



2024 Tennessee  
Report on Compensation  
and Benefits for Associate  
Veterinarians

## Contents

Introduction .....	3
Survey Design.....	3
General Results .....	4
Compensation Characteristics .....	5
Type of Practice.....	5
Years in Practice .....	6
Practice Type and Years in Practice .....	7
Years at Current Location .....	8
Assist in Hospital Management .....	8
Location.....	9
Method of Compensation.....	10
Benefits .....	12
Vacation Time .....	12
Employee Benefits .....	14
On-Call Compensation .....	15
Conclusion.....	16

©2024, Tennessee Veterinary Medical Association and Canadian Veterinary Medical Association

All rights reserved. No part of this work covered by the publisher's copyright may be reproduced or copied in any form or by any means (graphic, electronic or mechanical, including photocopying, recording, recording taping, or information and retrieval systems) without the written permission of the publisher.

## Introduction

The 2024 Tennessee Report on Compensation and Benefits for Associate Veterinarians is a member service provided by the Tennessee Veterinary Medical Association. The 2024 survey was designed to examine the level of compensation and benefits provided to associate (non practice owner) veterinarians in 2024. Information in the survey applies to associate veterinarians in clinical practice only.

## Survey Design

The Survey was sent electronically to all 647 associate veterinarians in Tennessee. One hundred and sixty valid surveys were returned for a response rate of 24%. The results are accurate to +/- 5.3%, 19 times out of 20.

Respondents were asked to complete the questionnaire based on their compensation and benefits from private practice in 2024.

The survey examines several characteristics (type of practice, years in practice, location, etc.) and evaluates their impact on compensation and benefits for associate veterinarians. To allow for simpler comparisons between groups, a calculated hourly wage is presented; this figure is the product of the median annual compensation divided by the median number of hours worked.

Not every question was answered by all respondents, so the number of responses varies between characteristic groups. The number of responses is shown for all characteristic groups, however to maintain confidentiality, characteristic groups with less than three observations are shown as “n/a”.

Information for the survey was submitted anonymously. Since individual responses cannot be cross-referenced, the survey reports the “median” figures. The median is obtained by ranking all responses from smallest to largest and then taking the mid-point. This way the results are not influenced by extreme responses.

## General Results

Tables 1 and 2 show the annual compensation and hours worked for associate veterinarians in Tennessee for 2024. These tables report the mean (average), the number of responses and the range in data using 25th, 50th (median) and 75th percentiles.

In 2024, Tennessee full-time associates earned a median annual compensation of \$126,525 and worked a median of 1,800 hours annually.

A part-time veterinarian is defined as one who works less than 1,000 hours per year (approximately 20 hours per week). Part-time associates in Tennessee worked a median of 704 hours with a median compensation of \$50,000 per year.

Please note annual hours worked does not include vacation time, lunch hours and break time, hours on-call or hours engaged while on-call.

	Mean	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Number of Responses
<b>Full-time</b>	\$134,108	\$110,000	\$126,525	\$150,000	104
<b>Part-time</b>	\$59,818	\$41,500	\$50,000	\$85,000	9

**Table 1.** Mean, median and 25<sup>th</sup>/75<sup>th</sup> percentile of total annual compensation for full-time and part-time associate veterinarians.

	Mean	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile	Number of Responses
<b>Full-time</b>	1,843	1,518	1,800	2,057	96
<b>Part-time</b>	671	513	704	790	9

**Table 2.** Mean, median and 25<sup>th</sup>/75<sup>th</sup> percentile of annual hours worked for full-time and part-time associate veterinarians.

## Compensation Characteristics

### Type of Practice

Table 3 shows compensation for associate veterinarians by type of practice. The table shows the differences between associates in companion animal, mixed, specialty and other types of practices.

The median compensation for full-time associate veterinarians in mixed animal practice was the highest of all groups surveyed, at \$146,000 with 1,987 annual hours worked.

When asked to specify their type of practice, those respondents who selected “other” indicated types of practice such as shelter animal.

	Type of Practice	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
<b>Full-time</b>	<b>Companion Animals</b>	125,000	1,728	72.34	77
	<b>Mixed</b>	146,000	1,987	73.48	12
	<b>Specialty</b>	141,000	2,068	68.18	5
	<b>Other</b>	100,000	1,748	57.21	3

**Table 3.** Median annual compensation and hours worked for full-time associate veterinarians stratified by type of practice.

### Years in Practice

Table 4 outlines the median compensation and hours worked for associates by their total number of years in practice.

Annual compensation reached a peak of \$135,000 for those associates with greater than 15 years in practice.

Median annual hours worked tended to decrease as years of experience increased, falling to a low of 1,504 for associate veterinarians with over 11-15 years of experience.

	Total Years in Practice	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
<b>Full-time</b>	<b>1-2 Years</b>	110,000	1,920	57.29	18
	<b>3-5 Years</b>	130,000	1,903	68.31	12
	<b>6-10 Years</b>	125,000	1,880	66.49	20
	<b>11-15 Years</b>	127,500	1,504	84.77	8
	<b>&gt;15 Years</b>	135,000	1,728	78.13	45

**Table 4.** Median annual compensation and hours worked for full-time associate veterinarians stratified by total number of years in practice.

### Practice Type and Years in Practice

To account for differences in compensation relating to practice type and total years in practice, Table 5 outlines both characteristics for full-time associate veterinarians in companion animal, mixed, food animal, and emergency practice. Those groups not shown in the table had insufficient responses to present data while ensuring confidentiality.

Full-time	Total Years in Practice	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
Companion Animal	1-2 Years	109,000	1,944	62.56	5
	3-5 Years	130,000	2,078	68.46	11
	6-10 Years	125,000	1,826	76.56	14
	11-15 Years	115,000	1,502	77.88	5
	>15 Years	125,000	1,605	80.36	35
Mixed Animal	1-2 Years	153,000	1,904	58.78	3
	>15 Years	146,000	2,484	56.07	7

**Table 5.** Median annual compensation and hours worked for full-time associate veterinarians stratified by type of practice and total number of years in practice.

### Years at Current Location

Table 6 outlines differences in compensation by the number of years that an associate has been employed at their current location.

Median compensation was highest for those associates who had been at their current location for over 15 years, at \$142,400. However, those associates who had been at their current location for 3-5 years worked the fewest hours and earned the highest calculated hourly wage.

	Years at Current Location	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
Full-time	<1 Year	122,500	1,728	70.89	14
	1-2 Years	126,525	1,920	65.90	24
	3-5 Years	135,000	1,632	82.72	21
	6-10 Years	122,500	1,734	70.65	18
	11-15 Years	120,000	1,880	63.83	5
	>15 Years	142,400	1,840	77.39	22

**Table 6.** Median annual compensation and hours worked for full-time associate veterinarians stratified by number of years employed at current location.

### Assist in Hospital Management

Respondents were asked to indicate if they assisted in the management of their veterinary hospital. When asked which management responsibilities they were taking on, respondents outlined areas such as human resources (hiring, training and scheduling), inventory management and working as the practice’s medical director.

The 37 per cent of full-time associates who were involved in practice management earned a 12 per cent higher median compensation and worked four per cent more in median hours.

	Assist in Managing	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
Full-time	Yes	140,000	1,848	75.76	35
	No	125,000	1,771	70.58	59

**Table 7.** Median annual compensation and hours worked for full-time associate veterinarians stratified by assistance in hospital management.



## Location

When compared by geographical location within the state, there was some degree of variation in median annual compensation for full-time associate veterinarians.

The highest compensation was earned by full-time associates in the Middle Tennessee region, with a median of \$140,000 while working a median of 1,824 hours annually.

Census Region	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
East Tennessee	120,000	1,800	66.67	41
Middle Tennessee	140,000	1,824	76.75	51
West Tennessee	120,000	1,744	68.81	12

**Table 8.** Median annual compensation and hours worked for full-time associate veterinarians stratified by census region.

### Method of Compensation

Table 9 outlines the median salary and hours worked attributed to the different methods of compensation.

Associates compensated by an annual base salary plus emergency fees earned the highest median compensation of \$150,000. They were followed by those compensated by an annual base salary plus a profit sharing/bonus (\$145,000).

Method of Compensation	Median Annual Compensation (\$)	Median Hours Worked	Calculated Hourly Wage (\$)	Number of Responses
<b>Hourly</b>	n/a	n/a	n/a	n/a
<b>Annual Salary</b>	120,000	1,780	67.42	37
<b>Annual Base Salary + Profit Sharing (eg. Paid a bonus based on total practice revenue)</b>	145,000	1,777	81.60	15
<b>Annual Base Salary + Emergency Fees</b>	150,000	1,920	78.13	3
<b>% Of Gross Billings (Revenue) without Guaranteed Salary</b>	127,500	2,008	63.50	6
<b>% of Gross Billings Guaranteed Annual Salary + % of Gross Billings (ProSal)</b>	135,000	1,728	78.13	34

**Table 9.** Median annual compensation and hours worked for full-time associate veterinarians stratified by method of compensation.

Full-time associate veterinarians who were compensated through a method other than an annual salary were asked to outline the value of the various components of their compensation method. For example, if a respondent indicated that they were compensated through an annual base salary plus a profit-sharing opportunity, they were asked to outline their annual salary, the percentage of the profit-sharing opportunity, and the total dollar amount of the profit sharing.

For a number of these compensation methods, there may be more intricate conditions that cannot be succinctly expressed in this table, such as profit sharing only on certain products or the paying of a percentage of gross billings above a certain target of gross revenue generated.

Method of Compensation	Component	25th Percentile	Median Value	75th Percentile	Number of Responses
<b>Annual Base Salary + Profit Sharing</b>	<b>Salary Portion</b>	\$123,488	\$130,000	\$130,000	12
	<b>% of Profit Share</b>	12%	20%	22%	5
	<b>\$ of Profit Share</b>	\$15,000	\$18,000	\$20,000	15
<b>% Of Gross Billings (Revenue)</b>	<b>% of Gross Billings</b>	17.5%	22.0%	29.0%	5
<b>Guaranteed Annual Salary + % of Gross Billings (ProSal)</b>	<b>Guaranteed Salary</b>	\$100,000	\$112,500	\$137,500	30
	<b>% of Gross Billings</b>	20%	20%	22%	32

**Table 10.** Median and 25<sup>th</sup>/75<sup>th</sup> percentile value of compensation component for full-time associate veterinarians.

Those associate veterinarians who indicated that they were compensated through a form of production-based pay (profit sharing, percentage of gross billings, or percentage of gross billings plus base salary) were also asked to elaborate on the details of their compensation arrangement. There was a wide range of answers provided; some earned the same percentage of production on professional services as on pharmaceutical and dietary sales. Others earned a higher percentage (e.g. 20-24 per cent) on professional services, and a lower percentage (e.g. 10-15 per cent) on pharmaceutical sales, notably parasiticides and refills, and dietary sales.

## Benefits

### Vacation Time

Tables 11 and 12 show median vacation weeks provided to associates by type of practice and years at current location.

Associates employed full-time in specialty animal practices received the highest median vacation of four weeks. All other practice types were all provided with a median of two vacation weeks. Median weeks of vacation remained steady at two until eleven years of tenure for full time associates, at which point it climbed to three weeks of vacation for associates with greater than 15 years of tenure.

	Type of Practice	Median Weeks of Vacation	Number of Responses
Full-time	Companion Animals	2.0	72
	Mixed	2.0	12
	Specialty	4.0	3
	Other	2.0	3
Part-time	Companion Animals	0.0	8

**Table 11.** Median weeks of vacation associate veterinarians stratified by type of practice.

	Years at Current Practice	Median Weeks of Vacation	Number of Responses
Full-time	<1 Year	2.0	13
	1-2 Years	2.0	21
	3-5 Years	2.0	19
	6-10 Years	2.0	13
	11-15 Years	2.5	4
	>15 Years	3.0	19

**Table 12.** Median weeks of vacation for full-time and part-time associate veterinarians stratified by years employed at current location.

Table 13 shows the percentage of associates who had their vacation restricted to certain seasons or were restricted from taking their vacation allotment all at one time (for example, required to take two, one-week vacations rather than two consecutive weeks of vacation). Associates in companion animal practice were the most likely to have seasonal restrictions on their vacation, as well as allotment restrictions.

Type of Practice	Percentage with Seasonal Restriction on Vacation	Percentage with Allotment Restriction on Vacation
Companion Animals	7%	11%
Mixed	0%	n/a
Specialty	n/a	0%
Other	0%	0%

**Table 13. Percentage of full-time associate veterinarians with seasonal restrictions and allotment restrictions on vacation week.**

## Employee Benefits

The following tables outline employee benefits and the median value of these benefits stratified by employment type.

Benefit	Percentage of Respondents Receiving Benefit	
	Full-time	Part-time
Continuing Education (fees)	84%	33%
Continuing Education (days off)	76%	33%
Dental/Health Insurance	70%	n/a
Malpractice Insurance	76%	44%
Licence	85%	44%
TVMA Dues	81%	n/a
AVMA Dues	75%	33%
Employee Retirement Plan	76%	33%
Profit Sharing Opportunities	21%	0%
Uniforms	56%	n/a
Vet Care Discount	94%	78%
Vet Product Discount	92%	78%
Work Vehicle Provided	n/a	0%
Vehicle Allowance	3%	0%
Sick Days	65%	n/a

Table 14. Percentage of full-time and part-time associate veterinarians receiving each benefit.

Benefit	Median Value of Benefit	
	Full-time	Part-time
Continuing Education (fees)	\$2,000	\$0
Continuing Education (days off)	3.0	0.0
Vehicle Allowance (per mile)	n/a	n/a
Vehicle Allowance (per month)	n/a	n/a
Sick Days (days off)	5.0	0.0

Table 15. Median value of each benefit for full-time and part-time associate veterinarians.

## On-Call Compensation

On-call requirements and compensation are listed in Table 16, stratified by type of practice. The table includes the percentage of associates required to work on call, the median requirements for weeknights and weekends on call (of those who are required to work on call), and the percentage of associates who were compensated for their on-call duties (of those who are required to work on call). The two right columns show the median compensation paid to associate veterinarians for this type of work; some associates were compensated as a percentage of the fees they billed after hours (for example, a food animal associate who generates revenue of \$1,000 after hours, earning a median of 50 per cent of after-hours fees, would receive \$500). Other associates were paid a set amount per after-hours call, regardless of the amount of revenue generated.

Associates in mixed animal practice were the most likely to be required for on call, with all 58 per cent of respondents indicating this as a responsibility of their employment.

Companion animal associate veterinarians were on call for a median of two weekends per month, and two and a half nights per week; for mixed animal associates, the median was one and a half weekends per month and two nights per week.

Type of Practice	Percentage of Respondents Required for On-Call	Median Number of On-Call Weekends per Month	Median Number of On-Call Nights per Week	Percentage of Respondents Compensated for On-Call	Median Percentage of After-Hours Fees Paid	Median Amount per After-Hours Call
<b>Companion Animals</b>	19%	2.0	2.5	47%	n/a	\$200.00
<b>Mixed Animals</b>	58%	1.5	2.0	71%	n/a	\$97.50

**Table 16.** On-call statistics for full-time associate veterinarians, stratified by type of practice.

## Conclusion

With a response rate of 24%, the 2024 Tennessee Survey of Compensation and Benefits for Associate Veterinarians allows conclusions to be drawn with a moderate degree of confidence (+/- 5.3 %, 19 times out of 20).

Full-time associate veterinarian compensation was a median of \$126,525, while median hours worked was 1,800.

The following factors typically led to higher annual incomes or fewer annual hours worked:

- Compensated by a base salary and emergency fees
- Greater than 15 years of experience or tenure
- Working in a mixed animal practice
- Assisting in the management of the veterinary hospital

Median weeks of vacation for full-time associate veterinarians started from a base of two weeks, climbing to a high of three weeks for associates with greater than fifteen years of tenure at their current location.

If you have any questions regarding the 2024 Tennessee Survey of Compensation and Benefits for Associate Veterinarians, or the 2024 Tennessee Report on Compensation and Benefits for Associate Veterinarians, contact Darren Osborne at OVMA by calling 1.800.670.1702, ext. 229 or emailing [dosborne@ovma.org](mailto:dosborne@ovma.org).