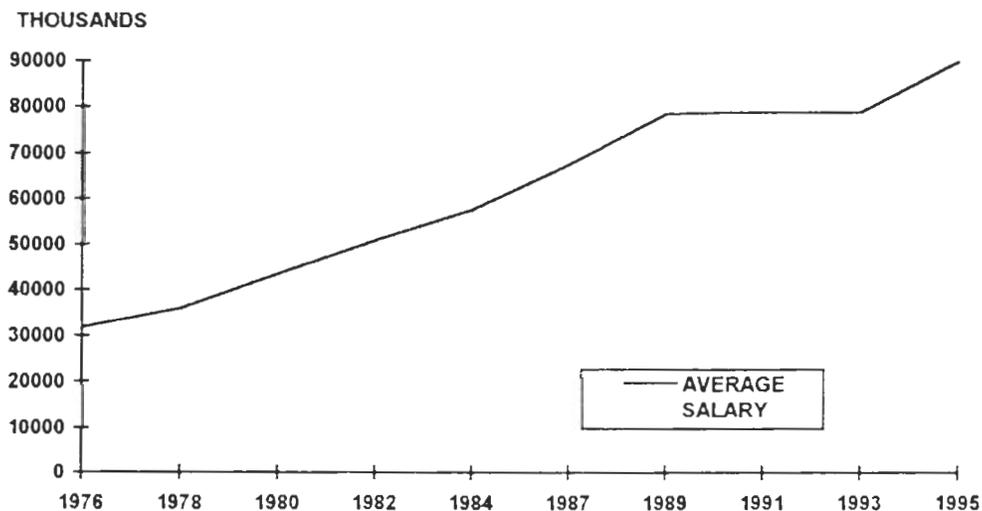


## American Association of Industrial Veterinarians 1995 Compensation Survey Results

Since 1976 the American Association of Industrial Veterinarians has conducted a compensation survey of its membership. The purpose of this survey is to provide members with salary data and other information relative to job responsibilities, geographical location, title, etc. In the fall of 1995, surveys were mailed to the 458 active AAIV members. Two hundred and twenty three (223) members returned completed survey questionnaires for a forty nine percent (49%) response rate. The values and percentages reported in the attached tables refer to the actual number of respondents that completed each particular question, not necessarily the total number that submitted completed questionnaires. In this survey, "salary" was define as "direct monetary compensation."

In the past three surveys, the mean salary remained flat at approximately \$79,000; however, in this most recent survey, the mean salary has increased by \$11,164 to \$89,899 for an annual increase of 7.1%. The average length of time in industry and the length of time in the present job reported were the same, 6-10 years. The majority of members responding to the survey entered industry from private practice. The second most important source of industrial veterinarians was academia. As would be expected, one's geographical location significantly influenced salary. Another significant finding was that the completion of a post-DVM degree significantly increases one's earning power (Table 1).

YEAR	AVERAGE SALARY
1976	31,722
1978	36,036
1980	43,599
1982	50,981
1984	57,720
1987	67,576
1989	78,529
1991	79,009
1993	78,735
1995	89,899



SALARY COMPARISON TO PAST SURVEYS

## DEMOGRAPHICS

Table 1--Distribution of salaries by degree(s) held in addition to DVM/VMD

Salary Range \$	DVM/VMD	MS	MBA	PHD
30-45,000	6	2	1	1
45-60,000	16	3	1	2
60-75,000	18	12	1	4
75-90,000	16	13	5	4
90-105,000	10	12	1	7
105-120,000	9	5	1	3
120-135,000	3	5	0	2
135-150,000	5	2	3	2
>150,000	5	5	2	2
Mean Salary	84,886	94,195	101,500	96,944
Percent	47	31	8	14

Table 2--Distribution of salaries by residence location

Salary Range \$	North-east	East Coast	South-east	North Central	Mid-West	South-west	West Coast	North-west	Canada
30-45,000	0	1	2	0	5	0	1	0	0
45-60,000	0	3	4	4	11	0	0	3	0
60-75,000	6	4	8	2	19	4	1	1	0
75-90,000	8	5	4	4	19	6	1	0	1
90-105,000	8	6	2	5	14	1	0	0	0
105-120,000	6	3	1	2	7	0	0	1	0
120-135,000	2	1	2	1	5	0	1	0	0
135-150,000	4	0	0	0	6	0	0	0	0
>150,000	7	2	0	1	6	0	0	0	0
Mean Salary	108,476	89,700	74,674	88,026	89,185	78,409	78,750	67,500	82,500
Percent	19	11	10	9	42	5	2	2	0

Table 3--Percentage (%) of respondents that belong to a state or local veterinary association

YES	NO
63	37

Table 4--Percentage (%) of respondents that participate in AVMA programs

Group Life and Health Insurance	18
Professional Liability Insurance	22
Workman's Compensation Insurance	1
Gold Mastercard	8
Rent-A-Car corporate rate	1
Placement Service	12
AVMA Foundation	2
Other	7

# EMPLOYMENT

Table 5--Distribution of salaries by interest of company

Salary Range \$	HP	AH	AC	AF	PF	LP	PP	CR	O
30-45,000	0	5	0	0	0	0	0	2	2
45-60,000	2	11	0	5	2	2	0	2	1
60-75,000	7	24	0	4	6	0	0	0	4
75-90,000	12	24	1	2	4	0	0	2	4
90-105,000	10	16	2	3	0	1	2	1	1
105-120,000	8	7	0	0	1	0	1	0	3
120-135,000	1	5	0	0	3	0	2	1	0
135-150,000	4	4	0	0	0	0	0	0	2
>150,000	5	5	0	0	0	0	2	1	3
<b>Mean Salary</b>	100,561	86,213	92,500	70,714	83,438	67,500	125,357	80,833	96,000
<b>Percent</b>	22	45	1	6	7	1	3	4	9

HP=Human Pharmaceuticals; AH=Animal Health Products; AC=Agricultural Chemical & Pesticides;  
 AF=Animal Feeds; PF=Pet Foods; LP=Livestock Production; PP=Poultry & Egg Production;  
 CR=Contract Research & Testing; O=Other, including Retired & Human Medical Devices

Table 6--Percentage (%) of respondents that are employed full time

	FULL TIME	PART TIME
	95	5

Table 7--Distribution of salaries by job title

Salary Range \$	PRES	VP	DIR	MGR	TSV	SCI	CON	SPEC	O
30-45,000	1	0	0	2	1	1	2	0	2
45-60,000	0	0	2	3	10	1	2	2	5
60-75,000	1	1	4	11	14	1	1	1	9
75-90,000	0	1	5	12	20	5	1	2	4
90-105,000	0	1	7	13	5	2	3	1	4
105-120,000	0	3	10	4	0	1	0	0	2
120-135,000	0	2	7	1	0	1	0	0	1
135-150,000	2	2	5	1	0	0	0	0	0
>150,000	4	5	7	0	0	0	0	0	0
<b>Mean Salary</b>	127,500	127,500	112,819	84,096	72,900	83,750	69,167	72,500	74,722
<b>Percent</b>	4	7	21	21	23	5	4	3	12

PRES=President; VP=Vice President; DIR=Director; MGR=Manager; TSV=Technical Services Veterinarian  
 SCI=Scientist; CON=Consultant; SPEC=Specialist; O=Other

Table 8--Distribution of salaries by primary nature of job

Salary Range \$	MGMT	CL	LA	RES	REG	AP	TS	S/M	O
30-45,000	1	1	1	1	1	0	2	1	1
45-60,000	3	2	0	2	2	0	10	5	1
60-75,000	7	5	2	4	1	1	15	6	3
75-90,000	6	2	0	4	3	0	23	7	3
90-105,000	12	2	1	6	2	1	11	1	0
105-120,000	9	2	1	3	0	0	1	1	2
120-135,000	10	0	0	1	0	0	1	0	0
135-150,000	8	1	0	0	1	0	0	0	0
>150,000	14	0	0	0	0	0	1	0	1
Mean Salary	113,786	80,500	76,500	85,357	79,500	82,500	77,813	71,071	83,864
Percent	32	7	2	10	5	1	29	10	5

MGMT=Management; CL=Field and/or Clinical Investigation; LA=Laboratory Animal Medicine; RES=Research/Toxicology/Pathology; REG=Regulatory; AP=Animal Production; TS= Technical Services; S/M=Sales and/or Marketing; O=Other

Table 9--Distribution of salaries by secondary nature of job

Salary Range \$	CL	LA	RES	REG	AP	TS	S/M	O
30-45,000	0	1	2	1	0	1	2	0
45-60,000	4	2	1	3	5	5	4	1
60-75,000	13	2	2	6	2	7	8	2
75-90,000	17	1	6	2	3	10	6	3
90-105,000	13	2	5	3	0	5	4	2
105-120,000	2	3	5	1	0	3	4	1
120-135,000	1	1	3	1	1	2	2	1
135-150,000	1	1	2	1	0	2	1	0
>150,000	2	2	2	3	2	1	2	2
Mean Salary	86,179	98,500	99,643	91,071	83,654	86,667	87,045	98,750
Percent	25	7	13	10	6	17	16	6

CL=Field and/or Clinical Investigation; LA=Laboratory Animal Medicine; RES=Research/Toxicology/Pathology; REG=Regulatory; AP=Animal Production; TS= Technical Services; S/M=Sales and/or Marketing; O=Other

Table 10--Distribution of salaries by number of years in management

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
30-45,000	0	1	0	1	0	0	0	0	0
45-60,000	1	0	0	1	0	2	0	0	0
60-75,000	1	3	0	2	3	1	0	0	1
75-90,000	1	1	2	2	5	0	0	0	0
90-105,000	1	2	2	4	3	4	1	0	0
105-120,000	0	0	0	2	6	4	0	0	2
120-135,000	0	0	2	3	4	1	1	0	0
135-150,000	0	0	0	2	2	3	1	0	0
>150,000	0	0	1	1	6	1	3	1	1
Mean Salary	75,000	73,929	110,357	101,667	114,569	107,813	140,000	157,500	112,500
Percent	4	8	8	20	32	17	7	1	4

Table 11--Distribution of salaries by number of employees supervised

Salary Range \$	0	1-2	3-5	6-10	11-20	21-35	35-50	>50
30-45,000	1	0	1	0	0	0	0	0
45-60,000	1	0	1	2	0	0	0	0
60-75,000	3	0	3	3	2	1	0	0
75-90,000	2	0	5	1	1	0	2	0
90-105,000	0	0	6	3	3	3	1	1
105-120,000	1	3	3	2	1	3	0	1
120-135,000	1	1	2	2	1	2	1	1
135-150,000	0	0	2	1	0	3	0	3
>150,000	0	0	4	4	0	2	1	3
Mean Salary	77,500	116,250	103,611	107,500	93,750	121,071	109,500	137,500
Percent	10	4	29	19	9	15	5	10

Table 12--Distribution of salaries by number of professionals supervised

Salary Range \$	0-5	6-15	16-30	31-50	>50
30-45,000	2	0	0	0	0
45-60,000	4	0	0	0	0
60-75,000	10	1	0	0	0
75-90,000	6	4	0	0	0
90-105,000	10	5	0	0	1
105-120,000	11	1	2	0	0
120-135,000	7	2	1	0	1
135-150,000	3	4	1	0	0
>150,000	8	4	1	1	0
Mean Salary	102,418	116,786	130,500	157,500	112,500
Percent	68	23	6	1	2

Table 13--Distribution of salaries by number of years with present job title

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
30-45,000	2	3	2	1	1	0	0	0	0
45-60,000	8	7	2	5	0	2	1	0	0
60-75,000	8	9	11	7	7	1	1	1	0
75-90,000	6	10	8	5	14	5	1	0	1
90-105,000	6	9	3	4	9	3	1	1	0
105-120,000	5	3	2	3	3	2	1	1	0
120-135,000	1	2	2	1	3	2	1	0	0
135-150,000	2	2	0	2	3	1	0	0	0
>150,000	1	2	2	1	4	4	0	0	1
Mean Salary	83,269	84,734	83,438	85,603	98,182	106,500	90,000	92,500	120,000
Percent	18	21	14	13	20	9	3	1	1

Table 14--Distribution of salaries by number of years in the present job

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
30-45,000	2	3	1	0	1	2	0	0	0
45-60,000	6	7	3	2	5	2	0	0	0
60-75,000	4	6	6	15	9	3	1	1	0
75-90,000	7	4	4	3	17	10	3	1	1
90-105,000	3	4	1	2	14	8	3	0	1
105-120,000	4	2	1	1	5	2	4	1	0
120-135,000	1	0	0	2	5	2	1	1	0
135-150,000	1	0	0	3	3	1	1	1	0
>150,000	1	1	1	0	4	5	0	2	2
Mean Salary	83,017	73,611	76,324	84,107	94,167	97,071	102,115	121,071	123,750
Percent	13	12	8	13	28	16	6	3	2

Table 15--Distribution of salaries by number of years in industry

Salary Range \$	0-1	2	3	4-5	6-10	11-15	16-20	21-25	>26
30-45,000	1	1	1	0	2	2	0	1	1
45-60,000	5	5	2	3	5	4	1	0	0
60-75,000	3	4	4	13	11	5	2	2	1
75-90,000	2	5	3	2	16	12	3	3	4
90-105,000	0	0	0	4	14	8	7	0	3
105-120,000	1	0	0	1	7	3	3	1	4
120-135,000	0	0	0	1	4	2	0	2	2
135-150,000	0	0	0	0	1	4	3	1	1
>150,000	0	0	0	0	2	3	4	4	3
Mean Salary	65,000	65,500	66,000	76,250	89,032	93,663	109,239	111,429	107,763
Percent	5	7	5	11	28	19	10	6	9

Table 16--Distribution of salaries by nature of office location

Salary Range \$	CH	DH	SH	RH	R&T	RES	MAN	HOME	O
30-45,000	4	0	1	1	0	0	0	3	0
45-60,000	8	5	1	0	0	1	2	8	0
60-75,000	17	4	1	2	1	1	4	15	0
75-90,000	11	5	1	3	7	2	2	17	2
90-105,000	9	8	1	0	5	3	1	9	0
105-120,000	6	7	0	1	2	3	0	1	0
120-135,000	3	2	1	0	3	1	0	2	0
135-150,000	4	1	2	0	0	2	1	0	0
>150,000	8	4	3	0	1	0	0	0	0
Mean Salary	91,286	98,333	111,136	76,071	99,868	102,115	78,000	76,227	82,500
Percent	31	16	5	3	9	6	4	25	1

CH=Company or Corporate Headquarters; DH=Division Headquarters; SH=Subsidiary Headquarters;  
 RH=Regional Headquarters or Office; R&T=Research or Technology Headquarters; RES=Research  
 Station or Center; MAN=Manufacturing or Production Site; HOME=Home Office; O=Other

Table 17--Distribution of salaries by nature of reporting status

Salary Range \$	Upper	Middle	SE
30-45,000	3	3	3
45-60,000	14	9	2
60-75,000	28	17	0
75-90,000	25	24	1
90-105,000	27	9	0
105-120,000	17	3	0
120-135,000	10	1	1
135-150,000	10	0	0
>150,000	15	0	1
Mean Salary	96,695	76,591	73,125
Percent	67	30	4

Upper=CEO, President, Vice-president, Director or similar upper management position

Middle=Middle management position

SE=self employed

Table 18--Distribution of salaries by nature of previous employment

Salary Range \$	PP	VC	AC	GV	MI	O
30-45,000	6	0	2	1	0	0
45-60,000	20	0	4	1	0	0
60-75,000	32	3	5	4	0	1
75-90,000	27	4	10	2	2	5
90-105,000	18	3	9	2	0	4
105-120,000	8	2	4	2	3	1
120-135,000	5	2	5	0	0	0
135-150,000	4	2	1	0	2	1
>150,000	6	0	4	3	1	2
Mean Salary	83,095	99,375	95,114	94,500	118,125	102,857
Percent	57	7	20	7	4	6

PP=Private Practice; VC=Veterinary School; AC=Academia; GV=Government; MI=Military; O=Other

Table 19--Distribution of salaries by amount of travel (percentage of working time)

Salary Range \$	0-20%	21-40%	41-60%	61-80%	>80%
30-45,000	8	0	0	1	0
45-60,000	13	4	3	3	2
60-75,000	21	10	7	5	2
75-90,000	16	17	8	8	1
90-105,000	16	8	4	6	2
105-120,000	14	2	4	0	0
120-135,000	4	3	5	0	0
135-150,000	4	6	0	0	0
>150,000	8	6	1	0	1
Mean Salary	88,413	97,768	91,406	77,283	84,375
Percent	47	25	14	10	4

Table 20--Distribution of salaries by type of travel

Salary Range \$	LOCAL	REG	NAT	INT
30-45,000	3	1	4	1
45-60,000	2	11	11	1
60-75,000	3	16	23	2
75-90,000	1	16	30	3
90-105,000	0	5	28	3
105-120,000	0	3	14	3
120-135,000	0	1	10	1
135-150,000	0	0	6	4
>150,000	0	3	9	4
Mean Salary	55,833	79,286	93,389	110,455
Percent	4	25	61	10

Reg=Regional or district; NAT=National; INT=International

Table 21--Satisfaction (%) with employer's travel arrangements and policies

SATISFIED	DISSATISFIED
93	7

## SALARY

Table 22--Distribution of salaries

Salary Range \$	# RESPONSES	PERCENT
30-45,000	9	4
45-60,000	26	12
60-75,000	45	20
75-90,000	50	22
90-105,000	36	16
105-120,000	20	9
120-135,000	12	5
135-150,000	10	4
>150,000	16	7
Total	223	

Mean Salary 89,899

Table 23--Employer provides company matched savings program

	YES	NO
Responses	181	40
Percent	82	18

Table 24--Employer furnishes a company car

	YES	NO
Responses	76	145
Percent	34	66

Table 25--Allowed to use company car for personal use

	YES	NO
Responses	80	89
Percent	47	53

Table 26--Annual dollar benefit of company car

Dollar Benefit (\$)	# RESPONSES	PERCENT
0-2,000	36	26
2-4,000	32	24
4-6,000	43	32
6-8,000	19	14
>8,000	6	4

Table 27--Fringe benefits provided by employer

Benefit	# RESPONSES	PERCENT
Life & Disability Insurance	200	90
Hospital/Medical Insurance	207	93
Dental Insurance	185	83
Retirement Plan	194	87
Profit Sharing	70	31
New Product Royalties	6	3
Stock Options	97	43
Cash Bonuses	118	53
Other*	79	35

\*Other includes Continuing Education, Educational Financial Assistance, Matching Gifts, Day Care & 401K

Table 28--Distribution of satisfaction with present fringe benefits

Benefit	MOST SATISFACTION		LEAST SATISFACTION	
	#	%	#	%
Life Insurance	6	3	14	7
Disability Insurance	1	1	13	6
Medical/Dental Insurance	67	34	52	26
Profit Sharing	13	7	20	10
Savings Plan	61	31	11	5
Cash Bonuses	22	11	32	16
Stock Options	17	9	13	6
Retirement Plan	11	6	39	19
New Product Royalties	0	0	8	4

Table 29--Desired future fringe benefit

<b>Benefit</b>	<b># RESPONSES</b>	<b>PERCENT</b>
Life & Disability Insurance	2	1
Hospital/Medical Insurance	2	1
Dental Insurance	8	4
Retirement Plan	8	4
Profit Sharing	59	32
New Product Royalties	26	14
Stock Options	40	21
Cash Bonuses	21	11
Other*	21	11

\*Other included Day Care & Educational Financial Assistance

Table 30-Value of non-monetary fringe benefits

<b>% of Gross Salary</b>	<b># RESPONSES</b>	<b>PERCENT</b>
0-5	17	8
6-10	31	14
10-20	62	29
20-30	75	35
30-40	24	11
40-50	5	2
>50	0	0