 5: HPs by Education and >15 Years' Experience

Edu & >15 Yrs' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	107	\$141,467	\$131,250	\$375,000	\$51,250	\$55,417
Bachelor's HP	11	\$115,114	\$111,250	\$191,250	\$73,750	\$36,200
Bachelor's Other	25	\$117,750	\$118,750	\$186,250	\$51,250	\$35,022
Master's HP	29	\$148,224	\$151,250	\$250,000	\$83,750	\$40,478
Master's Other	27	\$144,667	\$126,250	\$375,000	\$63,750	\$72,098
PhD All	10	\$192,250	\$195,000	\$300,000	\$118,750	\$58,211

Table 6: HPs by US Regions*

HPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	40	\$115,313	\$110,000	\$280,000	\$61,250	\$44,229
Midwest	36	\$133,618	\$118,750	\$375,000	\$53,750	\$66,750
South	66	\$120,367	\$111,250	\$308,000	\$53,750	\$44,837
West	59	\$109,831	\$103,750	\$300,000	\$51,250	\$39,493

*- The four major regions of the United States as defined by the US 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 7: Master's Health Physics and Primary Employer

Master's Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal	19	\$131,737	\$126,250	\$218,000	\$73,750	\$36,096
Medical	14	\$107,679	\$97,500	\$196,250	\$21,250	\$49,397
University	12	\$90,208	\$83,750	\$143,750	\$53,750	\$26,957

Table 8: All HPs by Other Certifications

All HPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	33	\$131,833	\$118,750	\$375,000	\$21,250	\$66,123
Other	20	\$180,800	\$153,750	\$308,000	\$81,250	\$64,146

Table 9: Master's Health Physics by Field of Practice

Master's Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	17	\$102,426	\$91,250	\$176,250	\$53,750	\$34,039
Medical Health Physics	12	\$122,188	\$103,750	\$250,000	\$56,250	\$57,867

Table 10: All HPs by Field of Practice

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	11	\$124,659	\$111,250	\$191,250	\$76,250	\$37,886
Applied Health Physics	51	\$112,819	\$101,250	\$375,000	\$53,750	\$55,145
Dosimetry	14	\$111,518	\$110,000	\$215,000	\$73,750	\$37,159
Emergency Preparedness	12	\$121,250	\$127,500	\$166,250	\$58,750	\$35,243
Environmental	15	\$117,667	\$116,250	\$225,000	\$61,250	\$40,124
Instrumentation	26	\$143,000	\$125,000	\$300,000	\$56,250	\$65,036
Medical Health Physics	18	\$112,458	\$111,250	\$218,000	\$21,250	\$44,856
Radiological Engineering	24	\$11,906	\$116,250	\$308,000	\$10,000	\$62,187
Regulations and Standards	11	\$124,659	\$111,250	\$191,250	\$76,250	\$37,886

Table 11: HPs as Professional Staff (All HPs in this category and by Education)

HPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All HPs in this Category	131	\$113,344	\$106,250	\$375,000	\$21,250	\$48,282
Bachelor's HP	14	\$114,643	\$115,000	\$191,250	\$56,250	\$38,985
Bachelor's Other	24	\$94,479	\$85,000	\$146,250	\$53,750	\$26,575
Master's HP	42	\$108,940	\$106,250	\$250,000	\$21,250	\$41,034
Master's Other	27	\$114,074	\$101,250	\$375,000	\$33,750	\$59,817
PhD All	17	\$135,294	\$121,250	\$300,000	\$73,750	\$58,940

Table 12: HPs as Supervisor of Professional Staff

HPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All HPs in this Category	26	\$114,587	\$106,250	\$218,000	\$53,750	\$41,668

Table 13: All HPs as Facility Manager, RPM/RSO, University RSO

HPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All HPs as RPM/RSO	21	\$120,595	\$123,750	\$196,250	\$10,000	\$40,093
University RSO	17	\$98,015	\$101,250	\$143,750	\$51,250	\$27,139
Medical RSO	21	\$141,690	\$138,750	\$263,000	\$88,750	\$42,691

Figure 1: Histogram of Table 1 Data, all HPs

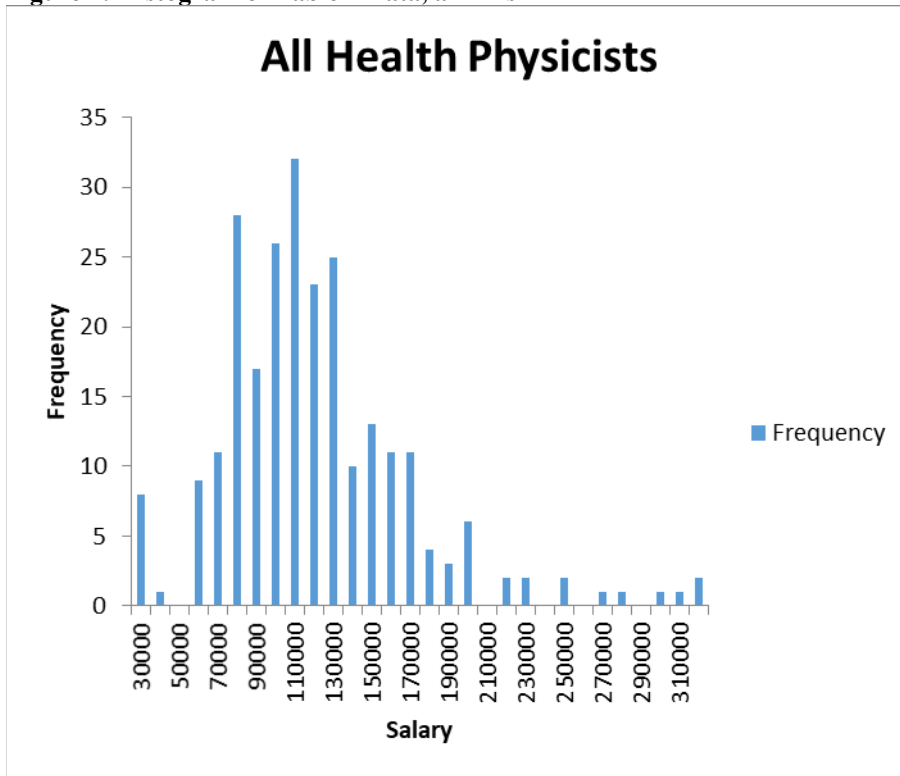
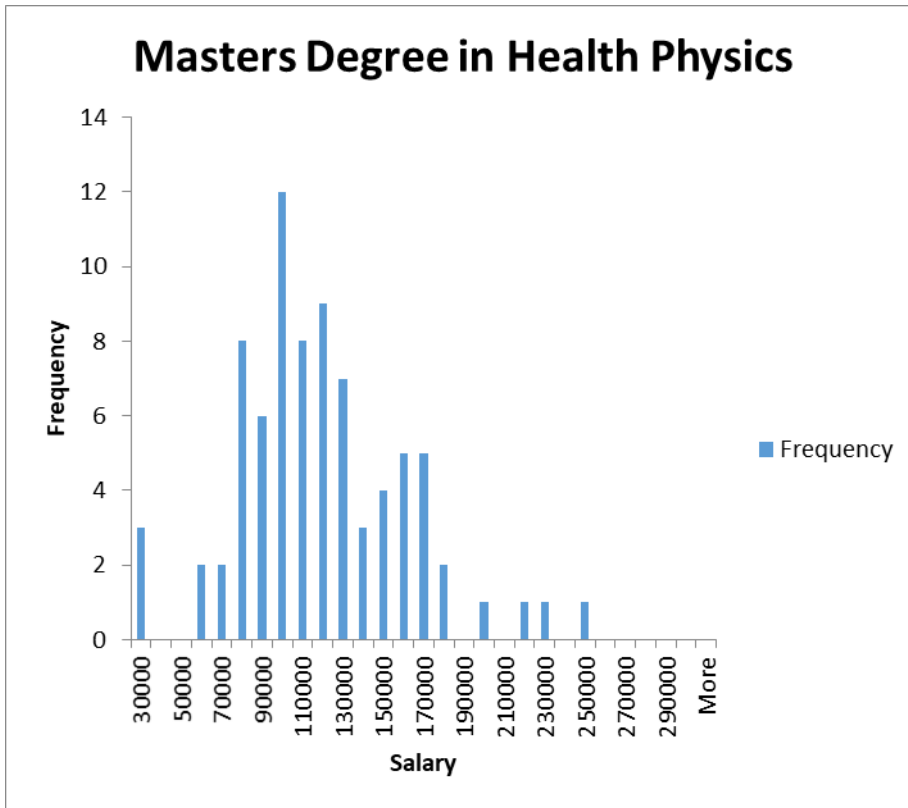


Figure 2: Histogram of Table 2 Data, Master's Health Physics HPs



Acknowledgements

Thank you for participating in this survey. Your confidential data benefits the entire health physics community and is never shared such that it would be possible to identify individual participants.