# ADVANCED PRACTICE MANAGEMENT
# FALL 2026 WAGE SURVEY

| | METRO AREA AND ROCHESTER | | | | OUTSTATE AREA | | | |
|---|---|---|---|---|---|---|---|---|
| **Job Title** | **Years of Experience** | **Hourly Average** | **95% tile** | **5% tile** | **Years of Experience** | **Hourly Average** | **95% tile** | **5% tile** |
| **Administrative** | <1 | $24.09 | $28.00 | $21.00 | <1 | $23.96 | $27.00 | $19.00 |
| | 1 thru <4 | $25.40 | $31.00 | $20.15 | 1 thru <4 | $24.60 | $29.60 | $20.20 |
| | 4 thru <8 | $28.99 | $32.15 | $25.00 | 4 thru <8 | $27.40 | $35.10 | $23.90 |
| | 8+ | $32.27 | $42.00 | $25.00 | 8+ | $30.08 | $38.00 | $22.20 |
| **CRDA/CDA** | <1 | $30.00 | $34.40 | $22.40 | <1 | $26.65 | $31.90 | $21.00 |
| | 1 thru <4 | $32.24 | $37.00 | $29.00 | 1 thru <4 | $29.40 | $34.35 | $22.95 |
| | 4 thru <8 | $35.21 | $39.80 | $31.60 | 4 thru <8 | $30.51 | $36.00 | $25.00 |
| | 8+ | $36.91 | $43.00 | $31.50 | 8+ | $32.62 | $39.00 | $27.00 |
| **Assistant** | | | | | <8 | $25.92 | $43.00 | $19.00 |
| | ALL | $33.59 | $40.00 | $25.00 | 8+ | $32.68 | $43.00 | $27.40 |
| **Hygienist** | <1 | $54.50 | $58.95 | $50.00 | <1 | $46.53 | $57.00 | $36.00 |
| | 1 thru <4 | $55.15 | $60.70 | $50.00 | 1 thru <4 | $48.20 | $59.00 | $39.00 |
| | 4 thru <8 | $55.49 | $61.00 | $47.10 | 4 thru <8 | $48.22 | $55.75 | $40.00 |
| | 8+ | $56.48 | $65.00 | $46.50 | 8+ | $50.40 | $59.00 | $42.00 |
| **Office Manager** *Supervises at least one other full time administrator* | ALL | $41.15 | $54.50 | $27.10 | ALL | $40.15 | $50.00 | $29.00 |

## CHANGE IN CONSUMER PRICE INDEX:

*(Bureau of Labor Statistics CPI All Urban Consumers)*

| | |
|---|---|
| 2025 | 2.7% |
| 2024 | 2.9% |
| 2023 | 3.4% |
| 2022 | 6.5% |
| 2021 | 7.0% |

## SURVEY METHODOLOGY

A 10% trimmed mean was used. That is, the top and bottom 5% of responses were eliminated to locate the mean. The 95th percentile and the 5th percentile are based on the entire sample. The "Range of Certainty" applies to the mean only. This was about 2% for most fees and 5% for most wages shown.

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## Doctor, are YOU getting a raise this year?

*Understandably, your staff people want bigger pay checks every year, but if your expenses have been rising faster than your revenues, you are between a rock and a hard place.*

*You can attend an endless number of seminars… read countless articles and still not get action on your bottom line. That is where we can help… because there is no substitute for experienced hands-on management and hype is not a substitute for the real results private management consulting can provide for you.*

***Call ADVANCED PRACTICE MANAGEMENT today (952-921-3360). It's time You got that raise…***

E-mail: apm@advancedpracticemanagement.com