

NCARB Salary survey 2018

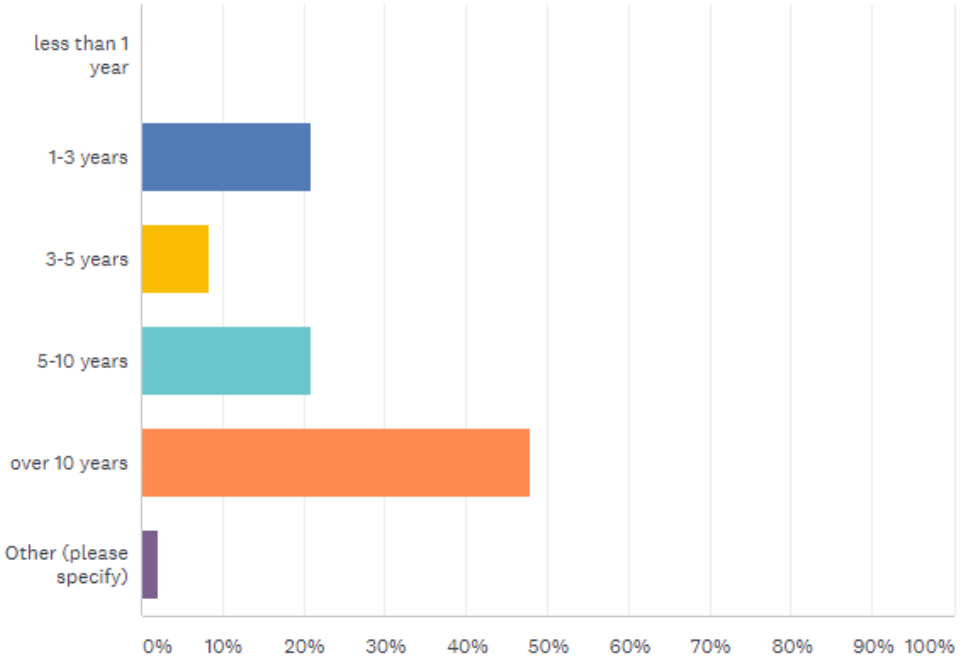
48 Responses

by Oleksii Barash, PhD
Salustiano Ribeiro
Fleur Rabara



Years of embryology experience in IVF lab:

Answered: 48 Skipped: 0

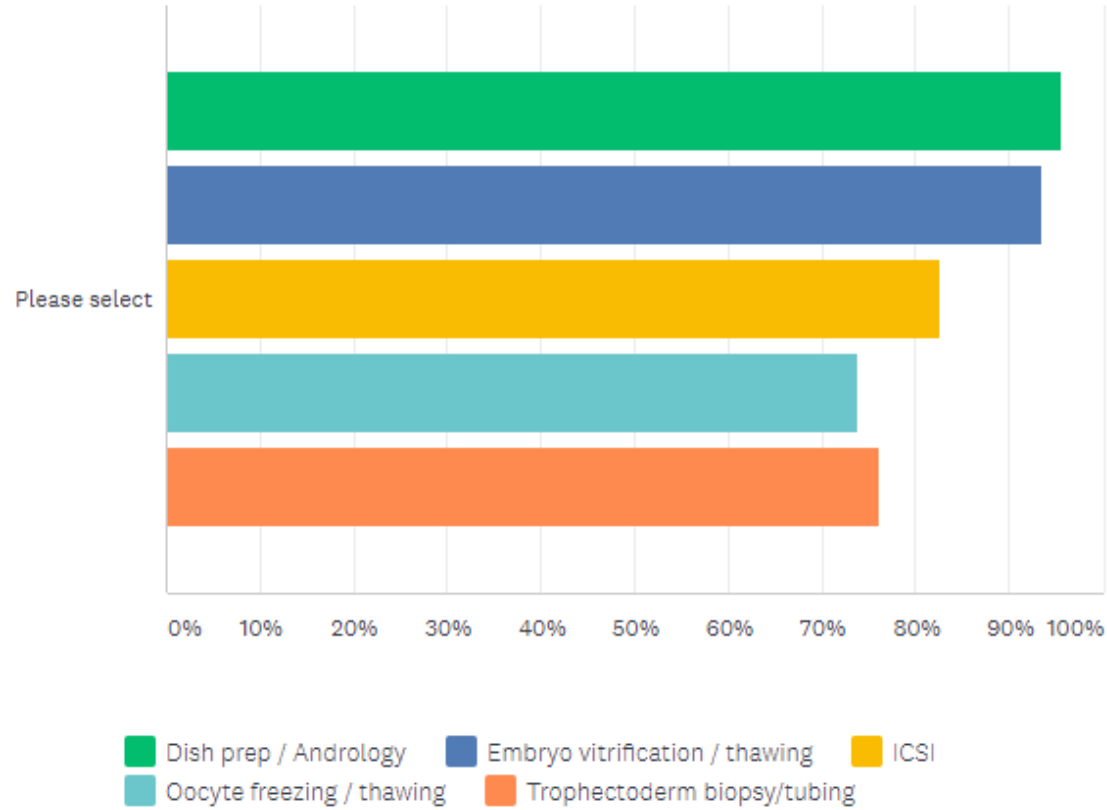


ANSWER CHOICES	RESPONSES
less than 1 year	0.00% 0
1-3 years	20.83% 10
3-5 years	8.33% 4
5-10 years	20.83% 10
over 10 years	47.92% 23
Other (please specify) Responses	2.08% 1
TOTAL	48



Your current skill set

Answered: 46 Skipped: 2

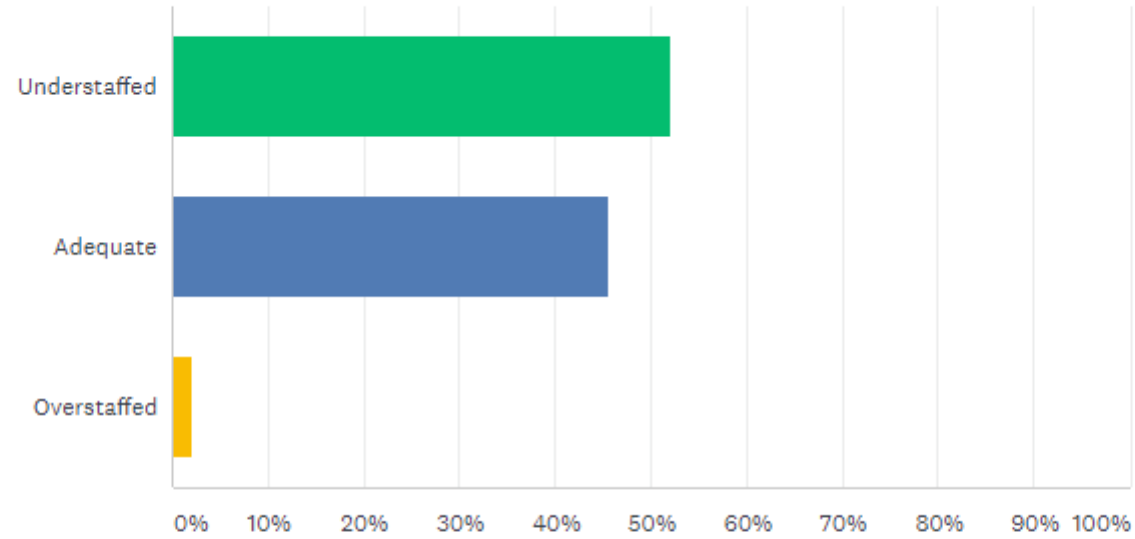


	DISH PREP / ANDROLOGY	EMBRYO VITRIFICATION / THAWING	ICSI	OOCYTE FREEZING / THAWING	TROPHECTODERM BIOPSY/TUBING	TOTAL RESPONDENTS
Please select	95.65% 44	93.48% 43	82.61% 38	73.91% 34	76.09% 35	46



Lab Staffing

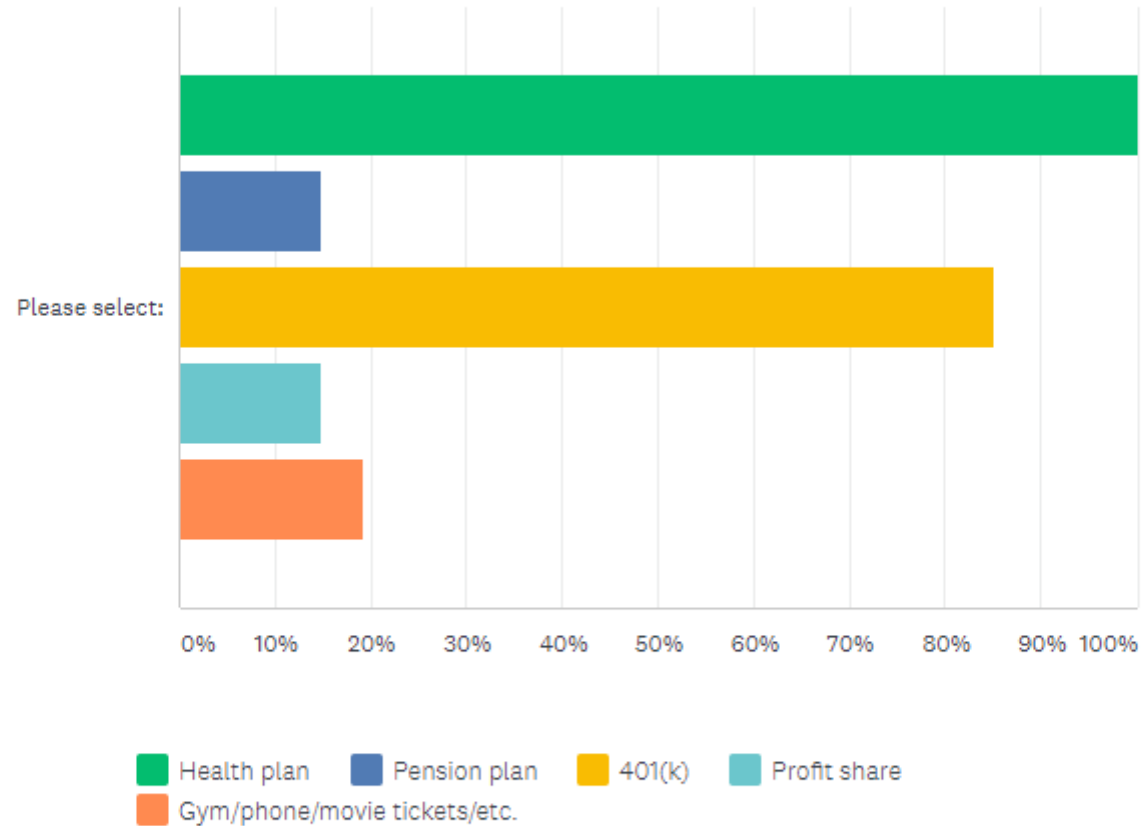
Answered: 46 Skipped: 2



ANSWER CHOICES	RESPONSES
Understaffed	52.17% 24
Adequate	45.65% 21
Overstaffed	2.17% 1
TOTAL	46

What benefits do you have?

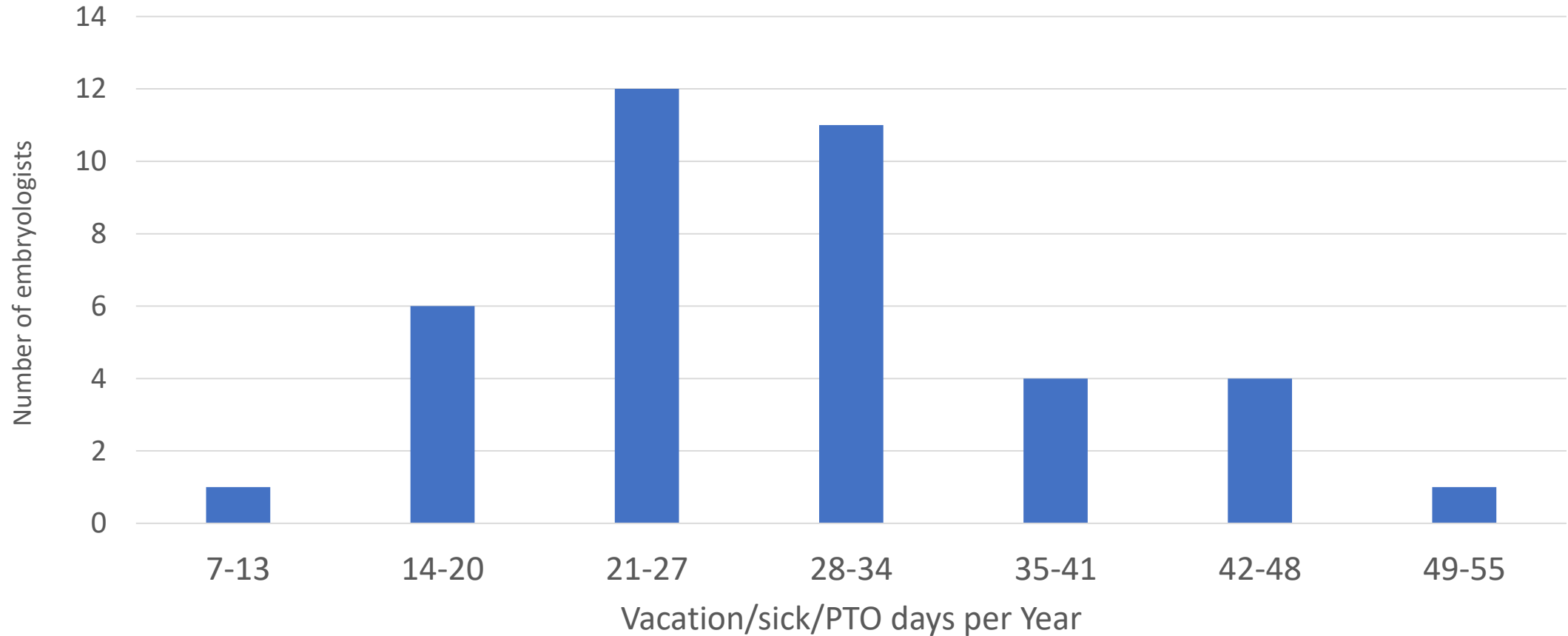
Answered: 47 Skipped: 1



	HEALTH PLAN	PENSION PLAN	401(K)	PROFIT SHARE	GYM/PHONE/MOVIE TICKETS/ETC.	TOTAL RESPONDENTS
Please select:	100.00% 47	14.89% 7	85.11% 40	14.89% 7	19.15% 9	47



How many vacation/sick/PTO days do you have per year?



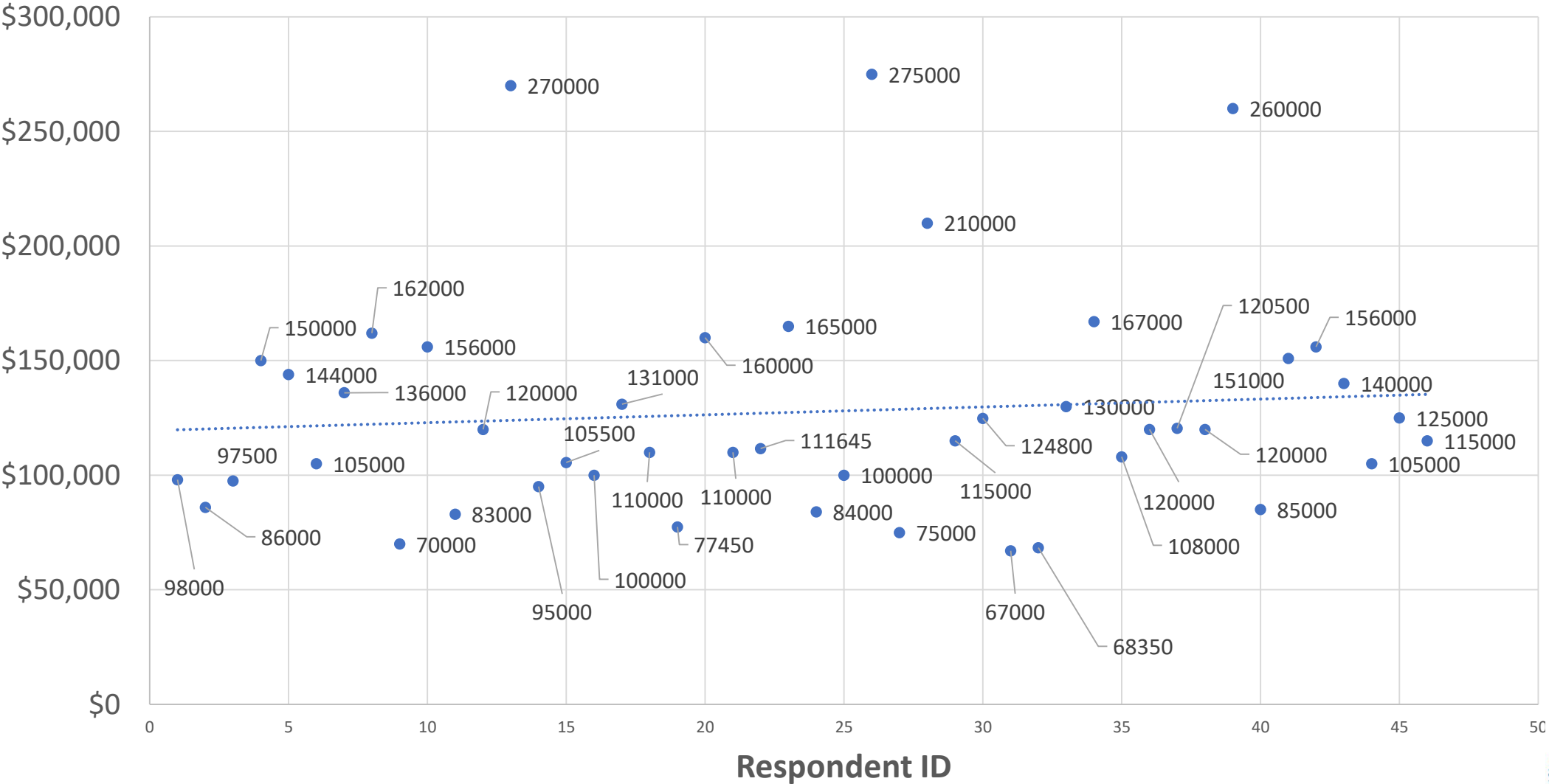
Do you get extra compensation for working overtime, weekends, and/or holidays?

23/30 had **NO** extra compensation for working overtime, weekends, and/or holidays

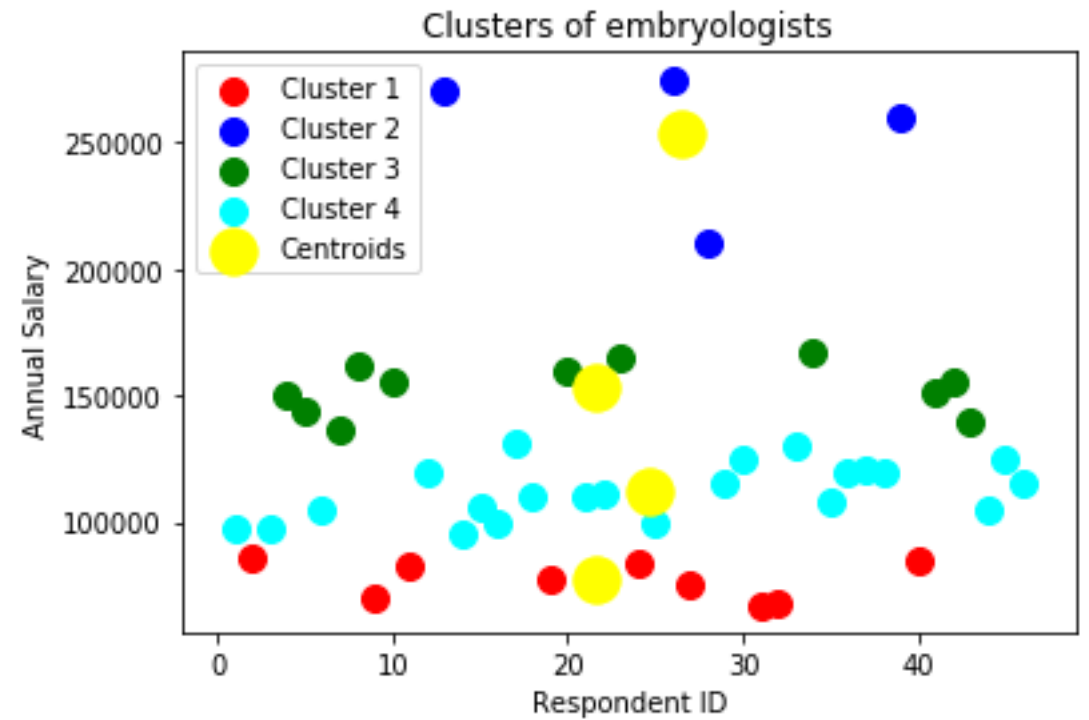
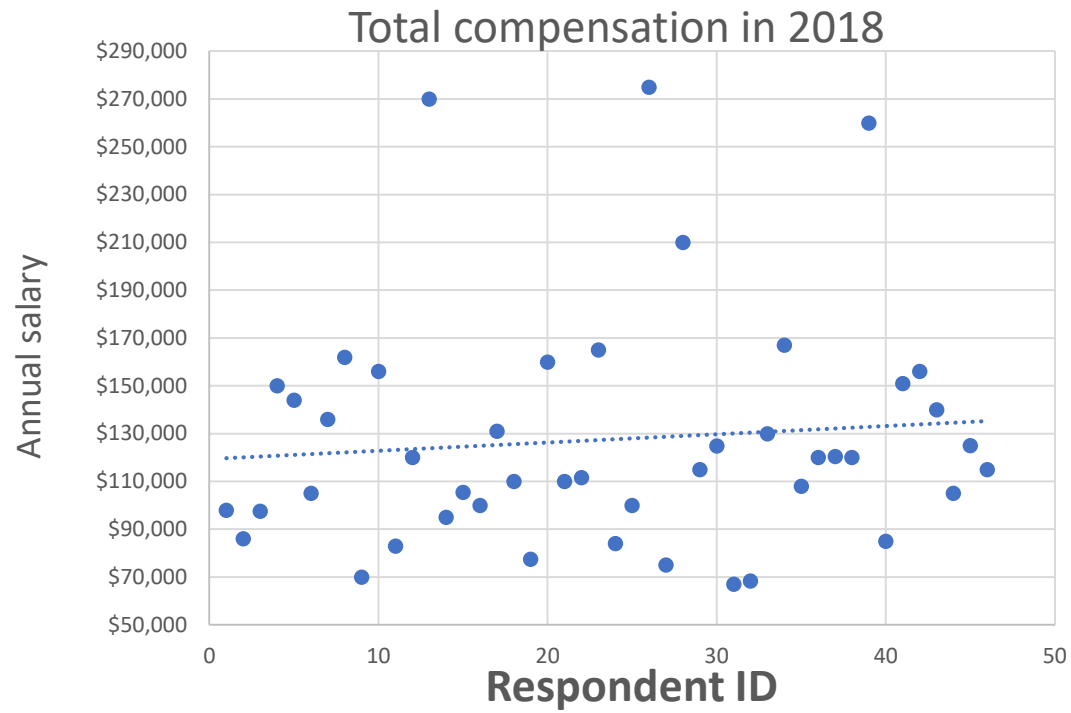
Other answers:

- Time and a half for holidays
- One day off at a later time
- OT 1.5 hourly, 10% extra Saturday, 15% extra Sunday, holidays 10% extra hourly
- If work on holiday, we will get another day off
- Day off for every weekend worked
- On call compensation

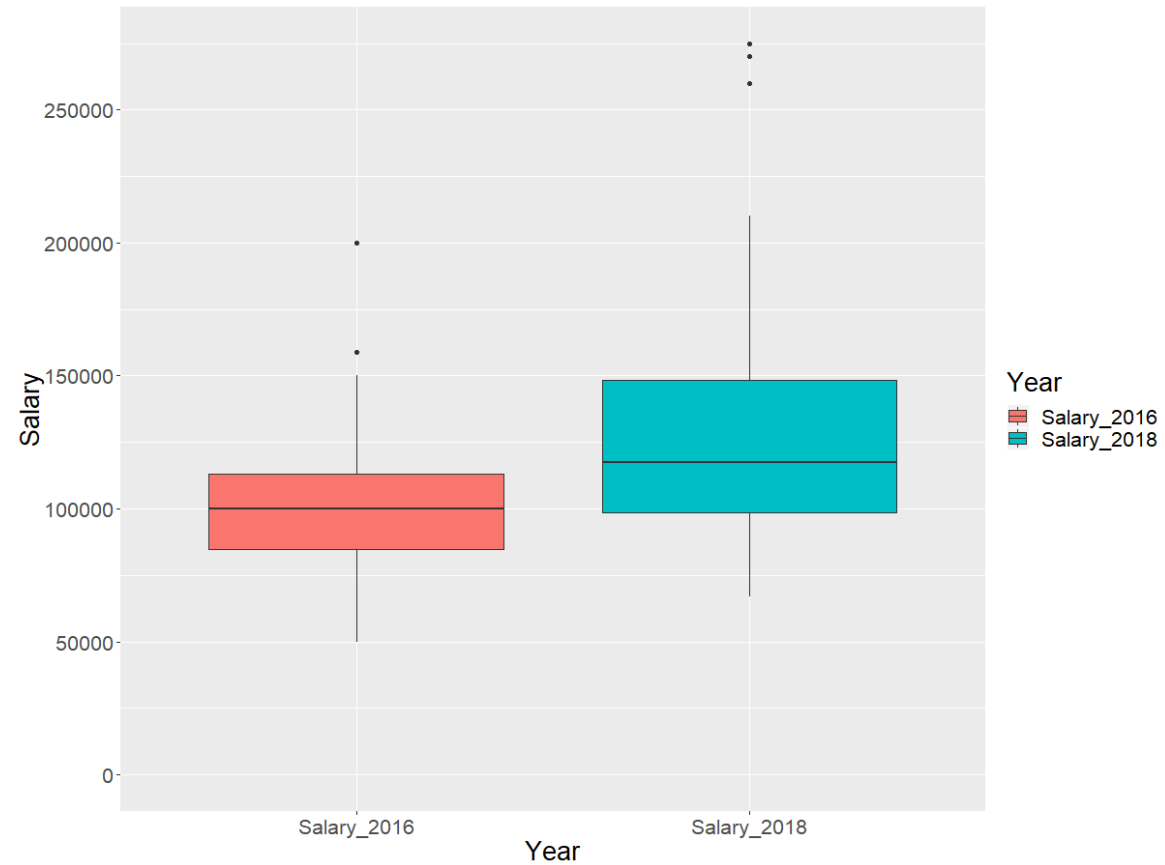
Total compensation in 2018, N=46



Clusters of embryologists by Salary

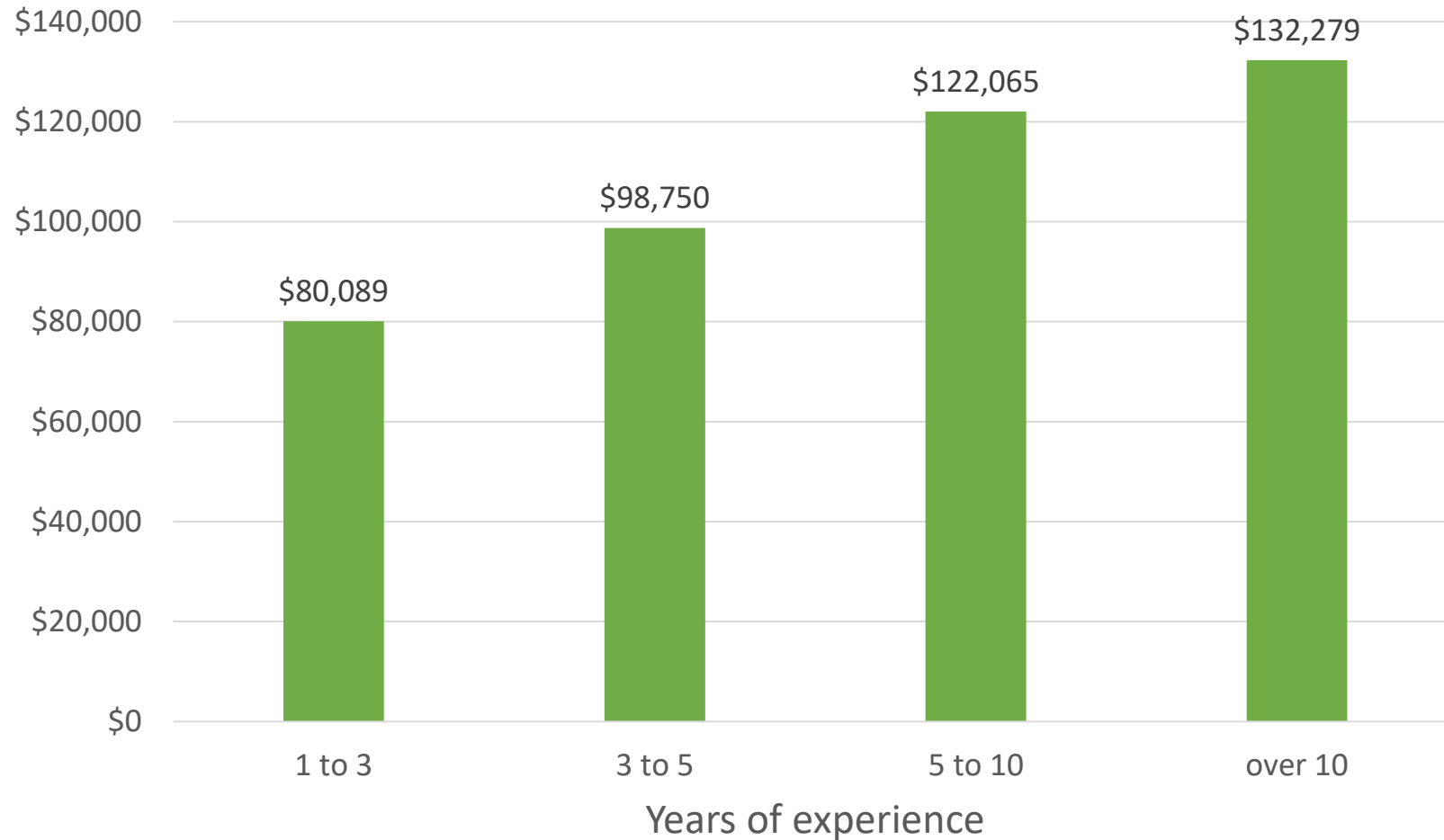


2016 vs 2018

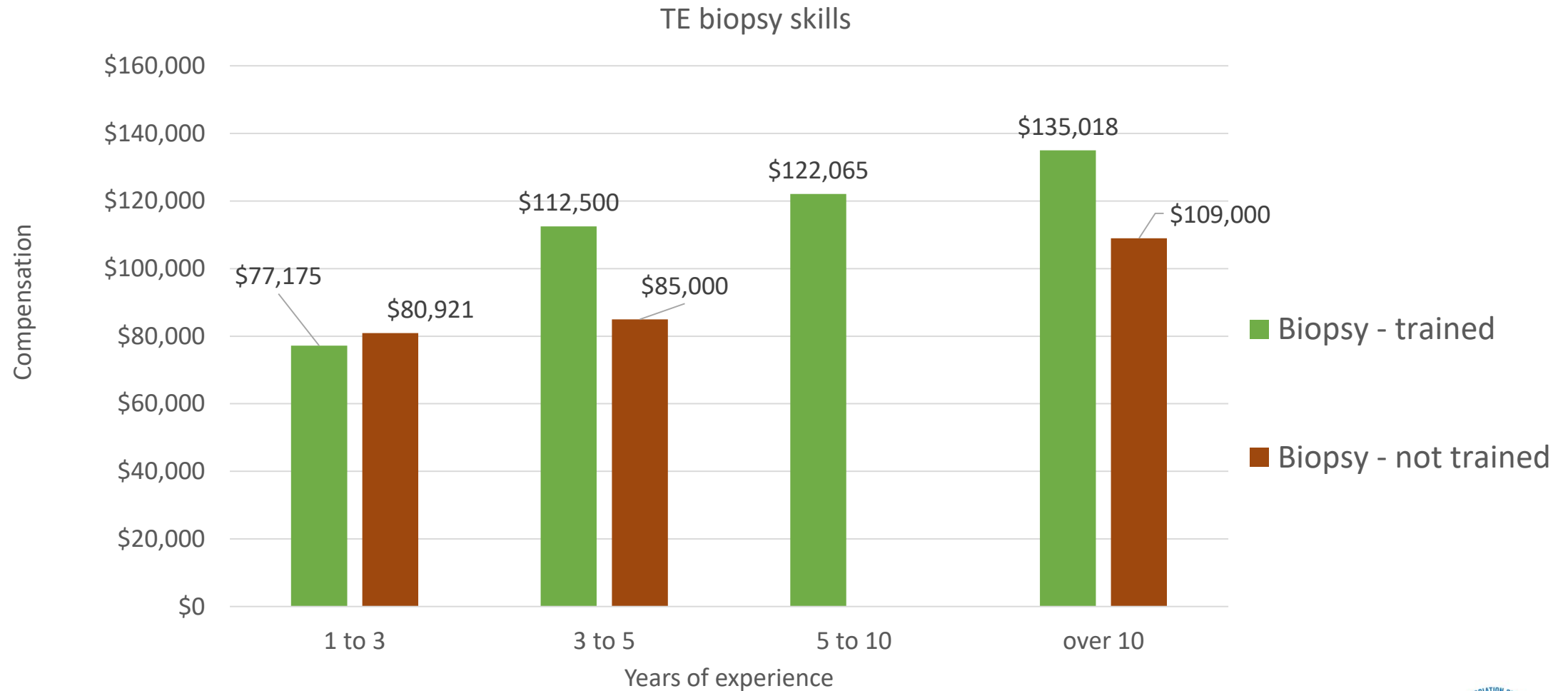


	Salary_2016	Salary_2018
Min.	50000	67000
1st Qu.	84750	98500
Median	100000	117500
Mean	106659	127494
3rd Qu.	113000	148500
Max.	200000	275000

Average compensation (salaries over 200k were excluded), N=42

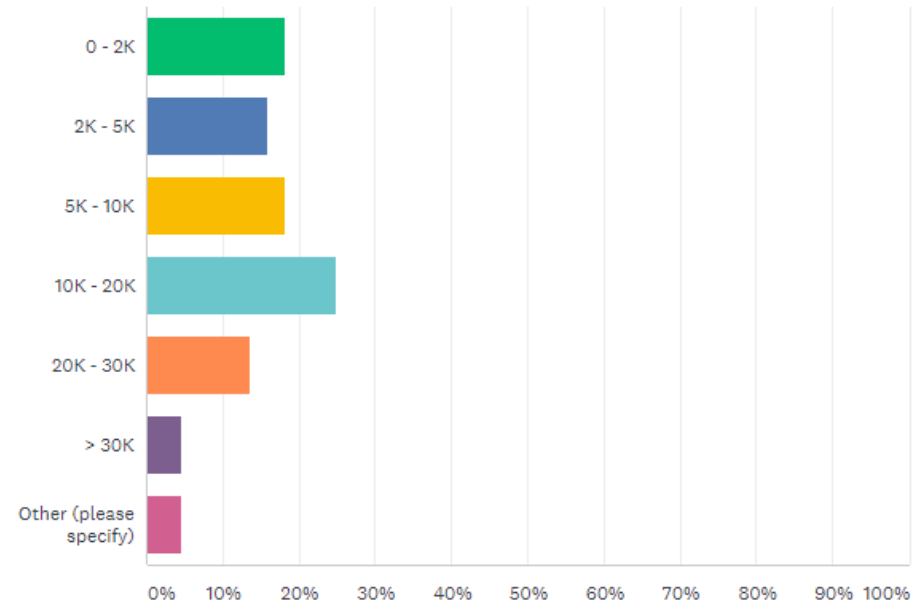


Average compensation (salaries over 200k were excluded), N=42



What was your salary increase since 2016?

Answered: 44 Skipped: 4

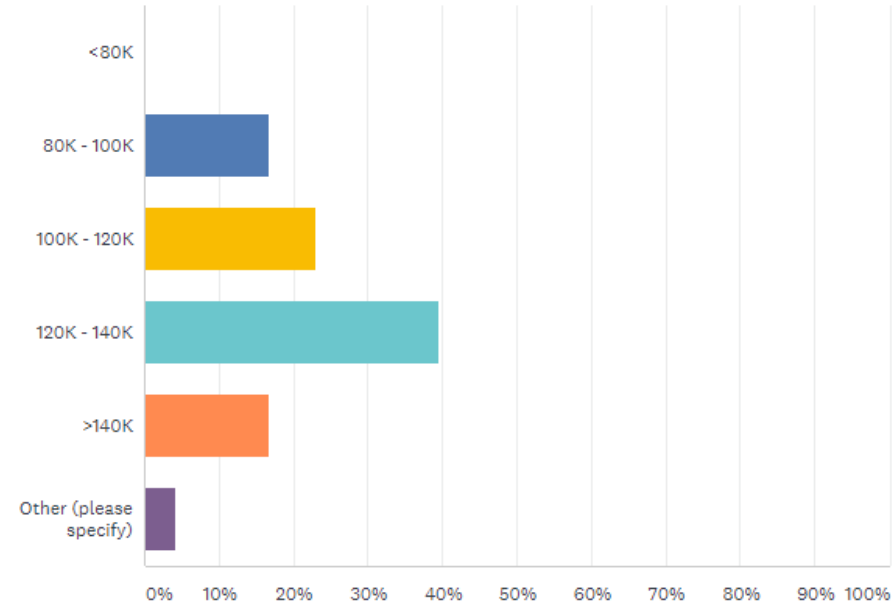


ANSWER CHOICES	RESPONSES
▼ 0 - 2K	18.18% 8
▼ 2K - 5K	15.91% 7
▼ 5K - 10K	18.18% 8
▼ 10K - 20K	25.00% 11
▼ 20K - 30K	13.64% 6
▼ > 30K	4.55% 2
▼ Other (please specify) Responses	4.55% 2
TOTAL	44



Please provide your estimate of how much fully trained embryologist (embryos/eggs vitrification, ICSI, biopsy/tubing skills) with at least 3 years of experience should be paid in the Bay Area

Answered: 48 Skipped: 0

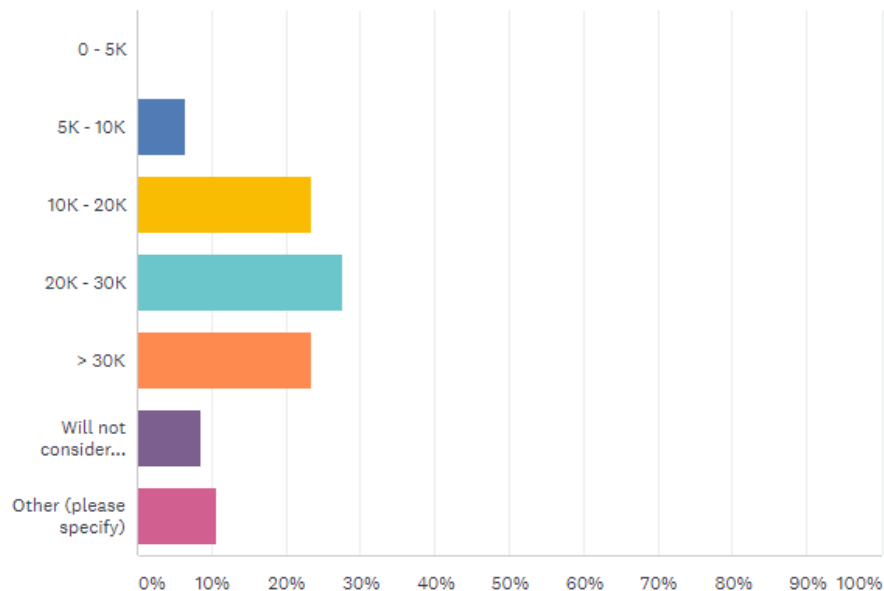


ANSWER CHOICES	RESPONSES
<80K	0.00% 0
80K - 100K	16.67% 8
100K - 120K	22.92% 11
120K - 140K	39.58% 19
>140K	16.67% 8
Other (please specify) Responses	4.17% 2
TOTAL	48



What salary increase would make you change your current employer (within reasonable commute time)?

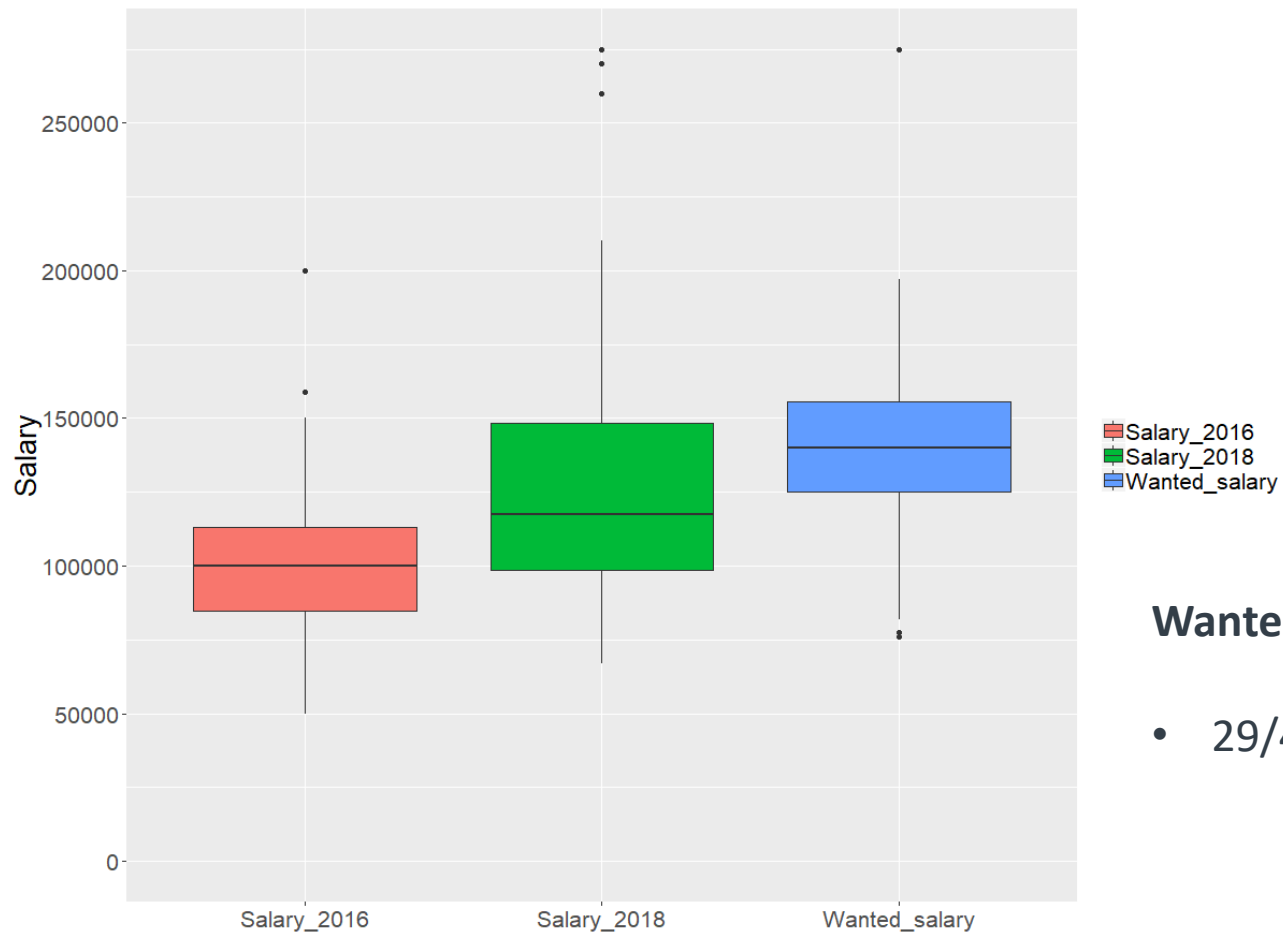
Answered: 47 Skipped: 1



ANSWER CHOICES	RESPONSES
0 - 5K	0.00% 0
5K - 10K	6.38% 3
10K - 20K	23.40% 11
20K - 30K	27.66% 13
> 30K	23.40% 11
Will not consider changing my current employer.	8.51% 4
Other (please specify)	Responses 10.64% 5
TOTAL	47

1. 4/47 will not consider
2. Other comments:
 - 4 day working week
 - 50K more than what I make now
 - Would prefer salary over hourly pay rate
 - 50K
 - Take \$30-\$40K LESS to leave the Bay Area.





Wanted_salary = current + amount to change current job

- 29/43 are fully trained

	Salary_2016	Salary_2018	Wanted_salary
Min.	\$50,000	\$67,000	\$75,850
1st Qu.	\$84,750	\$98,500	\$125,000
Median	\$100,000	\$117,500	\$140,000
Mean	\$106,659	\$127,494	\$145,238
3rd Qu.	\$113,000	\$148,500	\$158,000
Max.	\$200,000	\$275,000	\$300,000



Thank you!

