



Information Update

Sharing data to enhance your knowledge of the PA profession

Types of Compensation Received by Physician Assistants in Cardiovascular/Cardiothoracic Surgery from their Primary Employers in 2007

Methodology

As part of the 2007 AAPA Physician Assistant Census, respondents were asked to report the amount of money they expected to receive in 2007 for the following ten compensations types:

1. Base pay (salary or hourly wage)
2. Surgical assisting fees
3. Overtime pay
4. Shift differential
5. Administrative pay
6. Pay for on-call availability
7. Pay for on-call services/events
8. Bonus not based on productivity/performance
9. Bonus based on productivity/performance of practice
10. Bonus based on your own productivity/performance

We calculated the proportion of total income represented by base pay (salary or hourly wage) received by each respondent. This calculation involved dividing the amount of base pay received by the sum of all compensation types for each respondent.

For each of the other compensation types for which data were collected, we computed the number and percentage of respondents who received various amounts of each. Specifically, we classified this information in the following categories:

- Do not receive
- Receive less than \$1,000
- Receive between \$1,000 and \$5,000
- Receive between \$5,000 and \$10,000
- Receive more than \$10,000

Results

In the tables that follow, we report the mean, standard deviation, and percentile distribution of the proportion of total income represented by base pay. We also report the number and percent distribution of respondents who received various amounts of each specific compensation type. All statistics are reported by years of experience as a PA.

Table 1: Percentage of Total Income Represented by Base Pay for PAs in Cardiovascular/Cardiothoracic Surgery in Cohorts Defined by Years of Experience*

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	61	100	120	258	539
Mean	95%	93%	95%	95%	94%
Std dev	7%	9%	7%	8%	8%
10th p-tile	85%	78%	83%	83%	82%
25th p-tile	91%	88%	95%	92%	92%
Median	98%	97%	98%	98%	98%
75th p-tile	100%	100%	100%	100%	100%
90th p-tile	100%	100%	100%	100%	100%

Total income calculated by summing all compensation types (value of fringe benefits excluded).

Table 2: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Surgical Assisting Fees in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	58	95%	98	98%	119	99%	251	97%	526	98%
Receive Less than \$1,000					1	1%	2	1%	3	1%
Receive between \$1,000 and \$5,000	3	5%	1	1%			1	0%	5	1%
Receive between \$5,000 and \$10,000			1	1%			1	0%	2	0%
Receive more than \$10,000							3	1%	3	1%

Table 3: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Overtime Pay in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	46	75%	74	74%	96	80%	205	79%	421	78%
Receive Less than \$1,000	2	3%	3	3%	2	2%	2	1%	9	2%
Receive between \$1,000 and \$5,000	8	13%	6	6%	11	9%	15	6%	40	7%
Receive between \$5,000 and \$10,000	1	2%	7	7%	4	3%	11	4%	23	4%
Receive more than \$10,000	4	7%	10	10%	7	6%	25	10%	46	9%

Table 4: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Shift Differential in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	58	95%	92	92%	114	95%	235	91%	499	93%
Receive Less than \$1,000	1	2%	3	3%	3	3%	10	4%	17	3%
Receive between \$1,000 and \$5,000	1	2%	3	3%	1	1%	9	3%	14	3%
Receive between \$5,000 and \$10,000	1	2%	2	2%	1	1%	3	1%	7	1%
Receive more than \$10,000					1	1%	1	0%	2	0%

Table 5: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Administrative Pay in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	60	98%	98	98%	118	98%	253	98%	529	98%
Receive Less than \$1,000					1	1%			1	0%
Receive between \$1,000 and \$5,000	1	2%	2	2%			3	1%	6	1%
Receive between \$5,000 and \$10,000							1	0%	1	0%
Receive more than \$10,000					1	1%	1	0%	2	0%

Table 6: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Pay for On-call Availability in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	48	79%	78	78%	103	86%	212	82%	441	82%
Receive Less than \$1,000	4	7%	2	2%	4	3%	9	3%	19	4%
Receive between \$1,000 and \$5,000	5	8%	10	10%	7	6%	15	6%	37	7%
Receive between \$5,000 and \$10,000	3	5%	6	6%	3	3%	12	5%	24	4%
Receive more than \$10,000	1	2%	4	4%	3	3%	10	4%	18	3%

Table 7: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Pay for On-call Services/Events in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	53	87%	84	84%	97	81%	218	84%	452	84%
Receive Less than \$1,000	5	8%	3	3%	5	4%	4	2%	17	3%
Receive between \$1,000 and \$5,000	2	3%	7	7%	10	8%	17	7%	36	7%
Receive between \$5,000 and \$10,000	1	2%	3	3%	4	3%	10	4%	18	3%
Receive more than \$10,000			3	3%	4	3%	9	3%	16	3%

Table 8: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Bonus Not Based on Productivity in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	50	82%	77	77%	94	78%	198	77%	419	78%
Receive Less than \$1,000	4	7%	6	6%	11	9%	17	7%	38	7%
Receive between \$1,000 and \$5,000	4	7%	11	11%	14	12%	35	14%	64	12%
Receive between \$5,000 and \$10,000	3	5%	2	2%			6	2%	11	2%
Receive more than \$10,000			4	4%	1	1%	2	1%	7	1%

Table 9: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Bonus Based on Productivity of Practice in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	55	90%	90	90%	112	93%	242	94%	499	93%
Receive Less than \$1,000	2	3%	1	1%			2	1%	5	1%
Receive between \$1,000 and \$5,000	2	3%	5	5%	5	4%	10	4%	22	4%
Receive between \$5,000 and \$10,000	1	2%	2	2%	1	1%	3	1%	7	1%
Receive more than \$10,000	1	2%	2	2%	2	2%	1	0%	6	1%

Table 10: Number and Percent Distribution of Respondents in Cardiovascular/Cardiothoracic Surgery Receiving Bonus Based on Own Productivity in Cohorts Defined by Years of Experience*

	Less than one year		1 - 3 years		4 - 7 years		7 or more years		Total	
	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent	Respondents	Percent
Respondents	61	100%	100	100%	120	100%	258	100%	539	100%
Do not receive	58	95%	94	94%	116	97%	244	95%	512	95%
Receive Less than \$1,000			1	1%			1	0%	2	0%
Receive between \$1,000 and \$5,000	3	5%	5	5%	3	3%	9	3%	20	4%
Receive between \$5,000 and \$10,000							1	0%	1	0%
Receive more than \$10,000					1	1%	3	1%	4	1%