

# THE 2024 HPS SALARY SURVEY

## Stephen L. Bump

### Introduction

The 2024 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](mailto: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.



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 was a significant drop in participation this year, with only 127 respondents versus 180 in 2023.

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	127	\$139,548	\$136,250	\$310,000	\$26,250	\$48,729

**Table 2: HPs by Education**

Education	Count	Average	Median	Max	Min	Std Dev
Bachelor's HP	12	\$138,542	\$153,750	\$181,250	\$51,250	\$37,756
Bachelor's Other	34	\$123,051	\$118,750	\$228,486	\$26,250	\$46,678
Master's HP	36	\$148,868	\$135,000	\$310,000	\$76,250	\$49,915
Master's Other	29	\$136,756	\$136,250	\$250,000	\$51,250	\$46,216
PhD - All	13	\$159,231	\$158,750	\$270,000	\$76,250	\$60,438

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

Edu & <6 Years' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	25	\$113,940	\$108,750	\$221,000	\$48,750	\$39,906
Master's - All	11	\$101,477	\$108,750	\$131,250	\$51,250	\$24,095

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

Edu & 6–15 Years' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	25	\$113,940	\$108,750	\$221,000	\$48,750	\$39,906
Master's - All	11	\$101,477	\$108,750	\$131,250	\$51,250	\$24,095

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

Edu & >15 Yrs' Experience	Count	Average	Median	Max	Min	Std Dev
All HPs	36	\$122,708	\$116,250	\$186,250	\$63,750	\$32,724
Bachelor's All	13	\$112,404	\$111,250	\$156,250	\$78,750	\$25,832
Master's HP	12	\$133,750	\$127,500	\$186,250	\$86,250	\$32,839
Master's Other	10	\$124,500	\$135,000	\$168,750	\$63,750	\$40,088

**Table 6: HPs by US Regions\***

HPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	20	\$140,675	\$141,250	\$221,000	\$81,250	\$37,848
Midwest	24	\$149,677	\$150,000	\$310,000	\$76,250	\$53,009
South	39	\$141,863	\$136,250	\$270,000	\$48,750	\$54,086
West	27	\$129,509	\$116,250	\$250,000	\$26,250	\$44,693

\*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
University	10	\$126,500	\$120,000	\$176,250	\$76,250	\$29,918

**Table 8: All HPs by Other Certifications**

All HPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	28	\$140,508	\$137,500	\$228,486	\$78,750	\$40,914
Other	39	\$149,882	\$153,750	\$270,000	\$26,250	\$58,591

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

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	11	\$158,295	\$163,750	\$310,000	\$76,250	\$66,957

**Table 10: All HPs by Field of Practice**

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	31	\$135,823	\$121,250	\$310,000	\$51,250	\$53,391
Environmental	10	\$137,750	\$140,000	\$181,250	\$81,250	\$33,400
Medical Health Physics	13	\$172,058	\$176,250	\$270,000	\$86,250	\$56,597
Nuclear Medicine	12	\$149,868	\$143,750	\$212,160	\$113,750	\$26,788
Regulations and Standards	12	\$130,396	\$127,500	\$221,000	\$26,250	\$51,519

**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	61	\$126,848	\$121,250	\$221,000	\$48,750	\$39,042
Bachelor's All	24	\$129,229	\$128,750	\$221,000	\$48,750	\$43,702
Master's HP	16	\$121,406	\$117,500	\$186,250	\$76,250	\$27,210
Master's Other	12	\$123,958	\$135,000	\$181,250	\$51,250	\$46,728

**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	62	\$153,264	\$153,750	\$310,000	\$71,250	\$52,790

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

HPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
University RSO	11	\$106,705	\$106,250	\$156,250	\$76,250	\$25,244
Medical RSO	22	\$179,484	\$170,000	\$270,000	\$116,250	\$45,882

Figure 1: Histogram of Table 1 Data, all HPs

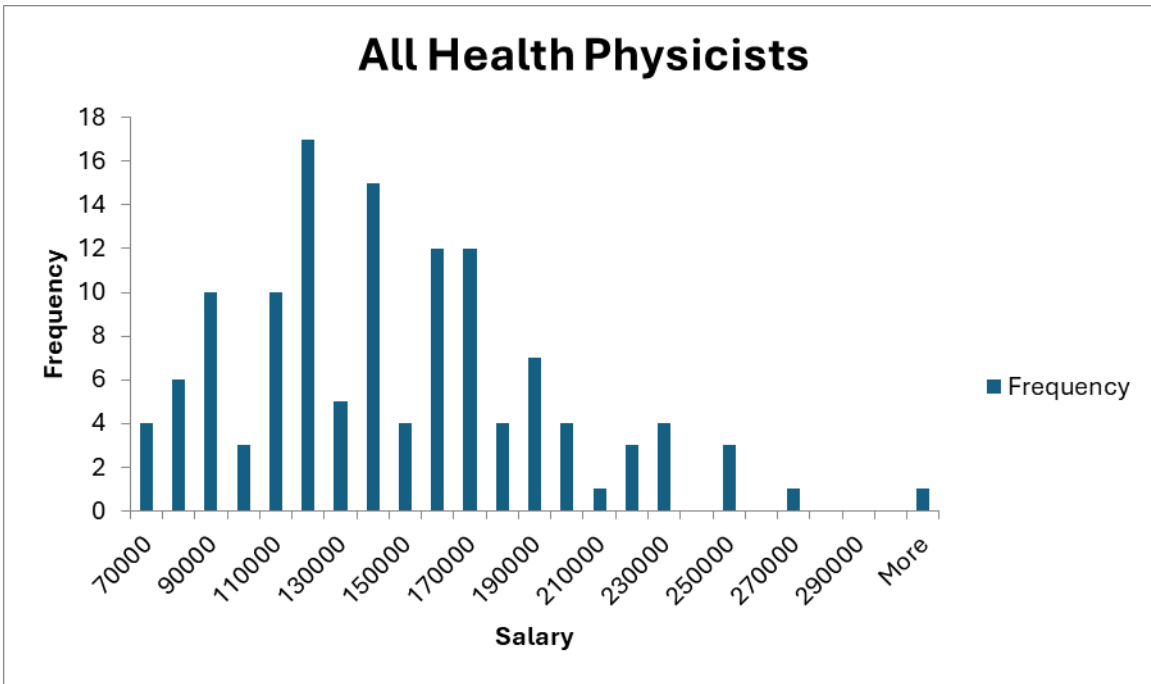
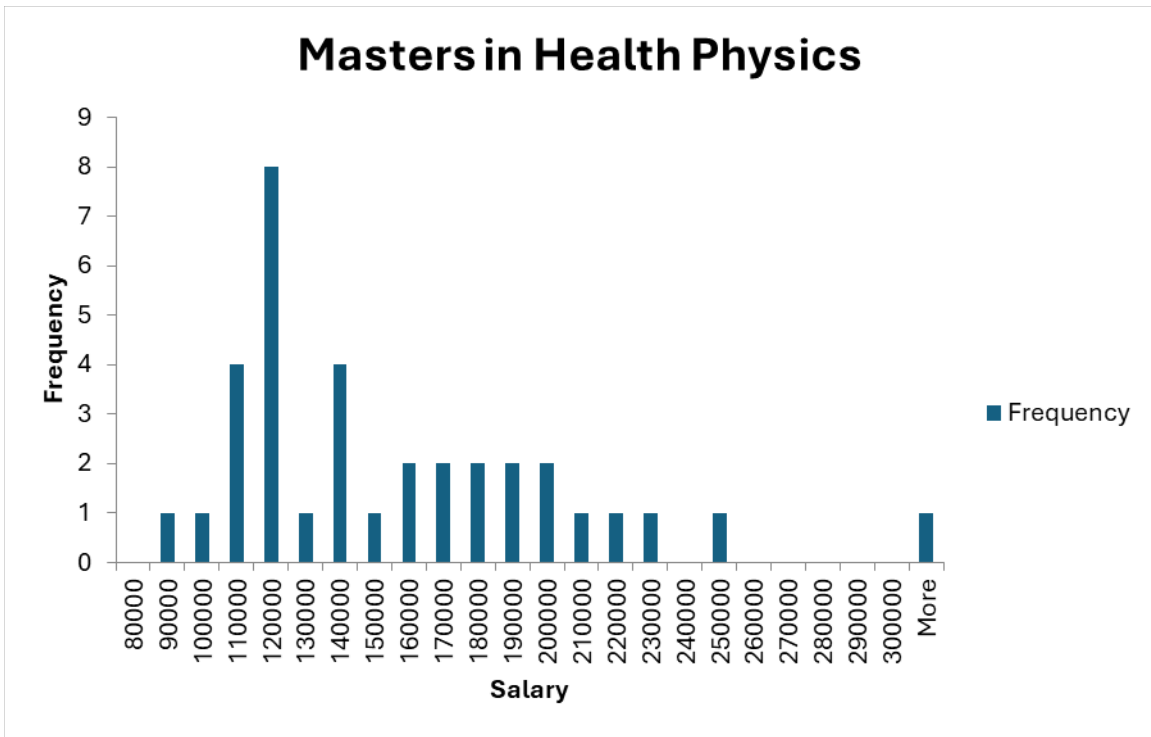


Figure 2: Histogram of Table 2 Data, Master's Health Physics HPs



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.