



Information Update

Sharing data to enhance your knowledge of the PA profession

Types of Compensation Received by Physician Assistants in Urology 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 Urology in Cohorts Defined by Years of Experience*

| | Less than one year | 1 - 3 years | 4 - 7 years | 7 or more years | Total |
|-------------|--------------------|-------------|-------------|-----------------|-------|
| Respondents | 19 | 53 | 56 | 67 | 195 |
| Mean | 97% | 96% | 95% | 94% | 95% |
| Std dev | 5% | 6% | 7% | 10% | 8% |
| 10th p-tile | 84% | 88% | 83% | 77% | 84% |
| 25th p-tile | 96% | 95% | 95% | 93% | 94% |
| Median | 99% | 98% | 98% | 97% | 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 Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 18 | 95% | 51 | 96% | 56 | 100% | 67 | 100% | 192 | 98% |
| Receive Less than \$1,000 | | | 1 | 2% | | | | | 1 | 1% |
| Receive between \$1,000 and \$5,000 | 1 | 5% | 1 | 2% | | | | | 2 | 1% |

Table 3: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 19 | 100% | 53 | 100% | 53 | 95% | 63 | 94% | 188 | 96% |
| Receive Less than \$1,000 | | | | | | | 1 | 1% | 1 | 1% |
| Receive between \$1,000 and \$5,000 | | | | | 2 | 4% | 2 | 3% | 4 | 2% |
| Receive between \$5,000 and \$10,000 | | | | | 1 | 2% | 1 | 1% | 2 | 1% |

Table 4: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 19 | 100% | 52 | 98% | 56 | 100% | 66 | 99% | 193 | 99% |
| Receive Less than \$1,000 | | | 1 | 2% | | | | | 1 | 1% |
| Receive between \$1,000 and \$5,000 | | | | | | | 1 | 1% | 1 | 1% |

Table 5: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 18 | 95% | 52 | 98% | 56 | 100% | 66 | 99% | 192 | 98% |
| Receive Less than \$1,000 | | | 1 | 2% | | | | | 1 | 1% |
| Receive between \$1,000 and \$5,000 | 1 | 5% | | | | | 1 | 1% | 2 | 1% |

Table 6: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 17 | 89% | 48 | 91% | 53 | 95% | 62 | 93% | 180 | 92% |
| Receive Less than \$1,000 | 1 | 5% | 1 | 2% | | | | | 2 | 1% |
| Receive between \$1,000 and \$5,000 | | | 2 | 4% | 3 | 5% | 3 | 4% | 8 | 4% |
| Receive between \$5,000 and \$10,000 | 1 | 5% | 1 | 2% | | | 1 | 1% | 3 | 2% |
| Receive more than \$10,000 | | | 1 | 2% | | | 1 | 1% | 2 | 1% |

Table 7: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 16 | 84% | 49 | 92% | 53 | 95% | 65 | 97% | 183 | 94% |
| Receive Less than \$1,000 | | | | | 1 | 2% | | | 1 | 1% |
| Receive between \$1,000 and \$5,000 | 1 | 5% | 3 | 6% | 1 | 2% | 1 | 1% | 6 | 3% |
| Receive between \$5,000 and \$10,000 | 2 | 11% | 1 | 2% | | | 1 | 1% | 4 | 2% |
| Receive more than \$10,000 | | | | | 1 | 2% | | | 1 | 1% |

Table 8: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 16 | 84% | 35 | 66% | 40 | 71% | 50 | 75% | 141 | 72% |
| Receive Less than \$1,000 | 2 | 11% | 4 | 8% | 5 | 9% | 4 | 6% | 15 | 8% |
| Receive between \$1,000 and \$5,000 | 1 | 5% | 11 | 21% | 9 | 16% | 10 | 15% | 31 | 16% |
| Receive between \$5,000 and \$10,000 | | | 2 | 4% | 1 | 2% | 1 | 1% | 4 | 2% |
| Receive more than \$10,000 | | | 1 | 2% | 1 | 2% | 2 | 3% | 4 | 2% |

Table 9: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 18 | 95% | 49 | 92% | 47 | 84% | 56 | 84% | 170 | 87% |
| Receive Less than \$1,000 | 1 | 5% | 2 | 4% | 6 | 11% | 4 | 6% | 13 | 7% |
| Receive between \$1,000 and \$5,000 | | | 1 | 2% | 1 | 2% | 2 | 3% | 4 | 2% |
| Receive between \$5,000 and \$10,000 | | | | | 2 | 4% | 5 | 7% | 8 | 4% |

Table 10: Number and Percent Distribution of Respondents in Urology 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 | 19 | 100% | 53 | 100% | 56 | 100% | 67 | 100% | 195 | 100% |
| Do not receive | 16 | 84% | 47 | 89% | 46 | 82% | 52 | 78% | 161 | 83% |
| Receive Less than \$1,000 | | | 1 | 2% | | | | | 1 | 1% |
| Receive between \$1,000 and \$5,000 | 2 | 11% | | | 4 | 7% | 5 | 7% | 11 | 6% |
| Receive between \$5,000 and \$10,000 | | | 3 | 6% | 1 | 2% | 3 | 4% | 7 | 4% |
| Receive more than \$10,000 | 1 | 5% | 2 | 4% | 5 | 9% | 7 | 10% | 15 | 8% |