



## Information Update

*Sharing data to enhance your knowledge of the PA profession*

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### **Types of Compensation Received by Physician Assistants in Emergency Medicine 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 Emergency Medicine in Cohorts Defined by Years of Experience\***

	Less than one year	1 - 3 years	4 - 7 years	7 or more years	Total
Respondents	176	338	324	503	1341
Mean	95%	94%	93%	93%	93%
Std dev	8%	8%	10%	9%	9%
10th p-tile	85%	83%	80%	80%	81%
25th p-tile	92%	91%	89%	90%	90%
Median	98%	96%	96%	97%	97%
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 Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	174	99%	338	100%	320	99%	494	98%	1326	99%
Receive Less than \$1,000					1	0%	3	1%	4	0%
Receive between \$1,000 and \$5,000	1	1%			1	0%	5	1%	7	1%
Receive between \$5,000 and \$10,000					2	1%			2	0%
Receive more than \$10,000	1	1%					1	0%	2	0%

**Table 3: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	118	67%	210	62%	207	64%	352	70%	887	66%
Receive Less than \$1,000	12	7%	23	7%	14	4%	21	4%	70	5%
Receive between \$1,000 and \$5,000	25	14%	59	17%	61	19%	64	13%	209	16%
Receive between \$5,000 and \$10,000	12	7%	25	7%	14	4%	24	5%	75	6%
Receive more than \$10,000	9	5%	21	6%	28	9%	42	8%	100	7%

**Table 4: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	132	75%	275	81%	261	81%	441	88%	1109	83%
Receive Less than \$1,000	11	6%	13	4%	12	4%	13	3%	49	4%
Receive between \$1,000 and \$5,000	22	13%	34	10%	29	9%	28	6%	113	8%
Receive between \$5,000 and \$10,000	6	3%	12	4%	12	4%	13	3%	43	3%
Receive more than \$10,000	5	3%	4	1%	10	3%	8	2%	27	2%

**Table 5: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	168	95%	323	96%	290	90%	449	89%	1230	92%
Receive Less than \$1,000	2	1%	7	2%	8	2%	13	3%	30	2%
Receive between \$1,000 and \$5,000	3	2%	6	2%	18	6%	21	4%	48	4%
Receive between \$5,000 and \$10,000	2	1%	1	0%	4	1%	11	2%	18	1%
Receive more than \$10,000	1	1%	1	0%	4	1%	9	2%	15	1%

**Table 6: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	172	98%	331	98%	320	99%	495	98%	1318	98%
Receive Less than \$1,000	3	2%	4	1%	2	1%	5	1%	14	1%
Receive between \$1,000 and \$5,000	1	1%	3	1%	2	1%	3	1%	9	1%

**Table 7: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	174	99%	335	99%	315	97%	498	99%	1322	99%
Receive Less than \$1,000	2	1%	1	0%	5	2%	2	0%	10	1%
Receive between \$1,000 and \$5,000			2	1%	2	1%	1	0%	5	0%
Receive between \$5,000 and \$10,000					1	0%	2	0%	3	0%
Receive more than \$10,000					1	0%			1	0%

**Table 8: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	142	81%	257	76%	241	74%	405	81%	1045	78%
Receive Less than \$1,000	12	7%	22	7%	15	5%	17	3%	66	5%
Receive between \$1,000 and \$5,000	16	9%	49	14%	44	14%	50	10%	159	12%
Receive between \$5,000 and \$10,000	4	2%	6	2%	7	2%	25	5%	42	3%
Receive more than \$10,000	2	1%	4	1%	17	5%	6	1%	29	2%

**Table 9: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	159	90%	272	80%	273	84%	421	84%	1125	84%
Receive Less than \$1,000	5	3%	20	6%	3	1%	10	2%	38	3%
Receive between \$1,000 and \$5,000	9	5%	34	10%	30	9%	35	7%	108	8%
Receive between \$5,000 and \$10,000	2	1%	6	2%	13	4%	15	3%	36	3%
Receive more than \$10,000	1	1%	6	2%	5	2%	22	4%	34	3%

**Table 10: Number and Percent Distribution of Respondents in Emergency Medicine 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	176	100%	338	100%	324	100%	503	100%	1341	100%
Do not receive	151	86%	273	81%	259	80%	434	86%	1117	83%
Receive Less than \$1,000	9	5%	12	4%	5	2%	5	1%	31	2%
Receive between \$1,000 and \$5,000	10	6%	33	10%	33	10%	23	5%	99	7%
Receive between \$5,000 and \$10,000	3	2%	3	1%	13	4%	21	4%	40	3%
Receive more than \$10,000	3	2%	17	5%	14	4%	20	4%	54	4%