

## 2004 AAPA Physician Assistant Census Report - Washington

### Introduction

The American Academy of Physician Assistants (AAPA) was founded in 1968 and is the only national organization representing physician assistants (PAs) in all medical specialties. The Academy educates the general public about the PA profession, assures competency of PAs through active involvement in the accreditation of PA programs, provides continuing education, and conducts PA-related research. The Academy works to promote quality, cost-effective health care, and the professional and personal growth of PAs.

From 1990 to 1995, the AAPA conducted a census survey of its members. Beginning in 1996, the census survey was expanded to include those PAs who were not members of AAPA. While the survey instrument and the data collection process have undergone some revisions since the inception of the census, the general approach and data elements have remained much the same.

The data collection effort for the 2004 AAPA Physician Assistant Census was conducted between March 15 and September 15, 2004. Survey forms were mailed to all individuals, both AAPA members and non-members, who were believed to be eligible to practice as PAs in the United States as of December 31, 2003 and for whom address information was available. Surveys were not mailed to individuals who had indicated on a previous Census that they were retired or working as a physician. In total, forms were mailed to 58,826 people – accounting for 95.0 percent of the 61,891 individuals eligible to practice as PAs. Completed surveys were received from 23,494 people, representing 38.0 percent of all individuals eligible to practice as PAs and 39.9 percent of the PAs who were mailed a survey form. Of the 30,019 AAPA members who were mailed a form, 16,138 (53.8%) responded; of the 28,807 non-members who were mailed a form, 7,356 (25.5%) responded. This document presents the responses received on the census survey and also includes certain static information derived from the AAPA Masterfile, such as sex, race, and age. It should be noted that these data have not been weighted or adjusted to account for non-response, the number of usable responses for each item varies due to item non-response, and that the percentages displayed in all tables may not sum to 100 due to rounding.

To facilitate locating specific items of interest, an index of the subjects addressed by the tables is provided in addition to a list of tables.

### Highlights of National Statistics

#### **Section I. Characteristics of Respondents and Non-Respondents**

Sex: Females accounted for 60 percent of the respondents to this year's census.

Ethnicity: White PAs comprise 88 percent of the respondents.

Age: The mean age of census respondents is 42 years; the median is 41.

PA Education: Half (50%) of respondents hold a bachelor's level PA degree; 22 percent of respondents hold a master's level PA degree.

Types of Degrees Held: Ninety-one percent of respondents hold a bachelor's degree or higher; thirty-five percent hold a masters degree. Only about two percent of respondents hold a doctoral degree.

Age at Time of Graduation from PA School: The mean age at time of graduation from PA school was 31 years; the median was 29.

Years Since Graduation from PA School: The mean number of years since graduation from PA school for census respondents is 11; the median is 7.

## **Section II. Professional Status of Respondents**

Practice Status: The vast majority of respondents (89%) are in clinical practice.

Current Profession: Four percent of respondents reported working as a PA educator. This was the most common professional activity other than providing clinical services as a PA.

## **Section III: Information about Respondents in Clinical Practice**

Number of Clinical PA Jobs: Eighty-five percent of respondents reported working exactly one clinical PA job; 15 percent work more than one clinical PA job concurrently.

Employer Type: More than four in ten respondents (43%) are employed by a single or multi-specialty physician group practice while 22 percent are employed by hospitals and 14 percent are employed by solo physician offices.

Government Employment: About 10 percent of respondents work for some type of government agency. The Department of Veterans' Affairs is the single largest government employer of PAs accounting for just over two percent of respondents; state governments collectively employ about two percent of this year's respondents.

Primary Work Setting: The most prevalent "primary" work setting, reported by 37 percent of respondents, is a hospital; the hospital departments cited most frequently as primary settings are hospital emergency rooms (10%), hospital inpatient units (9%), hospital outpatient units (8%), and hospital operating rooms (7%). Physician group practices are the primary work setting for 29 percent of respondents; 20 percent report working in a single-specialty group practice and 9 percent report working in a multi-specialty group practice. Other settings reported as the primary work setting by large numbers of PAs include solo-practice physician offices (13%), and Federally Qualified Health Centers or community health facilities (8%).

### Work Settings where Clinical Services are Provided over the Course of a Typical Month:

Respondents were asked to indicate all of the settings where they provide clinical services for their primary clinical employer over the course of a typical month. The specific work settings reported by at least 20 percent of respondents are hospital inpatient units (33%), hospital emergency rooms (29%), single-specialty physician group practices (26%), hospital operating rooms (21%), hospital outpatient units (21%), and hospital intensive care/critical care units (20%).

Primary Specialty of Practice: While PAs practice in at least 61 specialty fields, 42 percent of this year's respondents reported that their primary specialty was one of the primary care fields: family/general practice medicine (30%), general internal medicine (8%), obstetrics/gynecology (3%), and general pediatrics (3%). Other prevalent specialties for PAs include general surgery/surgical subspecialties (24%), emergency medicine (10%), and the subspecialties of internal medicine (10%).

Years in Clinical Practice: The mean number of years in clinical practice is 9.2; the median is 6 years.

Years in Current Position: The mean number of years respondents have worked in their current position is 5.0; the median is 3 years.

Years in Current Specialty: The mean number of years respondents have worked in their current specialty is 6.4; the median is 4 years.

Geographic Distribution: The states in which the largest numbers of clinically practicing respondents are employed include: New York (10%), California (8%), Texas (6%), Pennsylvania (6%), Florida (5%), and North Carolina (5%).

Metropolitan Status of Work Site: About one-fifth of respondents (19%) work in counties that are classified as non-metropolitan.

Functions and Responsibilities: PAs can perform a variety of functions for their primary employers. More than one-fourth of respondents (27%) reported assisting in surgery and about four in ten (42%) reported performing invasive procedures. Nine percent of respondents reported supervising other PAs, and one in five (20%) reported supervising other clinical staff. More than one-third of respondents (37%) indicated that they precept PA students; one-fourth (25%) reported precepting students of other health professions.

Work Status: The majority of clinically practicing respondents (87%) work full-time, defined as more than 32 hours per week, for their primary clinical employer.

#### **Section IV. Information about Respondents in Clinical Practice Who Work at Least 32 Hours per Week at Their Primary Clinical Job**

Hours Worked: The mean number of hours worked by the respondents who work more than 32 hours in a typical week is 44.4; the median is 42 hours.

Patient Visits/Encounters: Due to the variety of work settings and specialty fields in which PAs practice, the types of patients PAs treat are quite varied. The vast majority (91%) of census respondents who work full-time see some outpatients in their primary job; the mean number of patient visits provided per week by PAs who see outpatients exclusively is 96.0. One-third of respondents who work full-time (33%) see some inpatients in their primary job; the mean number of patient encounters provided per week by respondents who see inpatients exclusively is 61.8. Six percent of full-time PAs reported seeing some nursing home patients in their primary job, and only four percent of respondents report seeing patients who can not be classified as inpatients, outpatients, or nursing home patients.

Working in Hospitals: Almost two-thirds (64%) of respondents report seeing patients in at least one hospital and one in five (21%) report seeing patients in more than one hospital. The vast majority (98%) of respondents who see patients in hospitals have privileges granted by the medical staff in at least one hospital. Forty-five percent of respondents who see patients in hospitals are members of at least one hospital's medical staff and 42% are members of at least one hospital's PA staff.

Taking Call: More than one-third of full-time respondents (39%) reported taking call for their primary employer. The mean hours on call per month for those PAs who reported taking some call but who were not always on call is 99.

Base Pay: The majority of respondents (80%) reported receiving their base pay in the form of a salary; 18 percent indicated that they receive an hourly wage.

Compensation: Respondents reported receiving several additional forms of compensation from their primary employer. The most common form of additional compensation was a bonus or incentive pay based on the PA's productivity or performance, reported by 24 percent of respondents. Eighteen percent of respondents reported receiving overtime pay while 17 percent reported receiving a bonus based on something other than productivity or performance. Almost half of those who reported receiving an incentive based on productivity or performance (46%) indicated that the incentive was based on revenue.

Annual Income: The median total annual income from primary employer for respondents who work at least 32 hours per week for their primary employer and who are not self-employed is \$74,264; the mean is \$78,257. The comparable figures for respondents who graduated in 2003 are \$64,536 and \$65,641, respectively.

CME Funding: Eighty-eight percent of respondents reported having CME funds available to them from their primary employer. For those PAs who reported the amount of CME funds available to them, the mean is \$1,559; the median is \$1,500.

Source of Funds for Insurance and Other Expenses: Ninety-seven percent of respondents reported that their employer pays 95-100% of the cost of their professional liability insurance. Other expenses for which employers often pay 95-100% of the cost include DEA registration fees (75%), credentialing fees (73%), state license fees (71%), AAPA dues (63%), and NCCPA fees (63%).

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2004 AAPA Physician Assistant Census Report for Washington

Section I: Characteristics of 2004 AAPA Census Respondents

Table 1.1: Number and Percent Distribution of Census Respondents by whether State is Washington

|            | Count | Percent |
|------------|-------|---------|
| Total      | 23494 | 100.0%  |
| Washington | 670   | 2.9%    |
| All Others | 22824 | 97.1%   |

Table 1.2: Number and Percent Distribution of Census Respondents by Sex

|        | Washington |         | All Others |         | Total |         |
|--------|------------|---------|------------|---------|-------|---------|
|        | Count      | Percent | Count      | Percent | Count | Percent |
| Male   | 315        | 47.2%   | 8929       | 39.5%   | 9244  | 39.7%   |
| Female | 352        | 52.8%   | 13675      | 60.5%   | 14027 | 60.3%   |

Table 1.3: Number and Percent Distribution of Census Respondents by Race

|                                   | Washington |         | All Others |         | Total |         |
|-----------------------------------|------------|---------|------------|---------|-------|---------|
|                                   | Count      | Percent | Count      | Percent | Count | Percent |
| Washington Asian/Pacific Islander | 28         | 4.5%    |            |         | 28    | 4.5%    |
| Washington Black (Not Hispanic)   | 9          | 1.5%    |            |         | 9     | 1.5%    |
| Washington Hispanic/Latino Origin | 31         | 5.0%    |            |         | 31    | 5.0%    |
| Washington Amer Indian/Alaskan    | 5          | .8%     |            |         | 5     | .8%     |
| Washington White (Not Hispanic)   | 544        | 87.9%   |            |         | 544   | 87.9%   |
| Washington Multiracial            | 2          | .3%     |            |         | 2     | .3%     |
| All Others Asian/Pacific Islander |            |         | 680        | 3.3%    | 680   | 3.3%    |
| All Others Black (Not Hispanic)   |            |         | 608        | 3.0%    | 608   | 3.0%    |
| All Others Hispanic/Latino Origin |            |         | 757        | 3.7%    | 757   | 3.7%    |
| All Others Amer Indian/Alaskan    |            |         | 185        | .9%     | 185   | .9%     |
| All Others White (Not Hispanic)   |            |         | 18165      | 88.4%   | 18165 | 88.4%   |
| All Others Multiracial            |            |         | 151        | .7%     | 151   | .7%     |

Table 1.4: Number and Percent Distribution of Census Respondents by PA Degrees Held

|                                       | Washington |         | All Others |         | Total |         |
|---------------------------------------|------------|---------|------------|---------|-------|---------|
|                                       | Count      | Percent | Count      | Percent | Count | Percent |
| Do not have certificate in PA studies | 293        | 49.2%   | 12389      | 64.8%   | 12682 | 64.4%   |
| Have certificate in PA studies        | 303        | 50.8%   | 6717       | 35.2%   | 7020  | 35.6%   |
| Do not have associate's in PA studies | 569        | 95.5%   | 17561      | 91.9%   | 18130 | 92.0%   |
| Have associate's in PA studies        | 27         | 4.5%    | 1545       | 8.1%    | 1572  | 8.0%    |
| Do not have bachelor's in PA studies  | 341        | 57.2%   | 9512       | 49.8%   | 9853  | 50.0%   |
| Have bachelor's in PA studies         | 255        | 42.8%   | 9594       | 50.2%   | 9849  | 50.0%   |
| Do not have master's in PA studies    | 495        | 83.1%   | 14932      | 78.2%   | 15427 | 78.3%   |
| Have master's in PA studies           | 101        | 16.9%   | 4174       | 21.8%   | 4275  | 21.7%   |

**Table 1.5: Number and Percent Distribution of Census Respondents by Types of Degrees Held**

|                               | Washington |         | All Others |         | Total |         |
|-------------------------------|------------|---------|------------|---------|-------|---------|
|                               | Count      | Percent | Count      | Percent | Count | Percent |
| Do not have bachelor's degree | 113        | 19.0%   | 1703       | 8.9%    | 1816  | 9.2%    |
| Have bachelor's degree        | 483        | 81.0%   | 17403      | 91.1%   | 17886 | 90.8%   |
| Do not have master's degree   | 428        | 71.8%   | 12292      | 64.3%   | 12720 | 64.6%   |
| Have master's degree          | 168        | 28.2%   | 6814       | 35.7%   | 6982  | 35.4%   |
| Do not have doctoral degree   | 588        | 98.7%   | 18814      | 98.5%   | 19402 | 98.5%   |
| Have doctoral degree          | 8          | 1.3%    | 292        | 1.5%    | 300   | 1.5%    |

**Table 1.6: Summary Measures of Age for Census Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Count              | 670        | 22754      | 23424 |
| Mean               | 45.5       | 41.5       | 41.6  |
| Standard deviation | 10.0       | 10.7       | 10.7  |
| 10th percentile    | 32.0       | 28.0       | 28.0  |
| 25th percentile    | 36.8       | 32.0       | 32.0  |
| Median             | 46.0       | 40.0       | 41.0  |
| 75th percentile    | 53.0       | 50.0       | 50.0  |
| 90th percentile    | 58.0       | 56.0       | 56.0  |

**Table 1.7: Summary Measures of Age During Year of Graduation from PA School for Census Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Count              | 670        | 22754      | 23424 |
| Mean               | 33.4       | 30.9       | 30.9  |
| Standard deviation | 6.9        | 7.0        | 7.0   |
| 10th percentile    | 26.0       | 24.0       | 24.0  |
| 25th percentile    | 28.0       | 26.0       | 26.0  |
| Median             | 32.0       | 29.0       | 29.0  |
| 75th percentile    | 38.0       | 34.0       | 34.0  |
| 90th percentile    | 44.0       | 41.0       | 41.0  |

**Table 1.8: Summary Measures of Years since Graduation from PA School for Census Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Count              | 670        | 22824      | 23494 |
| Mean               | 12.0       | 10.6       | 10.7  |
| Standard deviation | 9.5        | 9.0        | 9.0   |
| 10th percentile    | 2.0        | 1.0        | 1.0   |
| 25th percentile    | 4.0        | 3.0        | 3.0   |
| Median             | 9.0        | 7.0        | 7.0   |
| 75th percentile    | 21.0       | 18.0       | 18.0  |
| 90th percentile    | 27.0       | 26.0       | 26.0  |

**Section II: Professional Status of Respondents**

**Table 2.1: Number and Percent Distribution of Respondents by Clinical Practice Status**

|                          | Washington |         | All Others |         | Total |         |
|--------------------------|------------|---------|------------|---------|-------|---------|
|                          | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents              | 670        | 100.0%  | 22824      | 100.0%  | 23494 | 100.0%  |
| In clinical practice     | 595        | 88.8%   | 20261      | 88.8%   | 20856 | 88.8%   |
| Not in clinical practice | 75         | 11.2%   | 2563       | 11.2%   | 2638  | 11.2%   |

**Table 2.2: Number and Percent Distribution of Respondents by Current Professional Status\***

|   | Washington |         | All Others |         | Total |         |
|---|------------|---------|------------|---------|-------|---------|
|   | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                                 | 670        | 100.0%  | 22824      | 100.0%  | 23494 | 100.0%  |
| Clinically practicing PA                    | 595        | 88.8%   | 20261      | 88.8%   | 20856 | 88.8%   |
| Clinically practicing physician or resident | 1          | .1%     | 108        | .5%     | 109   | .5%     |
| Clinically practicing NP                    | 6          | .9%     | 224        | 1.0%    | 230   | 1.0%    |
| Other clinically practicing provider        | 5          | .7%     | 156        | .7%     | 161   | .7%     |
| PA educator                                 | 21         | 3.1%    | 928        | 4.1%    | 949   | 4.0%    |
| Other health professions educator           | 9          | 1.3%    | 291        | 1.3%    | 300   | 1.3%    |
| Health care professional-administrator      | 15         | 2.2%    | 369        | 1.6%    | 384   | 1.6%    |
| Health care professional-researcher         | 5          | .7%     | 155        | .7%     | 160   | .7%     |
| Health care professional-lawyer             | 2          | .3%     | 10         | .0%     | 12    | .1%     |
| Health care professional-public health      | 1          | .1%     | 59         | .3%     | 60    | .3%     |
| Health care professional-other              | 12         | 1.8%    | 525        | 2.3%    | 537   | 2.3%    |
| Other non-health professional               | 8          | 1.2%    | 235        | 1.0%    | 243   | 1.0%    |
| Student in post-graduate PA program         | 6          | .9%     | 164        | .7%     | 170   | .7%     |
| Medical student                             |            |         | 56         | .2%     | 56    | .2%     |
| Other student                               | 2          | .3%     | 85         | .4%     | 87    | .4%     |
| Not employed by choice                      | 10         | 1.5%    | 555        | 2.4%    | 565   | 2.4%    |
| Employed, seeking PA job                    | 3          | .4%     | 121        | .5%     | 124   | .5%     |
| Unemployed, seeking PA job                  | 5          | .7%     | 245        | 1.1%    | 250   | 1.1%    |
| Unemployed, seeking non-PA job              | 1          | .1%     | 67         | .3%     | 68    | .3%     |
| Retired                                     | 27         | 4.0%    | 426        | 1.9%    | 453   | 1.9%    |
| Other                                       | 7          | 1.0%    | 302        | 1.3%    | 309   | 1.3%    |

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Section III: Information about Respondents in Clinical Practice**

**Table 3.1: Number and Percent Distribution of Clinically Practicing Respondents by Number of Concurrent PA Jobs**

|                                | Washington |         | All Others |         | Total |         |
|--------------------------------|------------|---------|------------|---------|-------|---------|
|                                | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                    | 595        | 100.0%  | 20261      | 100.0%  | 20856 | 100.0%  |
| One                            | 524        | 88.1%   | 17179      | 84.8%   | 17703 | 84.9%   |
| Two                            | 57         | 9.6%    | 2510       | 12.4%   | 2567  | 12.3%   |
| Three                          | 7          | 1.2%    | 380        | 1.9%    | 387   | 1.9%    |
| More than three                | 3          | .5%     | 87         | .4%     | 90    | .4%     |
| Self-employed w/mult contracts | 4          | .7%     | 105        | .5%     | 109   | .5%     |

**Table 3.2: Number and Percent Distribution of Clinically Practicing Respondents by Type of Primary Employer**

|                                  | Washington |         | All Others |         | Total |         |
|----------------------------------|------------|---------|------------|---------|-------|---------|
|                                  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                      | 595        | 100.0%  | 20237      | 100.0%  | 20832 | 100.0%  |
| Self-employed                    | 14         | 2.4%    | 539        | 2.7%    | 553   | 2.7%    |
| Solo physician practice          | 64         | 10.8%   | 2865       | 14.2%   | 2929  | 14.1%   |
| Single-specialty physician group | 158        | 26.6%   | 6093       | 30.1%   | 6251  | 30.0%   |
| Multi-specialty physician group  | 94         | 15.8%   | 2606       | 12.9%   | 2700  | 13.0%   |
| University hospital              | 25         | 4.2%    | 1492       | 7.4%    | 1517  | 7.3%    |
| Other hospital                   | 68         | 11.4%   | 3015       | 14.9%   | 3083  | 14.8%   |
| Freestanding urgent care center  | 13         | 2.2%    | 375        | 1.9%    | 388   | 1.9%    |
| Freestanding surgical center     | 1          | .2%     | 24         | .1%     | 25    | .1%     |
| Nursing home or LTC facility     |            |         | 55         | .3%     | 55    | .3%     |
| Home health agency               |            |         | 3          | .0%     | 3     | .0%     |
| Hospice                          |            |         | 1          | .0%     | 1     | .0%     |
| HMO                              | 44         | 7.4%    | 506        | 2.5%    | 550   | 2.6%    |
| Community health center          | 61         | 10.3%   | 1166       | 5.8%    | 1227  | 5.9%    |
| Medical staffing agency          | 3          | .5%     | 55         | .3%     | 58    | .3%     |
| Physician practice mngmt org     | 13         | 2.2%    | 296        | 1.5%    | 309   | 1.5%    |
| Integrated health system         | 5          | .8%     | 196        | 1.0%    | 201   | 1.0%    |
| Corrections system               | 11         | 1.8%    | 218        | 1.1%    | 229   | 1.1%    |
| Other                            | 21         | 3.5%    | 732        | 3.6%    | 753   | 3.6%    |

**Table 3.3: Number and Percent Distribution of Clinically Practicing Respondents by Primary Employer's Government Affiliation**

|                               | Washington |         | All Others |         | Total |         |
|-------------------------------|------------|---------|------------|---------|-------|---------|
|                               | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                   | 589        | 100.0%  | 20034      | 100.0%  | 20623 | 100.0%  |
| Not government employed       | 505        | 85.7%   | 18084      | 90.3%   | 18589 | 90.1%   |
| Air Force                     | 2          | .3%     | 142        | .7%     | 144   | .7%     |
| Army                          | 16         | 2.7%    | 286        | 1.4%    | 302   | 1.5%    |
| Navy                          | 7          | 1.2%    | 108        | .5%     | 115   | .6%     |
| Dept. of Veterans Affairs     | 15         | 2.5%    | 488        | 2.4%    | 503   | 2.4%    |
| Federal Bureau of Prisons/DOJ |            |         | 45         | .2%     | 45    | .2%     |
| Federal Public Health Service | 2          | .3%     | 79         | .4%     | 81    | .4%     |
| Indian Health Service         | 3          | .5%     | 77         | .4%     | 80    | .4%     |
| Other federal government      | 3          | .5%     | 75         | .4%     | 78    | .4%     |
| State government              | 28         | 4.8%    | 403        | 2.0%    | 431   | 2.1%    |
| Local government              | 8          | 1.4%    | 227        | 1.1%    | 235   | 1.1%    |
| Coast Guard                   |            |         | 20         | .1%     | 20    | .1%     |

**Table 3.4: Number and Percent Distribution of Clinically Practicing Respondents by Primary Work Setting**

|  | Washington |         | All Others |         | Total |         |
|--|------------|---------|------------|---------|-------|---------|
|  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                                | 594        | 100.0%  | 20202      | 100.0%  | 20796 | 100.0%  |
| Intensive/critical care unit of hospital   | 4          | .7%     | 388        | 1.9%    | 392   | 1.9%    |
| Inpatient unit of hospital (not ICU/CCU)   | 29         | 4.9%    | 1836       | 9.1%    | 1865  | 9.0%    |
| Outpatient unit of hospital                | 51         | 8.6%    | 1556       | 7.7%    | 1607  | 7.7%    |
| Hospital emergency room                    | 49         | 8.2%    | 1998       | 9.9%    | 2047  | 9.8%    |
| Hospital operating room                    | 32         | 5.4%    | 1411       | 7.0%    | 1443  | 6.9%    |
| Other unit of hospital                     | 3          | .5%     | 250        | 1.2%    | 253   | 1.2%    |
| Federally Qualified Rural Health Center    | 35         | 5.9%    | 870        | 4.3%    | 905   | 4.4%    |
| Other FQHC                                 | 21         | 3.5%    | 314        | 1.6%    | 335   | 1.6%    |
| Other community health center/facility     | 26         | 4.4%    | 450        | 2.2%    | 476   | 2.3%    |
| Freestanding urgent care facility          | 20         | 3.4%    | 578        | 2.9%    | 598   | 2.9%    |
| Freestanding surgical facility             | 4          | .7%     | 111        | .5%     | 115   | .6%     |
| Solo practice physician office             | 58         | 9.8%    | 2717       | 13.4%   | 2775  | 13.3%   |
| Single-specialty physician group practice  | 109        | 18.4%   | 4079       | 20.2%   | 4188  | 20.1%   |
| Multi-specialty physician group practice   | 71         | 12.0%   | 1803       | 8.9%    | 1874  | 9.0%    |
| HMO facility                               | 38         | 6.4%    | 360        | 1.8%    | 398   | 1.9%    |
| Nursing home or LTC facility               | 1          | .2%     | 178        | .9%     | 179   | .9%     |
| University/college student health facility | 5          | .8%     | 132        | .7%     | 137   | .7%     |
| School-based health facility               | 1          | .2%     | 79         | .4%     | 80    | .4%     |
| Other freestanding outpatient facility     | 16         | 2.7%    | 446        | 2.2%    | 462   | 2.2%    |
| Correctional facility                      | 12         | 2.0%    | 243        | 1.2%    | 255   | 1.2%    |
| Industrial facility/work site              | 3          | .5%     | 118        | .6%     | 121   | .6%     |
| Mobile health unit                         |            |         | 20         | .1%     | 20    | .1%     |
| Patients' homes                            | 1          | .2%     | 16         | .1%     | 17    | .1%     |
| Other                                      | 5          | .8%     | 249        | 1.2%    | 254   | 1.2%    |

**Table 3.5: Number and Percent Distribution of Clinically Practicing Respondents by Types of Practice Settings where Time is Spent\***

|  | Washington |         | All Others |         | Total |         |
|--|------------|---------|------------|---------|-------|---------|
|  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                                | 595        | 100.0%  | 20229      | 100.0%  | 20824 | 100.0%  |
| Intensive/critical care unit of hospital   | 65         | 10.9%   | 4170       | 20.6%   | 4235  | 20.3%   |
| Inpatient unit of hospital (not ICU/CCU)   | 138        | 23.2%   | 6631       | 32.8%   | 6769  | 32.5%   |
| Outpatient unit of hospital                | 108        | 18.2%   | 4195       | 20.7%   | 4303  | 20.7%   |
| Hospital emergency room                    | 119        | 20.0%   | 5870       | 29.0%   | 5989  | 28.8%   |
| Hospital operating room                    | 105        | 17.6%   | 4298       | 21.2%   | 4403  | 21.1%   |
| Other unit of hospital                     | 32         | 5.4%    | 1769       | 8.7%    | 1801  | 8.6%    |
| Federally Qualified Rural Health Center    | 49         | 8.2%    | 1140       | 5.6%    | 1189  | 5.7%    |
| Other FQHC                                 | 25         | 4.2%    | 446        | 2.2%    | 471   | 2.3%    |
| Other community health center/facility     | 30         | 5.0%    | 729        | 3.6%    | 759   | 3.6%    |
| Freestanding urgent care facility          | 40         | 6.7%    | 1056       | 5.2%    | 1096  | 5.3%    |
| Freestanding surgical facility             | 28         | 4.7%    | 891        | 4.4%    | 919   | 4.4%    |
| Solo practice physician office             | 70         | 11.8%   | 3309       | 16.4%   | 3379  | 16.2%   |
| Single-specialty physician group practice  | 142        | 23.9%   | 5359       | 26.5%   | 5501  | 26.4%   |
| Multi-specialty physician group practice   | 100        | 16.8%   | 2494       | 12.3%   | 2594  | 12.5%   |
| HMO facility                               | 45         | 7.6%    | 545        | 2.7%    | 590   | 2.8%    |
| Nursing home or LTC facility               | 26         | 4.4%    | 1312       | 6.5%    | 1338  | 6.4%    |
| University/college student health facility | 8          | 1.3%    | 276        | 1.4%    | 284   | 1.4%    |
| School-based health facility               | 5          | .8%     | 189        | .9%     | 194   | .9%     |
| Other freestanding outpatient facility     | 25         | 4.2%    | 722        | 3.6%    | 747   | 3.6%    |
| Correctional facility                      | 16         | 2.7%    | 381        | 1.9%    | 397   | 1.9%    |
| Industrial facility/work site              | 4          | .7%     | 231        | 1.1%    | 235   | 1.1%    |
| Mobile health unit                         | 2          | .3%     | 98         | .5%     | 100   | .5%     |
| Patients' homes                            | 12         | 2.0%    | 434        | 2.1%    | 446   | 2.1%    |
| Other                                      | 22         | 3.7%    | 486        | 2.4%    | 508   | 2.4%    |

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 3.6: Number and Percent Distribution of Clinically Practicing Respondents by General Specialty Practiced for Primary Employer**

|                                  | Washington |         | All Others |         | Total |         |
|----------------------------------|------------|---------|------------|---------|-------|---------|
|                                  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                      | 589        | 100.0%  | 19961      | 100.0%  | 20550 | 100.0%  |
| Family/general medicine          | 243        | 41.3%   | 5809       | 29.1%   | 6052  | 29.5%   |
| General internal medicine        | 34         | 5.8%    | 1573       | 7.9%    | 1607  | 7.8%    |
| Emergency medicine               | 59         | 10.0%   | 1972       | 9.9%    | 2031  | 9.9%    |
| General pediatrics               | 6          | 1.0%    | 517        | 2.6%    | 523   | 2.5%    |
| General surgery                  | 7          | 1.2%    | 574        | 2.9%    | 581   | 2.8%    |
| Internal medicine subspecialties | 40         | 6.8%    | 1964       | 9.8%    | 2004  | 9.8%    |
| Pediatric subspecialties         | 8          | 1.4%    | 301        | 1.5%    | 309   | 1.5%    |
| Surgical subspecialties          | 112        | 19.0%   | 4215       | 21.1%   | 4327  | 21.1%   |
| Obstetrics and gynecology        | 14         | 2.4%    | 520        | 2.6%    | 534   | 2.6%    |
| Industrial/occupational medicine | 12         | 2.0%    | 483        | 2.4%    | 495   | 2.4%    |
| Other                            | 54         | 9.2%    | 2033       | 10.2%   | 2087  | 10.2%   |

**Table 3.7: Number and Percent Distribution of Clinically Practicing Respondents by Specialty Practiced for Primary Employer**

|                                     | Washington |         | All Others |         | Total |         |
|-------------------------------------|------------|---------|------------|---------|-------|---------|
|                                     | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                         | 589        | 100.0%  | 19961      | 100.0%  | 20550 | 100.0%  |
| Addiction medicine                  | 3          | .5%     | 86         | .4%     | 89    | .4%     |
| Allergy                             | 4          | .7%     | 113        | .6%     | 117   | .6%     |
| Anesthesiology                      |            |         | 45         | .2%     | 45    | .2%     |
| Dermatology                         | 21         | 3.6%    | 604        | 3.0%    | 625   | 3.0%    |
| Emergency medicine                  | 59         | 10.0%   | 1972       | 9.9%    | 2031  | 9.9%    |
| Family practice w/o urgent care     | 80         | 13.6%   | 2290       | 11.5%   | 2370  | 11.5%   |
| Family practice wt urgent care      | 163        | 27.7%   | 3519       | 17.6%   | 3682  | 17.9%   |
| Genetics                            |            |         | 4          | .0%     | 4     | .0%     |
| Geriatrics                          | 2          | .3%     | 160        | .8%     | 162   | .8%     |
| Obstetrics/gynecology               | 14         | 2.4%    | 520        | 2.6%    | 534   | 2.6%    |
| Occupational medicine               | 12         | 2.0%    | 483        | 2.4%    | 495   | 2.4%    |
| Ophthalmology                       | 1          | .2%     | 22         | .1%     | 23    | .1%     |
| Pain management                     |            |         | 180        | .9%     | 180   | .9%     |
| Pathology                           |            |         | 6          | .0%     | 6     | .0%     |
| Physical med rehab                  | 2          | .3%     | 153        | .8%     | 155   | .8%     |
| Psychiatry                          | 6          | 1.0%    | 194        | 1.0%    | 200   | 1.0%    |
| Public health                       | 2          | .3%     | 25         | .1%     | 27    | .1%     |
| Radiation oncology                  | 2          | .3%     | 43         | .2%     | 45    | .2%     |
| Radiology                           | 4          | .7%     | 124        | .6%     | 128   | .6%     |
| General surgery                     | 7          | 1.2%    | 574        | 2.9%    | 581   | 2.8%    |
| Surg: cardiovascular/cardiothoracic | 20         | 3.4%    | 695        | 3.5%    | 715   | 3.5%    |
| Surg: colon & rectal                |            |         | 17         | .1%     | 17    | .1%     |
| Surg: hand                          | 4          | .7%     | 49         | .2%     | 53    | .3%     |
| Surg: neurology                     | 6          | 1.0%    | 428        | 2.1%    | 434   | 2.1%    |
| Surg: oncology                      | 1          | .2%     | 55         | .3%     | 56    | .3%     |
| Surg: orthopedics                   | 65         | 11.0%   | 1964       | 9.8%    | 2029  | 9.9%    |
| Surg: otorhinolaryngology           | 7          | 1.2%    | 162        | .8%     | 169   | .8%     |
| Surg: pediatric                     |            |         | 28         | .1%     | 28    | .1%     |
| Surg: plastic                       |            |         | 146        | .7%     | 146   | .7%     |
| Surg: thoracic                      |            |         | 34         | .2%     | 34    | .2%     |
| Surg: transplant                    |            |         | 42         | .2%     | 42    | .2%     |
| Surg: trauma                        |            |         | 83         | .4%     | 83    | .4%     |
| Surg: urology                       | 4          | .7%     | 247        | 1.2%    | 251   | 1.2%    |
| Surg: vascular                      | 2          | .3%     | 132        | .7%     | 134   | .7%     |
| Surg: other                         | 3          | .5%     | 133        | .7%     | 136   | .7%     |
| General pediatrics                  | 6          | 1.0%    | 517        | 2.6%    | 523   | 2.5%    |
| Ped: adolescent medicine            |            |         | 64         | .3%     | 64    | .3%     |
| Ped: allergy                        |            |         | 10         | .1%     | 10    | .0%     |
| Ped: cardiology                     |            |         | 18         | .1%     | 18    | .1%     |
| Ped: critical care                  |            |         | 19         | .1%     | 19    | .1%     |
| Ped: endocrinology                  | 1          | .2%     | 5          | .0%     | 6     | .0%     |
| Ped: gastroenterology               |            |         | 11         | .1%     | 11    | .1%     |
| Ped: hematology/oncology            | 3          | .5%     | 29         | .1%     | 32    | .2%     |
| Ped: infectious disease             | 1          | .2%     | 5          | .0%     | 6     | .0%     |
| Ped: neonatal-perinatal             |            |         | 66         | .3%     | 66    | .3%     |
| Ped: nephrology                     |            |         | 4          | .0%     | 4     | .0%     |
| Ped: neurology                      |            |         | 12         | .1%     | 12    | .1%     |
| Ped: pulmonology                    | 1          | .2%     | 6          | .0%     | 7     | .0%     |
| Ped: other                          | 2          | .3%     | 52         | .3%     | 54    | .3%     |
| General internal medicine           | 34         | 5.8%    | 1573       | 7.9%    | 1607  | 7.8%    |
| IM: cardiology                      | 11         | 1.9%    | 674        | 3.4%    | 685   | 3.3%    |
| IM: critical care                   |            |         | 55         | .3%     | 55    | .3%     |
| IM: endocrinology                   |            |         | 79         | .4%     | 79    | .4%     |
| IM: gastroenterology                | 6          | 1.0%    | 331        | 1.7%    | 337   | 1.6%    |
| IM: hematology/oncology             | 6          | 1.0%    | 282        | 1.4%    | 288   | 1.4%    |
| IM: immunology                      |            |         | 5          | .0%     | 5     | .0%     |
| IM: infectious disease              | 5          | .8%     | 120        | .6%     | 125   | .6%     |
| IM: nephrology                      | 4          | .7%     | 105        | .5%     | 109   | .5%     |
| IM: neurology                       | 2          | .3%     | 89         | .4%     | 91    | .4%     |
| IM: pulmonology                     | 1          | .2%     | 70         | .4%     | 71    | .3%     |
| IM: rheumatology                    | 2          | .3%     | 71         | .4%     | 73    | .4%     |
| IM: other                           | 3          | .5%     | 83         | .4%     | 86    | .4%     |
| Other                               | 7          | 1.2%    | 274        | 1.4%    | 281   | 1.4%    |

**Table 3.8: Summary Measures of Years in Clinical Practice as PA for Clinically Practicing Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 594        | 20215      | 20809 |
| Mean               | 10.4       | 9.1        | 9.2   |
| Standard deviation | 9.0        | 8.6        | 8.6   |
| 10th percentile    | 1.0        | .0         | .0    |
| 25th percentile    | 3.0        | 3.0        | 3.0   |
| Median             | 7.0        | 6.0        | 6.0   |
| 75th percentile    | 17.0       | 14.0       | 14.0  |
| 90th percentile    | 25.0       | 24.0       | 24.0  |

**Table 3.9: Summary Measures of Years in Current Position for Clinically Practicing Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 568        | 19188      | 19756 |
| Mean               | 5.5        | 5.0        | 5.0   |
| Standard deviation | 5.9        | 5.7        | 5.7   |
| 10th percentile    | .0         | .0         | .0    |
| 25th percentile    | 2.0        | 1.0        | 1.0   |
| Median             | 4.0        | 3.0        | 3.0   |
| 75th percentile    | 8.0        | 7.0        | 7.0   |
| 90th percentile    | 14.0       | 13.0       | 13.0  |

**Table 3.10: Summary Measures of Years in Current Specialty for Clinically Practicing Respondents**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 586        | 20054      | 20640 |
| Mean               | 7.6        | 6.3        | 6.4   |
| Standard deviation | 7.8        | 7.0        | 7.0   |
| 10th percentile    | .0         | .0         | .0    |
| 25th percentile    | 2.0        | 1.0        | 1.0   |
| Median             | 5.0        | 4.0        | 4.0   |
| 75th percentile    | 11.0       | 9.0        | 9.0   |
| 90th percentile    | 20.0       | 17.0       | 17.0  |

**Table 3.11: Number and Percent Distribution of Clinically Practicing Respondents by AAPA Region in Which Employed**

|               | Washington |         | All Others |         | Total |         |
|---------------|------------|---------|------------|---------|-------|---------|
|               | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents   | 580        | 100.0%  | 19732      | 100.0%  | 20312 | 100.0%  |
| Northeast     |            |         | 4851       | 24.6%   | 4851  | 23.9%   |
| Southeast     |            |         | 4707       | 23.9%   | 4707  | 23.2%   |
| North Central |            |         | 4125       | 20.9%   | 4125  | 20.3%   |
| South Central |            |         | 2784       | 14.1%   | 2784  | 13.7%   |
| West          | 580        | 100.0%  | 3265       | 16.5%   | 3845  | 18.9%   |

**Table 3.12: Number and Percent Distribution of Clinically Practicing Respondents by State/Geographic Location in Which Employed**

|                      | Washington |         | All Others |         | Total |         |
|----------------------|------------|---------|------------|---------|-------|---------|
|                      | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents          | 580        | 100.0%  | 19732      | 100.0%  | 20312 | 100.0%  |
| Alaska               |            |         | 130        | .7%     | 130   | .6%     |
| Alabama              |            |         | 102        | .5%     | 102   | .5%     |
| Arkansas             |            |         | 27         | .1%     | 27    | .1%     |
| Arizona              |            |         | 455        | 2.3%    | 455   | 2.2%    |
| California           |            |         | 1684       | 8.5%    | 1684  | 8.3%    |
| Colorado             |            |         | 586        | 3.0%    | 586   | 2.9%    |
| Connecticut          |            |         | 431        | 2.2%    | 431   | 2.1%    |
| District Of Columbia |            |         | 73         | .4%     | 73    | .4%     |
| Delaware             |            |         | 66         | .3%     | 66    | .3%     |
| Florida              |            |         | 1088       | 5.5%    | 1088  | 5.4%    |
| Georgia              |            |         | 616        | 3.1%    | 616   | 3.0%    |
| Guam                 |            |         | 5          | .0%     | 5     | .0%     |
| Hawaii               |            |         | 52         | .3%     | 52    | .3%     |
| Iowa                 |            |         | 324        | 1.6%    | 324   | 1.6%    |
| Idaho                |            |         | 131        | .7%     | 131   | .6%     |
| Illinois             |            |         | 539        | 2.7%    | 539   | 2.7%    |
| Indiana              |            |         | 187        | .9%     | 187   | .9%     |
| Kansas               |            |         | 267        | 1.4%    | 267   | 1.3%    |
| Kentucky             |            |         | 251        | 1.3%    | 251   | 1.2%    |
| Louisiana            |            |         | 139        | .7%     | 139   | .7%     |
| Massachusetts        |            |         | 445        | 2.3%    | 445   | 2.2%    |
| Maryland             |            |         | 487        | 2.5%    | 487   | 2.4%    |
| Maine                |            |         | 207        | 1.0%    | 207   | 1.0%    |
| Michigan             |            |         | 932        | 4.7%    | 932   | 4.6%    |
| Minnesota            |            |         | 379        | 1.9%    | 379   | 1.9%    |
| Missouri             |            |         | 186        | .9%     | 186   | .9%     |
| Mississippi          |            |         | 37         | .2%     | 37    | .2%     |
| Montana              |            |         | 133        | .7%     | 133   | .7%     |
| North Carolina       |            |         | 1049       | 5.3%    | 1049  | 5.2%    |
| North Dakota         |            |         | 88         | .4%     | 88    | .4%     |
| Nebraska             |            |         | 274        | 1.4%    | 274   | 1.3%    |
| New Hampshire        |            |         | 136        | .7%     | 136   | .7%     |
| New Jersey           |            |         | 273        | 1.4%    | 273   | 1.3%    |
| New Mexico           |            |         | 145        | .7%     | 145   | .7%     |
| Nevada               |            |         | 135        | .7%     | 135   | .7%     |
| New York             |            |         | 1970       | 10.0%   | 1970  | 9.7%    |
| Ohio                 |            |         | 490        | 2.5%    | 490   | 2.4%    |
| Oklahoma             |            |         | 319        | 1.6%    | 319   | 1.6%    |
| Oregon               |            |         | 258        | 1.3%    | 258   | 1.3%    |
| Pennsylvania         |            |         | 1162       | 5.9%    | 1162  | 5.7%    |
| Rhode Island         |            |         | 84         | .4%     | 84    | .4%     |
| South Carolina       |            |         | 187        | .9%     | 187   | .9%     |
| South Dakota         |            |         | 152        | .8%     | 152   | .7%     |
| Tennessee            |            |         | 282        | 1.4%    | 282   | 1.4%    |
| Texas                |            |         | 1264       | 6.4%    | 1264  | 6.2%    |
| Utah                 |            |         | 205        | 1.0%    | 205   | 1.0%    |
| Virginia             |            |         | 390        | 2.0%    | 390   | 1.9%    |
| Vermont              |            |         | 77         | .4%     | 77    | .4%     |
| Washington           | 580        | 100.0%  |            |         | 580   | 2.9%    |
| Wisconsin            |            |         | 574        | 2.9%    | 574   | 2.8%    |
| West Virginia        |            |         | 182        | .9%     | 182   | .9%     |
| Wyoming              |            |         | 77         | .4%     | 77    | .4%     |

**Table 3.13: Number and Percent Distribution of Clinically Practicing Respondents by Metropolitan Status of Primary Practice Site**

|             | Washington |         | All Others |         | Total |         |
|-------------|------------|---------|------------|---------|-------|---------|
|             | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents | 574        | 100.0%  | 19540      | 100.0%  | 20114 | 100.0%  |
| Not metro   | 107        | 18.6%   | 3683       | 18.8%   | 3790  | 18.8%   |
| Metro       | 467        | 81.4%   | 15857      | 81.2%   | 16324 | 81.2%   |

**Table 3.14: Number and Percent Distribution of Clinically Practicing Respondents Who Perform Select Functions at Primary Clinical Job\***

|  | Washington |         | All Others |         | Total |         |
|--|------------|---------|------------|---------|-------|---------|
|  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                                  | 595        | 100.0%  | 20240      | 100.0%  | 20835 | 100.0%  |
| Function as hospitalist                      | 23         | 3.9%    | 1294       | 6.4%    | 1317  | 6.3%    |
| Perform invasive procedures                  | 277        | 46.6%   | 8422       | 41.6%   | 8699  | 41.8%   |
| Assist at surgery                            | 143        | 24.0%   | 5384       | 26.6%   | 5527  | 26.5%   |
| Manage care for inpatients                   | 148        | 24.9%   | 7234       | 35.7%   | 7382  | 35.4%   |
| Perform quality assurance                    | 126        | 21.2%   | 4046       | 20.0%   | 4172  | 20.0%   |
| Educate other providers                      | 193        | 32.4%   | 6517       | 32.2%   | 6710  | 32.2%   |
| Utilization review                           | 43         | 7.2%    | 1187       | 5.9%    | 1230  | 5.9%    |
| Research                                     | 68         | 11.4%   | 2125       | 10.5%   | 2193  | 10.5%   |
| Pharmaceutical selection committee           | 14         | 2.4%    | 457        | 2.3%    | 471   | 2.3%    |
| Therapeutics committee                       | 12         | 2.0%    | 432        | 2.1%    | 444   | 2.1%    |
| Make decisions about procurement             | 136        | 22.9%   | 4304       | 21.3%   | 4440  | 21.3%   |
| Supervise other PAs                          | 58         | 9.7%    | 1757       | 8.7%    | 1815  | 8.7%    |
| Supervise clinical staff other than PAs      | 130        | 21.8%   | 3933       | 19.4%   | 4063  | 19.5%   |
| Supervise non-clinical staff                 | 53         | 8.9%    | 1862       | 9.2%    | 1915  | 9.2%    |
| Precept PA students                          | 225        | 37.8%   | 7413       | 36.6%   | 7638  | 36.7%   |
| Precept students of other health professions | 153        | 25.7%   | 5056       | 25.0%   | 5209  | 25.0%   |

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 3.15: Number and Percent Distribution of Clinically Practicing Respondents by Hours Worked per Week at Primary Clinical Job**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 595        | 100.0%  | 20261      | 100.0%  | 20856 | 100.0%  |
| 32 or more hours   | 520        | 87.4%   | 17526      | 86.5%   | 18046 | 86.5%   |
| Less than 32 hours | 75         | 12.6%   | 2669       | 13.2%   | 2744  | 13.2%   |
| Hours not reported |            |         | 66         | .3%     | 66    | .3%     |

**Section IV: Information about Respondents Who Work at Least 32 Hours per Week at Their Primary Clinical Job**

**Table 4.1: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Patients Treated\***

|                                | Washington |         | All Others |         | Total |         |
|--------------------------------|------------|---------|------------|---------|-------|---------|
|                                | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                    | 376        | 100.0%  | 12247      | 100.0%  | 12623 | 100.0%  |
| See some inpatients            | 87         | 23.1%   | 4066       | 33.2%   | 4153  | 32.9%   |
| See some outpatients           | 363        | 96.5%   | 11128      | 90.9%   | 11491 | 91.0%   |
| See some nursing home patients | 17         | 4.5%    | 715        | 5.8%    | 732   | 5.8%    |
| See some other patients**      | 10         | 2.7%    | 460        | 3.8%    | 470   | 3.7%    |

\*Data represent only respondents who reported complete information about both hours and visits for all patient types. Percentages sum to more than 100 because respondents may see multiple types of patients.

\*\*Other patients are those who were not classified as either outpatients, inpatients, or nursing home patients.

**Table 4.2: Summary Measures of Total Hours Worked per Week for Primary Clinical Employer by Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 520        | 17526      | 18046 |
| Mean               | 44.3       | 44.4       | 44.4  |
| Standard deviation | 8.1        | 8.0        | 8.0   |
| 10th percentile    | 36.0       | 36.0       | 36.0  |
| 25th percentile    | 40.0       | 40.0       | 40.0  |
| Median             | 40.0       | 42.0       | 42.0  |
| 75th percentile    | 50.0       | 50.0       | 50.0  |
| 90th percentile    | 55.0       | 55.0       | 55.0  |

**Table 4.3: Summary Measures of Hours Providing Direct Inpatient Care per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job\***

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 8          | 724        | 732   |
| Mean               | 47.0       | 43.6       | 43.6  |
| Standard deviation | 15.2       | 7.6        | 7.7   |
| 10th percentile    | 36.0       | 35.0       | 35.0  |
| 25th percentile    | 40.0       | 40.0       | 40.0  |
| Median             | 40.0       | 40.0       | 40.0  |
| 75th percentile    | 55.0       | 49.8       | 49.8  |
| 90th percentile    | .          | 53.5       | 54.7  |

\*Excludes time spent performing tasks other than providing direct patient care to inpatients.

**Table 4.4: Summary Measures of Inpatient Encounters per Week for Respondents Who See Inpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 8          | 724        | 732   |
| Mean               | 47.1       | 62.0       | 61.8  |
| Standard deviation | 25.5       | 43.2       | 43.1  |
| 10th percentile    | 10.0       | 16.0       | 16.0  |
| 25th percentile    | 25.3       | 30.0       | 30.0  |
| Median             | 45.0       | 50.0       | 50.0  |
| 75th percentile    | 75.0       | 80.0       | 80.0  |
| 90th percentile    | .          | 110.0      | 108.5 |

**Table 4.5: Summary Measures of Hours Providing Direct Outpatient Care per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job\***

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 224        | 6123       | 6347  |
| Mean               | 39.5       | 39.3       | 39.3  |
| Standard deviation | 6.3        | 5.6        | 5.6   |
| 10th percentile    | 34.0       | 34.0       | 34.0  |
| 25th percentile    | 35.3       | 35.0       | 35.0  |
| Median             | 40.0       | 40.0       | 40.0  |
| 75th percentile    | 40.0       | 40.0       | 40.0  |
| 90th percentile    | 45.0       | 45.0       | 45.0  |

\*Excludes time spent performing tasks other than providing direct patient care to outpatients.

**Table 4.6: Summary Measures of Outpatient Visits per Week for Respondents Who See Outpatients Exclusively for a Minimum of 32 Hours per Week at Primary Clinical Job**

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 224        | 6123       | 6347  |
| Mean               | 92.4       | 96.1       | 96.0  |
| Standard deviation | 29.3       | 39.5       | 39.2  |
| 10th percentile    | 57.5       | 50.0       | 50.0  |
| 25th percentile    | 75.0       | 70.0       | 70.0  |
| Median             | 95.0       | 100.0      | 100.0 |
| 75th percentile    | 100.0      | 120.0      | 115.0 |
| 90th percentile    | 125.0      | 150.0      | 148.4 |

**Table 4.7: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA Sees Patients**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 465        | 100.0%  | 16104      | 100.0%  | 16569 | 100.0%  |
| None               | 215        | 46.2%   | 5797       | 36.0%   | 6012  | 36.3%   |
| One                | 163        | 35.1%   | 7009       | 43.5%   | 7172  | 43.3%   |
| Two                | 48         | 10.3%   | 1899       | 11.8%   | 1947  | 11.8%   |
| Three              | 30         | 6.5%    | 809        | 5.0%    | 839   | 5.1%    |
| Greater than three | 9          | 1.9%    | 590        | 3.7%    | 599   | 3.6%    |

**Table 4.8: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and See Some Hospital Patients by Number of Hospitals with Privileges Granted by Medical Staff**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 249        | 100.0%  | 10244      | 100.0%  | 10493 | 100.0%  |
| None               | 4          | 1.6%    | 216        | 2.1%    | 220   | 2.1%    |
| One                | 151        | 60.6%   | 6554       | 64.0%   | 6705  | 63.9%   |
| Two                | 52         | 20.9%   | 1964       | 19.2%   | 2016  | 19.2%   |
| Three              | 29         | 11.6%   | 863        | 8.4%    | 892   | 8.5%    |
| Greater than three | 13         | 5.2%    | 647        | 6.3%    | 660   | 6.3%    |

**Table 4.9: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Medical Staff**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 245        | 100.0%  | 10044      | 100.0%  | 10289 | 100.0%  |
| None               | 100        | 40.8%   | 5519       | 54.9%   | 5619  | 54.6%   |
| One                | 97         | 39.6%   | 3304       | 32.9%   | 3401  | 33.1%   |
| Two                | 29         | 11.8%   | 714        | 7.1%    | 743   | 7.2%    |
| Three              | 12         | 4.9%    | 296        | 2.9%    | 308   | 3.0%    |
| Greater than three | 7          | 2.9%    | 211        | 2.1%    | 218   | 2.1%    |

**Table 4.10: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of PA Staff**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 245        | 100.0%  | 10044      | 100.0%  | 10289 | 100.0%  |
| None               | 162        | 66.1%   | 5775       | 57.5%   | 5937  | 57.7%   |
| One                | 70         | 28.6%   | 3353       | 33.4%   | 3423  | 33.3%   |
| Two                | 6          | 2.4%    | 583        | 5.8%    | 589   | 5.7%    |
| Three              | 6          | 2.4%    | 200        | 2.0%    | 206   | 2.0%    |
| Greater than three | 1          | .4%     | 133        | 1.3%    | 134   | 1.3%    |

**Table 4.11: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Allied Health Staff**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 245        | 100.0%  | 10044      | 100.0%  | 10289 | 100.0%  |
| None               | 149        | 60.8%   | 5976       | 59.5%   | 6125  | 59.5%   |
| One                | 61         | 24.9%   | 2489       | 24.8%   | 2550  | 24.8%   |
| Two                | 19         | 7.8%    | 853        | 8.5%    | 872   | 8.5%    |
| Three              | 10         | 4.1%    | 393        | 3.9%    | 403   | 3.9%    |
| Greater than three | 6          | 2.4%    | 333        | 3.3%    | 339   | 3.3%    |

**Table 4.12: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Number of Hospitals in which PA is Member of Other Staff Category**

|                    | Washington |         | All Others |         | Total |         |
|--------------------|------------|---------|------------|---------|-------|---------|
|                    | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents        | 245        | 100.0%  | 10044      | 100.0%  | 10289 | 100.0%  |
| None               | 238        | 97.1%   | 9614       | 95.7%   | 9852  | 95.8%   |
| One                | 6          | 2.4%    | 333        | 3.3%    | 339   | 3.3%    |
| Two                |            |         | 48         | .5%     | 48    | .5%     |
| Three              | 1          | .4%     | 22         | .2%     | 23    | .2%     |
| Greater than three |            |         | 27         | .3%     | 27    | .3%     |

**Table 4.13: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Responsibility for Call**

|                          | Washington |         | All Others |         | Total |         |
|--------------------------|------------|---------|------------|---------|-------|---------|
|                          | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents              | 520        | 100.0%  | 17526      | 100.0%  | 18046 | 100.0%  |
| Do not take call         | 308        | 59.2%   | 10658      | 60.8%   | 10966 | 60.8%   |
| Take some call           | 182        | 35.0%   | 5757       | 32.8%   | 5939  | 32.9%   |
| Take call, hours unknown |            |         | 151        | .9%     | 151   | .8%     |
| Always on call           | 30         | 5.8%    | 960        | 5.5%    | 990   | 5.5%    |

**Table 4.14 Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Call Taken\***

|                                | Washington |         | All Others |         | Total |         |
|--------------------------------|------------|---------|------------|---------|-------|---------|
|                                | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                    | 520        | 100.0%  | 17526      | 100.0%  | 18046 | 100.0%  |
| Do not take call               | 308        | 59.2%   | 10658      | 60.8%   | 10966 | 60.8%   |
| Emergency department call      | 45         | 8.7%    | 1630       | 9.3%    | 1675  | 9.3%    |
| Surgical call                  | 59         | 11.3%   | 2069       | 11.8%   | 2128  | 11.8%   |
| In-house call                  | 61         | 11.7%   | 1955       | 11.2%   | 2016  | 11.2%   |
| Other type of call             | 104        | 20.0%   | 3513       | 20.0%   | 3617  | 20.0%   |
| Call taken, type not indicated | 8          | 1.5%    | 132        | .8%     | 140   | .8%     |

\*Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.15: Summary Measures of Call Hours per Month for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job\***

|                    | Washington | All Others | Total |
|--------------------|------------|------------|-------|
| Respondents        | 182        | 5757       | 5939  |
| Mean               | 100.0      | 98.8       | 98.8  |
| Standard deviation | 92.5       | 90.7       | 90.7  |
| 10th percentile    | 12.0       | 10.0       | 10.0  |
| 25th percentile    | 28.8       | 32.0       | 32.0  |
| Median             | 80.0       | 72.0       | 72.0  |
| 75th percentile    | 145.5      | 140.0      | 140.0 |
| 90th percentile    | 193.4      | 216.0      | 216.0 |

\*Includes only PAs who report taking call, but are not always on call.

**Table 4.16: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Type of Base Pay Received\***

|             | Washington |         | All Others |         | Total |         |
|-------------|------------|---------|------------|---------|-------|---------|
|             | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents | 442        | 100.0%  | 14986      | 100.0%  | 15428 | 100.0%  |
| No base pay | 9          | 2.0%    | 125        | .8%     | 134   | .9%     |
| Salary      | 346        | 78.3%   | 12059      | 80.5%   | 12405 | 80.4%   |
| Hourly wage | 77         | 17.4%   | 2703       | 18.0%   | 2780  | 18.0%   |
| Other       | 10         | 2.3%    | 99         | .7%     | 109   | .7%     |

\*Excludes self-employed PAs.

**Table 4.17: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Types of Additional Compensation Received\***

|  | Washington |         | All Others |         | Total |         |
|--|------------|---------|------------|---------|-------|---------|
|  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                            | 432        | 100.0%  | 14379      | 100.0%  | 14811 | 100.0%  |
| No additional pay                      | 140        | 32.4%   | 4477       | 31.1%   | 4617  | 31.2%   |
| Surgical assisting fees                | 12         | 2.8%    | 309        | 2.1%    | 321   | 2.2%    |
| Overtime pay                           | 60         | 13.9%   | 2587       | 18.0%   | 2647  | 17.9%   |
| Administrative pay                     | 12         | 2.8%    | 380        | 2.6%    | 392   | 2.6%    |
| Pay for on-call availability           | 45         | 10.4%   | 1181       | 8.2%    | 1226  | 8.3%    |
| Pay for on-call services/events        | 27         | 6.3%    | 1180       | 8.2%    | 1207  | 8.1%    |
| Bonus not based on performance         | 55         | 12.7%   | 2526       | 17.6%   | 2581  | 17.4%   |
| Bonus based on performance of practice | 52         | 12.0%   | 1876       | 13.0%   | 1928  | 13.0%   |
| Bonus based on performance of PA       | 149        | 34.5%   | 3430       | 23.9%   | 3579  | 24.2%   |
| Bonus based on something else          | 25         | 5.8%    | 1073       | 7.5%    | 1098  | 7.4%    |

\*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.18: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive Incentive Pay Based on Productivity or Performance by Measures on Which Incentive is Based\***

|   | Washington |         | All Others |         | Total |         |
|---|------------|---------|------------|---------|-------|---------|
|   | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                                   | 161        | 100.0%  | 4262       | 100.0%  | 4423  | 100.0%  |
| Bonus based on charges                        | 37         | 23.0%   | 881        | 20.7%   | 918   | 20.8%   |
| Bonus based on revenues                       | 66         | 41.0%   | 1956       | 45.9%   | 2022  | 45.7%   |
| Bonus based on relative value units           | 46         | 28.6%   | 476        | 11.2%   | 522   | 11.8%   |
| Bonus based on profit                         | 27         | 16.8%   | 1062       | 24.9%   | 1089  | 24.6%   |
| Bonus based on number of visits or panel size | 39         | 24.2%   | 746        | 17.5%   | 785   | 17.7%   |
| Bonus based on quality of care                | 21         | 13.0%   | 583        | 13.7%   | 604   | 13.7%   |
| Bonus based on patient satisfaction           | 22         | 13.7%   | 577        | 13.5%   | 599   | 13.5%   |
| Bonus based on other factors                  | 9          | 5.6%    | 346        | 8.1%    | 355   | 8.0%    |

\*Excludes self-employed PAs. Percentages sum to more than 100 because respondents were instructed to mark all that apply.

**Table 4.19: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job\***

|                    | Washington | All Others | Total     |
|--------------------|------------|------------|-----------|
| Respondents        | 451        | 15126      | 15577     |
| Mean               | \$77,869   | \$78,269   | \$78,257  |
| Standard deviation | \$18,978   | \$20,233   | \$20,198  |
| 10th percentile    | \$57,434   | \$57,846   | \$57,823  |
| 25th percentile    | \$64,565   | \$64,739   | \$64,727  |
| Median             | \$75,253   | \$74,250   | \$74,264  |
| 75th percentile    | \$86,515   | \$87,120   | \$87,113  |
| 90th percentile    | \$103,257  | \$103,618  | \$103,614 |

\*Excludes self-employed PAs.

**Table 4.20: Summary Measures of Total Annual Income from Primary Employer for Respondents Who Graduated in 2003 and Work at Least 32 Hours per Week at Primary Clinical Job\***

|                    | Washington | All Others | Total    |
|--------------------|------------|------------|----------|
| Respondents        | 37         | 1726       | 1763     |
| Mean               | \$63,911   | \$65,678   | \$65,641 |
| Standard deviation | \$8,168    | \$11,928   | \$11,862 |
| 10th percentile    | \$54,863   | \$52,532   | \$52,626 |
| 25th percentile    | \$57,591   | \$58,843   | \$58,813 |
| Median             | \$63,476   | \$64,541   | \$64,536 |
| 75th percentile    | \$68,555   | \$71,377   | \$71,360 |
| 90th percentile    | \$76,059   | \$79,685   | \$79,598 |

\*Excludes self-employed PAs.

**Table 4.21: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Whether CME Funds Are Available from Primary Employer\***

|                                 | Washington |         | All Others |         | Total |         |
|---------------------------------|------------|---------|------------|---------|-------|---------|
|                                 | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                     | 353        | 100.0%  | 11894      | 100.0%  | 12247 | 100.0%  |
| Funds not available             | 43         | 12.2%   | 1477       | 12.4%   | 1520  | 12.4%   |
| Funds available, amount known   | 274        | 77.6%   | 8203       | 69.0%   | 8477  | 69.2%   |
| Funds available, amount unknown | 36         | 10.2%   | 2214       | 18.6%   | 2250  | 18.4%   |

\*Excludes self-employed PAs.

**Table 4.22: Summary Measures of CME Funds Provided by Primary Clinical Employer for Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job and Receive CME Funding\***

|                    | Washington | All Others | Total   |
|--------------------|------------|------------|---------|
| Respondents        | 274        | 8203       | 8477    |
| Mean               | \$1,566    | \$1,559    | \$1,559 |
| Standard deviation | \$713      | \$793      | \$791   |
| 10th percentile    | \$650      | \$500      | \$500   |
| 25th percentile    | \$1,000    | \$1,000    | \$1,000 |
| Median             | \$1,500    | \$1,500    | \$1,500 |
| 75th percentile    | \$2,000    | \$2,000    | \$2,000 |
| 90th percentile    | \$2,500    | \$2,500    | \$2,500 |

\*Excludes self-employed PAs.

**Table 4.23: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Types of Insurance\***

|                                  |                       | Washington |         | All Others |         | Total |         |
|----------------------------------|-----------------------|------------|---------|------------|---------|-------|---------|
|                                  |                       | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                      |                       | 428        | 100.0%  | 14509      | 100.0%  | 14937 | 100.0%  |
| Professional liability insurance | Employer pays 95-100% | 419        | 97.9%   | 14141      | 97.5%   | 14560 | 97.5%   |
|                                  | Employer pays 50-94%  | 3          | .7%     | 94         | .6%     | 97    | .6%     |
|                                  | Employer pays 1-49%   |            |         | 18         | .1%     | 18    | .1%     |
|                                  | PA pays 100%          | 6          | 1.4%    | 256        | 1.8%    | 262   | 1.8%    |
| Individual health insurance      | Employer pays 95-100% | 261        | 62.6%   | 6775       | 50.1%   | 7036  | 50.5%   |
|                                  | Employer pays 50-94%  | 111        | 26.6%   | 4739       | 35.0%   | 4850  | 34.8%   |
|                                  | Employer pays 1-49%   | 19         | 4.6%    | 867        | 6.4%    | 886   | 6.4%    |
|                                  | PA pays 100%          | 26         | 6.2%    | 1147       | 8.5%    | 1173  | 8.4%    |
| Family health insurance          | Employer pays 95-100% | 75         | 23.2%   | 2763       | 27.0%   | 2838  | 26.9%   |
|                                  | Employer pays 50-94%  | 105        | 32.5%   | 3560       | 34.8%   | 3665  | 34.7%   |
|                                  | Employer pays 1-49%   | 27         | 8.4%    | 1043       | 10.2%   | 1070  | 10.1%   |
|                                  | PA pays 100%          | 116        | 35.9%   | 2866       | 28.0%   | 2982  | 28.3%   |
| Dental insurance                 | Employer pays 95-100% | 205        | 49.5%   | 3963       | 31.0%   | 4168  | 31.6%   |
|                                  | Employer pays 50-94%  | 93         | 22.5%   | 3937       | 30.8%   | 4030  | 30.5%   |
|                                  | Employer pays 1-49%   | 26         | 6.3%    | 1147       | 9.0%    | 1173  | 8.9%    |
|                                  | PA pays 100%          | 90         | 21.7%   | 3741       | 29.3%   | 3831  | 29.0%   |
| Disability insurance             | Employer pays 95-100% | 186        | 47.4%   | 5597       | 44.4%   | 5783  | 44.5%   |
|                                  | Employer pays 50-94%  | 67         | 17.1%   | 2133       | 16.9%   | 2200  | 16.9%   |
|                                  | Employer pays 1-49%   | 31         | 7.9%    | 941        | 7.5%    | 972   | 7.5%    |
|                                  | PA pays 100%          | 108        | 27.6%   | 3925       | 31.2%   | 4033  | 31.1%   |
| Term life insurance              | Employer pays 95-100% | 157        | 44.1%   | 4923       | 41.4%   | 5080  | 41.4%   |
|                                  | Employer pays 50-94%  | 42         | 11.8%   | 1691       | 14.2%   | 1733  | 14.1%   |
|                                  | Employer pays 1-49%   | 33         | 9.3%    | 1024       | 8.6%    | 1057  | 8.6%    |
|                                  | PA pays 100%          | 124        | 34.8%   | 4263       | 35.8%   | 4387  | 35.8%   |

\*Excludes self-employed PAs.

**Table 4.24: Number and Percent Distribution of Respondents Who Work at Least 32 Hours per Week at Primary Clinical Job by Source of Funds for Select Expenses\***

|  | Washington |         | All Others |         | Total |         |
|--|------------|---------|------------|---------|-------|---------|
|  | Count      | Percent | Count      | Percent | Count | Percent |
| Respondents                              | 401        | 100.0%  | 13220      | 100.0%  | 13621 | 100.0%  |
| Pension/retirement fund                  |            |         |            |         |       |         |
| Employer pays 95-100%                    | 99         | 24.7%   | 3344       | 25.3%   | 3443  | 25.3%   |
| Employer pays 50-94%                     | 92         | 22.9%   | 2721       | 20.6%   | 2813  | 20.7%   |
| Employer pays 1-49%                      | 154        | 38.4%   | 4650       | 35.2%   | 4804  | 35.3%   |
| PA pays 100%                             | 56         | 14.0%   | 2505       | 18.9%   | 2561  | 18.8%   |
| State license fees                       |            |         |            |         |       |         |
| Employer pays 95-100%                    | 322        | 77.0%   | 9941       | 70.7%   | 10263 | 70.9%   |
| Employer pays 50-94%                     | 5          | 1.2%    | 211        | 1.5%    | 216   | 1.5%    |
| Employer pays 1-49%                      | 7          | 1.7%    | 92         | .7%     | 99    | .7%     |
| PA pays 100%                             | 84         | 20.1%   | 3820       | 27.2%   | 3904  | 27.0%   |
| DEA registration fees                    |            |         |            |         |       |         |
| Employer pays 95-100%                    | 337        | 81.8%   | 8598       | 74.5%   | 8935  | 74.7%   |
| Employer pays 50-94%                     | 4          | 1.0%    | 115        | 1.0%    | 119   | 1.0%    |
| Employer pays 1-49%                      | 4          | 1.0%    | 56         | .5%     | 60    | .5%     |
| PA pays 100%                             | 67         | 16.3%   | 2773       | 24.0%   | 2840  | 23.8%   |
| NCCPA fees                               |            |         |            |         |       |         |
| Employer pays 95-100%                    | 269        | 64.8%   | 8806       | 63.0%   | 9075  | 63.1%   |
| Employer pays 50-94%                     | 10         | 2.4%    | 191        | 1.4%    | 201   | 1.4%    |
| Employer pays 1-49%                      | 6          | 1.4%    | 108        | .8%     | 114   | .8%     |
| PA pays 100%                             | 130        | 31.3%   | 4869       | 34.8%   | 4999  | 34.7%   |
| AAPA dues                                |            |         |            |         |       |         |
| Employer pays 95-100%                    | 260        | 64.7%   | 8750       | 63.1%   | 9010  | 63.1%   |
| Employer pays 50-94%                     | 9          | 2.2%    | 178        | 1.3%    | 187   | 1.3%    |
| Employer pays 1-49%                      | 7          | 1.7%    | 112        | .8%     | 119   | .8%     |
| PA pays 100%                             | 126        | 31.3%   | 4828       | 34.8%   | 4954  | 34.7%   |
| State PA chapter dues                    |            |         |            |         |       |         |
| Employer pays 95-100%                    | 209        | 55.6%   | 7176       | 56.0%   | 7385  | 56.0%   |
| Employer pays 50-94%                     | 12         | 3.2%    | 181        | 1.4%    | 193   | 1.5%    |
| Employer pays 1-49%                      | 6          | 1.6%    | 108        | .8%     | 114   | .9%     |
| PA pays 100%                             | 149        | 39.6%   | 5350       | 41.7%   | 5499  | 41.7%   |
| AAPA annual conference registration fees |            |         |            |         |       |         |
| Employer pays 95-100%                    | 215        | 57.6%   | 7260       | 57.6%   | 7475  | 57.6%   |
| Employer pays 50-94%                     | 30         | 8.0%    | 950        | 7.5%    | 980   | 7.6%    |
| Employer pays 1-49%                      | 22         | 5.9%    | 543        | 4.3%    | 565   | 4.4%    |
| PA pays 100%                             | 106        | 28.4%   | 3852       | 30.6%   | 3958  | 30.5%   |
| Credentialing fees                       |            |         |            |         |       |         |
| Employer pays 95-100%                    | 309        | 76.5%   | 9819       | 73.1%   | 10128 | 73.2%   |
| Employer pays 50-94%                     | 11         | 2.7%    | 308        | 2.3%    | 319   | 2.3%    |
| Employer pays 1-49%                      | 8          | 2.0%    | 157        | 1.2%    | 165   | 1.2%    |
| PA pays 100%                             | 76         | 18.8%   | 3153       | 23.5%   | 3229  | 23.3%   |

\*Excludes self-employed PAs.