

**Results of the 1993
American Association of Industrial Veterinarians
Compensation Survey
February 1994**

Two hundred seventy-two completed questionnaires from full-time-employed industrial veterinarians were included in the following analyses. All reported percentages refer to the percent of respondents that answered the particular question, not necessarily the total number that submitted questionnaires. In this survey, "salary" was defined as all "direct monetary compensation."

1. Position title - see Table 1A.
Number of years with present title - see Table 1B.
Number of years with present employer - see Table 1C.
Number of years in industry - see Table 1D.
2. Main interest of company - see Table 2.
3. Nature of office location - see Table 3.
4. Nature of primary position - see Table 4A.
Count of primary and secondary positions - see Table 4B.
Number of years in management - see Table 4C.
5. Number of people supervised - see Table 5A.
Number of professionals supervised - see Table 5B.
6. Method of reporting to management - see Table 6.
7. Travel - see Tables 7A, 7B, and 7C.
8. Company car - see Table 8.
9. Employment prior to industry - see Table 9.
10. Degrees held - see Table 10.
11. Professional memberships - see Table 11.
12. Benefits - see Table 12.
13. Value of benefits - see Table 13.
14. Residence location in U.S.A. - see Table 14.
15. Total compensation based on job title - see Table 15.
16. Salary summary - see Table 16.
17. Total compensation summary - see Table 17.

Salary Comparison to Past Surveys:

	Median	Average
1993:	75000	78735
1991:	71350	79009
1989:	71750	78529
1987:	63000	67576
1984:	55000	57720
1982:	49100	50981
1980:	41200	43599
1978:	35000	36036
1976:	31000	31722

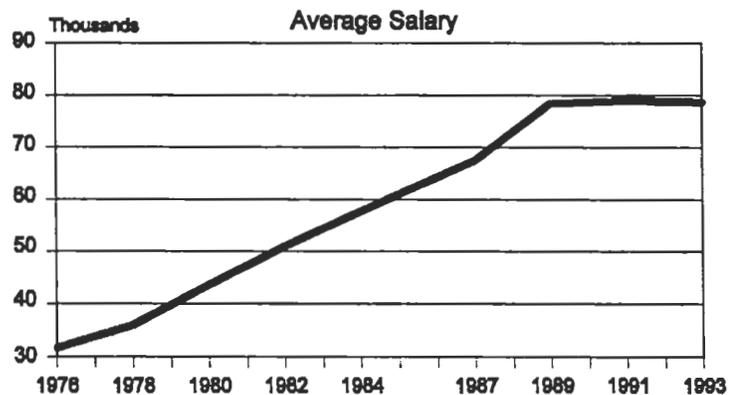


Table 1A: Position Title - by Salary Range

Salary	Dir.	Mgr.	Tech.	Vet.	Path.	V.P.	Pres.	Cnslt.	Scien.	Speclst.	Other
0-39999:	0	2	3	0	0	0	0	0	0	0	1
40-49999:	1	6	4	0	0	0	0	3	0	0	2
50-59999:	5	8	11	0	1	0	0	1	0	2	1
60-64999:	6	8	6	0	0	0	0	2	2	0	4
65-69999:	4	8	6	1	0	0	0	2	0	0	1
70-74999:	3	15	5	0	0	0	0	2	1	3	0
75-79999:	4	8	4	1	0	1	1	1	1	0	1
80-84999:	7	5	4	0	0	1	3	1	0	0	1
85-89999:	5	1	2	0	1	0	0	0	0	0	0
90-99999:	13	11	2	0	3	1	1	1	0	0	3
100-109999:	7	8	1	0	2	1	0	0	1	0	4
110-119999:	7	2	0	1	1	1	1	1	0	0	0
120000-up:	6	0	0	0	5	3	0	0	0	0	1
Count:	68	82	48	3	13	8	16	6	5	19	
Minimum:	49000	30750	29000	65000	50000	75000	40000	62000	51000	38000	
Maximum:	155000	113895	104000	112716	166900	165000	110000	110000	74800	120000	
Mean:	88541	73797	63687	84239	113608	111525	69875	75988	64160	76632	
Percent:	25.3	30.5	17.8	1.1	4.8	3.0	5.9	2.2	1.9	7.1	

Table 1B: Years Title Held - by Salary Range

Salary	0-1	2	3	4-5	6-10	11-15	16-20	20+
0-39999:	1	4	0	0	1	0	0	0
40-49999:	5	3	3	3	0	1	1	0
50-59999:	8	9	4	3	3	1	1	0
60-64999:	9	5	5	3	3	2	1	0
65-69999:	5	6	1	3	5	2	0	0
70-74999:	8	5	3	6	7	0	0	0
75-79999:	2	7	3	7	1	1	0	1
80-84999:	4	3	2	4	3	4	1	1
85-89999:	1	3	0	2	2	0	0	1
90-99999:	5	8	5	6	7	3	0	0
100-109999:	5	1	5	3	8	1	0	1
110-119999:	5	0	0	4	4	0	0	1
120000-up:	4	1	2	6	1	1	1	3
Count:	57	55	33	50	45	16	5	8
Minimum:	38000	29000	40000	40800	32000	48000	49000	75000
Maximum:	117000	155000	166900	165000	120000	154000	134000	145000
Mean:	72588	69602	79632	85388	84271	81495	75000	105714
Percent:	21.2	20.4	12.3	18.6	16.7	5.9	1.9	3.0

Table 1C: Number of Years With Present Employer - by Salary Range

Salary	0-1	2	3	4-5	6-10	11-15	16-20	20+
0-39999:	0	2	0	2	2	0	0	0
40-49999:	5	2	2	4	1	1	1	0
50-59999:	6	7	7	3	6	0	0	0
60-64999:	6	3	4	7	2	3	1	2
65-69999:	3	3	1	2	9	3	1	0
70-74999:	2	2	1	5	17	2	0	0
75-79999:	1	0	3	4	6	5	0	3
80-84999:	2	2	1	3	5	6	2	1
85-89999:	0	0	2	2	3	1	0	1
90-99999:	3	3	2	7	6	6	3	4
100-109999:	1	0	2	3	7	3	3	5
110-119999:	0	0	2	3	3	2	1	2
120000-up:	0	0	0	0	7	2	2	4
Count:	29	24	27	45	74	34	14	22
Minimum:	40000	29000	40000	36000	30750	48000	49000	60000
Maximum:	102000	98000	110000	117000	166900	152000	155000	145000
Mean:	64493	62057	72301	74543	82108	85865	97307	97987
Percent:	10.8	8.9	10.0	16.7	27.5	12.6	5.2	8.2

Table 1D: Number of Years Employed in Industry - by Salary Range

Salary	0-1	2	3	4-5	6-10	11-15	16-20	20+
0-39999:	1	1	0	0	3	0	0	1
40-49999:	4	2	2	4	1	2	0	1
50-59999:	3	3	7	4	10	2	0	0
60-64999:	2	2	3	6	6	4	1	4
65-69999:	1	3	1	3	8	5	1	0
70-74999:	0	2	1	4	15	4	1	2
75-79999:	0	0	0	2	11	4	1	4
80-84999:	0	1	1	3	4	4	4	4
85-89999:	0	0	1	1	3	2	0	2
90-99999:	0	0	2	3	10	5	5	9
100-109999:	1	0	0	2	5	3	2	11
110-119999:	0	1	0	1	3	1	2	5
120000-up:	0	0	0	0	3	4	1	7
Count:	12	15	18	33	82	40	18	50
Minimum:	38000	29000	40000	40000	30750	47500	61000	36000
Maximum:	102000	110000	95000	110000	130000	166900	152000	165000
Mean:	54792	62101	63522	69936	76264	82677	92467	96605
Percent:	4.5	5.6	6.7	12.3	30.5	15.0	6.7	18.7

Table 2: Main Interest of Company - by Salary Range

Salary	Pharm.	Biol.	Swine	Chem.	Feeds	Beef	Poultry	Other
30-39999:	0	2	0	0	1	0	1	2
40-49999:	5	2	1	0	3	1	0	4
50-59999:	9	6	0	0	5	0	2	5
60-64999:	9	3	0	0	7	1	1	7
65-69999:	8	5	0	0	5	0	0	4
70-74999:	14	6	0	1	2	0	2	3
75-79999:	12	2	0	1	4	0	1	1
80-84999:	14	2	1	1	1	0	2	1
85-89999:	5	2	0	0	2	0	0	0
90-99999:	23	3	0	1	1	0	3	2
100-109999:	16	1	0	1	1	1	2	2
110-119999:	8	3	0	0	0	0	1	1
120000-up:	11	0	0	0	1	0	0	3
Count:	134	37	2	5	33	3	15	35
Minimum:	40000	30750	47500	72312	32000	48000	36000	29000
Maximum:	166900	113895	80000	100000	127000	110000	110000	152000
Mean:	86338	70984	63750	84662	66890	72667	79633	70496
Percent:	50.8	14.0	.8	1.9	12.5	1.1	5.7	13.2

Table 3: Nature of Office Location - by Salary Range

Salary	Comp. HQ	Subsid. Comp.	Resrch HQ	Div. HQ	Reg. Office	Resrch Station	Prod. Plant	Home	Other
30-39999:	4	0	0	0	0	0	0	1	1
40-49999:	7	0	0	1	1	1	1	5	0
50-59999:	19	0	0	1	0	0	0	9	0
60-64999:	11	1	1	6	3	3	1	2	0
65-69999:	9	0	1	4	1	1	0	2	0
70-74999:	11	1	6	3	1	1	0	9	0
75-79999:	9	1	3	3	0	1	0	5	0
80-84999:	9	0	3	3	0	2	0	5	0
85-89999:	4	0	3	0	1	0	0	1	0
90-99999:	13	2	7	5	0	4	1	2	0
100-109999:	11	3	5	2	0	1	0	2	0
110-119999:	6	1	2	3	0	1	0	0	0
120000-up:	9	2	3	1	0	0	0	0	0
Count:	122	11	34	29	7	15	3	47	1
Minimum:	29000	63000	63000	49000	40000	40000	40000	36000	38000
Maximum:	166900	122000	135000	134000	87000	115000	89500	105000	38000
Mean:	79108	96773	90251	81142	64143	79949	64667	67280	38000
Percent:	45.3	4.1	12.6	10.8	2.6	5.6	1.1	17.4	0.4

Table 4A: Nature of Primary Position - by Salary Range

Salary	Fld/Clin		Lab		Res.	Tox.	Produc- tion	Tech. Service	Sales/ Advert.	Other
	Mgmt.	Invst.	Anim.							
30-39999:	0	0	1	2	0	0	2	1	0	
40-49999:	4	1	1	1	0	0	6	3	0	
50-59999:	4	2	0	1	1	0	14	2	2	
60-64999:	9	3	1	3	2	0	8	1	1	
65-69999:	3	2	0	0	1	0	15	0	1	
70-74999:	4	2	0	1	1	0	17	1	3	
75-79999:	7	0	0	4	1	0	7	0	3	
80-84999:	5	3	1	3	0	0	8	0	2	
85-89999:	4	1	0	1	0	0	3	0	0	
90-99999:	19	0	1	7	0	0	5	0	2	
100-109999:	12	0	2	3	3	1	1	0	2	
110-119999:	7	1	1	3	0	0	1	0	0	
120000-up:	13	0	0	0	0	0	0	0	2	
Count:	91	15	8	29	9	1	87	8	18	
Minimum:	40000	48000	29000	36000	50000	110000	30750	36000	54950	
Maximum:	166900	110000	115000	117000	108000	110000	110000	74000	122000	
Mean:	91879	70729	80562	81787	77467	110000	67768	50125	82136	
Percent:	34.2	5.6	3.0	10.9	3.4	0.4	32.7	3.0	6.8	

Table 4B: Position Count

	Primary	Secondary	Total	Percent
Management:	91	20	111	27.9
Field/Clinical Invest.:	15	29	44	11.1
Lab Animal Care:	8	9	17	4.3
Research:	29	27	56	14.1
Toxicology:	10	9	19	4.8
Production:	1	2	3	0.8
Technical Service:	87	15	102	25.7
Sales and Advertising:	8	8	16	4.0
Training:	1	6	7	1.8
Other:	18	5	23	5.8

Table 4C: Years in Management - by Salary Range

Salary	0-1	2	3	4-5	6-10	11-15	16-20	20+
30-39999:	0	0	0	0	0	0	0	0
40-49999:	2	0	0	0	0	0	1	0
50-59999:	0	0	2	1	0	0	0	0
60-64999:	2	1	2	4	0	1	1	0
65-69999:	0	1	1	1	0	0	1	0
70-74999:	3	1	0	1	1	0	0	0
75-79999:	0	2	0	1	3	0	0	1
80-84999:	1	0	1	1	2	1	0	0
85-89999:	0	0	1	0	2	0	0	0
90-99999:	1	1	0	4	7	5	0	2
100-109999:	2	0	1	2	3	3	0	1
110-119999:	0	0	2	2	2	0	1	1
120000-up:	0	0	0	1	5	2	2	3
Count:	13	6	10	18	25	12	6	8
Minimum:	40000	60000	55000	50000	72500	61000	49000	75000
Maximum:	107000	90000	117000	127000	155000	166900	165000	134000
Mean:	70500	73000	80600	84349	99907	104025	101833	106487
Percent:	13.3	6.1	10.2	18.4	25.5	12.3	6.1	8.2

Table 5A: Number of People Supervised - by Salary Range

Salary	None	1-2	3-5	6-10	11-15	16-20	21-35	36-50	50+
30-39999:	2	2	1	0	0	1	0	0	0
40-49999:	10	1	2	1	2	0	0	0	0
50-59999:	15	6	3	2	3	0	0	0	0
60-64999:	13	4	6	3	0	1	1	0	0
65-69999:	14	2	2	1	0	0	3	0	0
70-74999:	13	5	5	3	2	0	1	0	0
75-79999:	8	7	2	2	2	0	0	1	0
80-84999:	8	5	4	4	1	0	0	0	0
85-89999:	4	1	0	0	0	2	2	0	0
90-99999:	3	8	5	7	7	2	2	0	0
100-109999:	6	4	4	5	0	1	1	0	3
110-119999:	2	1	1	2	4	1	1	0	1
120000-up:	0	1	5	3	0	0	2	1	3
Count:	98	47	40	33	21	8	13	2	7
Minimum:	36000	29000	30750	49000	40000	32000	60000	78000	103200
Maximum:	113895	122000	166900	154000	115000	117000	145000	120000	135000
Mean:	68076	76509	84016	89136	81953	85312	92115	99000	115886
Percent:	36.4	17.5	14.9	12.3	7.8	3.0	4.8	0.7	2.6

Table 5B: Number of Professionals Supervised - by Salary Range

Salary	None	1-2	3-5	6-10	11-15	16-20	21-35	36-50	50+
30-39999:	4	0	0	0	0	0	0	0	0
40-49999:	5	1	0	0	0	0	0	0	0
50-59999:	6	6	2	0	0	0	0	0	0
60-64999:	4	7	3	1	0	0	0	0	0
65-69999:	5	1	1	1	0	0	1	0	0
70-74999:	5	4	4	2	1	1	0	0	0
75-79999:	2	7	1	3	0	0	0	0	0
80-84999:	3	6	3	2	0	0	0	0	0
85-89999:	1	2	0	1	0	0	1	0	0
90-99999:	8	9	3	8	2	0	0	0	0
100-109999:	3	5	4	3	1	1	1	0	0
110-119999:	0	3	2	5	1	0	0	0	0
120000-up:	1	4	6	1	0	1	0	0	2
Count:	47	55	29	27	5	3	3	0	2
Minimum:	29000	47500	52000	60000	70000	71000	69000	-	130000
Maximum:	122000	165000	166900	120000	110000	134000	103200	-	135000
Mean:	69965	84403	94728	92601	93600	104667	86400	-	132500
Percent:	27.5	32.2	17.0	15.8	2.9	1.8	1.8	-	1.2

Table 6: Method of Reporting to Management - by Salary Range

Salary	Direct	Indirect	Self employed/ Does not
30-39999:	5	0	1
40-49999:	9	5	1
50-59999:	18	10	1
60-64999:	19	9	0
65-69999:	14	8	0
70-74999:	20	8	1
75-79999:	13	9	0
80-84999:	17	3	1
85-89999:	7	2	0
90-99999:	29	3	2
100-109999:	16	5	3
110-119999:	11	0	2
120000-up:	12	0	2
Count:	190	62	14
Minimum:	29000	40000	38000
Maximum:	166900	107000	145000
Mean:	80545	69417	91657
Percent:	71.4	23.3	5.3

Table 7A: Travel as a Percent of Time - by Salary Range

Salary	0-20	21-40	41-60	61-80	81-100
30-39999:	3	0	1	2	0
40-49999:	5	5	1	2	2
50-59999:	12	9	4	3	1
60-64999:	11	7	9	1	0
65-69999:	10	4	3	5	0
70-74999:	8	10	5	2	3
75-79999:	9	9	3	1	0
80-84999:	7	6	6	3	0
85-89999:	3	3	3	0	0
90-99999:	18	9	5	2	0
100-109999:	18	3	3	0	0
110-119999:	8	4	1	0	0
120000-up:	9	5	1	0	0
Count:	121	74	45	21	6
Minimum:	29000	40000	36000	32000	43000
Maximum:	155000	166900	120000	93500	74800
Mean:	83431	79210	75427	64429	59383
Percent:	45.3	27.7	16.9	7.9	2.2

Table 7B: Type of Travel - by Salary Range

Salary	Local	Regional	National	International
30-39999:	1	2	1	0
40-49999:	2	6	6	0
50-59999:	3	5	19	1
60-64999:	0	11	14	1
65-69999:	1	3	16	1
70-74999:	0	8	14	5
75-79999:	0	3	19	0
80-84999:	1	4	14	3
85-89999:	0	1	5	3
90-99999:	1	4	20	9
100-109999:	0	4	18	2
110-119999:	0	1	9	3
120000-up:	0	0	12	3
Count:	9	52	167	31
Minimum:	32000	30750	36000	58000
Maximum:	90000	110000	165000	166900
Mean:	56167	69130	81886	92090
Percent:	3.5	20.1	64.5	12.0

Table 7C: Travel Satisfaction

	Count	Percent
Satisfied:	239	91.2
Dissatisfied:	23	8.8

Desired Changes in Travel Arrangements:

	Count
First Class Air:	3
Less Travel:	5
Company car:	1
Other*:	24

*Included the following responses: company plane, better vehicle, business class on international flights, child care and pet care reimbursement, keep frequent flyer miles, comp time for weekend travel, corporate credit card, direct credit card billing, laundry compensation, less weekend travel, mileage compensation, travel advances,

Table 8: Company Car

	Count	Percent	Mean Salary
Furnished:	94	35.3	\$76420
Not Furnished:	172	64.7	\$80356

If company car is furnished, is it available for personal use?

	Count	Percent	Mean Salary
Available:	86	98.8	\$76093
Not Available:	1	1.1	\$40000

Dollar benefit of having car available for personal use:

\$ Value	Count	Percent
0-1000	9	10.2
1000-2000	12	13.6
2000-3000	16	18.2
3000-4000	11	12.5
4000-5000	20	22.7
5000+	20	22.7

Table 9: Employment Prior to Industry - by Salary Range

Salary	Practice	College Staff	Government	School (Vet/G)	Other
30-39999:	4	2	0	0	0
40-49999:	10	2	0	3	1
50-59999:	20	6	1	1	1
60-64999:	16	6	1	2	3
65-69999:	12	5	2	1	2
70-74999:	20	4	3	2	0
75-79999:	12	6	1	0	3
80-84999:	10	6	3	1	1
85-89999:	5	1	0	2	1
90-99999:	16	7	5	1	3
100-109999:	12	7	2	1	2
110-119999:	6	5	1	1	0
120000-up:	8	2	4	1	0
Count:	151	59	23	16	17
Minimum:	29000	36000	50000	40000	41000
Maximum:	165000	166900	145000	120000	104000
Mean:	76597	80465	91397	75089	76206
Percent:	56.8	22.2	8.6	7.1	6.4

Table 10: Possession of Degrees - by Salary Range

Salary	DVM/VMD	DVM+MS/MA	DVM+PhD	DVM+MS/MA+PhD
30-39999:	4	1	0	1
40-49999:	15	1	0	0
50-59999:	18	9	1	1
60-64999:	16	5	3	4
65-69999:	18	4	0	0
70-74999:	19	7	3	0
75-79999:	9	10	0	2
80-84999:	14	5	3	0
85-89999:	3	5	1	0
90-99999:	13	14	3	4
100-109999:	10	9	0	5
110-119999:	6	5	0	2
120000-up:	9	4	1	1
Count:	154	79	15	20
Minimum:	30750	29000	58000	38000
Maximum:	165000	134000	130000	166900
Mean:	75294	82846	80243	87895
Percent:	57.5	29.5	5.6	7.5

Table 11: Memberships in Professional Associations

Membership	Count	Percent
None	1	0.4
Local:	0	0
State:	0	0
State + Local:	0	0
AVMA:	4	1.5
AVMA + Local:	0	0
AVMA + State:	2	0.7
AVMA + State + Local:	0	0
AAIV:	12	4.4
AAIV + Local:	0	0
AAIV + State:	2	0.7
AAIV + State + Local:	0	0
AAIV + AVMA:	99	36.5
AAIV + AVMA + Local:	11	4.1
AAIV + AVMA + State:	73	27.0
AAIV + AVMA + State + Local:	67	24.7
Total AAIV membership:	264	97.4
Total AVMA membership:	257	94.8
Total State membership:	144	53.1
Total Local membership:	78	28.8

Participation in AVMA services:

	Count	Percent
No participation:	198	72.5
Group Insurance:	43	15.8
Professional Liability Insurance:	41	15.0
Retirement Plan:	2	0.7

Table 12: Benefits (Number of full-time respondents supplied benefit by employer)

Benefit	Count	Percent
Life Insurance:	250	93.0
Disability Insurance:	225	83.6
Hospital/Medical Insurance:	258	96.0
Dental:	232	86.2
Savings Program:	215	80.0 (avg. match: 8.0% of salary)
Stock Options:	122	45.4
<i>Executive:</i>	50	18.6
<i>Regular:</i>	46	17.1
<i>Purchase plan:</i>	37	13.8
Profit Sharing:	84	31.2
Royalty on New Products:	4	1.5
Retirement Program:	227	84.4
Bonus Program:	174	64.7
<i>Christmas:</i>	43	16.0
<i>Summer:</i>	8	3.0
<i>Performance:</i>	149	55.4

Benefit Satisfaction:

	Benefit Most Satisfied With		Benefit Most Dissatisfied With		Benefit Would Like Added	
	(#)	(%)	(#)	(%)	(#)	(%)
Life:	7	3.1	3	1.8	0	0
Disability:	2	0.9	7	4.1	3	2.1
Medical:	76	33.8	36	21.2	4	2.8
Savings:	78	34.7	10	5.9	12	8.3
Options:	10	4.4	19	11.2	38	26.2
Profit:	16	7.1	13	7.6	33	22.7
Royalty:	0	0	0	0	6	4.1
Retirement:	8	3.6	30	17.6	6	4.1
Bonus:	19	8.4	35	20.6	24	16.6
Dental:	7	3.1	17	10.0	9	6.2
Other*:	2	0.9	0	0	10	6.9

*desired benefits included eye care, company car, expanded medical, greater percentage match in savings plan.

Table 13: Value of Benefits - by Salary Range

Salary	1-4999	5000-9999	10000-14999	15000-19999	20000-24999	25000-29999	30000-34999	35000 & over
30-39999:	3	0	2	0	0	0	0	0
40-49999:	3	4	2	1	1	0	0	1
50-59999:	6	6	8	3	0	1	0	0
60-64999:	1	3	9	7	4	3	1	0
65-69999:	1	2	4	3	4	0	1	1
70-74999:	2	4	4	7	5	3	0	0
75-79999:	2	2	6	5	3	4	0	0
80-84999:	1	4	4	3	4	2	0	3
85-89999:	0	0	0	2	4	1	1	1
90-99999:	1	4	4	3	7	4	4	6
100-109999:	1	2	4	2	0	3	6	4
110-119999:	0	1	1	1	2	1	1	6
120000-up:	1	2	1	0	2	1	1	5
Count:	22	34	49	37	36	20	15	27
Minimum:	29000	41000	32000	47500	45000	50000	60000	47500
Maximum:	152000	135000	165000	110000	166900	120000	155000	145000
Mean:	64185	74390	72441	74106	82926	86468	98867	101872
Percent:	9.2	14.2	20.4	15.4	15.0	8.3	6.3	11.3

Table 14: Residence - by Salary Range

Salary	North East	North Central	Mid West	South East	South West	West/NW	East Coast	Canada
30-39999:	1	1	3	1	0	0	0	0
40-49999:	1	1	6	3	0	1	3	0
50-59999:	3	3	13	4	1	1	3	1
60-64999:	1	3	18	2	0	2	2	0
65-69999:	2	0	11	3	1	3	1	0
70-74999:	6	5	10	3	1	2	2	0
75-79999:	2	4	10	3	2	1	0	0
80-84999:	6	3	7	3	1	2	1	1
85-89999:	3	1	4	0	0	1	0	0
90-99999:	10	1	17	4	0	0	2	0
100-109999:	10	4	3	0	3	1	3	0
110-119999:	6	1	3	0	0	1	2	0
120000-up:	6	1	3	1	0	2	2	0
Count:	57	28	108	27	9	15	21	2
Minimum:	36000	32000	29000	36000	58000	49000	40000	58000
Maximum:	166900	130000	152000	165000	103200	154000	155000	80000
Mean:	92016	77929	73260	71512	81689	81400	81133	69000
Percent:	21.3	10.5	40.4	10.1	3.4	5.6	7.9	0.7

Table 15: Position Title - by Total Compensation Range (total compensation equals salary plus the reported value of the benefits)

Total Comp	Dir.	Mgr.	Tech.	Vet.	Path.	V.P.	Pres.	Cnslt.	Scien.	Specilst.	Other
0-49999:	0	1	3	0	0	0	0	0	0	0	1
50-59999:	2	6	3	0	1	0	0	1	0	0	0
60-69999:	2	3	5	1	0	0	0	2	1	1	1
70-79999:	6	8	8	0	0	0	0	3	2	2	3
80-89999:	6	11	7	0	0	0	0	0	1	0	2
90-99999:	2	14	8	1	0	0	0	3	0	0	0
100-109999:	5	8	2	0	0	1	1	1	1	1	1
110-119999:	9	6	1	0	1	1	1	1	0	1	3
120-129999:	7	4	2	0	3	0	0	1	0	0	2
130-139999:	9	3	2	0	1	1	0	0	1	0	0
140-149999:	3	4	0	0	0	0	0	0	0	0	0
150000-up:	15	4	1	1	5	4	0	0	0	0	1
Count:	66	72	42	3	11	7	12	6	5	16	
Minimum:	52000	33750	30000	69200	52000	100000	55500	66120	51000	41000	
Maximum:	311000	155000	168610	186716	251525	239999	120000	135000	110000	155000	
Mean:	120342	93123	82098	116638	149000	158600	85045	90470	81620	95687	
Percent:	27.0	29.5	17.2	1.2	4.5	2.9	4.9	2.5	2.0	6.6	

Table 16: Salary Summary

Salary	Count	Percent
30-39999:	6	1.7
40-49999:	16	7.2
50-59999:	29	10.5
60-64999:	28	12.7
65-69999:	22	13.9
70-74999:	29	9.3
75-79999:	22	7.6
80-84999:	22	6.8
85-89999:	9	4.6
90-99999:	34	7.6
100-109999:	24	5.5
110-119999:	13	3.0
120000-up:	15	9.7
Count:	269	
Minimum:	29000	
Maximum:	166900	
Mean:	78735	

Table 17: Total Compensation Summary

(total compensation equals salary plus the reported value of the benefits)

Total Comp	Count	Percent
0-49999:	5	2.1
50-59999:	13	5.4
60-69999:	16	6.3
70-79999:	32	13.3
80-89999:	27	11.2
90-99999:	30	12.4
100-109999:	21	8.7
110-119999:	23	9.5
120-129999:	19	7.9
130-139999:	17	7.1
140-149999:	7	2.9
150000-up:	31	12.9
Count:	241	
Minimum:	30000	
Maximum:	311000	
Mean:	102674	