

# 2017 AAPA Salary Report 

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## A Word From the CEO



Dear PAs and Future PAs,
Data is the new currency for smart employment contract negotiations. With AAPA's 2017 Salary Report, PAs have at their fingertips the latest, must-have information on PA salaries and benefits.

This year's report includes several important findings:
Compensation Disparity Persists-Although the gap in compensation between men and women narrowed in 2016, the median base salary for female PAs was $\$ 10,000$ lower than male PAs, and the median bonus was $\$ 3,000$ lower, even after controlling for differences in experience and other factors that can affect salary levels.

Eliminated Barriers is Associated with Higher PA Salaries-PAs are paid higher base salaries in states where PA scope of practice is determined at the practice level and in states that have eliminated PA-physician proximity and onsite supervision requirements.

The report also details the relationship between cost-of-living and geographical area of practice, and provides state-by-state details on buying power, cost adjustments, and PA salaries. Did you know that to maintain the same standard of living, a PA making \$100,000 in Indiana would need to earn \$156,400 in Washington, D.C.?

I hope you find the information presented in this year's report beneficial. Feel free to contact the AAPA Research Department at research@aapa.org with feedback or questions.

Sincerely,
Jennifer L. Dorn, MPA
CEO, AAPA

## Methodology

Data for this report were collected through the 2017 AAPA Salary Survey between February 21 and March 31,2017 . The survey was sent to the 70,846 PAs (both AAPA members and nonmembers) who had not opted out of communication from AAPA, were based in the United States, were not identified as retired, and had valid email addresses. A total of 7,225 PAs responded to the survey. The overall margin of error is +/- $1.12 \%$ at the $95 \%$ confidence level. Response rates and margins of error vary by question and breakout.

For inclusion in the compensation section of the 2017 AAPA Salary Report, respondents must have worked 32 hours or more per week and been based in the United States. The primary reason for exclusion of respondents from this report was their omission of hours worked or full-time status, or if they worked fewer than 32 hours per week.

AAPA has identified two additional sources to help it benchmark PA salary data: the National Commission on Certification of Physician Assistants (NCCPA) and the U.S. Bureau of Labor Statistics (BLS). NCCPA and BLS each report a national median PA salary within $\$ 3,000$ of AAPA sample data, a relatively minor difference accounted for by the different methodologies used and samples surveyed. Chart 1 compares the methodology used by the three organizations. The key characteristics that differentiate each source are:

- NCCPA reports total PA income, averaged over 2012 to 2016. Its salary data include self-reported PA income from all sources, across multiple employers, including bonuses, call, profit-sharing, and shift differentials. It collects salary in ranges rather than exact salaries. The midpoint is used for calculations.
- BLS data are reported by employers for a given point in time, and collected over a three-year period and adjusted for time lag. Nevertheless, BLS is a good resource for PAs who are interested in what PAs in major metropolitan areas earn from a single employer.
- AAPA is the only PA salary resource that provides information about total compensation, base salary, and base hourly wage, which is particularly important information for a PA to have when negotiating a contract. In addition, AAPA's report provides detailed breakdowns based on experience, specialty, setting, and employer. Finally, AAPA's report provides detailed data on bonuses, separated out from the base salary and wages, as well as fringe benefits, both of which are crucial to understanding where one stands as one negotiates with a potential employer.


## Chart 1. Summary of Compensation Data Collection Methods

|  | AAPA | NCCPA | BLS |
| :---: | :---: | :---: | :---: |
| Data year | Calendar year 2016 | Rolling collection 2012 through 2016 | Rolling collection previous three years |
| Who is included | Clinically practicing PAs Full-time (32 hours+) Self-employed | Clinically practicing PAs Full-time and part-time Self-employed | Clinically practicing PAs Full-time and part-time Not self-employed |
| Sampling | All PAs in U.S. whom AAPA could contact via email | All PAs who updated their NCCPA profile between May 2012 and December 2015 and who indicated that they held only one clinical position | Employed PAs sampled in a wide range of work settings |
| Reporting | Self-reported | Self-reported | Employer-reported |
| What is included in "salary" | Base salary from primary employer | Previous calendar year's total gross income from all PA positions. Data are collected in ranges. Midpoints of ranges are used to calculate median and mean. | Base hourly rates from employer, incentive pay and production bonuses. Hourly wage is multiplied by 2,080 to produce an annual wage. |
| Level of detail | Salary, hourly wage, bonus, fringe benefits | Annual salary | Hourly and annual wages |
| Area detail | National, region, state | National, state | National, state, city |
| Breakouts available | Overall, specialty, experience, setting, employer, and more | Overall, specialty | Overall |
| Median salary | \$102,000 | \$105,000 | \$101,480 |

Note: More information about each data source is available on the organizations' websites: aapa.org, nccpa.net, and bls.gov/oes.

## Notes on the Presentation of the Data

In the tables that follow:

- Only data points based on five or more respondents are displayed. All applicable data are used in calculations.
- "Base salary" refers to the fixed annual income for PAs from their primary clinical employer. It was collected using the survey question, "In calendar year 2016, what was your base salary from your primary clinical employer?"
- "Bonus" refers to variable annual income based on production incentives, milestone achievement or other performance-based criteria. It was collected using the question, "How much did you receive in bonus or incentive pay from your primary clinical employer in 2016?"
- "Hourly wage" refers to the hourly rate of pay for PAs from their primary clinical employer. It was collected with the question, "In calendar year 2016, what was your hourly wage from your primary clinical employer?"
- "50th percentile" is the median. For example, if the 50\% percentile for salary nationwide is $\$ 102,000,50 \%$ of responses are above the median and 50\% are below the median.
- "N" refers to the number of respondents.
- "Specialty" refers to the practice specialty a respondent indicated they primarily work in. For example, a PA may practice in the specialty of family medicine within the major specialty area of primary care.
- "Work setting" refers to the setting a respondent indicated they primarily work in. For example, a primary care PA may practice in a physician office or clinic.
- "Employer type" refers to the employer a respondent indicated they primarily work for. For example, a primary care PA may be employed by a hospital or by a multi-specialty physician practice.
- "Experience" refers to the number of years a respondent has been a PA in any capacity unless otherwise specified.


## About the American Academy of PAs

AAPA is the national organization that advocates for all PAs and provides tools to improve PA practice and patient care. Founded in 1968, AAPA represents a profession of more than 115,500 PAs across all medical and surgical specialties in all 50 states, the District of Columbia, the U.S. territories, and the uniformed services. Visit www.aapa.org to learn more.

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## SUMMARY OF NATIONAL FINDINGS

## Who Are PAs?

PAs are licensed in their state and certified nationally to practice medicine. For 50 years, PAs have been part of the healthcare team in American medicine. PAs are educated at the graduate level. General medical knowledge is at the foundation of PA education, positioning PAs to adapt to changing healthcare needs and adapt to a wide variety of clinical practice settings and specialties. In fact, PAs practice in every medical and surgical specialty and setting.

In their clinical roles, PAs obtain medical histories, perform physical examinations, diagnose and treat illnesses, order and interpret lab tests, assist in surgery, prescribe medications, coordinate care, provide patient education and counseling, and make rounds in hospitals and other inpatient facilities.

PAs are educated in medical schools, colleges, and universities in rigorous, nationally accredited programs that are comprised of class and laboratory instruction and clinical rotations. Entering students typically possess a bachelor's degree and some healthcare experience. PA programs are 27 months in length, on average. The programs begin with one year of didactic instruction in the basic medical and clinical sciences, including anatomy, physiology, pathology, microbiology, pharmacology, behavioral sciences, medical ethics, and clinical medicine. The second year comprises clinical rotations in all of the major specialties of medicine, including internal medicine, general surgery, pediatrics, women's health, emergency medicine, psychiatry, and family medicine.

PA program graduates must pass a national PA certifying exam (administered by the NCCPA) and

## PAs Practice Medicine

PAs are nationally certified and state licensed to practice medicine and prescribe medication in every medical and surgical specialty and setting in all 50 states, the District of Columbia, U.S. territories, and uniformed services. PAs are educated at the graduate level, with almost all PAs receiving a master's degree upon graduation from a PA program. In order to maintain national certification, PAs are required to complete 100 hours of continuing medical education every two years and to recertify as medical generalists every 10 years.
obtain a state license in order to practice. To maintain certification, PAs must pass a recertifying exam every 10 years, in addition to pursuring continuing medical education, which is required over every twoyear period.

In this survey, two out of three respondents were female (Figure 1). Close to nine in 10 respondents were white (Figure 2) and less than one in 10 was Hispanic. Just over half ( $56.5 \%$ ) of respondents were under 40 years of age (Figure 3). Reflecting the recent growth in the number of PA programs and new graduates, more than half (55.9\%) of respondents had less than ten years experience as a PA (Figure 4).

Finally, three specialties accounted for almost $40 \%$ of the PAs in this survey: family medicine ( $18.4 \%$ ), orthopaedic surgery ( $10.3 \%$ ), and emergency medicine (8.9\%) (Figure 5). These numbers have changed only slightly from those reported in the 2016 AAPA Salary Report, ${ }^{1}$ and are also comparable to the workforce data reported by NCCPA on all certified PAs. ${ }^{2}$

[^0]Figure 1. Distribution of PAs by Gender


Figure 2. Distribution of PAs by Race


Figure 3. Distribution of PAs by Age


Figure 4. Distribution of PAs by Years of Clinical Experience


Figure 5. Distribution of PAs by Most Frequently Practiced Specialty


## PAs Work Everywhere

PAs practice throughout the United States and its territories. Alaska, with 76.0 PAs per 100,000 people, South Dakota (63.2), Pennsylvania (60.0), New York (57.7), and Montana (57.6) top the list of states in terms of PAs per capita. With respect to absolute numbers of PAs, New York (11,395), California (9,042), Texas ( 7,767 ), Pennsylvania ( 7,668 ), and Florida $(7,203)$ top the charts. The states with the lowest numbers of PAs per 100,000 people are Mississippi (6.9), Arkansas (12.0), Alabama (14.9), Missouri (16.7), and Indiana (19.5). Mississippi is also on the list of the lowest absolute number of PAs, with 206; this list also includes Wyoming (246), the District of Columbia (254), Hawaii (311), and Delaware (317). Figure 6 shows the per capita distribution of PAs by state and the District of Columbia.

PAs are located predominantly in urban areas. More than half of all survey respondents (50.2\%) were located in an urban area with more than 1 million people, while close to $84.8 \%$ of PA respondents were in an urban area of any size (Figure 7), down 0.5\%

## PAs by State

PAs practice in every U.S. state and territory. While New York has the greatest number of PAs (11,395), Alaska has the highest number of PAs per capita ( 76.0 per 100,000 population). ${ }^{2}$ Most PAs work in urban areas of more than 1 million people. As of 2016, 15.2\% of PAs reported working in a rural area.
from 2015, with the change reflecting a slight increase in the percentage of PAs in rural areas. With the aging U.S. population, especially in rural communities, the aging physician workforce, and the increased demand for primary care services, more PAs will be needed in every state. It will be important to ensure that state laws and regulations permit PAs to practice at the top of their experience and education.

Figure 6. Distribution of PAs Per Capita by State


Source: National Commission on Certification of Physician Assistants. 2016 statistical profile of certified physician assistants:
An annual report of the NationalCommission on Certification of Physician Assistants. http://www.nccpa.net/Uploads/ docs/2016StatisticalProfileofCertifiedPhysicianAssistants.pdf. Published March, 2017. Accessed September 26, 2017.

Figure 7. Distribution of PAs by Urban-Rural Area Status


## PA Compensation Varies by Multiple Factors

In 2016, 79.4\% of full-time clinical PAs were paid an annual salary and $17.3 \%$ received an hourly wage, with $3.3 \%$ receiving pay based on productivity (Figure 8). The median annual salary was \$102,000, an increase of $5.2 \%$ over the previous year. For those who were paid on an hourly basis, the median hourly wage was $\$ 60.00$, an increase of $9.1 \%$ over the previous year. The amount of PA compensation, as well as the extent to which it increased from last year, varies by specialty, practice setting, and geographic region (Figures 10, 11, and 12). PAs in hospital emergency departments, convenient care clinics, and urgent care centers are more likely to receive an hourly wage (62.6\%, 53.6\%, and $46.6 \%$, respectively, compared to $17.3 \%$ overall).

Figure 8. Distribution of PAs by Mode of Compensation


## 2016 PA Compensation

In 2016, the median annual salary for PAs working full-time in the United States was \$102,000 and $79.4 \%$ of PAs were paid an annual salary. PAs who reported receiving an hourly wage, rather than an annual salary, earned a median of $\$ 60.00$ per hour. PAs working in emergency medicine, urgent care, and convenient care, or who were independent contractors or work for medical staffing agencies, were more likely to receive an hourly wage versus a salary. In addition to their base salary or hourly wage, 48.4\% of full-time clinically practicing PAs received a bonus; half of these respondents reported a bonus of \$6,000 or more.

Figure 9. Median Base Salary From Primary Employer by Region, 2015 and 2016

Figure 10. Median Base Salary From Primary Employer by Primary Work Setting


Figure 11. Median Base Salary From Primary Employer by Employer Type


Figure 12. Median Base Salary From Primary Employer by Major Specialty Area, 2015 and 2016


The geographic region in which a PA practices is related to salary, with PAs practicing in western states receiving the highest median salary ( $\$ 106,000$ ), and PAs in the Midwest receiving the lowest ( $\$ 100,000$ ) (Figure 9). However, PAs in the Midwest received the largest increase in salary compared to last year, while PAs in the western states received the smallest average increase.

In terms of work setting, the top median salaries were reported by PAs at critical access hospitals ( $\$ 111,000$ ), operating rooms ( $\$ 110,000$ ), and intensive care/critical care units ( $\$ 110,000$ ). The lowest were reported by PAs working at ambulatory service centers ( $\$ 95,500$ ), rehabilitation centers ( $\$ 96,250$ ), and extended care facilities or nursing homes ( $\$ 95,000$ ) (Figure 10). For more information, see Table 20.

The type of employer is also related to the salary a PA receives. PAs who work for a physician solo practice $(\$ 93,000)$ or a community health
clinic $(\$ 95,500)$ have the lowest median salaries. PAs who work for a non-healthcare corporation ( $\$ 124,500$ ) or are self-employed or independent contrators ( $\$ 120,000$ ) have the highest median salaries. For more information, see Table 23.

As noted in past AAPA salary reports, PAs who practice emergency medicine and urgent care are more likely to be paid an hourly wage. Nevertheless, PAs in emergency medicine and surgical specialties are some of the highest-paid PAs, in terms of median base salary (Figure 12). Further, compared to last year, PAs in emergency medicine received the largest average increase in base salary, while PAs in a surgical specialty received the lowest average increase in base salary. Emergency medicine is now the highest paid major specialty area, although PAs in some surgical subspecialties are paid, on average, more than PAs in emergency medicine - see Table 10 for more information.

## PA Career Flexibility

PAs are educated and certified as generalists. This generalist training allows PAs to change specialties and settings to meet the changing needs of the healthcare system. It also helps meet the changing needs of employers and the healthcare system as a whole. Most PAs will change their specialty at least once, and often more, over the course of their career. PAs' ability to make career changes highlights the flexibility inherent in the profession, and also provides individual PAs with more job opportunities, greater variety, and enhanced career satisfaction.

This year, AAPA collected data on changes in PA career status during the year by specialty, as well as for a number of other work characteristics, including role (e.g., from clinician to educator), work setting, and employer. About one-sixth (17.7\%) of PAs made a change in one or more of these areas in 2016. The most common change was in employer; $11.6 \%$ of PAs found new employers during 2016, while almost 7\%

The PA Profession Affords Flexibility

The PA profession is more flexible than other healthcare professions, allowing PAs to change specialties and work settings relatively easily throughout their careers. Different specialties and settings enjoy unique benefits and differing compensation levels. However, it is important to understand these and make an informed decision before making a career change.
of PAs switched their role, setting, or specialty. The variations from 2015 are all fairly small, but it does appear that PAs made a greater number of career changes in 2016 than in 2015.

Figure 13. Career Changes by PAs


Note: Respondents were able to indicate they made multiple changes in 2016 . Overall, $17.7 \%$ of respondents made at least one type of change.

## The Relationship Between Salary and Gender for PAs

## Gender-Based Salary Discrepancies

On average, female PAs are paid less than male PAs. In 2016, the median base salary for female PAs was \$10,000 lower than male PAs, and the median bonus was \$3,000 lower. Even when compensation-relevant factors such as years of experience, hours worked per week, specialty, geographic region, and whether or not a PA receives a bonus are factored in, there is still a significant difference between male and female PAs' salaries. Having access to accurate compensation information and an openness to negotiate are important first steps in reducing compensation disparities between women and men. PA employers may begin to address disparities by committing not to discriminate by gender when determining salaries, by being transparent in compensation, and by relying less on past salaries when determining compensation.

Figure 14. Women's Median Base Salary as a Percentage of Men's Base Salary


[^1]The 2016 median base salary of full-time clinically practicing men and women PAs differed by $\$ 10,000$ (Figure 15) and the median bonus differed by $\$ 3,000$ (men: \$8,000; women: \$5,000; Figure 16). Women were also less likely than men to receive a bonus at all ( $46.0 \%$ of women versus $52.9 \%$ of men). These disparities are present for all levels of experience (Figure 17) and in every specialty (Figure 18); there is no experience level or major specialty area in which women have a higher median base salary than men in the PA profession.

AAPA has begun to monitor the gender pay gap within the PA profession. While there have been shifts in recent years toward more equitable pay, it is still unclear what the future trajectory will be. Figure 14 displays female PA median base salary as a percentage of male PA median base salary over time; as the percentage gets closer to $100 \%$ base salaries are increasingly equal. Overall, the pay gap between male and female PAs, in terms of base salary, is smaller this year than it has been in the last two decades. While the amount of gender pay gap among PAs was volatile in the late 1990s, it steadily worsened during the 2000s. It wasn't until 2012 that female PAs started to be paid, on average, around $90 \%$ of their male counterparts.

Looking at salaries as they are reported does not allow us to take into account factors that may affect salary. Using statistical modelling, we found that base salary for men and women differed even after considering a variety of factors that might be expected to affect compensation, such as years of experience, hours worked, specialty, whether a bonus was received, and whether a PA is in a leadership role or owns part of their practice. Overall, the mean base salary differed by about $7 \%$ between men and women, after such factors were accounted for. In other words, women were still only being paid $\$ 0.93$ for every dollar men were paid.

The salary discrepancy begins almost immediately upon entering the profession - there is a salary disparity between men and women in the first years of practicing as PAs. This difference is likely compounded as PAs progress through their career, since salary increases are often based on the previous year's salary and new employers base a PA's starting salary in part on their previous salary. A salary disparity that begins on a PA's first day on the job will probably have lifelong implications for the PA's compensation level.

Figure 15. Median Base Salary From Primary Employer by Gender

Female $\square$ All PAs $\square$ Male


Figure 16. Median Bonus From Primary Employer by Gender


Figure 17. Median Base Salary From Primary Employer by Gender and Experience

Female $\square$ All PAs $\square$ Male


Figure 18. Median Base Salary From Primary Employer by Gender and Major Specialty Area

Female ■All PAs $\quad$ Male


# Practice Barriers and Their Relationship to Salary 

## Practice Barriers and Salary

AAPA analyzed salary data in relation to whether states have adopted the Six Key Elements of a Modern PA Practice Act. Salary is higher in four out of five scenarios in which a key element was adopted, but is lower in states in which the number of PAs a physician may collaborate with is determined at the practice level. A sixth key element - licensure as the regulatory term for PAs - has been adopted nationwide, so comparisons between states that have and have not adopted it are not possible. Using statistical modeling to control for a variety of factors, these salary differences between states that have and have not adopted a particular key element remain statistically significant for three of the key elements. PAs in states where scope of practice is determined at the practice site report higher base salaries. The same is true in states with adaptable collaboration requirements. PAs in states in which the number of PAs a physician may collaborate with is determined at the practice level report lower salaries than PAs in states that have such restrictions.

After considering a variety of factors that might be expected to affect compensation, differences remain between states that have or have not enacted three of AAPA's Six Key Elements. The factors controlled for include years of experience, hours worked, specialty, whether a bonus was received, whether a PA is in a leadership role or owns part of their practice, and others including gender. ${ }^{3}$

Using the information collected from the AAPA Salary Survey, we looked at the relationship between
the Six Key Elements and PA compensation. Figure 19 displays the median base salary in states that have and have not adopted each key element. ${ }^{4}$ Without controlling for other factors, PAs in a state with a particular practice barrier in place reported a lower salary than PAs in states without that particular practice barrier (with the exception of the key element related to the number of PAs a physician may collaborate with being determined at the practice level).

[^2]Figure 19. Median Base Salary From Primary Employer by Key Element

Adopted/Passed $\square$ Not Adopted/Passed
$\$ 140,000 \longrightarrow$


Key Element and Number of State-level Enactments

* A difference in salary remains after controlling for compensation-relevant factors.

Below the name of each key element in the figure, the number of states that have enacted that key element is listed.

After considering a variety of factors that might be expected to affect compensation, differences remain between states that have or have not enacted three of AAPA's Six Key Elements. In particular, PAs in states where scope of practice is determined at the practice level report higher base salaries than those in states that have not adopted that key element. The same is
true in states with adaptable supervision requirements. Interestingly, in states in which the number of PAs a physician may collaborate with is determined at the practice level, PAs report lower salaries than PAs in states that have a restriction; the reason for this finding is not clear, and AAPA will continue to monitor it.

## What is the Buying Power of Your Salary?

The Council for Community and Economic Research (C2ER) is an organization whose goal is to increase data availability and quality, and to support the understanding of regional economics. Through a partnership with C2ER, AAPA is able to provide cost-of-living data. This allows people to calculate the amount of money needed in a given locale to purchase what would cost $\$ 1$ on average across the nation. An amount lower than $\$ 1$ indicates that a given salary in that location has higher than average buying power; an amount higher than $\$ 1$ indicates that a given salary has lower than average buying power in that location. For example, in Alabama, it only takes 87 cents to purchase $\$ 1$ worth of goods and services, whereas in Washington, D.C. it takes $\$ 1.36$ to purchase $\$ 1$ worth of goods and services. Understanding how cost-ofliving adjusted salaries work helps explain why higher salaries don't always mean more spending money.

Using cost-of-living data, an individual is able to determine not only their cost-of-living adjusted salary, but can also use these data to calculate the salary needed to maintain the same standard of living in a different location.

In 2016, the median PA salary in the United States was $\$ 102,000$. Chart 2 displays the cost of buying $\$ 1$ of goods or services in each state. A cost-adjustment of 1.0 indicates that a salary of $\$ 102,000$ has $\$ 102,000$ of buying power for purchasing goods and services. In many of the states where PAs report lower salaries, such as South Dakota, Mississippi, and Ohio, PAs may find that they have greater purchasing power than their absolute salary appears when cost-of-living adjustments are taken into account.

In South Dakota (buying power adjustment: 1.05) the median salary of $\$ 94,000$ buys $\$ 98,636$ worth of

## What Does Your Salary Buy You?

More money does not always translate to more dollars in your pocket. It is important to consider compensation data in terms of the cost to live in a locale. While \$109,249 for a median salary in Washington, D.C. may seem great since it is above the national median, when adjusted for cost of living, it becomes clear that PAs making that salary in Washington, D.C. have lower buying power than PAs in many other locations. Similarly, a median salary in Mississippi of \$96,000 may look low, but PAs in Mississippi have a cost-of-living adjusted salary of over \$117,000. AAPA has partnered with the Council for Community and Economic Research to make this comparison data available to PAs.
goods and services relative to the national average. In Mississippi (buying power adjustment: 1.22) the median salary of $\$ 96,000$ buys $\$ 117,216$ worth of goods and services. And in Ohio (buying power adjustment: 1.13), the median salary of $\$ 97,809$ buys \$110,269 worth of goods and services. The reverse is true, as well, in the case of New York and the District of Columbia. In the District of Columbia (buying power adjustment: 0.74), the median salary was \$109,249, which only buys $\$ 80,627$ in goods and services. In New York (buying power adjustment: 0.76), the median salary was $\$ 104,500$, which only purchases \$79,832 in goods and services.

Chart 2. Cost-Adjusted Median PA Salary by State in 2016

|  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |

## Chart 2 cont. Cost-adjusted median PA salary by state in 2016

| STATE | RELATIVE COST OF GOODS/ SERVICE | ACTUAL MEDIAN SALARY | BUYING POWER ADJUSTMENT FACTOR (1/ RELATIVE COST OF GOODS/SERVICES) | COST-ADJUSTED MEDIAN SALARY |
| :---: | :---: | :---: | :---: | :---: |
| Oregon | \$1.05 | \$107,500 | \$0.96 | \$102,871 |
| Pennsylvania | \$1.01 | \$94,000 | \$1.00 | \$93,532 |
| Rhode Island | \$1.15 | \$110,000 | \$0.87 | \$95,819 |
| South Carolina | \$0.93 | \$97,000 | \$1.08 | \$104,413 |
| South Dakota | \$0.95 | \$94,000 | \$1.05 | \$98,636 |
| Tennessee | \$0.87 | \$95,000 | \$1.15 | \$109,700 |
| Texas | \$0.91 | \$106,000 | \$1.09 | \$115,974 |
| Utah | \$0.93 | \$100,000 | \$1.08 | \$107,759 |
| Vermont | \$1.13 | \$107,000 | \$0.89 | \$94,942 |
| Virginia | \$0.98 | \$100,050 | \$1.02 | \$101,988 |
| Washington | \$1.06 | \$113,000 | \$0.94 | \$106,604 |
| West Virginia | \$0.90 | \$97,495 | \$1.11 | \$108,690 |
| Wisconsin | \$0.93 | \$100,000 | \$1.07 | \$107,066 |
| Wyoming | \$0.96 | \$102,000 | \$1.04 | \$106,250 |

Note: C2ER reports their cost-of-living indicator in terms of the cost of \$100 of goods and services in relation to the national average. This table reports a buying power and cost-adjustment in terms of the cost of $\$ 1$ of goods and services in relation to the national average, These cost-adjustments are calculated by dividing C2ER cost-of-living indicators by 100 , and rounding to 2 decimal places to calculate salaries.

Are you making a move? Cost-of-living adjustment tools can be helpful as you negotiate your new salary. By knowing the value of your salary relative to the national average, as well as to your new location, you
can determine what salary level would be required in your new state to maintain roughly the same buying power (Figure 20).

Figure 20. How To Compare Salaries in Different States

| STATE A: <br> YOUR SALARY NOW | MULTIPLY BY BUYING POWER ADJUSTMENT | COST-ADJUSTED SALARY <br> (NAT. AVG.) | MULTIPLY BY RELATIVE COST OF GOODS/SERVICE OF NEW LOCALE | NECESSARY STATE B SALARY |
| :---: | :---: | :---: | :---: | :---: |
| Your locale salary | 1/Relative Cost of Goods/Service | Buying power | Relative Cost of Goods/Service | New locale equal salary |
| Indiana Salary \$100,000 | $\begin{gathered} (1 / \text { Indiana }) \\ (1 / 0.87)=1.15 \end{gathered}$ | Buying power \$115,000 | $\begin{gathered} \text { DC } \\ 1.36 \end{gathered}$ | DC salary \$156,400 |

Using this formula, you can calculate an approximate salary in any state that would maintain your current buying power in the new state. For example, $\$ 100,000$ in Indiana has the buying power at the national average of $\$ 115,000$. In turn, if you plan to move to Washington, DC and want to maintain the same standard of living, you will need to multiply your buying power by 1.36 which gives an equivalent salary of $\$ 156,400$. So a PA would need to earn a salary of $\$ 156,400$ in order to maintain the buying power of a $\$ 100,000$ salary in Indiana.

The majority of salary data are available at the state level in this report. However, sometimes even state-level data are not sufficient for making buying power comparisions. For example, PAs in lowa may receive base salaries below the national median,
as the cost for $\$ 1$ of goods and services in lowa is \$.89. However, some metropolitan areas within lowa have a higher cost adjustment factor, whereas some non-metropolitan areas have lower cost-adjustment factors. Understanding that there are variations in compensation based on local differences in cost of living is important to understanding what makes up a reasonable compensation offer. Using cost-adjustment data can help a PA determine the cost-adjusted salary for an area, as well as how the median salary in a state compares to the national average on a cost-adjusted basis. AAPA now offers a calculator in Career Central that draws on cost-of-living data in metropolitan areas. Check it out at https://www.aapa.org/shop/salary-report/cost-of-living-calculator.

# Frequently Asked Questions About the AAPA Salary Report 

One of AAPA's most important responsibilities is to collect and analyze data to track growth and change in the PA profession. The 2017 AAPA Salary Report includes more detailed PA compensation and benefits information than ever before. We've compiled this list of questions PAs often ask us - and employers ask PAs - and the corresponding answers. Please contact us via email with more questions at research@aapa.org. We're here to help.

There are many salary surveys available. Why should I use the AAPA Salary Report? Salary Report data are based on thousands of responses from full-time PAs. The Salary Report is the only resource that provides detailed information on salary, bonuses, and hourly wages, broken out by state, experience, specialty, setting, and employer type. These are all factors that can affect a PA's base salary or hourly wage. The report also provides in-depth national and state-level information on compensation for taking and being available for call, as well as for profit sharing and other kinds of compensation and benefits available to PAs. No other salary survey provides the breadth of information contained in the AAPA Salary Report.

I am trying to negotiate a higher salary, but the employer does not want to accept AAPA data, saying that it is not objective or accurate. Can you help me explain why it is a valid data source?
AAPA frequently hears that its data cannot be valid as they are self-reported. However, we collect our data at the same time PAs are receiving their W-2s and ask PAs to refer to this information when they respond to the survey, to ensure that they are recalling their information accurately. More importantly, we benchmark our data against other available salary data and have found that we are consistently within a very small range of other salary sources, given the differences in what is considered "salary."

For example, the base salary in the Salary Report is within $\$ 3,000$ of the NCCPA number, which is based on employeereported data over a three-year time period, and within $\$ 520$ of the Bureau of Labor Statistics number, which is based on employer-reported data. Some employers reference the Medical Group Management Association (MGMA) as a source of salary benchmarking. However, MGMA data is based on salary data reported to MGMA by a small group of organizations, and the breakouts needed to accurately determine a PA's base compensation are limited due to the small sample sizes.

Do you collect salary and data in ranges like other salary surveys do?
The AAPA Salary Survey collects actual salary data rather than asking respondents
to select a range in which their salary falls. Many salary surveys collect data in terms of categories, such as $\$ 90,000$ to $\$ 99,999, \$ 100,000$ to $\$ 109,999$, etc. They then assume that the midpoints ( $\$ 95,000$, $\$ 105,000$, etc.) represent the actual salaries of the PAs who responded in that category. The advantage to this approach is that participants may feel more comfortable providing information. The disadvantage is the lack of accuracy. AAPA, on the other hand, asks that salary be reported to the nearest whole number, such as $\$ 91,425$ or $\$ 113,750$. AAPA data are also collected at the beginning of the calendar year, when W-2s are released and PAs may refer to them for accuracy. While we may deter some from responding due to the sensitive nature of the information collected, the data we collect is more accurate.

Do you average your salary data over time like other salary surveys?
No, we report salary data for each calendar year. Other organizations (such as NCCPA) report average salaries over the past four years. With the year-overyear increase in PA salaries consistently exceeding the rate of inflation, we believe that collecting and presenting data year-by-year will benefit PAs using AAPA's Salary Report.

## What is a percentile? When do I use them?

 A percentile is the point at or below which a given percentage of respondents fall. For example, the 10th percentile is the value at or below which $10 \%$ of the respondents fall - a 10th percentile salary of $\$ 80,000$ means that $10 \%$ of all the respondents made $\$ 80,000$ or less. Conversely, the 90th percentile salary of $\$ 120,000$ means that $90 \%$ of the respondents made at least $\$ 120,000$. You can use percentiles to approximate an appropriate value on any given table. For example, if you are a PA with 25 years' experience and are looking at a table that lists only state and specialty, you may want to use the 90th percentile to determine your ideal salary since the data is not broken out by experience. Similarly, if you have one year of experience, you may want to use the 10th percentile, while the 50th percentile may be more appropriate for those with 10 years' experience.

## Where is the average salary listed?

We find that the median, or 50th percentile, is a better measure of the "middle salary" than the mean, as it is not affected by outliers - those responses that are on the far extremes of a normal response. We do not report the mean or "average" salary, but instead report the median, which is the value at which $50 \%$ of PAs are compensated less than, and 50\% of PAs are compensated more than.

Why do you list salary and bonuses separately? What is the total compensation I should expect? When negotiating for a job, PAs need to know what salary or hourly wage is appropriate for their position, separate from whatever bonus might also be offered. Because salary is generally negotiable, along with some benefits, while bonus is typically not, we keep these separate to facilitate the negotiation process.


Do base salaries differ between people who have and who have not received a bonus?
AAPA Research is commonly asked this question to help PAs while they are interpreting the tables in the AAPA Salary Report. Bonus is listed, but base salaries are not reported separately for PAs who received a bonus and those who did not. Some PAs wonder if this matters when considering a fair salary.

We have analyzed the 2017 AAPA Salary Survey data extensively - beyond the tables included in the Salary Report - and found that both mean base salary and median base salary are statistically equivalent for PAs who do and who do not receive a bonus.

I am a PA in Montana working in a critical access hospital. I do not see my information in the AAPA Salary Report. Why not? And who has that information for me?
Salary information is presented by specialty, setting, experience, and other categories to provide the most detailed information possible for PAs. But, in order to maintain the trust and anonymity of those who take our surveys, as well as the integrity of the percentiles we calculate, we do not show any data points based on fewer than five respondents. So, for PAs in states with relatively few PAs, or in uncommon settings or specialties, this detailed information is not available through AAPA.

I am a PA in Scottsdale, Arizona and I have been in a urology practice for two years. I do not see this information in the AAPA Salary Report. Is there any way I can use the salary report to understand whether I'm being paid appropriately?
In this example, we have information on PAs in urology with two to four years of experience, and PAs in Arizona in all surgical specialties combined. Using the percentiles available within the report, you can approximate a reasonable salary range for negotiating the best rate of pay. In Arizona, salaries are higher than in the U.S. overall. Where we would normally recommend that someone with fewer years of experience compare themselves to the 10th to 25th percentiles, with the higher salaries in Arizona, one might estimate a negotiating salary at closer to the 50th to 75th percentiles for any national tables, at the 25th for the Arizona tables as a whole, and at the 50th for PAs in Arizona with two to four years of experience.

## NATIONAL DATA TABLES

## Table 1. Distribution of Respondents by State

| STATE | N | PERCENT OF RESPONDENTS (\%) |
| :---: | :---: | :---: |
| Alabama | 38 | 0.5 |
| Alaska | 49 | 0.7 |
| Arizona | 163 | 2.3 |
| Arkansas | 27 | 0.4 |
| California | 493 | 7.0 |
| Colorado | 251 | 3.6 |
| Connecticut | 148 | 2.1 |
| Delaware | 30 | 0.4 |
| District of Columbia | 42 | 0.6 |
| Florida | 332 | 4.7 |
| Georgia | 182 | 2.6 |
| Hawaii | 15 | 0.2 |
| Idaho | 62 | 0.9 |
| Illinois | 243 | 3.5 |
| Indiana | 88 | 1.3 |
| lowa | 74 | 1.1 |
| Kansas | 59 | 0.8 |
| Kentucky | 50 | 0.7 |
| Louisiana | 59 | 0.8 |
| Maine | 54 | 0.8 |
| Maryland | 196 | 2.8 |
| Massachusetts | 188 | 2.7 |
| Michigan | 302 | 4.3 |
| Minnesota | 207 | 3.0 |
| Mississippi | 19 | 0.3 |
| Missouri | 71 | 1.0 |
| Montana | 45 | 0.6 |
| Nebraska | 81 | 1.2 |
| Nevada | 37 | 0.5 |
| New Hampshire | 52 | 0.7 |
| New Jersey | 107 | 1.5 |
| New Mexico | 58 | 0.8 |
| New York | 517 | 7.4 |
| North Carolina | 344 | 4.9 |
| North Dakota | 17 | 0.2 |
| Ohio | 199 | 2.8 |
| Oklahoma | 80 | 1.1 |
| Oregon | 144 | 2.1 |
| Pennsylvania | 410 | 5.9 |
| Rhode Island | 31 | 0.4 |

Table 1 cont. Distribution of Respondents by State

| STATE | $\mathbf{N}$ | PERCENT OF RESPONDENTS (\%) |
| :--- | ---: | ---: |
| South Carolina | 94 | 1.3 |
| South Dakota | 36 | 0.5 |
| Tennessee | 90 | 1.3 |
| Texas | 445 | 6.4 |
| Utah | 95 | 1.4 |
| Vermont | 20 | 0.3 |
| Virginia | 172 | 2.5 |
| Washington | 211 | 3.0 |
| West Virginia | 51 | 0.7 |
| Wisconsin | 192 | 2.7 |
| Wyoming | 23 | 0.3 |
| NATIONAL TOTAL | 6,993 | 100.0 |

Note: The data reflect all PAs who responded to the 2017 AAPA Salary Survey.

## Table 2. Earnings and Hours Worked for Primary Employer by Part-time and Full-time Status

| EARNINGS AND HOURS WORKED | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Part-time |  |  |  |  |  |  |
| Base salary (\$) | 233 | 45,000 | 60,000 | 78,000 | 95,000 | 112,000 |
| Base hourly (\$) | 275 | 45.00 | 50.00 | 55.00 | 65.00 | 75.00 |
| Bonus (\$) | 202 | 600 | 1,000 | 3,000 | 10,000 | 21,000 |
| Hours per week at primary employer | 342 | 16.00 | 20.00 | 24.00 | 30.00 | 32.00 |
| Full-time |  |  |  |  |  |  |
| Base salary (\$) | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
| Base hourly (\$) | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |
| Bonus (\$) | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |
| Hours per week at primary employer | 4,423 | 35.00 | 40.00 | 40.00 | 50.00 | 55.00 |

Note: Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

Table 3. Primary Mode of PA Compensation by State

| STATE | N | SALARY | HOURLY WAGE | PAID BY PRODUCTIVITY |
| :---: | :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |  |
| Alabama | 35 | 85.7 | 14.3 | 0.0 |
| Alaska | 40 | 85.0 | 7.5 | 7.5 |
| Arizona | 146 | 81.5 | 14.4 | 4.1 |
| Arkansas | 25 | 76.0 | 24.0 | 0.0 |
| California | 427 | 60.0 | 37.5 | 2.6 |
| Colorado | 231 | 78.8 | 19.0 | 2.2 |
| Connecticut | 133 | 87.2 | 10.5 | 2.3 |
| Delaware | 26 | 76.9 | 23.1 | 0.0 |
| District of Columbia | 38 | 89.5 | 5.3 | 5.3 |
| Florida | 304 | 78.6 | 16.1 | 5.3 |
| Georgia | 171 | 83.0 | 14.6 | 2.3 |
| Hawaii | 15 | 86.7 | 13.3 | 0.0 |
| Idaho | 54 | 75.9 | 18.5 | 5.6 |
| Illinois | 217 | 80.6 | 15.7 | 3.7 |
| Indiana | 78 | 85.9 | 11.5 | 2.6 |
| lowa | 70 | 72.9 | 24.3 | 2.9 |
| Kansas | 50 | 74.0 | 24.0 | 2.0 |
| Kentucky | 43 | 74.4 | 25.6 | 0.0 |
| Louisiana | 56 | 78.6 | 19.6 | 1.8 |
| Maine | 49 | 93.9 | 4.1 | 2.0 |
| Maryland | 176 | 71.6 | 25.6 | 2.8 |
| Massachusetts | 170 | 78.2 | 18.8 | 2.9 |
| Michigan | 266 | 83.8 | 13.2 | 3.0 |
| Minnesota | 186 | 74.7 | 17.2 | 8.1 |
| Mississippi | 19 | 68.4 | 31.6 | 0.0 |
| Missouri | 67 | 79.1 | 19.4 | 1.5 |
| Montana | 40 | 82.5 | 17.5 | 0.0 |
| Nebraska | 74 | 82.4 | 9.5 | 8.1 |
| Nevada | 35 | 68.6 | 22.9 | 8.6 |
| New Hampshire | 49 | 93.9 | 6.1 | 0.0 |
| New Jersey | 95 | 82.1 | 15.8 | 2.1 |
| New Mexico | 49 | 83.7 | 12.2 | 4.1 |
| New York | 473 | 77.6 | 20.9 | 1.5 |
| North Carolina | 318 | 83.6 | 12.3 | 4.1 |
| North Dakota | 16 | 81.3 | 12.5 | 6.3 |
| Ohio | 175 | 79.4 | 17.7 | 2.9 |
| Oklahoma | 74 | 77.0 | 17.6 | 5.4 |
| Oregon | 128 | 85.9 | 10.9 | 3.1 |

Table 3 cont. Primary Mode of PA Compensation by State
$\left.\begin{array}{|l|c|c|c|c|}\hline & & & & \begin{array}{c}\text { PAID BY } \\ \text { PRODUCTIVITY }\end{array} \\ \hline \text { STATE } & & \text { SALARY } & \text { HOURLY WAGE } & \\ \hline \text { Pennsylvania } & \mathbf{N} & & \text { PERCENT OF RESPONDENTS (\%) }\end{array}\right]$

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 4. Percent of PAs Who Received a Bonus From Primary Employer by State

| STATE | N | YES | NO |
| :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |
| Alabama | 35 | 42.9 | 57.1 |
| Alaska | 40 | 57.5 | 42.5 |
| Arizona | 145 | 50.3 | 49.7 |
| Arkansas | 25 | 64.0 | 36.0 |
| California | 427 | 51.5 | 48.5 |
| Colorado | 229 | 55.5 | 44.5 |
| Connecticut | 133 | 41.4 | 58.6 |
| Delaware | 26 | 38.5 | 61.5 |
| District of Columbia | 39 | 46.2 | 53.8 |
| Florida | 303 | 48.8 | 51.2 |
| Georgia | 172 | 55.2 | 44.8 |
| Hawaii | 15 | 80.0 | 20.0 |
| Idaho | 54 | 50.0 | 50.0 |
| Illinois | 218 | 58.3 | 41.7 |
| Indiana | 77 | 57.1 | 42.9 |
| lowa | 70 | 52.9 | 47.1 |
| Kansas | 49 | 44.9 | 55.1 |
| Kentucky | 43 | 46.5 | 53.5 |
| Louisiana | 58 | 37.9 | 62.1 |
| Maine | 49 | 26.5 | 73.5 |
| Maryland | 179 | 44.7 | 55.3 |
| Massachusetts | 168 | 44.0 | 56.0 |
| Michigan | 265 | 43.8 | 56.2 |
| Minnesota | 186 | 43.5 | 56.5 |
| Mississippi | 19 | 47.4 | 52.6 |
| Missouri | 66 | 43.9 | 56.1 |
| Montana | 41 | 48.8 | 51.2 |
| Nebraska | 73 | 50.7 | 49.3 |
| Nevada | 35 | 57.1 | 42.9 |
| New Hampshire | 49 | 40.8 | 59.2 |
| New Jersey | 95 | 53.7 | 46.3 |
| New Mexico | 50 | 46.0 | 54.0 |
| New York | 475 | 39.2 | 60.8 |
| North Carolina | 319 | 58.3 | 41.7 |
| North Dakota | 16 | 31.3 | 68.8 |
| Ohio | 175 | 42.9 | 57.1 |
| Oklahoma | 74 | 50.0 | 50.0 |
| Oregon | 131 | 60.3 | 39.7 |

Table 4 cont. Percent of PAs Who Received a Bonus From Primary Employer by State

|  |  | YES | NO |
| :--- | :---: | :---: | :---: |
| STATE | $\mathbf{N}$ | PERCENT OF RESPONDENTS (\%) |  |
| Pennsylvania | 358 | 43.0 | 57.0 |
| Rhode Island | 27 | 33.3 | 66.7 |
| South Carolina | 88 | 50.0 | 50.0 |
| South Dakota | 30 | 53.3 | 46.7 |
| Tennessee | 82 | 51.2 | 48.8 |
| Texas | 401 | 49.9 | 50.1 |
| Utah | 87 | 42.5 | 57.5 |
| Vermont | 15 | 40.0 | 60.0 |
| Virginia | 155 | 52.9 | 47.1 |
| Washington | 186 | 52.7 | 47.3 |
| West Virginia | 46 | 52.2 | 47.8 |
| Wisconsin | 166 | 39.8 | 60.2 |
| Wyoming | 17 | 41.2 | 58.8 |
| NATIONAL TOTAL | 6,281 | 48.4 | 51.6 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

## Table 5. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

$\left.\begin{array}{|l|c|c|c|c|c|c|}\hline \text { STATE } \\ \text { BASIS OF BONUS } & \text { N } & \text { 10TH } \\ \text { PERCENTLLE (\$) }\end{array}\right)$

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Colorado |  |  |  |  |  |  |
| I do not know (lump sum) | 36 | 1,000 | 1,900 | 5,000 | 8,600 | 14,000 |
| Holiday | 21 | 1,000 | 1,400 | 2,000 | 6,000 | 12,000 |
| Incentives | 7 | 500 | 1,000 | 2,000 | 6,000 | 40,000 |
| Milestone achievements | 5 | 1,000 | 1,100 | 3,500 | 5,000 | 7,000 |
| Performance of practice | 12 | 1,000 | 1,050 | 5,000 | 5,500 | 8,000 |
| Performing extra duties (administrative, supervisory, etc.) | 8 | 1,000 | 1,050 | 3,250 | 7,500 | 10,000 |
| Productivity: Charges | 5 | 500 | 1,000 | 1,100 | 1,200 | 2,000 |
| Productivity: Collections | 11 | 970 | 1,000 | 8,448 | 14,000 | 15,000 |
| Productivity: RVUs (relative value units) | 13 | 2,300 | 8,250 | 10,000 | 15,600 | 20,000 |
| Productivity: Other | 11 | 2,000 | 6,000 | 17,750 | 42,000 | 60,000 |
| Quality improvement metrics | 11 | 775 | 1,100 | 3,000 | 14,000 | 30,000 |
| Connecticut |  |  |  |  |  |  |
| I do not know (lump sum) | 12 | 1,200 | 2,000 | 10,000 | 25,000 | 40,000 |
| Holiday | 15 | 500 | 1,500 | 2,000 | 13,000 | 20,000 |
| Incentives | 8 | 100 | 5,000 | 12,500 | 20,000 | 24,000 |
| Productivity: RVUs (relative value units) | 5 | 1,000 | 2,000 | 10,000 | 12,000 | 16,000 |
| Florida |  |  |  |  |  |  |
| I do not know (lump sum) | 33 | 1,000 | 1,500 | 7,000 | 15,000 | 25,000 |
| Holiday | 34 | 500 | 1,000 | 2,000 | 7,500 | 10,000 |
| Incentives | 21 | 1,000 | 1,000 | 1,500 | 5,000 | 18,000 |
| Milestone achievements | 9 | 1,500 | 2,500 | 10,000 | 13,200 | 20,000 |
| Performance of practice | 6 | 1,500 | 5,000 | 5,500 | 8,000 | 16,000 |
| Performing extra duties (administrative, supervisory, etc.) | 8 | 1,500 | 2,500 | 4,500 | 5,000 | 16,000 |
| Productivity: Charges | 11 | 2,000 | 3,000 | 5,000 | 5,500 | 6,000 |
| Productivity: Collections | 5 | 1,000 | 15,000 | 28,000 | 36,000 | 43,000 |
| Productivity: RVUs (relative value units) | 21 | 1,500 | 8,733 | 19,000 | 35,000 | 55,000 |
| Productivity: Other | 13 | 4,000 | 10,000 | 30,000 | 85,000 | 190,000 |
| Quality improvement metrics | 5 | 6,000 | 7,200 | 20,000 | 22,000 | 50,000 |
| Other | 8 | 500 | 2,150 | 5,000 | 10,000 | 22,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | 10TH PERCENTILE (\$) | 25TH PERCENTILE (\$) | 50TH PERCENTILE (\$) | 75TH PERCENTILE (\$) | 90TH PERCENTILE (\$) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Georgia |  |  |  |  |  |  |
| I do not know (lump sum) | 25 | 2,000 | 4,000 | 7,000 | 10,000 | 25,000 |
| Holiday | 12 | 2,000 | 3,000 | 5,500 | 11,500 | 15,000 |
| Incentives | 7 | 1,000 | 2,000 | 6,153 | 14,000 | 18,000 |
| Performing extra duties (administrative, supervisory, etc.) | 11 | 2,000 | 2,500 | 5,000 | 6,400 | 10,000 |
| Productivity: Other | 8 | 1,000 | 3,750 | 13,000 | 85,000 | 105,000 |
| Quality improvement metrics | 14 | 2,000 | 4,000 | 8,577 | 35,000 | 50,000 |
| Hawaii |  |  |  |  |  |  |
| Incentives | 5 | 100 | 2,000 | 4,000 | 5,000 | 12,000 |
| Idaho |  |  |  |  |  |  |
| I do not know (lump sum) | 5 | 4,500 | 5,000 | 9,981 | 37,000 | 50,000 |
| Holiday | 6 | 400 | 9,800 | 14,200 | 25,000 | 37,000 |
| Performance of PA | 5 | 800 | 1,000 | 1,500 | 1,800 | 3,000 |
| Illinois |  |  |  |  |  |  |
| I do not know (lump sum) | 36 | 900 | 2,427 | 4,925 | 7,325 | 11,000 |
| Holiday | 25 | 800 | 1,000 | 2,000 | 4,700 | 15,000 |
| Incentives | 9 | 2,000 | 2,000 | 5,000 | 10,000 | 60,000 |
| Performance of PA | 11 | 250 | 1,000 | 2,500 | 5,000 | 6,000 |
| Performance of practice | 14 | 1,000 | 1,000 | 4,250 | 6,000 | 15,000 |
| Productivity: Collections | 13 | 7,000 | 20,000 | 41,000 | 70,000 | 100,000 |
| Productivity: RVUs (relative value units) | 13 | 7,000 | 12,000 | 24,000 | 60,000 | 80,000 |
| Productivity: Other | 8 | 100 | 2,500 | 8,000 | 16,000 | 50,000 |
| Quality improvement metrics | 8 | 100 | 1,000 | 2,500 | 2,950 | 6,000 |
| Other | 7 | 300 | 3,800 | 5,000 | 14,300 | 20,000 |
| Indiana |  |  |  |  |  |  |
| I do not know (lump sum) | 10 | 875 | 1,000 | 5,000 | 8,000 | 11,500 |
| Holiday | 5 | 500 | 500 | 500 | 600 | 20,000 |
| Performance of practice | 5 | 1,000 | 1,000 | 2,000 | 3,500 | 7,000 |
| Iowa |  |  |  |  |  |  |
| I do not know (lump sum) | 13 | 3,000 | 4,500 | 13,000 | 37,000 | 60,000 |
| Holiday | 5 | 400 | 750 | 1,000 | 1,000 | 14,000 |
| Productivity: RVUs (relative value units) | 5 | 1,120 | 4,500 | 12,000 | 19,000 | 20,000 |
| Kansas |  |  |  |  |  |  |
| I do not know (lump sum) | 9 | 675 | 5,000 | 6,000 | 10,000 | 20,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Kentucky |  |  |  |  |  |  |
| I do not know (lump sum) | 8 | 1,500 | 2,000 | 7,000 | 10,500 | 14,000 |
| Louisiana |  |  |  |  |  |  |
| Holiday | 5 | 500 | 500 | 500 | 500 | 1,000 |
| Maine |  |  |  |  |  |  |
| I do not know (lump sum) | 7 | 1,000 | 2,500 | 5,000 | 14,000 | 50,000 |
| Maryland |  |  |  |  |  |  |
| I do not know (lump sum) | 24 | 750 | 2,500 | 5,500 | 12,500 | 20,000 |
| Holiday | 11 | 1,000 | 1,000 | 2,500 | 10,000 | 20,000 |
| Incentives | 8 | 240 | 1,000 | 1,850 | 5,000 | 12,000 |
| Productivity: Collections | 5 | 2,000 | 22,000 | 45,000 | 80,000 | 100,000 |
| Productivity: RVUs (relative value units) | 5 | 5,000 | 13,000 | 30,000 | 30,000 | 36,000 |
| Productivity: Other | 6 | 40 | 2,400 | 4,250 | 15,000 | 18,000 |
| Quality improvement metrics | 6 | 500 | 1,000 | 7,500 | 10,000 | 14,000 |
| Massachusetts |  |  |  |  |  |  |
| I do not know (lump sum) | 26 | 2,000 | 5,000 | 6,000 | 10,000 | 15,000 |
| Holiday | 11 | 1,000 | 2,000 | 5,000 | 6,300 | 10,000 |
| Incentives | 7 | 1,000 | 3,000 | 5,000 | 10,000 | 13,550 |
| Performance of practice | 8 | 1,000 | 2,000 | 3,750 | 8,000 | 14,000 |
| Michigan |  |  |  |  |  |  |
| I do not know (lump sum) | 23 | 2,000 | 3,000 | 5,000 | 12,000 | 50,000 |
| Holiday | 25 | 500 | 1,000 | 2,000 | 5,000 | 10,000 |
| Incentives | 11 | 1,000 | 2,000 | 2,750 | 10,000 | 10,000 |
| Milestone achievements | 10 | 1,025 | 2,000 | 2,500 | 7,000 | 7,500 |
| Performance of PA | 9 | 2,000 | 3,000 | 3,500 | 5,000 | 25,000 |
| Performance of practice | 5 | 500 | 2,000 | 8,000 | 10,000 | 15,000 |
| Performing extra duties (administrative, supervisory, etc.) | 9 | 2,000 | 2,500 | 3,500 | 6,000 | 36,000 |
| Productivity: Collections | 7 | 3,000 | 5,000 | 9,000 | 20,000 | 37,000 |
| Productivity: RVUs (relative value units) | 7 | 2,000 | 2,500 | 10,000 | 30,000 | 55,000 |
| Productivity: Other | 7 | 2,000 | 2,000 | 10,000 | 25,000 | 42,000 |
| Quality improvement metrics | 5 | 2,500 | 3,000 | 5,000 | 6,500 | 10,000 |
| Other | 16 | 750 | 2,000 | 5,000 | 9,000 | 10,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

$\left.\begin{array}{|l|c|c|c|c|c|c|}\hline \text { STATE } \\ \text { BASIS OF BONUS } & \text { N } & \text { 10TH } \\ \text { PERCENTILE (\$) }\end{array}\right)$

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New York |  |  |  |  |  |  |
| I do not know (lump sum) | 54 | 1,750 | 2,925 | 5,000 | 8,000 | 12,000 |
| Holiday | 38 | 500 | 1,500 | 3,000 | 7,000 | 10,000 |
| Incentives | 19 | 500 | 1,000 | 5,300 | 10,000 | 14,500 |
| Milestone achievements | 13 | 1,500 | 3,000 | 9,000 | 30,000 | 50,000 |
| Performance of PA | 9 | 5 | 750 | 2,500 | 3,000 | 7,000 |
| Performance of practice | 17 | 1,500 | 3,000 | 4,000 | 6,000 | 9,000 |
| Performing extra duties (administrative, supervisory, etc.) | 5 | 250 | 1,000 | 2,000 | 3,000 | 3,000 |
| Productivity: Charges | 7 | 500 | 500 | 3,600 | 10,000 | 10,000 |
| Productivity: Collections | 9 | 2,500 | 15,000 | 24,000 | 40,000 | 84,000 |
| Productivity: RVUs (relative value units) | 19 | 1,500 | 3,300 | 7,500 | 20,000 | 50,000 |
| Productivity: Other | 13 | 1,000 | 2,000 | 5,000 | 20,000 | 30,000 |
| Quality improvement metrics | 8 | 300 | 750 | 1,350 | 6,150 | 15,000 |
| Other | 18 | 10 | 1,000 | 3,750 | 7,500 | 16,819 |
| North Carolina |  |  |  |  |  |  |
| I do not know (lump sum) | 52 | 1,000 | 1,750 | 5,000 | 10,000 | 15,000 |
| Holiday | 31 | 750 | 1,000 | 2,000 | 6,000 | 13,000 |
| Incentives | 18 | 500 | 1,000 | 5,500 | 10,000 | 15,400 |
| Milestone achievements | 17 | 2,000 | 3,000 | 5,000 | 10,000 | 20,000 |
| Performance of practice | 10 | 625 | 1,250 | 3,000 | 5,000 | 16,250 |
| Performing extra duties (administrative, supervisory, etc.) | 12 | 1,000 | 1,125 | 2,000 | 4,500 | 10,000 |
| Productivity: Charges | 9 | 250 | 2,000 | 3,000 | 10,000 | 12,000 |
| Productivity: Collections | 5 | 5,000 | 5,000 | 9,000 | 11,000 | 20,000 |
| Productivity: RVUs (relative value units) | 11 | 5,000 | 5,500 | 10,000 | 16,000 | 18,000 |
| Productivity: Other | 26 | 735 | 2,200 | 5,000 | 15,000 | 30,000 |
| Quality improvement metrics | 14 | 4,000 | 6,000 | 10,000 | 25,000 | 30,000 |
| Other | 14 | 1,500 | 2,500 | 4,000 | 6,000 | 16,800 |
| Ohio |  |  |  |  |  |  |
| I do not know (lump sum) | 15 | 500 | 750 | 2,500 | 5,000 | 8,000 |
| Holiday | 13 | 1,000 | 1,500 | 3,750 | 7,000 | 10,000 |
| Incentives | 8 | 125 | 1,500 | 3,500 | 11,000 | 20,000 |
| Milestone achievements | 6 | 500 | 5,000 | 5,000 | 5,000 | 18,000 |
| Productivity: Other | 6 | 3,333 | 4,000 | 37,750 | 111,000 | 135,000 |
| Quality improvement metrics | 5 | 8,000 | 12,000 | 12,000 | 15,000 | 20,000 |
| Other | 5 | 1,200 | 3,000 | 7,000 | 7,000 | 23,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Oklahoma |  |  |  |  |  |  |
| I do not know (lump sum) | 12 | 1,200 | 1,550 | 9,000 | 10,000 | 24,000 |
| Incentives | 6 | 100 | 105 | 5,000 | 10,000 | 50,000 |
| Productivity: Collections | 7 | 4,000 | 16,000 | 24,000 | 50,000 | 65,000 |
| Productivity: RVUs (relative value units) | 5 | 100 | 3,000 | 13,000 | 15,000 | 32,000 |
| Oregon |  |  |  |  |  |  |
| I do not know (lump sum) | 15 | 2,000 | 5,000 | 5,000 | 10,000 | 20,000 |
| Holiday | 9 | 500 | 1,200 | 2,000 | 7,500 | 12,500 |
| Incentives | 5 | 2,000 | 3,000 | 3,000 | 6,000 | 15,000 |
| Performance of practice | 6 | 100 | 2,000 | 3,750 | 10,000 | 48,000 |
| Performing extra duties (administrative, supervisory, etc.) | 5 | 2,500 | 3,000 | 3,000 | 4,300 | 96,000 |
| Productivity: Collections | 8 | 300 | 7,500 | 11,500 | 20,284 | 50,000 |
| Productivity: RVUs (relative value units) | 5 | 5,000 | 6,000 | 19,000 | 20,000 | 40,000 |
| Quality improvement metrics | 7 | 700 | 3,000 | 6,000 | 10,000 | 42,000 |
| Other | 12 | 2,500 | 3,606 | 5,000 | 10,000 | 10,000 |
| Pennsylvania |  |  |  |  |  |  |
| I do not know (lump sum) | 42 | 500 | 2,000 | 4,250 | 10,000 | 14,000 |
| Holiday | 34 | 500 | 1,000 | 1,800 | 3,200 | 8,000 |
| Incentives | 11 | 1,000 | 1,500 | 3,000 | 5,000 | 10,000 |
| Milestone achievements | 11 | 600 | 1,200 | 3,500 | 10,000 | 12,000 |
| Performance of PA | 7 | 250 | 750 | 1,000 | 2,500 | 3,000 |
| Performance of practice | 18 | 500 | 950 | 1,450 | 3,000 | 6,000 |
| Productivity: Collections | 6 | 5,500 | 10,000 | 17,500 | 24,000 | 60,000 |
| Productivity: RVUs (relative value units) | 7 | 450 | 1,000 | 5,000 | 65,000 | 200,000 |
| Productivity: Other | 6 | 500 | 750 | 10,750 | 21,267 | 30,000 |
| Quality improvement metrics | 7 | 1,000 | 1,000 | 1,000 | 2,500 | 3,836 |
| Other | 20 | 750 | 1,500 | 3,000 | 8,000 | 10,000 |
| South Carolina |  |  |  |  |  |  |
| I do not know (lump sum) | 13 | 3,000 | 3,000 | 5,000 | 10,000 | 24,000 |
| Holiday | 8 | 400 | 550 | 2,000 | 8,000 | 120,000 |
| Incentives | 7 | 500 | 1,000 | 5,000 | 57,000 | 80,000 |
| South Dakota |  |  |  |  |  |  |
| I do not know (lump sum) | 5 | 2,500 | 3,000 | 4,527 | 6,000 | 23,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

$\left.\begin{array}{|l|c|c|c|c|c|c|}\hline \begin{array}{l}\text { STATE } \\ \text { BASIS OF BONUS }\end{array} & \mathbf{N} & \text { 10TH } \\ \text { PERCENTILE (\$) }\end{array}\right)$

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Washington |  |  |  |  |  |  |
| I do not know (lump sum) | 18 | 1,500 | 3,000 | 4,000 | 10,000 | 15,000 |
| Holiday | 9 | 1,000 | 1,600 | 2,500 | 7,000 | 9,000 |
| Incentives | 10 | 729 | 1,000 | 5,734 | 10,000 | 17,500 |
| Performance of practice | 5 | 750 | 4,000 | 6,000 | 8,000 | 112,000 |
| Performing extra duties (administrative, supervisory, etc.) | 7 | 1,000 | 2,000 | 5,000 | 10,000 | 10,000 |
| Productivity: RVUs (relative value units) | 13 | 1,500 | 5,000 | 10,000 | 30,461 | 40,000 |
| Productivity: Other | 13 | 4,000 | 7,000 | 10,000 | 38,000 | 66,000 |
| Quality improvement metrics | 11 | 2,000 | 2,000 | 5,000 | 13,100 | 20,000 |
| Other | 16 | 500 | 2,625 | 5,000 | 13,500 | 25,000 |
| West Virginia |  |  |  |  |  |  |
| I do not know (lump sum) | 7 | 2,000 | 2,500 | 4,000 | 7,000 | 16,000 |
| Holiday | 5 | 500 | 1,300 | 1,500 | 4,700 | 5,000 |
| Productivity: RVUs (relative value units) | 5 | 330 | 1,000 | 14,688 | 35,000 | 130,000 |
| Wisconsin |  |  |  |  |  |  |
| I do not know (lump sum) | 13 | 1,000 | 2,500 | 4,000 | 5,000 | 19,000 |
| Holiday | 6 | 500 | 1,000 | 1,050 | 5,000 | 13,500 |
| Incentives | 5 | 500 | 500 | 1,000 | 1,000 | 2,000 |
| Performance of practice | 7 | 50 | 1,000 | 1,250 | 2,000 | 3,000 |
| Productivity: RVUs (relative value units) | 16 | 100 | 5,750 | 14,500 | 27,500 | 45,000 |
| Productivity: Other | 5 | 550 | 2,000 | 4,000 | 10,000 | 10,000 |
| Quality improvement metrics | 7 | 2,000 | 2,000 | 7,500 | 10,000 | 36,000 |
| Other | 7 | 1,500 | 2,000 | 3,000 | 7,500 | 39,000 |

## Table 5 cont. Bonus Amount Received by Eligible PAs From Primary Employer by State and Basis of Bonus

| STATE <br> BASIS OF BONUS | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| NATIONAL TOTAL |  |  |  |  |  |  |
| I do not know (lump sum) | 775 | 1,000 | 2,500 | 5,000 | 10,000 | 20,000 |
| Holiday | 517 | 500 | 1,000 | 2,200 | 7,000 | 13,000 |
| Incentives | 318 | 500 | 1,000 | 3,000 | 10,000 | 20,000 |
| Milestone achievements | 186 | 1,000 | 2,000 | 5,000 | 10,000 | 25,000 |
| Participating on a committee | 45 | 500 | 1,000 | 2,000 | 5,000 | 10,000 |
| Performance of PA | 154 | 750 | 1,100 | 3,000 | 5,000 | 10,000 |
| Performance of practice | 216 | 900 | 1,150 | 3,000 | 6,858 | 12,600 |
| Performing extra duties (administrative, supervisory, etc.) | 149 | 1,000 | 1,500 | 4,000 | 7,000 | 18,000 |
| Productivity: Charges | 117 | 600 | 2,000 | 6,000 | 12,000 | 25,000 |
| Productivity: Collections | 222 | 2,500 | 6,000 | 17,500 | 38,000 | 70,000 |
| Productivity: RVUs (relative value units) | 268 | 1,500 | 5,000 | 12,000 | 30,000 | 55,000 |
| Productivity: Other | 188 | 1,000 | 2,500 | 7,000 | 19,000 | 37,158 |
| Quality improvement metrics | 162 | 1,000 | 2,000 | 4,000 | 10,000 | 16,800 |
| Other | 259 | 1,000 | 2,200 | 5,000 | 10,000 | 17,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Not all states are shown due to low numbers of responses in some states. They are included in the national total. Some PAs either do not know the basis of their bonus or their employer provided one lump sum. These respondents are included in "I do not know (lump sum)." Not all bases for bonus are shown for each state due to low numbers of responses in some states. They are included in the national total. In 2017, there was a change to the data included within this table. Previously, data points shown as $O$ reflected the fact that a PA may be eligible for, but not receive, a bonus. Beginning in 2017, only bonus data greater than $\$ 0$ are included in the report.

Table 6. Base Salary and Bonus From Primary Employer by State

| STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | Base salary | 30 | 75,000 | 79,000 | 88,750 | 104,000 | 149,500 |
|  | Bonus | 15 | 1,000 | 2,500 | 6,000 | 15,000 | 24,000 |
| Alaska | Base salary | 35 | 84,000 | 90,000 | 110,000 | 135,000 | 150,000 |
|  | Bonus | 23 | 5,000 | 8,000 | 12,000 | 17,000 | 30,992 |
| Arizona | Base salary | 120 | 87,000 | 96,750 | 105,000 | 120,000 | 132,000 |
|  | Bonus | 72 | 1,000 | 2,750 | 7,000 | 14,000 | 30,000 |
| Arkansas | Base salary | 19 | 70,000 | 80,000 | 93,480 | 115,000 | 150,000 |
|  | Bonus | 16 | 500 | 2,250 | 6,675 | 12,000 | 60,000 |
| California | Base salary | 255 | 94,000 | 103,500 | 118,000 | 140,000 | 168,000 |
|  | Bonus | 212 | 1,000 | 2,245 | 6,250 | 13,150 | 40,000 |
| Colorado | Base salary | 182 | 80,000 | 86,000 | 98,250 | 110,000 | 120,000 |
|  | Bonus | 125 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| Connecticut | Base salary | 117 | 92,700 | 100,000 | 110,000 | 126,000 | 154,000 |
|  | Bonus | 53 | 1,000 | 2,000 | 4,000 | 15,000 | 22,500 |
| Delaware | Base salary | 19 | 73,000 | 85,000 | 97,700 | 120,000 | 125,000 |
|  | Bonus | 9 | 1,000 | 5,000 | 10,000 | 20,000 | 39,084 |
| District of Columbia | Base salary | 34 | 94,000 | 98,000 | 109,249 | 120,000 | 150,000 |
|  | Bonus | 18 | 750 | 1,000 | 3,000 | 12,000 | 25,000 |
| Florida | Base salary | 239 | 80,000 | 88,000 | 99,300 | 116,000 | 130,000 |
|  | Bonus | 142 | 1,000 | 2,500 | 8,100 | 20,000 | 43,000 |
| Georgia | Base salary | 141 | 85,000 | 90,646 | 100,000 | 113,000 | 130,000 |
|  | Bonus | 93 | 2,000 | 4,000 | 8,000 | 16,500 | 30,538 |
| Hawaii | Base salary | 13 | 80,000 | 85,000 | 93,000 | 128,500 | 150,000 |
|  | Bonus | 12 | 4,000 | 5,000 | 11,500 | 27,160 | 36,000 |
| Idaho | Base salary | 41 | 86,000 | 90,500 | 99,809 | 105,000 | 118,000 |
|  | Bonus | 27 | 1,000 | 3,000 | 6,000 | 20,000 | 40,000 |
| Illinois | Base salary | 175 | 84,000 | 88,000 | 97,000 | 110,000 | 125,000 |
|  | Bonus | 124 | 1,000 | 2,500 | 5,000 | 14,000 | 36,000 |
| Indiana | Base salary | 67 | 83,000 | 91,520 | 100,000 | 112,000 | 125,000 |
|  | Bonus | 43 | 750 | 2,000 | 7,000 | 11,000 | 20,000 |
| Iowa | Base salary | 52 | 77,000 | 85,000 | 105,500 | 120,000 | 130,000 |
|  | Bonus | 37 | 1,000 | 4,500 | 10,000 | 18,000 | 56,000 |
| Kansas | Base salary | 37 | 81,000 | 89,000 | 95,000 | 108,000 | 120,000 |
|  | Bonus | 22 | 1,000 | 2,500 | 9,550 | 15,000 | 20,000 |
| Kentucky | Base salary | 32 | 80,000 | 86,700 | 100,902 | 115,000 | 127,000 |
|  | Bonus | 19 | 1,000 | 2,000 | 8,000 | 16,000 | 38,000 |
| Louisiana | Base salary | 44 | 84,000 | 89,750 | 94,000 | 102,000 | 114,000 |
|  | Bonus | 21 | 500 | 800 | 2,000 | 5,500 | 9,000 |
| Maine | Base salary | 46 | 82,000 | 90,000 | 99,250 | 111,000 | 122,000 |
|  | Bonus | 13 | 1,000 | 4,000 | 5,000 | 10,000 | 50,000 |

Table 6 cont. Base Salary and Bonus From Primary Employer by State

| STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maryland | Base salary | 125 | 82,000 | 93,600 | 105,000 | 119,000 | 133,000 |
|  | Bonus | 76 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |
| Massachusetts | Base salary | 133 | 88,000 | 94,000 | 105,000 | 120,200 | 141,500 |
|  | Bonus | 71 | 1,200 | 2,500 | 5,000 | 10,000 | 20,000 |
| Michigan | Base salary | 223 | 85,000 | 90,000 | 100,000 | 115,000 | 125,000 |
|  | Bonus | 114 | 1,000 | 2,500 | 5,000 | 12,000 | 30,000 |
| Minnesota | Base salary | 139 | 90,000 | 97,000 | 106,000 | 119,000 | 132,000 |
|  | Bonus | 79 | 2,000 | 3,000 | 5,250 | 11,500 | 25,000 |
| Mississippi | Base salary | 13 | 83,225 | 90,000 | 96,000 | 105,000 | 141,000 |
|  | Bonus | 9 | 1,000 | 3,000 | 10,000 | 12,000 | 65,000 |
| Missouri | Base salary | 53 | 85,000 | 90,000 | 97,500 | 105,000 | 118,000 |
|  | Bonus | 29 | 2,000 | 3,300 | 7,000 | 12,000 | 28,000 |
| Montana | Base salary | 33 | 80,000 | 88,000 | 100,002 | 111,000 | 130,000 |
|  | Bonus | 20 | 650 | 3,600 | 6,000 | 11,500 | 21,500 |
| Nebraska | Base salary | 61 | 80,000 | 86,000 | 100,000 | 110,000 | 116,000 |
|  | Bonus | 36 | 1,200 | 4,000 | 10,000 | 20,500 | 32,000 |
| Nevada | Base salary | 24 | 85,000 | 92,500 | 102,500 | 117,700 | 150,000 |
|  | Bonus | 20 | 3,000 | 7,500 | 20,000 | 36,000 | 83,377 |
| New Hampshire | Base salary | 46 | 90,000 | 95,000 | 103,500 | 120,000 | 140,000 |
|  | Bonus | 19 | 1,000 | 3,000 | 4,000 | 10,000 | 32,000 |
| New Jersey | Base salary | 78 | 88,000 | 97,600 | 107,500 | 122,500 | 150,000 |
|  | Bonus | 49 | 1,000 | 3,000 | 6,500 | 10,000 | 30,000 |
| New Mexico | Base salary | 40 | 81,500 | 90,000 | 100,000 | 108,070 | 112,500 |
|  | Bonus | 23 | 600 | 3,000 | 10,000 | 12,000 | 20,000 |
| New York | Base salary | 367 | 85,000 | 92,500 | 104,500 | 120,750 | 140,000 |
|  | Bonus | 184 | 1,500 | 3,000 | 5,000 | 10,000 | 28,000 |
| North Carolina | Base salary | 266 | 84,000 | 89,191 | 99,940 | 112,000 | 128,000 |
|  | Bonus | 185 | 1,000 | 2,500 | 5,500 | 12,000 | 20,000 |
| North Dakota | Base salary | 12 | 85,000 | 90,818 | 100,000 | 116,923 | 125,000 |
|  | Bonus | 5 | 1,800 | 4,000 | 5,500 | 6,000 | 40,000 |
| Ohio | Base salary | 139 | 80,000 | 89,046 | 97,809 | 106,818 | 124,000 |
|  | Bonus | 74 | 1,000 | 2,500 | 5,000 | 10,000 | 23,000 |
| Oklahoma | Base salary | 57 | 85,852 | 92,000 | 98,000 | 115,000 | 132,000 |
|  | Bonus | 35 | 1,200 | 2,500 | 10,000 | 22,000 | 60,000 |
| Oregon | Base salary | 110 | 90,000 | 96,000 | 107,500 | 118,500 | 131,000 |
|  | Bonus | 76 | 1,100 | 4,150 | 7,000 | 12,250 | 25,000 |
| Pennsylvania | Base salary | 317 | 76,000 | 83,000 | 94,000 | 105,000 | 120,000 |
|  | Bonus | 151 | 965 | 1,500 | 4,500 | 9,000 | 16,000 |
| Rhode Island | Base salary | 23 | 92,000 | 100,000 | 110,000 | 133,322 | 145,000 |
|  | Bonus | 9 | 1,000 | 1,800 | 11,000 | 12,000 | 21,000 |

Table 6 cont. Base Salary and Bonus From Primary Employer by State

| STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{array}{\|c\|} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| South Carolina | Base salary | 66 | 83,000 | 88,000 | 97,000 | 110,000 | 130,000 |
|  | Bonus | 42 | 1,000 | 3,000 | 5,500 | 20,000 | 60,000 |
| South Dakota | Base salary | 29 | 78,000 | 87,000 | 94,000 | 115,000 | 140,000 |
|  | Bonus | 16 | 1,000 | 3,000 | 5,264 | 11,000 | 20,000 |
| Tennessee | Base salary | 60 | 77,500 | 85,000 | 95,000 | 104,575 | 120,500 |
|  | Bonus | 40 | 1,500 | 2,000 | 7,250 | 11,800 | 31,000 |
| Texas | Base salary | 325 | 89,000 | 95,000 | 106,000 | 120,000 | 137,000 |
|  | Bonus | 192 | 1,000 | 2,000 | 5,000 | 15,000 | 28,000 |
| Utah | Base salary | 77 | 80,000 | 88,000 | 100,000 | 117,000 | 146,000 |
|  | Bonus | 36 | 1,000 | 2,500 | 8,000 | 23,500 | 40,000 |
| Vermont | Base salary | 12 | 90,000 | 93,750 | 107,000 | 121,000 | 123,000 |
|  | Bonus | 6 | 2,500 | 3,000 | 4,500 | 8,000 | 12,000 |
| Virginia | Base salary | 120 | 81,600 | 90,000 | 100,050 | 112,215 | 130,000 |
|  | Bonus | 79 | 1,300 | 3,000 | 7,500 | 16,000 | 38,000 |
| Washington | Base salary | 141 | 90,000 | 100,000 | 113,000 | 125,000 | 145,000 |
|  | Bonus | 96 | 1,500 | 4,000 | 8,000 | 15,000 | 30,000 |
| West Virginia | Base salary | 30 | 84,000 | 85,275 | 97,495 | 110,000 | 145,000 |
|  | Bonus | 24 | 1,300 | 1,825 | 5,000 | 15,500 | 20,937 |
| Wisconsin | Base salary | 143 | 87,000 | 92,000 | 100,000 | 116,480 | 130,000 |
|  | Bonus | 63 | 1,100 | 2,550 | 5,000 | 15,000 | 36,000 |
| Wyoming | Base salary | 14 | 75,000 | 93,750 | 102,000 | 125,000 | 132,000 |
|  | Bonus | 7 | 1,500 | 2,500 | 5,000 | 10,000 | 20,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

## Table 7. Hourly Wage From Primary Employer by State

| STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | 5 | 43.50 | 55.00 | 60.00 | 65.00 | 80.00 |
| Alaska | < | * | * | * | * | * |
| Arizona | 20 | 53.56 | 59.00 | 63.40 | 77.50 | 100.00 |
| Arkansas | 6 | 43.29 | 45.00 | 54.05 | 60.00 | 65.00 |
| California | 158 | 52.00 | 58.00 | 65.00 | 79.00 | 88.45 |
| Colorado | 43 | 43.00 | 49.88 | 55.00 | 63.00 | 67.50 |
| Connecticut | 13 | 49.00 | 50.40 | 53.27 | 65.54 | 68.00 |
| Delaware | 6 | 48.25 | 51.25 | 58.50 | 75.00 | 84.00 |
| District of Columbia | <5 | * | * | * | * | * |
| Florida | 48 | 41.50 | 50.00 | 62.50 | 75.00 | 80.00 |
| Georgia | 25 | 41.00 | 50.00 | 58.00 | 65.00 | 80.00 |
| Hawaii | < 5 | * | * | * | * | * |
| Idaho | 10 | 45.00 | 46.98 | 50.00 | 51.50 | 64.00 |
| Illinois | 33 | 45.00 | 51.00 | 55.00 | 65.00 | 80.00 |
| Indiana | 9 | 48.00 | 52.00 | 59.00 | 67.50 | 71.00 |
| lowa | 17 | 49.00 | 51.69 | 55.00 | 60.00 | 70.00 |
| Kansas | 12 | 40.00 | 47.50 | 53.20 | 66.25 | 75.00 |
| Kentucky | 11 | 43.25 | 44.00 | 50.00 | 57.00 | 70.00 |
| Louisiana | 11 | 50.00 | 55.00 | 65.00 | 75.00 | 75.00 |
| Maine | <5 | * | * | * | * | * |
| Maryland | 46 | 42.93 | 46.73 | 55.67 | 67.00 | 73.00 |
| Massachusetts | 30 | 46.50 | 50.00 | 61.00 | 65.00 | 77.56 |
| Michigan | 35 | 45.00 | 46.25 | 50.00 | 57.00 | 65.00 |
| Minnesota | 32 | 50.00 | 51.50 | 56.00 | 67.50 | 80.00 |
| Mississippi | 6 | 36.00 | 53.63 | 67.50 | 75.00 | 84.00 |
| Missouri | 13 | 38.32 | 45.44 | 55.56 | 75.00 | 75.00 |
| Montana | 7 | 37.10 | 39.35 | 52.00 | 67.00 | 85.00 |
| Nebraska | 7 | 42.00 | 48.00 | 51.00 | 65.00 | 90.00 |
| Nevada | 8 | 52.00 | 58.00 | 67.50 | 90.00 | 119.50 |
| New Hampshire | <5 | * | * | * | * | * |
| New Jersey | 15 | 51.01 | 53.00 | 61.50 | 72.50 | 80.00 |
| New Mexico | 6 | 53.00 | 54.00 | 57.00 | 60.00 | 90.00 |
| New York | 95 | 46.15 | 50.00 | 59.63 | 66.00 | 75.00 |
| North Carolina | 39 | 44.71 | 52.00 | 60.00 | 67.00 | 75.25 |
| North Dakota | <5 | * | * | * | * | * |
| Ohio | 31 | 43.50 | 51.00 | 58.00 | 65.00 | 70.00 |
| Oklahoma | 13 | 54.00 | 58.00 | 65.00 | 75.00 | 82.00 |
| Oregon | 13 | 50.00 | 52.00 | 60.00 | 60.00 | 65.00 |

## Table 7 cont. Hourly Wage From Primary Employer by State

| STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Pennsylvania | 32 | 38.00 | 40.75 | 49.15 | 60.00 | 69.00 |
| Rhode Island | <5 | * | * | * | * | * |
| South Carolina | 19 | 43.00 | 51.00 | 60.00 | 65.00 | 75.00 |
| South Dakota | <5 | * | * | * | * | * |
| Tennessee | 19 | 41.00 | 50.00 | 60.00 | 72.00 | 85.00 |
| Texas | 56 | 50.00 | 55.00 | 60.86 | 71.00 | 80.00 |
| Utah | 6 | 40.21 | 42.50 | 53.00 | 55.00 | 70.00 |
| Vermont | <5 | * | * | * | * | * |
| Virginia | 30 | 47.00 | 50.00 | 60.00 | 70.00 | 76.50 |
| Washington | 23 | 50.00 | 53.00 | 60.00 | 71.50 | 102.00 |
| West Virginia | 13 | 40.87 | 50.00 | 52.00 | 55.00 | 60.00 |
| Wisconsin | 23 | 43.90 | 47.29 | 57.00 | 68.25 | 72.06 |
| Wyoming | <5 | * | * | * | * | * |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.

* Data cells with fewer than 5 respondents are left blank.


## Table 8. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alaska |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 9 | 60,000 | 89,000 | 92,500 | 100,000 | 110,000 |
|  | Bonus | 7 | 500 | 5,000 | 10,000 | 30,992 | 94,800 |
| 5 to 9 years | Base salary | 5 | 96,000 | 126,500 | 135,000 | 140,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 6 | 84,000 | 90,000 | 129,000 | 140,000 | 146,000 |
|  | Bonus | 6 | 5,000 | 14,600 | 16,000 | 17,000 | 25,000 |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| Arizona |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 9 | 80,000 | 90,000 | 95,000 | 98,000 | 114,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 17 | 90,000 | 100,000 | 102,000 | 110,000 | 115,000 |
|  | Bonus | 11 | 3,000 | 3,000 | 10,000 | 25,000 | 30,000 |
| 5 to 9 years | Base salary | 20 | 82,500 | 98,500 | 105,500 | 115,000 | 122,200 |
|  | Bonus | 16 | 1,000 | 2,000 | 4,300 | 11,000 | 50,000 |
| 10 to 14 years | Base salary | 15 | 90,000 | 101,000 | 109,000 | 120,000 | 132,000 |
|  | Bonus | 8 | 2,000 | 2,000 | 17,500 | 30,000 | 38,900 |
| 15 to 19 years | Base salary | 16 | 92,000 | 97,750 | 122,400 | 128,250 | 158,000 |
|  | Bonus | 10 | 3,550 | 5,000 | 12,250 | 20,000 | 49,000 |
| 20 or more years | Base salary | 18 | 95,000 | 102,000 | 118,500 | 140,000 | 145,000 |
|  | Bonus | 9 | 350 | 1,000 | 6,000 | 8,000 | 24,000 |
| California |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 29 | 86,000 | 95,000 | 100,000 | 110,240 | 135,600 |
|  | Bonus | 18 | 1,000 | 2,400 | 6,600 | 16,500 | 44,160 |
| 2 to 4 years | Base salary | 44 | 94,000 | 100,000 | 110,000 | 120,000 | 139,000 |
|  | Bonus | 38 | 1,000 | 3,000 | 9,000 | 14,000 | 40,000 |
| 5 to 9 years | Base salary | 40 | 90,000 | 101,500 | 115,000 | 130,000 | 162,500 |
|  | Bonus | 33 | 2,090 | 5,000 | 7,000 | 12,000 | 20,000 |
| 10 to 14 years | Base salary | 37 | 99,800 | 114,000 | 122,000 | 150,000 | 169,000 |
|  | Bonus | 37 | 900 | 2,000 | 7,500 | 12,000 | 30,000 |
| 15 to 19 years | Base salary | 29 | 97,500 | 110,000 | 130,526 | 150,000 | 185,000 |
|  | Bonus | 22 | 850 | 1,000 | 4,500 | 20,000 | 40,000 |
| 20 or more years | Base salary | 40 | 98,885 | 115,000 | 135,000 | 171,875 | 206,000 |
|  | Bonus | 36 | 800 | 1,600 | 4,750 | 24,000 | 50,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Colorado |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 15 | 72,000 | 78,000 | 85,000 | 90,000 | 90,000 |
|  | Bonus | 10 | 1,050 | 2,000 | 4,000 | 7,000 | 10,500 |
| 2 to 4 years | Base salary | 33 | 78,000 | 82,000 | 90,000 | 105,000 | 112,000 |
|  | Bonus | 24 | 1,500 | 2,000 | 7,000 | 14,800 | 20,000 |
| 5 to 9 years | Base salary | 36 | 85,000 | 93,300 | 101,100 | 111,500 | 125,000 |
|  | Bonus | 27 | 700 | 3,000 | 6,000 | 10,000 | 20,000 |
| 10 to 14 years | Base salary | 27 | 83,000 | 93,000 | 103,000 | 116,000 | 124,000 |
|  | Bonus | 18 | 1,200 | 1,800 | 3,950 | 14,000 | 40,000 |
| 15 to 19 years | Base salary | 18 | 88,000 | 98,000 | 107,485 | 120,000 | 120,000 |
|  | Bonus | 16 | 1,000 | 2,000 | 5,000 | 7,750 | 14,000 |
| 20 or more years | Base salary | 20 | 74,500 | 87,000 | 111,000 | 120,000 | 125,000 |
|  | Bonus | 14 | 1,000 | 1,800 | 5,750 | 14,000 | 30,000 |
| Connecticut |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 10 | 89,000 | 91,000 | 95,383 | 105,600 | 111,250 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 11 | 88,000 | 91,000 | 100,000 | 102,000 | 108,000 |
|  | Bonus | 8 | 1,000 | 3,000 | 10,000 | 18,000 | 40,000 |
| 5 to 9 years | Base salary | 20 | 98,500 | 102,950 | 106,750 | 113,500 | 127,500 |
|  | Bonus | 13 | 500 | 2,000 | 6,400 | 15,000 | 15,000 |
| 10 to 14 years | Base salary | 17 | 99,000 | 110,000 | 115,000 | 122,000 | 130,000 |
|  | Bonus | 7 | 1,750 | 2,000 | 5,000 | 22,500 | 24,000 |
| 15 to 19 years | Base salary | 9 | 97,000 | 119,300 | 125,000 | 135,000 | 208,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 31 | 93,000 | 106,000 | 125,000 | 140,000 | 165,000 |
|  | Bonus | 7 | 500 | 1,000 | 2,000 | 4,000 | 15,000 |
| District of Columbia |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 7 | 80,000 | 92,500 | 98,000 | 98,900 | 113,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 5 | 99,840 | 100,500 | 109,000 | 115,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 5 | 91,000 | 97,000 | 119,500 | 123,000 | 142,000 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 5 | 100,000 | 107,595 | 118,000 | 120,000 | 265,000 |
|  | Bonus | < 5 | * | * | * | * | * |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | 10TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Florida |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 23 | 80,000 | 82,000 | 90,000 | 102,000 | 106,800 |
|  | Bonus | 13 | 2,000 | 2,500 | 8,000 | 16,000 | 20,000 |
| 2 to 4 years | Base salary | 43 | 80,000 | 85,000 | 94,000 | 115,000 | 120,120 |
|  | Bonus | 26 | 500 | 1,500 | 6,000 | 20,000 | 30,000 |
| 5 to 9 years | Base salary | 44 | 85,000 | 87,500 | 95,500 | 113,000 | 125,000 |
|  | Bonus | 29 | 1,500 | 5,000 | 9,000 | 20,000 | 55,000 |
| 10 to 14 years | Base salary | 30 | 87,750 | 92,000 | 104,000 | 120,000 | 153,500 |
|  | Bonus | 18 | 1,000 | 3,000 | 7,000 | 19,000 | 28,000 |
| 15 to 19 years | Base salary | 15 | 90,000 | 95,000 | 110,000 | 130,000 | 150,000 |
|  | Bonus | 11 | 3,000 | 7,000 | 40,000 | 50,000 | 85,000 |
| 20 or more years | Base salary | 43 | 90,000 | 104,000 | 115,000 | 125,000 | 136,000 |
|  | Bonus | 23 | 1,500 | 2,000 | 6,500 | 20,000 | 30,000 |
| Georgia |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 6 | 80,000 | 80,000 | 87,300 | 92,500 | 95,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 28 | 77,000 | 84,375 | 92,000 | 102,500 | 120,000 |
|  | Bonus | 22 | 3,000 | 5,000 | 7,500 | 26,400 | 45,000 |
| 5 to 9 years | Base salary | 15 | 79,000 | 89,000 | 98,000 | 110,000 | 126,000 |
|  | Bonus | 8 | 2,500 | 3,750 | 9,000 | 25,000 | 30,538 |
| 10 to 14 years | Base salary | 14 | 87,000 | 100,000 | 107,750 | 120,000 | 130,000 |
|  | Bonus | 9 | 1,000 | 3,000 | 10,000 | 20,000 | 105,000 |
| 15 to 19 years | Base salary | 15 | 94,000 | 98,000 | 102,000 | 110,000 | 116,000 |
|  | Bonus | 11 | 2,500 | 3,000 | 15,000 | 30,000 | 30,000 |
| 20 or more years | Base salary | 28 | 95,000 | 99,000 | 108,000 | 121,000 | 150,000 |
|  | Bonus | 19 | 1,500 | 3,000 | 6,000 | 12,000 | 18,000 |
| Idaho |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 6 | 84,000 | 87,360 | 90,000 | 90,000 | 100,410 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 8 | 94,500 | 98,855 | 101,000 | 107,000 | 120,000 |
|  | Bonus | 5 | 1,000 | 9,981 | 10,400 | 30,000 | 51,512 |
| 5 to 9 years | Base salary | 12 | 92,000 | 96,000 | 99,000 | 109,000 | 114,000 |
|  | Bonus | 11 | 1,200 | 1,800 | 5,000 | 18,000 | 37,000 |
| 10 to 14 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 5 | 96,000 | 105,000 | 105,000 | 118,000 | 125,000 |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | $<5$ | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Illinois |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 18 | 80,000 | 85,000 | 87,750 | 90,000 | 95,000 |
|  | Bonus | 10 | 675 | 1,500 | 4,000 | 5,000 | 10,650 |
| 2 to 4 years | Base salary | 36 | 80,000 | 84,500 | 90,000 | 99,500 | 110,000 |
|  | Bonus | 29 | 1,000 | 2,300 | 4,000 | 15,000 | 27,000 |
| 5 to 9 years | Base salary | 40 | 90,000 | 96,000 | 104,202 | 110,000 | 114,500 |
|  | Bonus | 27 | 2,000 | 2,500 | 5,000 | 10,000 | 18,000 |
| 10 to 14 years | Base salary | 19 | 86,500 | 100,000 | 110,000 | 126,000 | 140,000 |
|  | Bonus | 12 | 2,900 | 4,750 | 15,000 | 27,000 | 45,000 |
| 15 to 19 years | Base salary | 14 | 87,500 | 103,000 | 107,948 | 130,000 | 161,000 |
|  | Bonus | 14 | 650 | 3,223 | 7,000 | 30,000 | 70,000 |
| 20 or more years | Base salary | 18 | 85,000 | 95,815 | 114,500 | 121,000 | 168,000 |
|  | Bonus | 10 | 1,500 | 2,500 | 7,800 | 20,000 | 55,000 |
| Indiana |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 10 | 83,500 | 90,000 | 92,750 | 97,000 | 105,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 14 | 80,000 | 89,000 | 94,500 | 105,000 | 108,000 |
|  | Bonus | 10 | 1,000 | 2,000 | 8,500 | 15,000 | 26,000 |
| 5 to 9 years | Base salary | 11 | 100,000 | 100,000 | 115,000 | 125,132 | 131,040 |
|  | Bonus | 10 | 1,250 | 2,500 | 6,000 | 11,000 | 23,750 |
| 10 to 14 years | Base salary | 8 | 100,000 | 108,550 | 111,500 | 118,500 | 125,000 |
|  | Bonus | 5 | 750 | 800 | 1,000 | 5,000 | 40,000 |
| 15 to 19 years | Base salary | 8 | 75,000 | 96,250 | 100,000 | 104,500 | 116,000 |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 8 | 80,000 | 85,000 | 99,500 | 126,000 | 138,000 |
|  | Bonus | 6 | 500 | 600 | 2,250 | 10,000 | 23,000 |
| lowa |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 5 | 60,000 | 83,840 | 85,000 | 85,000 | 120,000 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 8 | 82,000 | 85,250 | 91,700 | 97,600 | 103,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 7 | 75,281 | 77,000 | 107,000 | 108,582 | 129,000 |
|  | Bonus | 8 | 4,500 | 7,500 | 12,500 | 17,000 | 30,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 1,200 | 5,000 | 6,000 | 14,000 | 40,000 |
| 15 to 19 years | Base salary | 7 | 103,000 | 110,000 | 114,382 | 120,000 | 130,000 |
|  | Bonus | 5 | 400 | 1,000 | 3,000 | 60,000 | 70,000 |
| 20 or more years | Base salary | 17 | 70,000 | 83,500 | 107,665 | 125,000 | 150,000 |
|  | Bonus | 9 | 1,000 | 4,500 | 14,000 | 20,000 | 56,000 |

Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Kansas |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 5 | 80,000 | 81,000 | 85,000 | 90,800 | 111,000 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 5 | 82,000 | 82,000 | 84,312 | 90,000 | 99,000 |
|  | Bonus | 5 | 500 | 2,500 | 11,000 | 12,000 | 12,000 |
| 5 to 9 years | Base salary | 6 | 77,378 | 90,000 | 97,638 | 101,000 | 108,000 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 80,000 | 90,000 | 111,000 | 113,600 | 124,800 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 6 | 83,000 | 100,000 | 108,500 | 120,000 | 145,000 |
|  | Bonus | 5 | 1,500 | 5,000 | 10,000 | 25,000 | 28,000 |
| Kentucky |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | 5 | 85,000 | 93,500 | 95,000 | 97,000 | 100,000 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 104,000 | 104,000 | 110,000 | 135,000 | 168,000 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 6 | 87,000 | 102,000 | 122,500 | 127,000 | 128,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Louisiana |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 5 | 80,000 | 82,000 | 85,000 | 90,000 | 94,000 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 8 | 75,000 | 87,000 | 93,500 | 94,500 | 106,000 |
|  | Bonus | 6 | 800 | 1,400 | 2,000 | 3,500 | 4,000 |
| 5 to 9 years | Base salary | 8 | 90,000 | 91,500 | 95,000 | 97,250 | 110,000 |
|  | Bonus | 5 | 500 | 500 | 500 | 500 | 8,000 |
| 10 to 14 years | Base salary | 6 | 89,500 | 98,000 | 102,000 | 160,000 | 205,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maine |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 9 | 79,000 | 85,000 | 87,000 | 102,000 | 111,114 |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | 5 | 88,000 | 90,000 | 95,000 | 108,500 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 93,500 | 97,300 | 106,000 | 120,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 90,000 | 95,000 | 110,500 | 122,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 6 | 95,000 | 103,000 | 115,000 | 120,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 7 | 51,500 | 75,000 | 80,000 | 97,000 | 110,000 |
|  | Bonus | 5 | 750 | 1,300 | 2,500 | 5,000 | 8,000 |
| 2 to 4 years | Base salary | 14 | 77,500 | 85,000 | 90,000 | 93,600 | 100,000 |
|  | Bonus | 10 | 1,150 | 3,000 | 5,000 | 13,000 | 18,500 |
| 5 to 9 years | Base salary | 26 | 87,000 | 95,000 | 105,000 | 112,000 | 120,000 |
|  | Bonus | 14 | 800 | 1,000 | 5,750 | 18,000 | 40,000 |
| 10 to 14 years | Base salary | 17 | 100,100 | 110,000 | 120,000 | 125,000 | 136,800 |
|  | Bonus | 11 | 2,500 | 8,000 | 15,000 | 20,000 | 30,000 |
| 15 to 19 years | Base salary | 15 | 92,000 | 105,000 | 114,000 | 123,000 | 136,265 |
|  | Bonus | 9 | 1,200 | 4,000 | 6,000 | 11,000 | 60,000 |
| 20 or more years | Base salary | 25 | 92,000 | 102,000 | 107,000 | 119,794 | 135,000 |
|  | Bonus | 14 | 700 | 2,000 | 3,600 | 11,000 | 19,938 |
| Massachusetts |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 11 | 86,000 | 89,000 | 95,000 | 105,000 | 106,000 |
|  | Bonus | 5 | 2,000 | 2,500 | 5,000 | 5,000 | 8,000 |
| 2 to 4 years | Base salary | 28 | 83,000 | 91,500 | 95,000 | 100,000 | 105,000 |
|  | Bonus | 18 | 1,000 | 2,000 | 5,000 | 6,000 | 20,000 |
| 5 to 9 years | Base salary | 19 | 88,000 | 91,000 | 106,000 | 118,000 | 124,000 |
|  | Bonus | 15 | 2,500 | 3,000 | 5,000 | 10,000 | 15,000 |
| 10 to 14 years | Base salary | 17 | 100,000 | 109,000 | 119,000 | 122,500 | 150,000 |
|  | Bonus | 7 | 825 | 1,500 | 3,000 | 10,000 | 30,000 |
| 15 to 19 years | Base salary | 12 | 100,000 | 104,000 | 128,000 | 138,250 | 154,000 |
|  | Bonus | 6 | 5,000 | 5,000 | 12,500 | 18,500 | 20,000 |
| 20 or more years | Base salary | 17 | 87,500 | 117,500 | 135,200 | 154,000 | 216,000 |
|  | Bonus | 8 | 2,000 | 4,000 | 7,000 | 10,500 | 25,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Michigan |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 22 | 85,000 | 86,000 | 90,000 | 94,520 | 98,000 |
|  | Bonus | 10 | 1,250 | 2,500 | 5,000 | 10,000 | 14,750 |
| 2 to 4 years | Base salary | 29 | 84,770 | 92,000 | 96,763 | 102,000 | 112,850 |
|  | Bonus | 18 | 1,500 | 3,000 | 5,000 | 10,000 | 26,000 |
| 5 to 9 years | Base salary | 43 | 80,000 | 90,000 | 100,000 | 106,000 | 112,000 |
|  | Bonus | 24 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| 10 to 14 years | Base salary | 24 | 93,000 | 101,600 | 111,500 | 119,700 | 143,000 |
|  | Bonus | 10 | 1,500 | 2,500 | 7,000 | 15,000 | 40,000 |
| 15 to 19 years | Base salary | 27 | 81,000 | 88,000 | 115,000 | 123,000 | 135,262 |
|  | Bonus | 13 | 3,000 | 5,000 | 9,000 | 20,000 | 60,000 |
| 20 or more years | Base salary | 39 | 85,000 | 95,000 | 117,000 | 125,000 | 133,000 |
|  | Bonus | 17 | 2,000 | 4,500 | 5,000 | 20,000 | 50,000 |
| Minnesota |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 17 | 85,000 | 90,000 | 91,500 | 98,000 | 103,000 |
|  | Bonus | 13 | 2,000 | 3,000 | 5,000 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 31 | 93,000 | 94,000 | 103,000 | 110,000 | 115,000 |
|  | Bonus | 15 | 2,000 | 2,500 | 5,000 | 10,000 | 25,000 |
| 5 to 9 years | Base salary | 28 | 94,000 | 100,500 | 107,500 | 121,507 | 160,000 |
|  | Bonus | 12 | 2,500 | 6,625 | 10,750 | 28,000 | 46,000 |
| 10 to 14 years | Base salary | 17 | 92,500 | 108,000 | 119,000 | 122,000 | 142,000 |
|  | Bonus | 12 | 5,000 | 5,000 | 7,000 | 13,250 | 16,000 |
| 15 to 19 years | Base salary | 6 | 96,000 | 107,000 | 121,500 | 133,000 | 144,000 |
|  | Bonus | 7 | 2,400 | 3,000 | 7,500 | 15,000 | 20,000 |
| 20 or more years | Base salary | 9 | 80,000 | 100,000 | 112,000 | 120,000 | 130,000 |
|  | Bonus | $<5$ | * | * | * | * | * |
| Missouri |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 7 | 78,000 | 84,000 | 86,500 | 117,088 | 117,088 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 11 | 82,000 | 84,000 | 90,000 | 92,000 | 95,000 |
|  | Bonus | 10 | 1,500 | 2,500 | 3,650 | 4,500 | 12,750 |
| 5 to 9 years | Base salary | 13 | 88,000 | 90,854 | 98,000 | 104,800 | 105,000 |
|  | Bonus | 5 | 900 | 5,000 | 9,000 | 16,000 | 28,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 87,500 | 92,000 | 100,000 | 105,000 | 160,000 |
|  | Bonus | 6 | 2,000 | 6,750 | 8,750 | 10,000 | 45,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Montana |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < 5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 6 | 80,000 | 85,000 | 91,583 | 100,250 | 111,000 |
|  | Bonus | 5 | 4,000 | 6,267 | 15,000 | 19,000 | 24,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 5 | 90,586 | 100,000 | 111,000 | 125,000 | 155,000 |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 8 | 12,000 | 82,000 | 108,500 | 125,000 | 133,208 |
|  | Bonus | 6 | 500 | 5,000 | 7,000 | 13,000 | 50,000 |
| Nebraska |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 13 | 76,200 | 84,000 | 88,000 | 97,000 | 104,000 |
|  | Bonus | 8 | 500 | 1,100 | 3,200 | 6,600 | 32,000 |
| 5 to 9 years | Base salary | 13 | 78,000 | 89,045 | 100,000 | 105,000 | 112,000 |
|  | Bonus | 8 | 1,000 | 4,500 | 10,000 | 20,603 | 25,000 |
| 10 to 14 years | Base salary | 8 | 85,000 | 100,500 | 107,500 | 114,500 | 174,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 8 | 67,000 | 90,500 | 103,500 | 109,500 | 120,000 |
|  | Bonus | 5 | 10,000 | 17,071 | 20,000 | 26,000 | 32,000 |
| 20 or more years | Base salary | 10 | 99,000 | 100,000 | 110,000 | 116,000 | 160,500 |
|  | Bonus | 8 | 5,000 | 6,500 | 12,500 | 20,000 | 37,500 |
| New Hampshire |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 10 | 89,448 | 90,000 | 96,700 | 102,700 | 127,500 |
|  | Bonus | 6 | 500 | 2,666 | 3,100 | 4,000 | 32,000 |
| 5 to 9 years | Base salary | 6 | 94,000 | 95,000 | 98,500 | 111,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 96,500 | 100,000 | 110,000 | 115,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 104,000 | 120,000 | 133,500 | 138,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 90,000 | 92,374 | 130,000 | 150,000 | 162,000 |
|  | Bonus | < 5 | * | * | * | * | * |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Jersey |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 10 | 80,000 | 82,000 | 91,250 | 100,000 | 118,500 |
|  | Bonus | 6 | 800 | 1,000 | 3,000 | 12,000 | 18,000 |
| 5 to 9 years | Base salary | 14 | 95,000 | 99,000 | 108,000 | 117,000 | 120,000 |
|  | Bonus | 11 | 3,000 | 3,000 | 8,320 | 30,000 | 50,000 |
| 10 to 14 years | Base salary | 17 | 100,000 | 105,000 | 120,000 | 147,000 | 150,000 |
|  | Bonus | 9 | 700 | 2,000 | 6,000 | 10,000 | 40,000 |
| 15 to 19 years | Base salary | 8 | 96,000 | 101,000 | 112,000 | 184,636 | 205,000 |
|  | Bonus | 8 | 1,000 | 5,750 | 8,250 | 19,900 | 30,000 |
| 20 or more years | Base salary | 7 | 88,000 | 93,000 | 123,300 | 142,000 | 170,000 |
|  | Bonus | 5 | 1,250 | 2,000 | 5,000 | 7,500 | 7,500 |
| New Mexico |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 6 | 79,000 | 84,000 | 91,500 | 94,000 | 95,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 10 | 75,000 | 85,000 | 95,500 | 105,000 | 111,570 |
|  | Bonus | 7 | 600 | 3,000 | 10,000 | 10,000 | 25,000 |
| 10 to 14 years | Base salary | 5 | 100,000 | 100,000 | 108,000 | 108,958 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 9 | 78,900 | 100,000 | 107,000 | 110,000 | 143,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New York |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 25 | 84,000 | 87,500 | 92,500 | 100,000 | 110,665 |
|  | Bonus | 7 | 2,000 | 3,000 | 5,000 | 10,000 | 10,500 |
| 2 to 4 years | Base salary | 46 | 84,000 | 88,000 | 95,500 | 109,000 | 130,000 |
|  | Bonus | 20 | 1,000 | 1,900 | 5,000 | 10,150 | 28,500 |
| 5 to 9 years | Base salary | 56 | 88,000 | 93,000 | 105,500 | 120,000 | 131,000 |
|  | Bonus | 34 | 1,000 | 3,000 | 5,000 | 10,000 | 20,000 |
| 10 to 14 years | Base salary | 42 | 90,000 | 101,000 | 110,000 | 125,000 | 140,000 |
|  | Bonus | 21 | 1,000 | 2,300 | 5,000 | 12,000 | 15,000 |
| 15 to 19 years | Base salary | 42 | 87,000 | 104,000 | 119,000 | 128,000 | 150,000 |
|  | Bonus | 27 | 2,000 | 4,720 | 6,000 | 10,000 | 34,824 |
| 20 or more years | Base salary | 79 | 91,350 | 100,000 | 117,000 | 130,000 | 157,000 |
|  | Bonus | 39 | 1,200 | 3,000 | 6,000 | 14,000 | 30,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| North Carolina |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 25 | 77,688 | 85,000 | 88,000 | 91,000 | 98,600 |
|  | Bonus | 14 | 735 | 2,000 | 5,000 | 9,500 | 12,000 |
| 2 to 4 years | Base salary | 37 | 76,000 | 84,000 | 88,000 | 96,000 | 105,000 |
|  | Bonus | 21 | 1,000 | 2,500 | 5,000 | 9,000 | 20,000 |
| 5 to 9 years | Base salary | 46 | 86,000 | 93,000 | 97,000 | 105,000 | 115,000 |
|  | Bonus | 29 | 1,000 | 2,500 | 7,000 | 12,000 | 25,000 |
| 10 to 14 years | Base salary | 30 | 82,000 | 91,000 | 103,500 | 115,000 | 132,770 |
|  | Bonus | 22 | 2,000 | 4,000 | 10,000 | 16,000 | 25,000 |
| 15 to 19 years | Base salary | 26 | 94,000 | 100,091 | 109,000 | 112,000 | 135,000 |
|  | Bonus | 21 | 500 | 1,500 | 5,000 | 8,000 | 16,000 |
| 20 or more years | Base salary | 57 | 92,000 | 102,000 | 115,000 | 127,000 | 150,000 |
|  | Bonus | 40 | 1,025 | 4,000 | 6,000 | 12,500 | 24,500 |
| Ohio |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 28 | 80,000 | 84,250 | 89,451 | 97,393 | 100,000 |
|  | Bonus | 11 | 3,000 | 5,000 | 5,000 | 8,000 | 12,000 |
| 2 to 4 years | Base salary | 14 | 83,200 | 90,000 | 91,000 | 100,000 | 103,000 |
|  | Bonus | 6 | 1,500 | 5,000 | 9,500 | 10,000 | 15,000 |
| 5 to 9 years | Base salary | 16 | 75,000 | 89,000 | 98,905 | 105,000 | 109,000 |
|  | Bonus | 9 | 1,000 | 4,000 | 5,000 | 8,000 | 65,000 |
| 10 to 14 years | Base salary | 18 | 85,000 | 92,000 | 100,415 | 106,000 | 120,000 |
|  | Bonus | 8 | 500 | 1,625 | 8,000 | 33,000 | 60,000 |
| 15 to 19 years | Base salary | 11 | 90,000 | 91,000 | 110,000 | 130,000 | 132,000 |
|  | Bonus | 7 | 1,200 | 2,500 | 5,200 | 8,000 | 11,500 |
| 20 or more years | Base salary | 28 | 81,000 | 96,000 | 107,409 | 120,000 | 132,000 |
|  | Bonus | 16 | 500 | 1,250 | 3,750 | 8,500 | 10,000 |
| Oklahoma |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 5 | 80,000 | 90,000 | 92,500 | 100,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 13 | 88,900 | 90,000 | 96,000 | 99,000 | 105,000 |
|  | Bonus | 9 | 1,500 | 3,800 | 10,000 | 14,361 | 15,000 |
| 5 to 9 years | Base salary | 9 | 73,000 | 90,000 | 93,000 | 98,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 6 | 85,852 | 95,000 | 116,000 | 130,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 98,000 | 100,000 | 117,500 | 132,000 | 145,600 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 95,000 | 105,000 | 115,000 | 116,000 | 131,000 |
|  | Bonus | 6 | 5,000 | 8,000 | 18,000 | 24,000 | 25,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Oregon |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 12 | 85,000 | 92,500 | 100,000 | 104,500 | 107,000 |
|  | Bonus | 7 | 500 | 2,000 | 5,000 | 10,000 | 12,000 |
| 2 to 4 years | Base salary | 19 | 90,000 | 95,700 | 108,000 | 114,000 | 125,000 |
|  | Bonus | 12 | 5,000 | 5,500 | 7,250 | 10,000 | 10,000 |
| 5 to 9 years | Base salary | 21 | 90,000 | 96,000 | 110,000 | 114,000 | 126,400 |
|  | Bonus | 17 | 1,800 | 5,000 | 10,000 | 13,000 | 39,658 |
| 10 to 14 years | Base salary | 13 | 100,000 | 105,000 | 110,000 | 115,000 | 120,111 |
|  | Bonus | 12 | 1,000 | 2,500 | 6,500 | 11,250 | 15,000 |
| 15 to 19 years | Base salary | 9 | 85,392 | 118,500 | 125,000 | 135,000 | 152,000 |
|  | Bonus | 5 | 5,000 | 15,000 | 19,567 | 25,000 | 40,000 |
| 20 or more years | Base salary | 11 | 84,800 | 91,000 | 114,000 | 132,000 | 142,000 |
|  | Bonus | 7 | 1,000 | 5,000 | 20,000 | 42,000 | 48,000 |
| Pennsylvania |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 29 | 70,000 | 74,500 | 83,000 | 86,000 | 98,600 |
|  | Bonus | 12 | 1,500 | 2,500 | 5,000 | 8,000 | 15,000 |
| 2 to 4 years | Base salary | 36 | 75,504 | 83,000 | 87,000 | 97,130 | 102,000 |
|  | Bonus | 18 | 600 | 1,100 | 2,850 | 17,500 | 30,000 |
| 5 to 9 years | Base salary | 58 | 76,000 | 83,000 | 93,500 | 103,000 | 113,000 |
|  | Bonus | 26 | 965 | 2,500 | 5,000 | 8,000 | 15,000 |
| 10 to 14 years | Base salary | 40 | 76,000 | 87,006 | 96,000 | 108,000 | 114,500 |
|  | Bonus | 17 | 800 | 1,400 | 3,500 | 9,000 | 14,000 |
| 15 to 19 years | Base salary | 39 | 80,000 | 95,000 | 104,000 | 128,000 | 165,000 |
|  | Bonus | 22 | 1,200 | 2,000 | 4,900 | 10,000 | 30,000 |
| 20 or more years | Base salary | 48 | 75,000 | 86,000 | 101,250 | 116,000 | 131,000 |
|  | Bonus | 23 | 800 | 1,000 | 2,000 | 5,000 | 15,000 |
| South Carolina |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 6 | 85,000 | 92,000 | 96,500 | 102,500 | 141,550 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 14 | 75,000 | 82,000 | 88,500 | 96,000 | 106,000 |
|  | Bonus | 7 | 500 | 1,000 | 3,000 | 8,500 | 25,000 |
| 5 to 9 years | Base salary | 11 | 93,000 | 97,000 | 109,000 | 122,000 | 125,000 |
|  | Bonus | 9 | 1,600 | 5,000 | 6,000 | 10,000 | 80,000 |
| 10 to 14 years | Base salary | 9 | 83,000 | 93,000 | 100,000 | 121,500 | 130,000 |
|  | Bonus | 6 | 400 | 3,000 | 7,470 | 20,000 | 20,000 |
| 15 to 19 years | Base salary | 9 | 95,000 | 100,000 | 110,000 | 120,000 | 170,000 |
|  | Bonus | 5 | 4,000 | 7,000 | 10,000 | 21,000 | 75,000 |
| 20 or more years | Base salary | 6 | 85,000 | 87,000 | 107,500 | 125,000 | 129,000 |
|  | Bonus | 5 | 500 | 3,000 | 3,000 | 12,000 | 19,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| South Dakota |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 10 | 77,550 | 78,000 | 83,500 | 87,000 | 91,021 |
|  | Bonus | 5 | 4,527 | 10,000 | 12,000 | 20,000 | 20,000 |
| 5 to 9 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 93,000 | 93,500 | 108,846 | 115,000 | 140,000 |
|  | Bonus | 5 | 1,000 | 4,000 | 4,000 | 6,000 | 7,000 |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| Tennessee |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 6 | 78,500 | 80,000 | 88,000 | 95,000 | 95,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 13 | 70,500 | 81,250 | 87,500 | 95,000 | 105,000 |
|  | Bonus | 5 | 1,500 | 2,000 | 3,710 | 5,000 | 7,000 |
| 5 to 9 years | Base salary | 12 | 85,000 | 87,200 | 101,250 | 117,950 | 125,000 |
|  | Bonus | 9 | 2,000 | 2,000 | 8,000 | 15,000 | 30,000 |
| 10 to 14 years | Base salary | 8 | 69,000 | 84,500 | 93,000 | 111,500 | 120,000 |
|  | Bonus | 5 | 1,500 | 7,500 | 20,000 | 32,000 | 40,000 |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 83,000 | 96,000 | 104,000 | 130,000 | 140,000 |
|  | Bonus | 7 | 2,500 | 3,500 | 10,000 | 38,000 | 47,000 |
| Texas |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 25 | 85,000 | 90,000 | 98,000 | 105,000 | 125,000 |
|  | Bonus | 12 | 1,020 | 1,625 | 4,000 | 13,000 | 30,000 |
| 2 to 4 years | Base salary | 62 | 88,800 | 92,000 | 99,063 | 105,000 | 113,000 |
|  | Bonus | 38 | 500 | 2,000 | 5,500 | 11,000 | 25,000 |
| 5 to 9 years | Base salary | 56 | 85,000 | 99,900 | 105,000 | 115,000 | 130,000 |
|  | Bonus | 41 | 1,500 | 3,000 | 6,000 | 15,000 | 20,000 |
| 10 to 14 years | Base salary | 46 | 92,000 | 103,547 | 115,000 | 123,000 | 140,000 |
|  | Bonus | 28 | 1,000 | 3,500 | 5,250 | 24,500 | 60,000 |
| 15 to 19 years | Base salary | 19 | 90,000 | 100,000 | 120,000 | 145,000 | 171,000 |
|  | Bonus | 13 | 600 | 2,000 | 7,000 | 23,861 | 50,000 |
| 20 or more years | Base salary | 64 | 92,500 | 109,500 | 123,496 | 132,500 | 170,000 |
|  | Bonus | 31 | 1,000 | 2,000 | 6,500 | 22,000 | 33,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Utah |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 9 | 77,500 | 88,000 | 93,500 | 105,000 | 155,000 |
|  | Bonus | 7 | 2,500 | 2,500 | 5,000 | 9,000 | 11,000 |
| 5 to 9 years | Base salary | 21 | 84,000 | 86,061 | 95,119 | 112,000 | 125,000 |
|  | Bonus | 8 | 2,000 | 7,000 | 21,000 | 27,500 | 40,000 |
| 10 to 14 years | Base salary | 7 | 80,000 | 95,000 | 97,000 | 120,000 | 129,200 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 10 | 104,500 | 105,000 | 134,500 | 160,000 | 170,500 |
|  | Bonus | 6 | 600 | 1,200 | 10,500 | 40,000 | 65,000 |
| 20 or more years | Base salary | 12 | 102,989 | 106,500 | 111,070 | 126,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Virginia |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 9 | 75,000 | 85,000 | 85,000 | 89,000 | 95,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 27 | 75,000 | 84,000 | 95,000 | 102,211 | 107,000 |
|  | Bonus | 17 | 600 | 3,000 | 4,000 | 12,000 | 38,000 |
| 5 to 9 years | Base salary | 25 | 84,000 | 92,852 | 100,000 | 110,000 | 130,000 |
|  | Bonus | 24 | 1,300 | 2,500 | 7,750 | 14,188 | 28,000 |
| 10 to 14 years | Base salary | 13 | 91,250 | 101,000 | 105,000 | 112,000 | 120,000 |
|  | Bonus | 8 | 2,000 | 4,750 | 15,000 | 24,500 | 152,000 |
| 15 to 19 years | Base salary | 11 | 93,600 | 100,000 | 120,000 | 136,656 | 169,000 |
|  | Bonus | 5 | 500 | 10,000 | 10,891 | 12,000 | 50,000 |
| 20 or more years | Base salary | 15 | 105,000 | 111,000 | 130,000 | 140,000 | 152,000 |
|  | Bonus | 9 | 500 | 2,000 | 9,000 | 12,000 | 50,000 |
| Washington |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 14 | 91,000 | 97,000 | 102,250 | 110,000 | 120,673 |
|  | Bonus | 7 | 2,000 | 3,000 | 5,000 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 20 | 85,750 | 92,500 | 100,000 | 104,000 | 115,000 |
|  | Bonus | 14 | 800 | 1,000 | 4,500 | 10,000 | 25,000 |
| 5 to 9 years | Base salary | 22 | 95,000 | 108,000 | 119,000 | 121,200 | 131,000 |
|  | Bonus | 14 | 1,500 | 5,000 | 10,900 | 18,000 | 23,000 |
| 10 to 14 years | Base salary | 19 | 88,000 | 98,500 | 110,000 | 126,000 | 136,510 |
|  | Bonus | 12 | 1,000 | 2,500 | 4,500 | 8,650 | 30,000 |
| 15 to 19 years | Base salary | 17 | 110,000 | 120,000 | 130,000 | 157,000 | 165,360 |
|  | Bonus | 13 | 4,000 | 5,000 | 8,000 | 15,000 | 73,000 |
| 20 or more years | Base salary | 27 | 101,000 | 108,000 | 122,782 | 132,000 | 150,000 |
|  | Bonus | 19 | 2,500 | 3,000 | 6,468 | 20,000 | 42,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and

 Years of Experience| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| West Virginia |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 2,000 | 2,500 | 5,000 | 20,937 | 35,000 |
| 10 to 14 years | Base salary | $<5$ | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 9 | 85,000 | 100,000 | 120,000 | 128,000 | 160,000 |
|  | Bonus | 6 | 1,500 | 2,500 | 5,500 | 8,500 | 15,000 |
| Wisconsin |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 9 | 70,000 | 88,000 | 90,000 | 97,000 | 105,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 20 | 82,500 | 88,057 | 95,000 | 101,000 | 107,000 |
|  | Bonus | 10 | 750 | 1,000 | 3,750 | 6,000 | 35,000 |
| 5 to 9 years | Base salary | 28 | 89,000 | 94,848 | 97,900 | 106,000 | 125,000 |
|  | Bonus | 15 | 1,100 | 2,000 | 5,000 | 10,000 | 51,000 |
| 10 to 14 years | Base salary | 18 | 85,000 | 91,000 | 104,000 | 119,000 | 126,000 |
|  | Bonus | 8 | 600 | 1,500 | 11,500 | 27,500 | 36,000 |
| 15 to 19 years | Base salary | 12 | 98,000 | 106,841 | 119,500 | 123,100 | 125,000 |
|  | Bonus | 6 | 2,000 | 7,000 | 10,500 | 20,356 | 40,000 |
| 20 or more years | Base salary | 28 | 95,000 | 103,462 | 117,240 | 132,000 | 154,000 |
|  | Bonus | 11 | 5,000 | 6,500 | 15,000 | 25,000 | 30,000 |

## Table 8 cont. Base Salary and Bonus From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| NATIONAL TOTAL |  |  |  |  |  |  |  |
| 0 to 1 year | Base salary | 452 | 80,000 | 85,000 | 90,000 | 98,250 | 108,000 |
|  | Bonus | 219 | 1,000 | 2,500 | 5,000 | 10,000 | 17,000 |
| 2 to 4 years | Base salary | 807 | 80,000 | 87,000 | 95,000 | 104,000 | 114,000 |
|  | Bonus | 504 | 1,000 | 2,000 | 5,000 | 12,000 | 25,000 |
| 5 to 9 years | Base salary | 879 | 85,000 | 93,000 | 101,900 | 112,200 | 125,000 |
|  | Bonus | 570 | 1,000 | 3,000 | 6,334 | 15,000 | 26,190 |
| 10 to 14 years | Base salary | 620 | 89,650 | 99,000 | 110,000 | 120,000 | 138,080 |
|  | Bonus | 369 | 1,000 | 2,500 | 6,616 | 17,000 | 30,000 |
| 15 to 19 years | Base salary | 484 | 90,000 | 100,000 | 114,000 | 130,000 | 155,000 |
|  | Bonus | 318 | 1,100 | 3,500 | 7,000 | 18,500 | 40,000 |
| 20 or more years | Base salary | 825 | 87,600 | 100,000 | 115,000 | 130,000 | 150,500 |
|  | Bonus | 461 | 1,000 | 2,500 | 6,000 | 15,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Years of experience is the number of years of experience as a PA in any capacity.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 9. Hourly Wage From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| California |  |  |  |  |  |  |
| 0 to 1 year | 12 | 45.00 | 52.38 | 60.00 | 80.56 | 85.00 |
| 2 to 4 years | 27 | 50.00 | 57.50 | 60.00 | 66.00 | 72.00 |
| 5 to 9 years | 24 | 53.00 | 57.50 | 69.50 | 79.55 | 88.45 |
| 10 to 14 years | 28 | 55.00 | 60.25 | 66.00 | 81.50 | 95.00 |
| 15 to 19 years | 12 | 51.00 | 51.68 | 64.85 | 75.00 | 92.00 |
| 20 or more years | 29 | 57.13 | 64.00 | 70.00 | 82.50 | 90.00 |
| Colorado |  |  |  |  |  |  |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 6 | 38.00 | 39.00 | 45.94 | 50.00 | 65.00 |
| 5 to 9 years | 8 | 43.00 | 51.50 | 54.50 | 58.25 | 90.00 |
| 10 to 14 years | 7 | 51.00 | 53.50 | 61.45 | 63.00 | 65.00 |
| 15 to 19 years | 5 | 48.00 | 54.00 | 55.00 | 62.00 | 63.00 |
| 20 or more years | 10 | 46.00 | 50.00 | 58.25 | 64.00 | 72.75 |
| Florida |  |  |  |  |  |  |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 9 | 26.00 | 50.00 | 60.00 | 64.00 | 85.00 |
| 5 to 9 years | 7 | 40.80 | 50.00 | 74.50 | 75.00 | 80.00 |
| 10 to 14 years | $<5$ | * | * | * | * | * |
| 15 to 19 years | 5 | 46.00 | 58.00 | 58.65 | 59.77 | 90.00 |
| 20 or more years | 10 | 39.43 | 50.00 | 63.75 | 75.00 | 77.50 |
| Illinois |  |  |  |  |  |  |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 8 | 55.00 | 55.00 | 60.50 | 63.50 | 70.00 |
| 5 to 9 years | 5 | 55.00 | 55.00 | 60.00 | 60.00 | 100.00 |
| 10 to 14 years | < 5 | * | * | * | * | * |
| 15 to 19 years | 7 | 36.00 | 51.00 | 70.00 | 80.00 | 82.00 |
| 20 or more years | <5 | * | * | * | * | * |
| Maryland |  |  |  |  |  |  |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 6 | 40.00 | 44.00 | 49.48 | 71.00 | 80.00 |
| 5 to 9 years | 5 | 53.90 | 54.00 | 55.00 | 55.00 | 70.00 |
| 10 to 14 years | 8 | 45.00 | 48.87 | 56.14 | 64.00 | 75.00 |
| 15 to 19 years | <5 | * | * | * | * | * |
| 20 or more years | 13 | 50.00 | 56.00 | 62.00 | 72.00 | 78.00 |

## Table 9 cont. Hourly Wage From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Massachusetts |  |  |  |  |  |  |
| 0 to 1 year | 5 | 45.00 | 50.00 | 53.00 | 65.00 | 65.00 |
| 2 to 4 years | <5 | * | * | * | * | * |
| 5 to 9 years | 6 | 50.00 | 50.00 | 59.50 | 67.00 | 80.00 |
| 10 to 14 years | < | * | * | * | * | * |
| 15 to 19 years | <5 | * | * | * | * | * |
| 20 or more years | 6 | 55.00 | 61.00 | 62.08 | 65.00 | 66.26 |
| New York |  |  |  |  |  |  |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 14 | 45.00 | 47.76 | 51.65 | 60.00 | 70.00 |
| 5 to 9 years | 20 | 47.00 | 54.61 | 58.00 | 61.25 | 67.50 |
| 10 to 14 years | 9 | 50.00 | 58.00 | 60.00 | 62.00 | 75.00 |
| 15 to 19 years | 6 | 52.12 | 55.00 | 67.88 | 71.32 | 85.00 |
| 20 or more years | 24 | 50.00 | 56.00 | 65.58 | 73.50 | 80.00 |
| North Carolina |  |  |  |  |  |  |
| 0 to 1 year | $<5$ | * | * | * | * | * |
| 2 to 4 years | <5 | * | * | * | * | * |
| 5 to 9 years | 5 | 44.14 | 57.00 | 60.00 | 62.57 | 70.00 |
| 10 to 14 years | 6 | 52.00 | 59.00 | 63.50 | 75.25 | 85.00 |
| 15 to 19 years | <5 | * | * | * | * | * |
| 20 or more years | 8 | 50.00 | 58.50 | 66.04 | 67.50 | 107.00 |
| Pennsylvania |  |  |  |  |  |  |
| 0 to 1 year | 7 | 36.00 | 36.00 | 40.00 | 52.00 | 55.00 |
| 2 to 4 years | 5 | 37.10 | 42.00 | 42.53 | 48.00 | 75.00 |
| 5 to 9 years | $<5$ | * | * | * | * | * |
| 10 to 14 years | 5 | 43.00 | 45.39 | 54.00 | 55.00 | 70.00 |
| 15 to 19 years | <5 | * | * | * | * | * |
| 20 or more years | 5 | 40.50 | 48.30 | 59.00 | 60.00 | 60.00 |
| Texas |  |  |  |  |  |  |
| 0 to 1 year | 5 | 38.50 | 50.00 | 65.00 | 65.00 | 70.00 |
| 2 to 4 years | 9 | 48.00 | 52.15 | 65.00 | 70.00 | 85.00 |
| 5 to 9 years | 13 | 52.00 | 60.00 | 60.91 | 75.00 | 80.00 |
| 10 to 14 years | 6 | 53.25 | 55.00 | 62.50 | 67.30 | 75.00 |
| 15 to 19 years | 6 | 50.00 | 51.75 | 72.50 | 100.00 | 130.00 |
| 20 or more years | 9 | 37.00 | 55.17 | 60.00 | 63.00 | 75.00 |

Table 9 cont. Hourly Wage From Primary Employer by State and Years of Experience

| STATE <br> YEARS OF EXPERIENCE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Washington |  |  |  |  |  |  |
| 0 to 1 year | < 5 | * | * | * | * | * |
| 2 to 4 years | <5 | * | * | * | * | * |
| 5 to 9 years | 7 | 48.00 | 53.00 | 65.00 | 85.00 | 113.00 |
| 10 to 14 years | <5 | * | * | * | * | * |
| 15 to 19 years | 5 | 52.00 | 54.05 | 55.00 | 62.00 | 102.00 |
| 20 or more years | 6 | 50.00 | 56.00 | 60.00 | 65.00 | 68.00 |
| NATIONAL TOTAL |  |  |  |  |  |  |
| 0 to 1 year | 95 | 40.00 | 44.71 | 50.00 | 59.00 | 65.00 |
| 2 to 4 years | 166 | 42.53 | 49.88 | 57.00 | 65.00 | 75.00 |
| 5 to 9 years | 191 | 47.86 | 53.82 | 60.00 | 70.00 | 80.00 |
| 10 to 14 years | 123 | 51.00 | 54.00 | 61.45 | 70.00 | 80.00 |
| 15 to 19 years | 99 | 50.00 | 54.50 | 65.00 | 74.00 | 90.00 |
| 20 or more years | 203 | 49.00 | 55.00 | 62.00 | 72.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.
Years of experience is the number of years of experience as a PA in any capacity.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 10. Base Salary and Bonus From Primary Employer by Specialty

| SPECIALTY |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | Base salary | 1,252 | 79,000 | 85,000 | 95,000 | 108,160 | 121,000 |
|  | Bonus | 765 | 1,000 | 3,000 | 6,000 | 15,000 | 27,500 |
| Family medicine | Base salary | 934 | 78,515 | 85,000 | 95,000 | 110,000 | 120,000 |
|  | Bonus | 582 | 1,200 | 3,000 | 7,000 | 15,000 | 28,000 |
| Internal medicine: General | Base salary | 219 | 80,000 | 86,000 | 95,744 | 110,000 | 128,400 |
|  | Bonus | 118 | 1,000 | 2,500 | 5,000 | 14,000 | 23,000 |
| Pediatrics: General | Base salary | 99 | 76,000 | 84,000 | 90,000 | 103,000 | 118,000 |
|  | Bonus | 65 | 750 | 1,050 | 3,000 | 7,874 | 20,000 |
| Internal medicine subspecialties | Base salary | 621 | 83,406 | 91,000 | 100,000 | 115,000 | 128,000 |
|  | Bonus | 278 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| Internal medicine: Cardiology | Base salary | 152 | 86,000 | 93,467 | 102,000 | 115,000 | 126,000 |
|  | Bonus | 57 | 1,000 | 1,500 | 4,000 | 10,000 | 25,000 |
| Internal medicine: Critical care | Base salary | 60 | 89,596 | 96,554 | 110,000 | 129,000 | 147,500 |
|  | Bonus | 23 | 750 | 2,000 | 4,500 | 16,500 | 20,000 |
| Internal medicine: Endocrinology | Base salary | 30 | 84,000 | 88,000 | 96,000 | 105,000 | 120,000 |
|  | Bonus | 19 | 500 | 2,090 | 5,000 | 10,000 | 28,000 |
| Internal medicine: Gastroenterology | Base salary | 105 | 80,080 | 85,000 | 96,500 | 110,000 | 123,000 |
|  | Bonus | 60 | 1,200 | 2,500 | 5,000 | 9,366 | 15,000 |
| Internal medicine: Hematology \& oncology | Base salary | 101 | 87,000 | 94,000 | 102,000 | 120,000 | 130,000 |
|  | Bonus | 42 | 1,200 | 2,000 | 5,000 | 8,000 | 11,800 |
| Internal medicine: Infectious disease | Base salary | 20 | 77,097 | 87,500 | 104,000 | 129,500 | 139,000 |
|  | Bonus | < | * | * | * | * | * |
| Internal medicine: Nephrology | Base salary | 24 | 80,000 | 91,000 | 101,500 | 109,710 | 126,000 |
|  | Bonus | 13 | 1,000 | 2,000 | 4,200 | 5,000 | 12,500 |
| Internal medicine: Neurology | Base salary | 51 | 82,500 | 87,000 | 96,000 | 110,000 | 125,000 |
|  | Bonus | 24 | 1,500 | 3,000 | 5,000 | 13,523 | 30,000 |
| Internal medicine: Pulmonology | Base salary | 29 | 84,000 | 90,000 | 93,000 | 105,000 | 115,000 |
|  | Bonus | 12 | 500 | 1,400 | 2,900 | 6,500 | 9,000 |
| Internal medicine: Rheumatology | Base salary | 24 | 80,000 | 87,750 | 91,500 | 107,000 | 122,000 |
|  | Bonus | 16 | 2,000 | 4,000 | 5,000 | 19,500 | 30,000 |
| Other internal medicine subspecialties | Base salary | 25 | 92,000 | 100,000 | 108,000 | 112,000 | 120,000 |
|  | Bonus | 9 | 956 | 1,200 | 6,000 | 10,000 | 24,000 |
| Pediatric subspecialties | Base salary | 68 | 84,000 | 93,250 | 103,000 | 112,500 | 125,000 |
|  | Bonus | 32 | 900 | 2,200 | 5,000 | 8,375 | 11,000 |

Table 10 cont. Base Salary and Bonus From Primary Employer by Specialty

| SPECIALTY |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgical subspecialties | Base salary | 1,537 | 86,400 | 95,000 | 105,560 | 122,000 | 142,000 |
|  | Bonus | 810 | 1,000 | 2,500 | 6,000 | 12,000 | 30,000 |
| Surgery: General | Base salary | 152 | 90,000 | 97,300 | 108,570 | 121,500 | 142,000 |
|  | Bonus | 59 | 1,000 | 2,340 | 5,000 | 10,000 | 15,000 |
| Surgery: Bariatric | Base salary | 24 | 93,000 | 95,500 | 99,000 | 117,000 | 128,000 |
|  | Bonus | 8 | 750 | 1,400 | 2,125 | 3,000 | 10,000 |
| Surgery: <br> Cardiovascular/ cardiothoracic | Base salary | 151 | 96,000 | 107,500 | 130,000 | 154,000 | 178,900 |
|  | Bonus | 67 | 1,300 | 3,000 | 6,000 | 10,000 | 30,000 |
| Surgery: Colon \& rectal | Base salary | 10 | 83,000 | 86,400 | 91,000 | 103,900 | 114,500 |
|  | Bonus | 6 | 1,000 | 2,500 | 4,000 | 8,000 | 10,400 |
| Surgery: <br> Neurological | Base salary | 131 | 90,000 | 100,000 | 112,000 | 125,000 | 141,550 |
|  | Bonus | 71 | 2,000 | 4,000 | 6,020 | 10,000 | 32,000 |
| Surgery: <br> Oncology | Base salary | 30 | 86,052 | 92,000 | 103,000 | 112,110 | 120,500 |
|  | Bonus | 12 | 1,700 | 3,000 | 5,000 | 9,500 | 11,500 |
| Surgery: <br> Orthopaedics | Base salary | 630 | 85,000 | 95,000 | 105,000 | 120,000 | 135,000 |
|  | Bonus | 389 | 1,000 | 3,000 | 7,500 | 15,000 | 30,000 |
| Surgery: <br> Otolaryngology | Base salary | 74 | 84,000 | 91,395 | 100,000 | 114,000 | 121,000 |
|  | Bonus | 38 | 1,000 | 3,000 | 5,250 | 16,000 | 50,000 |
| Surgery: Pediatric | Base salary | 14 | 94,224 | 98,000 | 102,500 | 114,400 | 134,000 |
|  | Bonus | 10 | 600 | 1,250 | 5,000 | 7,200 | 34,000 |
| Surgery: Plastic | Base salary | 51 | 84,000 | 92,000 | 100,000 | 114,000 | 134,000 |
|  | Bonus | 27 | 1,000 | 1,500 | 5,000 | 20,000 | 100,000 |
| Surgery: <br> Transplant | Base salary | 15 | 83,970 | 90,542 | 99,521 | 115,000 | 132,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Surgery: Trauma | Base salary | 39 | 86,195 | 96,000 | 105,000 | 120,000 | 146,000 |
|  | Bonus | 14 | 750 | 2,500 | 6,500 | 20,000 | 60,000 |
| Surgery: Urology | Base salary | 106 | 82,000 | 92,852 | 103,000 | 113,600 | 130,000 |
|  | Bonus | 54 | 1,000 | 2,000 | 5,000 | 10,000 | 21,500 |
| Surgery: Vascular | Base salary | 53 | 87,000 | 95,000 | 103,000 | 120,000 | 134,000 |
|  | Bonus | 25 | 1,000 | 2,000 | 5,000 | 7,000 | 13,100 |
| Surgery: <br> Other surgery subspecialties | Base salary | 57 | 85,000 | 94,410 | 107,000 | 125,000 | 156,103 |
|  | Bonus | 27 | 2,000 | 3,200 | 10,000 | 15,000 | 25,000 |
| Emergency medicine | Base salary | 192 | 91,500 | 98,700 | 110,000 | 125,000 | 140,000 |
|  | Bonus | 290 | 1,500 | 3,500 | 8,000 | 15,000 | 25,000 |

Table 10 cont. Base Salary and Bonus From Primary Employer by Specialty

| SPECIALTY |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All other specialties | Base salary | 1,262 | 85,000 | 91,500 | 103,000 | 117,000 | 131,000 |
|  | Bonus | 770 | 1,000 | 2,500 | 6,000 | 15,000 | 37,753 |
| Addiction medicine | Base salary | 15 | 80,000 | 92,000 | 103,000 | 115,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Allergy/ immunology | Base salary | 31 | 89,500 | 95,000 | 100,000 | 120,000 | 135,000 |
|  | Bonus | 18 | 1,200 | 2,000 | 5,500 | 8,000 | 41,000 |
| Anesthesiology | Base salary | 6 | 85,000 | 100,000 | 106,500 | 115,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Dermatology | Base salary | 146 | 77,000 | 85,000 | 100,000 | 119,000 | 143,000 |
|  | Bonus | 114 | 1,500 | 6,000 | 20,000 | 50,000 | 96,753 |
| Geriatrics | Base salary | 44 | 82,000 | 88,000 | 100,000 | 115,000 | 128,000 |
|  | Bonus | 25 | 1,000 | 2,000 | 5,000 | 14,000 | 38,000 |
| Hospice \& palliative care | Base salary | 5 | 92,250 | 95,000 | 100,000 | 107,500 | 110,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| Hospital medicine | Base salary | 190 | 87,201 | 93,600 | 104,176 | 117,088 | 130,000 |
|  | Bonus | 100 | 1,400 | 3,000 | 5,000 | 10,000 | 15,000 |
| Obstetrics/ gynecology | Base salary | 70 | 78,750 | 88,000 | 93,000 | 104,000 | 116,000 |
|  | Bonus | 33 | 1,000 | 2,000 | 2,750 | 7,000 | 10,000 |
| Occupational medicine | Base salary | 80 | 89,000 | 97,200 | 109,850 | 127,500 | 144,000 |
|  | Bonus | 42 | 800 | 1,800 | 7,500 | 16,000 | 35,000 |
| Ophthalmology | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| Pain management | Base salary | 88 | 85,000 | 92,000 | 100,000 | 112,974 | 135,000 |
|  | Bonus | 58 | 1,600 | 3,000 | 10,000 | 18,000 | 22,000 |
| Pathology | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| Physical medicine/ rehabilitation | Base salary | 30 | 87,750 | 93,500 | 106,000 | 116,000 | 130,000 |
|  | Bonus | 15 | 500 | 1,000 | 2,500 | 12,000 | 45,000 |
| Psychiatry | Base salary | 70 | 88,698 | 91,000 | 101,000 | 113,000 | 123,800 |
|  | Bonus | 31 | 900 | 1,500 | 5,000 | 10,000 | 15,000 |
| Public health | Base salary | 8 | 82,000 | 92,150 | 115,000 | 132,933 | 141,000 |
|  | Bonus | < | * | * | * | * | * |
| Radiation oncology | Base salary | 8 | 98,000 | 98,743 | 105,450 | 124,148 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |

Table 10 cont. Base Salary and Bonus From Primary Employer by Specialty

| SPECIALTY |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Diagnostic radiology | Base salary | 8 | 89,000 | 93,750 | 102,700 | 108,750 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Interventional radiology | Base salary | 63 | 93,600 | 100,000 | 107,500 | 120,000 | 140,000 |
|  | Bonus | 40 | 1,000 | 1,875 | 5,000 | 6,500 | 17,500 |
| Urgent care | Base salary | 183 | 86,320 | 93,600 | 105,000 | 118,000 | 130,000 |
|  | Bonus | 169 | 1,000 | 2,500 | 5,000 | 12,000 | 35,000 |
| Other | Base salary | 211 | 84,000 | 90,000 | 105,000 | 120,000 | 134,000 |
|  | Bonus | 115 | 800 | 2,300 | 7,200 | 15,000 | 25,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

* Data cells with fewer than 5 respondents are left blank.


## Table 11. Hourly Wage From Primary Employer by Specialty

| SPECIALTY | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | 168 | 43.50 | 48.15 | 54.00 | 60.00 | 67.30 |
| Family medicine | 132 | 43.70 | 48.65 | 55.00 | 60.00 | 69.05 |
| Internal medicine: General | 27 | 45.00 | 50.00 | 53.70 | 60.00 | 63.00 |
| Pediatrics: General | 9 | 35.00 | 38.00 | 48.00 | 60.00 | 130.00 |
| Internal medicine subspecialties | 52 | 48.00 | 51.41 | 55.00 | 65.77 | 71.32 |
| Internal medicine: Cardiology | 15 | 49.00 | 51.48 | 57.00 | 65.54 | 70.00 |
| Internal medicine: Critical care | 15 | 49.44 | 51.34 | 55.56 | 70.00 | 75.00 |
| Internal medicine: Endocrinology | < | * | * | * | * | * |
| Internal medicine: Gastroenterology | 5 | 38.50 | 46.00 | 52.00 | 53.00 | 55.00 |
| Internal medicine: Hematology \& oncology | 6 | 41.00 | 52.00 | 62.47 | 69.96 | 75.12 |
| Internal medicine: Infectious disease | < 5 | * | * | * | * | * |
| Internal medicine: Nephrology | < | * | * | * | * | * |
| Internal medicine: Neurology | < | * | * | * | * | * |
| Internal medicine: Pulmonology | < | * | * | * | * | * |
| Internal medicine: Rheumatology | < | * | * | * | * | * |
| Other internal medicine subspecialties | <5 | * | * | * | * | * |
| Pediatric subspecialties | 12 | 39.00 | 50.50 | 66.50 | 71.00 | 72.00 |
| Surgical subspecialties | 137 | 44.00 | 50.00 | 56.97 | 69.00 | 85.00 |
| Surgery: General | 27 | 42.93 | 47.76 | 53.00 | 60.00 | 80.00 |
| Surgery: Bariatric | < | * | * | * | * | * |
| Surgery: Cardiovascular/ cardiothoracic | 16 | 46.00 | 58.00 | 64.20 | 81.20 | 85.00 |
| Surgery: Colon \& rectal | < | * | * | * | * | * |
| Surgery: Neurological | 14 | 50.00 | 56.97 | 62.50 | 70.00 | 80.00 |
| Surgery: Oncology | <5 | * | * | * | * | * |
| Surgery: Orthopaedics | 34 | 45.00 | 49.30 | 54.00 | 77.55 | 90.00 |
| Surgery: Otolaryngology | 6 | 42.74 | 52.00 | 67.22 | 80.00 | 85.00 |
| Surgery: Pediatric | <5 | * | * | * | * | * |
| Surgery: Plastic | 7 | 40.80 | 48.03 | 58.00 | 65.00 | 72.00 |
| Surgery: Transplant | < | * | * | * | * | * |
| Surgery: Trauma | 9 | 42.50 | 48.00 | 58.00 | 62.00 | 65.00 |
| Surgery: Urology | 5 | 26.00 | 46.73 | 47.55 | 51.00 | 98.73 |
| Surgery: Vascular | < | * | * | * | * | * |

## Table 11 cont. Hourly Wage From Primary Employer by Specialty

| SPECIALTY | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: Other subspecialties | 9 | 42.00 | 60.51 | 67.00 | 75.00 | 83.00 |
| Emergency medicine | 334 | 51.00 | 58.00 | 65.00 | 75.00 | 85.00 |
| All other specialties | 362 | 43.75 | 50.00 | 56.00 | 65.00 | 75.00 |
| Addiction medicine | <5 | * | * | * | * | * |
| Allergy/immunology | <5 | * | * | * | * | * |
| Anesthesiology | <5 | * | * | * | * | * |
| Dermatology | 10 | 40.50 | 55.00 | 60.00 | 64.00 | 72.50 |
| Geriatrics | <5 | * | * | * | * | * |
| Hospice \& palliative care | <5 | * | * | * | * | * |
| Hospital medicine | 54 | 43.00 | 48.50 | 57.00 | 65.00 | 80.00 |
| Obstetrics/gynecology | 23 | 44.00 | 47.00 | 52.00 | 58.00 | 68.00 |
| Occupational medicine | 19 | 43.25 | 50.00 | 57.28 | 65.00 | 70.00 |
| Ophthalmology | <5 | * | * | * | * | * |
| Pain management | 8 | 45.00 | 47.65 | 54.53 | 58.75 | 65.00 |
| Pathology | <5 | * | * | * | * | * |
| Physical medicine/rehabilitation | <5 | * | * | * | * | * |
| Psychiatry | 16 | 46.98 | 51.25 | 61.50 | 72.50 | 80.00 |
| Public health | <5 | * | * | * | * | * |
| Radiation oncology | < 5 | * | * | * | * | * |
| Diagnostic radiology | <5 | * | * | * | * | * |
| Interventional radiology | <5 | * | * | * | * | * |
| Urgent care | 173 | 45.00 | 50.00 | 57.00 | 65.00 | 75.00 |
| Other | 46 | 40.87 | 47.00 | 53.14 | 60.00 | 75.00 |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.

* Data cells with fewer than 5 respondents are left blank.


## Table 12. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | Base salary | 1,252 | 79,000 | 85,000 | 95,000 | 108,160 | 121,000 |
|  | Bonus | 765 | 1,000 | 3,000 | 6,000 | 15,000 | 27,500 |
| 0 to 1 year | Base salary | 130 | 78,633 | 82,000 | 85,500 | 95,000 | 102,693 |
|  | Bonus | 73 | 500 | 2,300 | 5,000 | 10,000 | 19,500 |
| 2 to 4 years | Base salary | 207 | 76,000 | 83,750 | 90,000 | 100,000 | 110,000 |
|  | Bonus | 127 | 1,000 | 2,500 | 6,000 | 12,000 | 22,000 |
| 5 to 9 years | Base salary | 208 | 80,000 | 87,000 | 95,000 | 105,000 | 114,000 |
|  | Bonus | 136 | 1,000 | 3,000 | 8,000 | 15,000 | 25,000 |
| 10 to 14 years | Base salary | 138 | 81,000 | 90,000 | 102,500 | 114,000 | 127,000 |
|  | Bonus | 87 | 1,200 | 2,500 | 5,000 | 19,000 | 30,000 |
| 15 to 19 years | Base salary | 114 | 84,000 | 94,000 | 104,000 | 114,400 | 135,000 |
|  | Bonus | 82 | 1,300 | 3,500 | 7,687 | 20,000 | 30,000 |
| 20 or more years | Base salary | 220 | 82,500 | 95,000 | 108,000 | 123,273 | 150,000 |
|  | Bonus | 127 | 1,500 | 3,250 | 7,000 | 20,000 | 30,000 |
| Family medicine | Base salary | 766 | 80,000 | 85,000 | 96,204 | 110,000 | 120,000 |
|  | Bonus | 484 | 1,200 | 3,000 | 7,000 | 15,000 | 27,500 |
| 0 to 1 year | Base salary | 94 | 80,000 | 83,000 | 85,500 | 95,000 | 105,000 |
|  | Bonus | 59 | 500 | 2,400 | 5,000 | 12,000 | 25,000 |
| 2 to 4 years | Base salary | 170 | 76,600 | 84,000 | 90,663 | 100,000 | 110,500 |
|  | Bonus | 103 | 1,500 | 3,000 | 7,000 | 12,000 | 26,000 |
| 5 to 9 years | Base salary | 146 | 78,000 | 86,000 | 95,000 | 105,000 | 114,000 |
|  | Bonus | 97 | 1,500 | 3,600 | 9,600 | 15,000 | 25,000 |
| 10 to 14 years | Base salary | 104 | 80,000 | 88,800 | 102,000 | 114,000 | 126,000 |
|  | Bonus | 67 | 1,000 | 2,500 | 6,616 | 20,000 | 30,000 |
| 15 to 19 years | Base salary | 89 | 84,000 | 95,000 | 104,500 | 115,000 | 150,000 |
|  | Bonus | 63 | 1,200 | 3,000 | 7,000 | 20,000 | 30,000 |
| 20 or more years | Base salary | 163 | 80,000 | 94,000 | 108,000 | 120,000 | 140,000 |
|  | Bonus | 95 | 1,500 | 3,200 | 6,500 | 20,000 | 28,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Internal medicine: General | Base salary | 176 | 80,000 | 88,000 | 97,100 | 110,000 | 130,000 |
|  | Bonus | 96 | 1,200 | 2,850 | 5,300 | 15,000 | 25,000 |
| 0 to 1 year | Base salary | 22 | 80,000 | 82,000 | 90,000 | 93,000 | 104,955 |
|  | Bonus | 9 | 2,000 | 2,500 | 5,000 | 6,685 | 58,000 |
| 2 to 4 years | Base salary | 24 | 75,000 | 82,500 | 89,000 | 95,000 | 105,000 |
|  | Bonus | 11 | 1,000 | 1,000 | 6,000 | 20,000 | 21,000 |
| 5 to 9 years | Base salary | 45 | 83,000 | 87,000 | 96,000 | 105,000 | 118,000 |
|  | Bonus | 30 | 800 | 1,200 | 4,500 | 8,000 | 15,000 |
| 10 to 14 years | Base salary | 27 | 84,500 | 90,000 | 105,000 | 120,000 | 150,000 |
|  | Bonus | 15 | 2,000 | 2,900 | 4,000 | 10,000 | 16,000 |
| 15 to 19 years | Base salary | 21 | 83,200 | 92,000 | 100,000 | 110,000 | 120,000 |
|  | Bonus | 14 | 1,300 | 4,000 | 8,000 | 21,000 | 40,000 |
| 20 or more years | Base salary | 37 | 88,000 | 99,000 | 110,000 | 150,000 | 168,750 |
|  | Bonus | 17 | 5,600 | 7,500 | 20,000 | 25,000 | 35,000 |
| Pediatrics: General | Base salary | 75 | 78,750 | 85,000 | 92,000 | 104,626 | 118,000 |
|  | Bonus | 52 | 500 | 1,275 | 3,500 | 9,500 | 30,000 |
| 0 to 1 year | Base salary | 14 | 64,500 | 72,000 | 83,500 | 88,000 | 90,000 |
|  | Bonus | 5 | 500 | 750 | 1,000 | 1,000 | 3,000 |
| 2 to 4 years | Base salary | 13 | 76,000 | 80,000 | 85,000 | 90,000 | 105,000 |
|  | Bonus | 13 | 500 | 924 | 3,000 | 6,000 | 10,000 |
| 5 to 9 years | Base salary | 17 | 84,000 | 90,000 | 93,500 | 96,000 | 105,000 |
|  | Bonus | 9 | 500 | 5,000 | 8,000 | 12,000 | 57,000 |
| 10 to 14 years | Base salary | 7 | 93,870 | 95,000 | 96,000 | 110,000 | 122,000 |
|  | Bonus | 5 | 2,000 | 2,000 | 2,000 | 4,940 | 48,000 |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 2,500 | 7,874 | 10,000 | 16,000 | 30,000 |
| 20 or more years | Base salary | 20 | 86,500 | 95,000 | 107,500 | 119,000 | 136,000 |
|  | Bonus | 15 | 1,050 | 2,000 | 4,000 | 12,000 | 37,500 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Internal medicine | Base salary | 621 | 83,406 | 91,000 | 100,000 | 115,000 | 128,000 |
|  | Bonus | 278 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| 0 to 1 year | Base salary | 57 | 78,000 | 85,000 | 90,000 | 96,000 | 104,500 |
|  | Bonus | 15 | 2,000 | 2,000 | 3,000 | 12,000 | 20,000 |
| 2 to 4 years | Base salary | 105 | 80,000 | 85,000 | 94,000 | 100,000 | 110,000 |
|  | Bonus | 54 | 1,000 | 1,500 | 4,000 | 7,000 | 19,000 |
| 5 to 9 years | Base salary | 99 | 85,000 | 93,000 | 100,000 | 110,000 | 121,680 |
|  | Bonus | 42 | 775 | 1,500 | 5,000 | 10,000 | 25,000 |
| 10 to 14 years | Base salary | 73 | 90,000 | 100,000 | 105,000 | 115,000 | 130,000 |
|  | Bonus | 38 | 1,000 | 1,800 | 3,000 | 12,500 | 24,000 |
| 15 to 19 years | Base salary | 52 | 91,000 | 100,000 | 112,000 | 120,000 | 131,414 |
|  | Bonus | 27 | 670 | 1,800 | 4,720 | 10,000 | 15,000 |
| 20 or more years | Base salary | 110 | 89,500 | 100,000 | 115,000 | 126,700 | 142,500 |
|  | Bonus | 48 | 1,000 | 3,000 | 5,000 | 8,000 | 29,000 |
| Internal medicine: Cardiology | Base salary | 117 | 85,200 | 93,000 | 101,920 | 115,000 | 126,700 |
|  | Bonus | 44 | 1,000 | 1,050 | 3,000 | 6,250 | 25,000 |
| 0 to 1 year | Base salary | 10 | 77,500 | 85,000 | 91,250 | 97,000 | 101,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 26 | 82,000 | 89,000 | 93,875 | 100,000 | 105,000 |
|  | Bonus | 9 | 1,000 | 1,000 | 3,000 | 4,850 | 5,000 |
| 5 to 9 years | Base salary | 25 | 85,000 | 88,000 | 100,000 | 110,000 | 120,000 |
|  | Bonus | 7 | 500 | 1,100 | 5,000 | 30,000 | 50,000 |
| 10 to 14 years | Base salary | 16 | 90,000 | 98,000 | 105,000 | 116,000 | 130,000 |
|  | Bonus | 8 | 700 | 1,500 | 2,000 | 10,500 | 25,000 |
| 15 to 19 years | Base salary | 13 | 100,000 | 110,000 | 120,000 | 125,000 | 131,414 |
|  | Bonus | 8 | 600 | 2,750 | 4,500 | 10,000 | 15,000 |
| 20 or more years | Base salary | 27 | 96,000 | 106,000 | 115,000 | 126,000 | 150,130 |
|  | Bonus | 10 | 750 | 1,000 | 1,900 | 7,500 | 35,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Internal medicine: Critical care | Base salary | 53 | 89,191 | 96,907 | 110,000 | 126,000 | 140,000 |
|  | Bonus | 23 | 750 | 2,000 | 4,500 | 16,500 | 20,000 |
| 0 to 1 year | Base salary | 11 | 55,000 | 89,191 | 95,000 | 107,500 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 16 | 80,000 | 94,500 | 102,000 | 119,500 | 130,000 |
|  | Bonus | 9 | 500 | 3,300 | 4,000 | 16,500 | 20,000 |
| 5 to 9 years | Base salary | 10 | 97,500 | 98,000 | 107,500 | 121,680 | 124,500 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 7 | 1,000 | 1,500 | 8,000 | 40,000 | 111,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | $<5$ | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 117,000 | 120,000 | 140,000 | 169,490 | 190,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Internal medicine: Endocrinology | Base salary | 27 | 83,000 | 87,000 | 97,000 | 109,000 | 120,000 |
|  | Bonus | 17 | 500 | 2,090 | 4,000 | 10,000 | 28,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 7 | 83,000 | 88,000 | 100,000 | 110,000 | 110,000 |
|  | Bonus | 5 | 1,500 | 4,000 | 5,000 | 7,000 | 45,000 |
| 5 to 9 years | Base salary | 8 | 82,000 | 89,848 | 96,000 | 108,500 | 140,000 |
|  | Bonus | 6 | 500 | 2,090 | 5,700 | 10,000 | 25,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Internal medicine: Gastroenterology | Base salary | 81 | 80,000 | 85,000 | 97,000 | 110,000 | 120,100 |
|  | Bonus | 47 | 1,000 | 2,000 | 5,000 | 8,733 | 15,000 |
| 0 to 1 year | Base salary | 11 | 82,000 | 83,000 | 85,000 | 95,680 | 100,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 17 | 79,080 | 80,000 | 85,000 | 95,000 | 100,000 |
|  | Bonus | 13 | 600 | 1,500 | 5,000 | 5,000 | 15,000 |
| 5 to 9 years | Base salary | 20 | 87,000 | 92,250 | 99,150 | 109,000 | 117,000 |
|  | Bonus | 9 | 500 | 5,000 | 10,000 | 11,000 | 38,000 |
| 10 to 14 years | Base salary | 11 | 93,000 | 94,000 | 100,000 | 115,000 | 119,000 |
|  | Bonus | 7 | 1,400 | 2,000 | 2,500 | 7,000 | 20,000 |
| 15 to 19 years | Base salary | 6 | 94,000 | 98,000 | 106,448 | 115,000 | 200,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 16 | 70,000 | 96,000 | 113,000 | 122,550 | 127,000 |
|  | Bonus | 13 | 1,500 | 3,500 | 4,500 | 6,000 | 15,000 |
| Internal medicine: Hematology \& oncology | Base salary | 82 | 87,000 | 95,000 | 102,500 | 120,000 | 130,000 |
|  | Bonus | 34 | 1,200 | 2,000 | 5,000 | 8,000 | 12,000 |
| 0 to 1 year | Base salary | 10 | 80,250 | 87,500 | 89,500 | 104,000 | 123,250 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 19 | 82,000 | 87,000 | 94,500 | 100,000 | 139,000 |
|  | Bonus | 9 | 938 | 2,500 | 3,000 | 8,000 | 10,000 |
| 5 to 9 years | Base salary | 15 | 93,700 | 97,000 | 105,000 | 120,000 | 125,000 |
|  | Bonus | 7 | 775 | 1,200 | 2,000 | 8,000 | 16,000 |
| 10 to 14 years | Base salary | 10 | 98,500 | 102,000 | 111,000 | 114,000 | 119,000 |
|  | Bonus | 5 | 1,200 | 2,000 | 5,000 | 5,000 | 10,000 |
| 15 to 19 years | Base salary | 7 | 99,999 | 100,000 | 117,000 | 120,000 | 185,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 21 | 97,000 | 103,000 | 121,000 | 130,000 | 145,000 |
|  | Bonus | 6 | 2,000 | 5,000 | 6,500 | 8,000 | 10,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Internal medicine: Neurology | Base salary | 41 | 85,000 | 89,000 | 99,000 | 110,000 | 125,000 |
|  | Bonus | 19 | 1,500 | 3,000 | 5,000 | 13,046 | 30,000 |
| 0 to 1 year | Base salary | 6 | 80,000 | 85,000 | 89,950 | 95,000 | 101,500 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 6 | 85,000 | 85,000 | 90,500 | 100,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 6 | 75,000 | 80,000 | 93,500 | 99,000 | 106,500 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | 9 | 85,000 | 90,000 | 105,000 | 110,000 | 140,000 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 10 | 73,500 | 93,000 | 107,000 | 125,000 | 132,500 |
|  | Bonus | 5 | 1,250 | 4,000 | 5,000 | 8,700 | 42,000 |
| Pediatrics | Base salary | 68 | 84,000 | 93,250 | 103,000 | 112,500 | 125,000 |
|  | Bonus | 32 | 900 | 2,200 | 5,000 | 8,375 | 11,000 |
| 0 to 1 year | Base salary | 5 | 84,000 | 89,970 | 90,000 | 94,500 | 97,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 17 | 80,000 | 85,000 | 91,000 | 98,551 | 108,000 |
|  | Bonus | 9 | 650 | 1,000 | 2,400 | 4,000 | 5,000 |
| 5 to 9 years | Base salary | 11 | 94,000 | 95,000 | 104,000 | 110,000 | 115,000 |
|  | Bonus | 5 | 500 | 1,800 | 8,000 | 16,000 | 40,560 |
| 10 to 14 years | Base salary | 13 | 97,000 | 102,400 | 110,000 | 114,000 | 116,000 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | 8 | 90,000 | 104,000 | 108,305 | 115,000 | 135,000 |
|  | Bonus | 6 | 2,500 | 5,000 | 6,500 | 10,000 | 11,000 |
| 20 or more years | Base salary | 8 | 79,000 | 103,000 | 128,457 | 134,500 | 175,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery | Base salary | 1,537 | 86,400 | 95,000 | 105,560 | 122,000 | 142,000 |
|  | Bonus | 810 | 1,000 | 2,500 | 6,000 | 12,000 | 30,000 |
| 0 to 1 year | Base salary | 156 | 84,500 | 86,000 | 93,186 | 100,705 | 114,000 |
|  | Bonus | 65 | 1,000 | 3,000 | 5,200 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 243 | 82,000 | 90,000 | 97,900 | 105,000 | 116,000 |
|  | Bonus | 136 | 1,000 | 2,000 | 5,000 | 11,200 | 25,000 |
| 5 to 9 years | Base salary | 299 | 89,000 | 96,000 | 104,000 | 115,000 | 130,000 |
|  | Bonus | 165 | 1,000 | 3,000 | 5,000 | 10,000 | 21,500 |
| 10 to 14 years | Base salary | 195 | 95,000 | 104,000 | 117,000 | 130,000 | 150,000 |
|  | Bonus | 101 | 1,000 | 4,000 | 7,500 | 15,000 | 36,000 |
| 15 to 19 years | Base salary | 160 | 97,000 | 110,000 | 124,000 | 140,000 | 164,675 |
|  | Bonus | 89 | 1,100 | 5,000 | 9,000 | 25,000 | 65,000 |
| 20 or more years | Base salary | 206 | 96,000 | 110,000 | 121,005 | 140,000 | 165,000 |
|  | Bonus | 110 | 800 | 2,000 | 5,000 | 10,000 | 23,000 |
| Surgery: General | Base salary | 125 | 90,000 | 97,600 | 109,000 | 122,000 | 142,000 |
|  | Bonus | 49 | 1,000 | 2,340 | 5,000 | 10,000 | 20,000 |
| 0 to 1 year | Base salary | 20 | 85,000 | 87,523 | 96,275 | 107,400 | 112,620 |
|  | Bonus | 5 | 5,000 | 5,200 | 7,000 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 11 | 93,000 | 93,000 | 102,000 | 104,000 | 112,000 |
|  | Bonus | 6 | 2,500 | 3,000 | 4,250 | 10,000 | 12,000 |
| 5 to 9 years | Base salary | 33 | 93,000 | 100,000 | 105,000 | 113,000 | 130,000 |
|  | Bonus | 15 | 1,000 | 1,000 | 4,000 | 6,000 | 15,000 |
| 10 to 14 years | Base salary | 23 | 97,000 | 103,000 | 110,000 | 122,218 | 142,000 |
|  | Bonus | 9 | 750 | 1,000 | 4,000 | 7,000 | 12,000 |
| 15 to 19 years | Base salary | 15 | 95,000 | 117,000 | 125,000 | 150,000 | 158,000 |
|  | Bonus | 7 | 1,100 | 5,000 | 10,000 | 40,000 | 68,000 |
| 20 or more years | Base salary | 23 | 92,000 | 100,000 | 120,000 | 130,000 | 186,000 |
|  | Bonus | 7 | 350 | 2,000 | 2,340 | 8,000 | 50,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: Cardiovascular/ cardiothoracic | Base salary | 132 | 98,600 | 110,000 | 130,000 | 155,000 | 178,000 |
|  | Bonus | 60 | 1,400 | 2,750 | 6,000 | 10,000 | 31,000 |
| 0 to 1 year | Base salary | 12 | 90,000 | 90,000 | 95,500 | 102,100 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 18 | 90,000 | 100,000 | 105,500 | 117,000 | 150,000 |
|  | Bonus | 7 | 1,000 | 2,000 | 4,000 | 15,000 | 61,000 |
| 5 to 9 years | Base salary | 24 | 100,000 | 106,000 | 113,000 | 133,250 | 150,000 |
|  | Bonus | 12 | 2,000 | 2,250 | 5,000 | 8,500 | 10,000 |
| 10 to 14 years | Base salary | 26 | 110,000 | 120,000 | 130,000 | 151,000 | 165,000 |
|  | Bonus | 11 | 4,000 | 4,000 | 6,500 | 25,000 | 36,000 |
| 15 to 19 years | Base salary | 26 | 125,000 | 132,000 | 158,000 | 170,000 | 185,000 |
|  | Bonus | 11 | 3,600 | 6,000 | 9,000 | 30,000 | 40,000 |
| 20 or more years | Base salary | 26 | 125,000 | 132,000 | 154,500 | 178,000 | 216,000 |
|  | Bonus | 17 | 1,000 | 2,000 | 5,000 | 10,000 | 22,000 |
| Surgery: <br> Neurological | Base salary | 101 | 90,000 | 100,000 | 114,000 | 125,000 | 140,000 |
|  | Bonus | 55 | 2,000 | 4,000 | 7,500 | 10,000 | 24,000 |
| 0 to 1 year | Base salary | 13 | 84,000 | 86,000 | 90,000 | 115,000 | 141,550 |
|  | Bonus | 5 | 8,000 | 10,000 | 10,000 | 16,000 | 17,250 |
| 2 to 4 years | Base salary | 21 | 90,000 | 100,000 | 101,000 | 109,000 | 120,000 |
|  | Bonus | 11 | 3,000 | 5,000 | 8,000 | 20,000 | 20,000 |
| 5 to 9 years | Base salary | 23 | 90,000 | 96,000 | 109,408 | 124,000 | 134,000 |
|  | Bonus | 15 | 1,200 | 2,000 | 5,000 | 10,000 | 12,000 |
| 10 to 14 years | Base salary | 23 | 95,000 | 105,040 | 120,000 | 123,000 | 135,000 |
|  | Bonus | 12 | 1,000 | 3,750 | 7,900 | 17,000 | 24,000 |
| 15 to 19 years | Base salary | 9 | 110,000 | 123,000 | 130,000 | 140,000 | 160,000 |
|  | Bonus | 6 | 2,000 | 5,000 | 6,000 | 12,000 | 32,000 |
| 20 or more years | Base salary | 12 | 110,000 | 113,500 | 124,500 | 137,000 | 140,000 |
|  | Bonus | 6 | 2,000 | 5,000 | 7,250 | 9,000 | 13,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: <br> Orthopaedics | Base salary | 516 | 85,000 | 95,000 | 105,000 | 120,000 | 135,000 |
|  | Bonus | 320 | 1,000 | 3,000 | 8,000 | 15,500 | 30,000 |
| 0 to 1 year | Base salary | 63 | 83,500 | 85,000 | 91,500 | 100,000 | 110,000 |
|  | Bonus | 34 | 800 | 3,000 | 5,000 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 109 | 81,250 | 89,500 | 97,000 | 105,000 | 112,000 |
|  | Bonus | 72 | 1,000 | 2,000 | 5,500 | 12,000 | 25,000 |
| 5 to 9 years | Base salary | 118 | 86,000 | 95,000 | 103,750 | 115,000 | 130,000 |
|  | Bonus | 74 | 1,600 | 5,000 | 8,579 | 15,000 | 30,000 |
| 10 to 14 years | Base salary | 79 | 92,500 | 103,000 | 116,666 | 131,000 | 150,000 |
|  | Bonus | 43 | 800 | 4,400 | 10,000 | 22,000 | 40,000 |
| 15 to 19 years | Base salary | 63 | 97,000 | 104,000 | 119,000 | 130,000 | 138,000 |
|  | Bonus | 47 | 1,000 | 5,000 | 10,000 | 30,000 | 72,000 |
| 20 or more years | Base salary | 84 | 100,000 | 109,500 | 120,000 | 135,000 | 164,540 |
|  | Bonus | 50 | 775 | 2,000 | 7,125 | 15,000 | 20,500 |
| Surgery: <br> Otolaryngology | Base salary | 64 | 84,000 | 91,698 | 100,000 | 114,700 | 121,000 |
|  | Bonus | 35 | 1,000 | 2,500 | 5,000 | 15,000 | 42,000 |
| 0 to 1 year | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 16 | 78,000 | 83,344 | 92,000 | 97,900 | 105,000 |
|  | Bonus | 7 | 2,500 | 3,710 | 10,000 | 10,000 | 98,000 |
| 5 to 9 years | Base salary | 15 | 84,000 | 89,000 | 93,000 | 106,500 | 114,400 |
|  | Bonus | 11 | 1,000 | 1,100 | 3,000 | 15,000 | 16,000 |
| 10 to 14 years | Base salary | 8 | 88,500 | 94,000 | 105,000 | 117,556 | 150,000 |
|  | Bonus | 5 | 1,000 | 5,500 | 6,000 | 20,000 | 105,000 |
| 15 to 19 years | Base salary | 12 | 97,000 | 102,000 | 118,000 | 122,000 | 160,000 |
|  | Bonus | 6 | 3,000 | 5,000 | 5,500 | 6,000 | 50,000 |
| 20 or more years | Base salary | 12 | 93,000 | 97,425 | 108,800 | 120,000 | 125,500 |
|  | Bonus | 6 | 800 | 1,500 | 3,500 | 30,000 | 42,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: Plastic | Base salary | 43 | 81,000 | 90,000 | 100,000 | 113,500 | 134,000 |
|  | Bonus | 22 | 1,000 | 2,000 | 5,000 | 13,000 | 40,000 |
| 0 to 1 year | Base salary | 6 | 85,000 | 90,000 | 96,250 | 100,000 | 103,500 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 8 | 80,000 | 82,000 | 90,500 | 93,240 | 111,114 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 8 | 88,000 | 91,000 | 100,000 | 102,500 | 134,000 |
|  | Bonus | 5 | 500 | 3,500 | 5,000 | 6,000 | 32,000 |
| 10 to 14 years | Base salary | 6 | 103,500 | 109,000 | 110,000 | 113,500 | 130,000 |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | 5 | 75,000 | 96,000 | 127,500 | 133,000 | 134,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 10 | * | * | * | * | * |
|  | Bonus | 7 | 1,000 | 1,500 | 8,000 | 40,000 | 111,000 |
| Surgery: Trauma | Base salary | 32 | 90,000 | 96,150 | 106,000 | 120,000 | 124,980 |
|  | Bonus | 7 | 700 | 750 | 5,000 | 11,000 | 25,000 |
| 0 to 1 year | Base salary | 8 | 86,195 | 90,000 | 95,650 | 99,648 | 106,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 8 | 75,504 | 98,956 | 108,000 | 118,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 7 | 86,000 | 100,000 | 108,000 | 117,500 | 121,014 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 5 | 120,000 | 120,000 | 124,980 | 146,000 | 155,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: Urology | Base salary | 92 | 82,000 | 91,926 | 103,000 | 114,300 | 130,000 |
|  | Bonus | 48 | 1,000 | 2,000 | 5,000 | 10,000 | 21,500 |
| 0 to 1 year | Base salary | 10 | 71,900 | 80,000 | 85,650 | 104,000 | 106,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 17 | 81,000 | 85,000 | 90,000 | 99,700 | 105,000 |
|  | Bonus | 14 | 600 | 1,000 | 2,250 | 5,000 | 20,000 |
| 5 to 9 years | Base salary | 26 | 86,061 | 93,000 | 99,000 | 110,000 | 120,000 |
|  | Bonus | 14 | 2,000 | 4,000 | 5,000 | 10,000 | 13,000 |
| 10 to 14 years | Base salary | 15 | 93,000 | 100,000 | 110,000 | 120,000 | 136,000 |
|  | Bonus | 9 | 1,000 | 2,000 | 5,000 | 10,000 | 40,000 |
| 15 to 19 years | Base salary | 11 | 98,260 | 103,000 | 111,000 | 125,500 | 133,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 13 | 98,000 | 105,000 | 117,000 | 130,000 | 133,000 |
|  | Bonus | 6 | 1,000 | 2,000 | 5,750 | 10,000 | 42,000 |
| Surgery: Vascular | Base salary | 42 | 87,000 | 95,000 | 106,000 | 120,000 | 134,000 |
|  | Bonus | 21 | 1,000 | 2,000 | 5,000 | 9,500 | 13,100 |
| 0 to 1 year | Base salary | 5 | 85,000 | 85,000 | 91,500 | 97,000 | 103,000 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 12 | 89,000 | 93,719 | 102,500 | 115,500 | 125,000 |
|  | Bonus | 5 | 1,000 | 3,000 | 3,500 | 5,000 | 7,000 |
| 5 to 9 years | Base salary | 9 | 87,000 | 94,000 | 108,000 | 117,000 | 131,000 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | 5 | 102,000 | 104,000 | 114,000 | 120,000 | 124,000 |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 8 | 60,000 | 116,000 | 125,500 | 141,500 | 150,000 |
|  | Bonus | 5 | 800 | 1,500 | 5,000 | 5,000 | 13,100 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Surgery: Other subspecialties | Base salary | 39 | 85,000 | 95,000 | 105,500 | 125,000 | 150,000 |
|  | Bonus | 15 | 2,000 | 3,000 | 8,000 | 14,000 | 25,000 |
| 0 to 1 year | Base salary | 6 | 84,500 | 85,000 | 92,705 | 100,000 | 160,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | 13 | 95,000 | 103,500 | 105,000 | 109,000 | 115,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 7 | 67,000 | 94,300 | 145,000 | 158,000 | 180,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 6 | 107,000 | 117,500 | 119,000 | 125,000 | 127,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Emergency medicine | Base salary | 192 | 91,500 | 98,700 | 110,000 | 125,000 | 140,000 |
|  | Bonus | 290 | 1,500 | 3,500 | 8,000 | 15,000 | 25,000 |
| 0 to 1 year | Base salary | 16 | 85,000 | 90,000 | 96,400 | 101,750 | 111,000 |
|  | Bonus | 18 | 1,100 | 4,000 | 6,000 | 9,000 | 20,000 |
| 2 to 4 years | Base salary | 33 | 92,787 | 96,763 | 104,000 | 112,850 | 120,120 |
|  | Bonus | 54 | 1,500 | 5,000 | 10,000 | 15,000 | 25,000 |
| 5 to 9 years | Base salary | 36 | 96,000 | 104,000 | 114,450 | 125,750 | 135,200 |
|  | Bonus | 74 | 2,000 | 4,000 | 8,750 | 15,000 | 20,000 |
| 10 to 14 years | Base salary | 30 | 96,000 | 100,000 | 116,250 | 132,000 | 150,000 |
|  | Bonus | 37 | 1,500 | 4,000 | 10,000 | 19,000 | 36,000 |
| 15 to 19 years | Base salary | 17 | 91,415 | 100,000 | 112,000 | 131,000 | 145,600 |
|  | Bonus | 28 | 1,200 | 4,500 | 9,550 | 17,000 | 25,000 |
| 20 or more years | Base salary | 30 | 95,000 | 112,140 | 121,000 | 132,000 | 163,500 |
|  | Bonus | 35 | 1,500 | 5,000 | 10,000 | 20,000 | 38,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other specialties | Base salary | 1,262 | 85,000 | 91,500 | 103,000 | 117,000 | 131,000 |
|  | Bonus | 770 | 1,000 | 2,500 | 6,000 | 15,000 | 37,753 |
| 0 to 1 year | Base salary | 88 | 80,000 | 86,160 | 90,000 | 99,400 | 110,000 |
|  | Bonus | 47 | 1,250 | 2,000 | 5,000 | 10,000 | 26,000 |
| 2 to 4 years | Base salary | 198 | 82,500 | 88,000 | 95,000 | 105,000 | 113,000 |
|  | Bonus | 121 | 1,000 | 2,300 | 5,000 | 14,000 | 38,000 |
| 5 to 9 years | Base salary | 217 | 85,000 | 95,000 | 104,000 | 115,000 | 130,000 |
|  | Bonus | 144 | 1,500 | 3,000 | 8,250 | 18,000 | 39,658 |
| 10 to 14 years | Base salary | 167 | 90,000 | 98,000 | 109,000 | 121,000 | 131,040 |
|  | Bonus | 102 | 1,000 | 3,000 | 9,000 | 20,000 | 32,000 |
| 15 to 19 years | Base salary | 128 | 90,586 | 100,000 | 113,055 | 129,500 | 155,000 |
|  | Bonus | 84 | 1,000 | 3,000 | 6,750 | 16,000 | 50,000 |
| 20 or more years | Base salary | 238 | 85,541 | 97,770 | 111,500 | 126,000 | 150,000 |
|  | Bonus | 134 | 1,000 | 2,000 | 5,000 | 14,359 | 47,000 |
| Allergy/immunology | Base salary | 25 | 90,000 | 95,000 | 100,000 | 117,000 | 130,000 |
|  | Bonus | 13 | 1,200 | 2,000 | 3,500 | 6,000 | 20,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | 10 | 90,800 | 95,009 | 102,500 | 109,335 | 146,750 |
|  | Bonus | 8 | 720 | 2,000 | 4,000 | 13,500 | 41,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 98,000 | 105,000 | 125,000 | 130,000 | 290,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Dermatology | Base salary | 117 | 77,000 | 85,000 | 100,000 | 117,000 | 143,000 |
|  | Bonus | 94 | 1,200 | 5,000 | 20,000 | 55,000 | 95,000 |
| 0 to 1 year | Base salary | 9 | 75,000 | 80,000 | 88,000 | 90,000 | 100,000 |
|  | Bonus | 5 | 1,000 | 1,000 | 3,000 | 8,000 | 10,000 |
| 2 to 4 years | Base salary | 26 | 70,000 | 80,000 | 90,000 | 110,000 | 110,000 |
|  | Bonus | 21 | 1,000 | 5,000 | 25,000 | 60,000 | 80,000 |
| 5 to 9 years | Base salary | 30 | 77,641 | 85,000 | 103,500 | 120,000 | 142,500 |
|  | Bonus | 20 | 2,250 | 10,000 | 25,500 | 62,500 | 82,000 |
| 10 to 14 years | Base salary | 18 | 90,000 | 94,000 | 112,500 | 132,000 | 150,000 |
|  | Bonus | 15 | 1,200 | 6,500 | 20,000 | 29,000 | 60,000 |
| 15 to 19 years | Base salary | 18 | 75,000 | 100,000 | 120,000 | 130,000 | 206,250 |
|  | Bonus | 17 | 500 | 3,000 | 11,000 | 50,000 | 130,000 |
| 20 or more years | Base salary | 16 | 70,000 | 81,500 | 97,500 | 110,000 | 120,000 |
|  | Bonus | 16 | 1,800 | 13,250 | 50,000 | 77,000 | 132,000 |
| Geriatrics | Base salary | 38 | 82,000 | 90,000 | 100,870 | 116,000 | 130,000 |
|  | Bonus | 21 | 1,000 | 3,000 | 10,000 | 15,000 | 38,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 5 | 80,000 | 82,000 | 82,000 | 92,000 | 115,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 8 | 80,000 | 90,500 | 102,000 | 115,320 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 6 | 90,000 | 95,000 | 98,000 | 116,000 | 122,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 12 | 85,000 | 89,850 | 108,500 | 125,500 | 130,000 |
|  | Bonus | 9 | 500 | 1,500 | 5,000 | 14,000 | 50,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital medicine | Base salary | 158 | 87,470 | 95,000 | 105,000 | 118,000 | 130,540 |
|  | Bonus | 83 | 1,500 | 3,000 | 5,000 | 11,000 | 15,000 |
| 0 to 1 year | Base salary | 22 | 85,000 | 87,000 | 94,000 | 104,500 | 110,000 |
|  | Bonus | 12 | 2,000 | 3,000 | 4,900 | 10,800 | 15,000 |
| 2 to 4 years | Base salary | 38 | 86,420 | 88,000 | 97,380 | 105,000 | 108,000 |
|  | Bonus | 20 | 2,500 | 3,250 | 5,000 | 9,990 | 20,000 |
| 5 to 9 years | Base salary | 34 | 95,000 | 100,092 | 104,500 | 114,000 | 120,000 |
|  | Bonus | 21 | 2,000 | 3,500 | 8,000 | 11,800 | 15,000 |
| 10 to 14 years | Base salary | 21 | 92,387 | 105,000 | 110,000 | 120,000 | 126,000 |
|  | Bonus | 12 | 825 | 1,400 | 4,000 | 9,500 | 14,000 |
| 15 to 19 years | Base salary | 19 | 98,000 | 105,000 | 113,681 | 140,000 | 160,000 |
|  | Bonus | 5 | 3,000 | 5,000 | 10,000 | 11,000 | 27,000 |
| 20 or more years | Base salary | 24 | 90,000 | 104,500 | 125,000 | 141,500 | 157,000 |
|  | Bonus | 13 | 1,000 | 1,500 | 3,500 | 10,000 | 12,000 |
| Obstetrics/ gynecology | Base salary | 58 | 80,000 | 88,000 | 92,500 | 105,000 | 119,000 |
|  | Bonus | 24 | 1,000 | 2,000 | 4,000 | 9,000 | 10,000 |
| 0 to 1 year | Base salary | 6 | 77,000 | 85,000 | 88,750 | 90,000 | 90,000 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 12 | 86,000 | 87,500 | 89,500 | 92,335 | 93,500 |
|  | Bonus | 5 | 400 | 3,075 | 4,000 | 9,000 | 10,000 |
| 5 to 9 years | Base salary | 17 | 75,000 | 90,000 | 97,000 | 105,000 | 115,000 |
|  | Bonus | 6 | 500 | 5,000 | 9,500 | 10,000 | 37,000 |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < 5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 82,368 | 90,000 | 98,500 | 104,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 14 | 87,600 | 90,000 | 104,040 | 117,000 | 126,000 |
|  | Bonus | 7 | 1,000 | 1,000 | 2,500 | 4,500 | 7,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 25TH <br> PERCENTILE (\$) | 50TH <br> PERCENTILE (\$) | 75TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Occupational medicine | Base salary | 69 | 89,000 | 97,000 | 109,700 | 125,000 | 143,000 |
|  | Bonus | 37 | 800 | 2,000 | 7,000 | 16,000 | 35,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 14 | 89,000 | 94,500 | 102,500 | 112,000 | 123,500 |
|  | Bonus | 9 | 500 | 8,000 | 10,000 | 16,000 | 35,000 |
| 10 to 14 years | Base salary | 14 | 105,000 | 110,000 | 120,000 | 129,000 | 135,000 |
|  | Bonus | 8 | 750 | 3,250 | 8,000 | 14,500 | 17,000 |
| 15 to 19 years | Base salary | 13 | 92,000 | 100,000 | 123,000 | 134,000 | 152,000 |
|  | Bonus | 6 | 1,200 | 4,000 | 16,500 | 43,000 | 70,000 |
| 20 or more years | Base salary | 23 | 86,235 | 97,000 | 108,000 | 125,000 | 150,000 |
|  | Bonus | 11 | 1,250 | 2,000 | 5,000 | 14,359 | 21,000 |
| Pain management | Base salary | 68 | 82,000 | 92,000 | 102,500 | 120,000 | 140,000 |
|  | Bonus | 41 | 2,000 | 3,000 | 8,500 | 15,000 | 20,000 |
| 0 to 1 year | Base salary | 5 | 75,000 | 85,000 | 85,000 | 87,500 | 100,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 15 | 80,000 | 82,000 | 100,000 | 107,000 | 115,000 |
|  | Bonus | 9 | 1,000 | 3,000 | 4,800 | 11,000 | 30,000 |
| 5 to 9 years | Base salary | 15 | 92,000 | 95,000 | 102,000 | 120,000 | 150,000 |
|  | Bonus | 10 | 1,550 | 2,000 | 6,750 | 10,000 | 17,500 |
| 10 to 14 years | Base salary | 15 | 86,500 | 92,000 | 95,680 | 125,000 | 140,000 |
|  | Bonus | 9 | 500 | 3,000 | 12,000 | 19,000 | 20,000 |
| 15 to 19 years | Base salary | 7 | 70,000 | 94,245 | 110,000 | 150,000 | 150,000 |
|  | Bonus | 7 | 2,000 | 3,000 | 15,000 | 20,000 | 60,000 |
| 20 or more years | Base salary | 11 | 93,000 | 102,000 | 112,000 | 125,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 25TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 75TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physical medicine/ rehabilitation | Base salary | 28 | 90,000 | 95,000 | 108,500 | 118,000 | 130,000 |
|  | Bonus | 14 | 1,000 | 1,000 | 2,600 | 12,000 | 45,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 5 | 85,500 | 95,000 | 100,000 | 112,000 | 113,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 5 | 93,000 | 95,000 | 107,000 | 115,000 | 124,000 |
|  | Bonus | < | * | * | * | * | * |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 90,000 | 105,000 | 115,000 | 130,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 9 | 80,000 | 100,000 | 105,000 | 116,000 | 130,000 |
|  | Bonus | 5 | 500 | 2,500 | 4,000 | 45,000 | 97,000 |
| Psychiatry | Base salary | 60 | 88,698 | 92,000 | 103,000 | 113,500 | 121,500 |
|  | Bonus | 28 | 750 | 1,350 | 4,500 | 9,000 | 15,000 |
| 0 to 1 year | Base salary | 7 | 87,360 | 87,700 | 90,800 | 98,000 | 104,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 16 | 88,596 | 89,000 | 95,150 | 104,000 | 115,000 |
|  | Bonus | 7 | 1,200 | 2,000 | 8,000 | 10,000 | 15,000 |
| 5 to 9 years | Base salary | 9 | 70,000 | 97,500 | 105,000 | 115,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 11 | 93,000 | 95,000 | 106,688 | 114,000 | 115,000 |
|  | Bonus | 9 | 750 | 1,000 | 2,500 | 10,000 | 32,000 |
| 15 to 19 years | Base salary | 7 | 85,000 | 100,000 | 115,000 | 120,000 | 250,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 10 | 96,500 | 100,000 | 109,000 | 123,000 | 140,500 |
|  | Bonus | 5 | 900 | 950 | 2,000 | 8,000 | 10,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 75TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Interventional radiology | Base salary | 55 | 94,500 | 100,000 | 110,000 | 122,000 | 144,200 |
|  | Bonus | 35 | 1,000 | 1,750 | 5,000 | 7,000 | 15,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 7 | 93,600 | 93,800 | 102,000 | 111,300 | 150,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 13 | 97,809 | 100,000 | 106,000 | 118,000 | 126,000 |
|  | Bonus | 7 | 1,000 | 1,500 | 4,000 | 6,000 | 12,000 |
| 10 to 14 years | Base salary | 12 | 100,000 | 108,750 | 117,000 | 135,000 | 144,200 |
|  | Bonus | 8 | 349 | 1,275 | 5,000 | 14,500 | 30,000 |
| 15 to 19 years | Base salary | 10 | 86,250 | 100,000 | 105,500 | 120,000 | 143,750 |
|  | Bonus | 6 | 1,000 | 1,500 | 2,500 | 5,000 | 6,000 |
| 20 or more years | Base salary | 10 | 100,000 | 105,000 | 118,500 | 128,000 | 162,500 |
|  | Bonus | 9 | 1,000 | 5,000 | 5,000 | 6,000 | 25,000 |
| Urgent care | Base salary | 145 | 86,632 | 94,000 | 106,000 | 120,000 | 130,000 |
|  | Bonus | 140 | 1,000 | 3,000 | 5,750 | 14,000 | 39,000 |
| 0 to 1 year | Base salary | 19 | 85,000 | 88,000 | 95,000 | 110,000 | 125,000 |
|  | Bonus | 14 | 1,000 | 1,800 | 3,250 | 26,000 | 50,000 |
| 2 to 4 years | Base salary | 38 | 86,000 | 90,270 | 97,000 | 109,000 | 125,000 |
|  | Bonus | 31 | 1,000 | 3,000 | 6,000 | 14,361 | 20,000 |
| 5 to 9 years | Base salary | 27 | 90,000 | 92,000 | 105,000 | 115,000 | 130,000 |
|  | Bonus | 33 | 1,000 | 3,000 | 5,000 | 11,000 | 30,000 |
| 10 to 14 years | Base salary | 22 | 96,000 | 101,000 | 109,000 | 120,000 | 124,000 |
|  | Bonus | 21 | 3,000 | 4,000 | 7,500 | 14,000 | 70,000 |
| 15 to 19 years | Base salary | 9 | 95,000 | 120,000 | 120,000 | 135,000 | 166,400 |
|  | Bonus | 15 | 800 | 3,000 | 7,000 | 10,000 | 25,000 |
| 20 or more years | Base salary | 30 | 89,000 | 102,000 | 117,500 | 125,000 | 167,500 |
|  | Bonus | 26 | 970 | 2,000 | 7,000 | 11,000 | 38,000 |

## Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

| MAJOR SPECIALTY AREA YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other | Base salary | 170 | 84,000 | 91,000 | 105,000 | 120,000 | 136,400 |
|  | Bonus | 93 | 850 | 2,300 | 7,500 | 15,000 | 25,000 |
| 0 to 1 year | Base salary | 10 | 74,750 | 75,000 | 88,750 | 98,000 | 122,800 |
|  | Bonus | 7 | 1,250 | 2,000 | 5,000 | 10,000 | 12,000 |
| 2 to 4 years | Base salary | 26 | 85,000 | 88,000 | 91,760 | 100,000 | 112,000 |
|  | Bonus | 15 | 500 | 700 | 3,000 | 6,885 | 14,000 |
| 5 to 9 years | Base salary | 27 | 82,000 | 92,000 | 102,000 | 113,300 | 140,000 |
|  | Bonus | 17 | 1,000 | 7,200 | 15,000 | 26,000 | 40,000 |
| 10 to 14 years | Base salary | 29 | 90,000 | 97,000 | 105,000 | 111,320 | 122,500 |
|  | Bonus | 16 | 2,300 | 5,700 | 10,000 | 20,000 | 25,000 |
| 15 to 19 years | Base salary | 21 | 90,586 | 101,000 | 110,000 | 125,000 | 171,000 |
|  | Bonus | 14 | 500 | 850 | 6,000 | 8,000 | 12,000 |
| 20 or more years | Base salary | 57 | 84,800 | 93,000 | 112,000 | 130,000 | 160,000 |
|  | Bonus | 24 | 1,000 | 3,500 | 10,000 | 14,500 | 25,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Years of experience is the number of years of experience as a PA in any capacity.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 13. Hourly Wage From Primary Employer by Major Specialty Area and Years of Experience

| SPECIALTY <br> YEARS OF EXPERIENCE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | 168 | 43.50 | 48.15 | 54.00 | 60.00 | 67.30 |
| Family medicine | 108 | 43.00 | 48.00 | 54.88 | 60.00 | 67.30 |
| 0 to 1 year | 10 | 37.50 | 41.00 | 50.00 | 52.00 | 69.88 |
| 2 to 4 years | 15 | 40.00 | 45.00 | 50.00 | 60.00 | 61.00 |
| 5 to 9 years | 19 | 43.00 | 45.00 | 54.00 | 60.00 | 75.00 |
| 10 to 14 years | 19 | 53.00 | 55.00 | 58.00 | 61.45 | 67.30 |
| 15 to 19 years | 14 | 48.00 | 51.75 | 57.97 | 65.00 | 70.00 |
| 20 or more years | 31 | 43.70 | 46.00 | 56.65 | 62.50 | 69.00 |
| Internal medicine: General | 24 | 45.00 | 50.20 | 53.67 | 59.00 | 63.00 |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | <5 | * | * | * | * | * |
| 5 to 9 years | 6 | 45.00 | 53.70 | 57.50 | 60.00 | 65.00 |
| 10 to 14 years | 6 | 41.50 | 51.69 | 52.50 | 58.00 | 63.00 |
| 15 to 19 years | < | * | * | * | * | * |
| 20 or more years | 8 | 50.00 | 50.70 | 53.82 | 57.50 | 67.00 |
| Surgical subspecialties | 137 | 44.00 | 50.00 | 56.97 | 69.00 | 85.00 |
| Surgery: General | 23 | 44.00 | 47.76 | 53.00 | 60.00 | 80.00 |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 7 | 38.22 | 44.00 | 47.76 | 53.00 | 60.00 |
| 5 to 9 years | 5 | 35.51 | 47.86 | 50.00 | 53.82 | 54.00 |
| 10 to 14 years | < | * | * | * | * | * |
| 15 to 19 years | <5 | * | * | * | * | * |
| 20 or more years | 7 | 53.00 | 56.00 | 68.25 | 87.00 | 93.97 |
| Surgery: Orthopaedics | 30 | 45.00 | 49.88 | 54.00 | 75.00 | 86.00 |
| 0 to 1 year | <5 | * | * | * | * | * |
| 2 to 4 years | 7 | 41.00 | 45.00 | 46.62 | 49.88 | 54.00 |
| 5 to 9 years | 7 | 45.00 | 50.00 | 56.76 | 79.10 | 80.00 |
| 10 to 14 years | 5 | 50.26 | 51.00 | 54.00 | 87.00 | 90.00 |
| 15 to 19 years | < | * | * | * | * | * |
| 20 or more years | 8 | 35.00 | 52.78 | 58.25 | 76.28 | 85.00 |
| Emergency medicine | 334 | 51.00 | 58.00 | 65.00 | 75.00 | 85.00 |
| 0 to 1 year | 28 | 44.71 | 50.34 | 56.67 | 65.50 | 80.00 |
| 2 to 4 years | 58 | 50.00 | 58.00 | 63.56 | 68.00 | 75.00 |
| 5 to 9 years | 73 | 54.00 | 57.00 | 65.00 | 75.00 | 85.00 |
| 10 to 14 years | 35 | 55.00 | 62.00 | 70.00 | 75.00 | 95.00 |
| 15 to 19 years | 30 | 53.25 | 62.00 | 72.25 | 80.00 | 98.77 |
| 20 or more years | 48 | 58.00 | 62.25 | 69.50 | 77.00 | 90.00 |

Table 13 cont. Hourly Wage From Primary Employer by Major Specialty Area and Years of Experience

| ```SPECIALTY YEARS OF EXPERIENCE``` | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| All other specialties | 362 | 43.75 | 50.00 | 56.00 | 65.00 | 75.00 |
| Hospital medicine | 43 | 43.00 | 50.00 | 62.00 | 70.00 | 80.00 |
| 0 to 1 year | 8 | 39.00 | 41.47 | 43.50 | 50.00 | 70.00 |
| 2 to 4 years | 12 | 50.00 | 54.85 | 67.50 | 75.00 | 80.00 |
| 5 to 9 years | 11 | 50.00 | 53.00 | 61.00 | 70.00 | 80.00 |
| 10 to 14 years | 5 | 43.00 | 65.00 | 65.00 | 80.00 | 93.00 |
| 15 to 19 years | < | * | * | * | * | * |
| 20 or more years | 6 | 50.00 | 53.00 | 59.50 | 63.16 | 65.00 |
| Urgent care | 142 | 47.00 | 51.00 | 57.50 | 65.00 | 75.00 |
| 0 to 1 year | 28 | 37.50 | 47.50 | 52.00 | 57.50 | 60.00 |
| 2 to 4 years | 28 | 43.00 | 51.08 | 56.05 | 63.50 | 75.00 |
| 5 to 9 years | 24 | 49.50 | 53.00 | 60.00 | 70.00 | 78.62 |
| 10 to 14 years | 14 | 50.00 | 51.00 | 59.00 | 62.50 | 75.00 |
| 15 to 19 years | 14 | 50.00 | 54.50 | 62.50 | 70.00 | 82.00 |
| 20 or more years | 34 | 50.00 | 55.00 | 60.00 | 65.00 | 75.00 |
| Other | 34 | 40.87 | 49.00 | 53.64 | 60.59 | 75.00 |
| 0 to 1 year | 6 | 40.87 | 43.90 | 49.06 | 59.00 | 65.00 |
| 2 to 4 years | 7 | 39.92 | 44.00 | 53.27 | 55.00 | 60.59 |
| 5 to 9 years | 6 | 40.21 | 50.00 | 52.50 | 56.00 | 62.50 |
| 10 to 14 years | < | * | * | * | * | * |
| 15 to 19 years | 7 | 49.00 | 49.84 | 60.00 | 92.90 | 115.00 |
| 20 or more years | 6 | 30.00 | 50.00 | 65.50 | 75.00 | 75.00 |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.
Years of experience is the number of years of experience as a PA in any capacity.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 14. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | Base salary | 1,252 | 79,000 | 85,000 | 95,000 | 108,160 | 121,000 |
|  | Bonus | 765 | 1,000 | 3,000 | 6,000 | 15,000 | 27,500 |
| Alabama | Base salary | 9 | 60,000 | 85,000 | 94,000 | 120,000 | 160,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Alaska | Base salary | 18 | 81,924 | 89,000 | 94,250 | 124,000 | 146,000 |
|  | Bonus | 11 | 8,900 | 10,000 | 14,600 | 30,000 | 30,992 |
| Arizona | Base salary | 38 | 80,000 | 90,000 | 100,000 | 110,000 | 130,000 |
|  | Bonus | 21 | 2,000 | 3,000 | 5,000 | 10,000 | 30,000 |
| Arkansas | Base salary | 6 | 66,500 | 75,000 | 90,000 | 150,000 | 170,000 |
|  | Bonus | 8 | 500 | 500 | 4,000 | 12,000 | 60,000 |
| California | Base salary | 85 | 93,000 | 104,000 | 115,000 | 130,000 | 150,000 |
|  | Bonus | 63 | 800 | 3,000 | 6,000 | 20,000 | 35,000 |
| Colorado | Base salary | 66 | 75,000 | 80,000 | 90,000 | 103,000 | 118,000 |
|  | Bonus | 43 | 1,200 | 2,300 | 6,500 | 15,600 | 20,000 |
| Connecticut | Base salary | 20 | 88,000 | 93,000 | 102,000 | 112,741 | 132,500 |
|  | Bonus | 11 | 1,200 | 2,500 | 15,000 | 20,000 | 22,500 |
| Florida | Base salary | 69 | 77,000 | 82,000 | 90,000 | 104,000 | 123,000 |
|  | Bonus | 37 | 1,000 | 2,500 | 6,500 | 20,000 | 28,000 |
| Georgia | Base salary | 27 | 77,000 | 85,000 | 90,646 | 108,000 | 113,000 |
|  | Bonus | 15 | 2,000 | 2,800 | 10,000 | 23,000 | 30,000 |
| Idaho | Base salary | 11 | 85,000 | 90,000 | 94,500 | 105,000 | 114,000 |
|  | Bonus | 5 | 800 | 1,000 | 4,500 | 5,000 | 6,000 |
| Illinois | Base salary | 39 | 80,000 | 85,000 | 94,000 | 104,000 | 126,000 |
|  | Bonus | 23 | 2,000 | 2,900 | 10,000 | 20,000 | 45,000 |
| Indiana | Base salary | 9 | 82,000 | 93,000 | 97,500 | 100,000 | 114,000 |
|  | Bonus | 7 | 500 | 7,000 | 11,500 | 23,000 | 40,000 |
| lowa | Base salary | 18 | 64,000 | 77,000 | 83,670 | 94,000 | 110,000 |
|  | Bonus | 13 | 4,000 | 6,000 | 18,000 | 30,000 | 60,000 |
| Kansas | Base salary | 14 | 80,000 | 81,000 | 89,500 | 108,000 | 111,600 |
|  | Bonus | 7 | 675 | 5,000 | 11,000 | 25,000 | 28,000 |
| Kentucky | Base salary | 8 | 73,000 | 79,930 | 89,750 | 99,500 | 120,000 |
|  | Bonus | < | * | * | * | * | * |
| Louisiana | Base salary | 8 | 82,000 | 84,500 | 91,500 | 104,500 | 136,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maine | Base salary | 14 | 75,705 | 80,000 | 87,500 | 100,000 | 103,000 |
|  | Bonus | 8 | 500 | 3,000 | 6,500 | 12,000 | 50,000 |
| Maryland | Base salary | 24 | 72,000 | 80,000 | 93,500 | 101,000 | 118,000 |
|  | Bonus | 19 | 800 | 1,500 | 5,000 | 7,000 | 20,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Massachusetts | Base salary | 24 | 85,000 | 88,500 | 95,000 | 109,000 | 146,000 |
|  | Bonus | 17 | 1,000 | 5,000 | 6,000 | 14,000 | 21,000 |
| Michigan | Base salary | 51 | 80,000 | 85,000 | 90,000 | 96,000 | 105,800 |
|  | Bonus | 29 | 1,000 | 2,500 | 8,000 | 10,000 | 25,000 |
| Minnesota | Base salary | 25 | 80,600 | 92,500 | 99,670 | 104,000 | 113,000 |
|  | Bonus | 14 | 3,000 | 4,500 | 8,308 | 13,500 | 15,000 |
| Missouri | Base salary | 9 | 77,500 | 88,400 | 90,000 | 97,500 | 104,000 |
|  | Bonus | 7 | 900 | 1,000 | 4,000 | 10,000 | 28,000 |
| Montana | Base salary | 9 | 83,000 | 88,000 | 100,000 | 111,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Nebraska | Base salary | 23 | 78,000 | 84,000 | 90,000 | 103,000 | 110,000 |
|  | Bonus | 12 | 1,000 | 8,200 | 20,500 | 28,500 | 37,500 |
| Nevada | Base salary | 6 | 95,000 | 96,000 | 106,700 | 120,000 | 145,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New Hampshire | Base salary | 9 | 88,895 | 93,400 | 103,000 | 105,000 | 117,000 |
|  | Bonus | 5 | 2,666 | 3,000 | 3,000 | 4,000 | 9,200 |
| New Jersey | Base salary | 11 | 80,000 | 88,000 | 95,000 | 100,000 | 105,000 |
|  | Bonus | 8 | 1,000 | 3,000 | 4,000 | 6,250 | 30,000 |
| New Mexico | Base salary | 15 | 75,000 | 84,000 | 100,000 | 107,000 | 110,000 |
|  | Bonus | 9 | 500 | 600 | 3,000 | 10,000 | 12,000 |
| New York | Base salary | 61 | 80,000 | 88,000 | 97,000 | 107,000 | 130,000 |
|  | Bonus | 36 | 2,000 | 4,050 | 8,342 | 15,000 | 30,000 |
| North Carolina | Base salary | 86 | 77,500 | 85,000 | 92,750 | 104,000 | 119,000 |
|  | Bonus | 53 | 735 | 1,500 | 5,000 | 12,000 | 20,000 |
| Ohio | Base salary | 16 | 80,000 | 81,500 | 90,000 | 112,500 | 125,000 |
|  | Bonus | 10 | 3,500 | 5,000 | 6,500 | 9,000 | 29,000 |
| Oklahoma | Base salary | 20 | 82,100 | 90,000 | 98,000 | 115,500 | 131,000 |
|  | Bonus | 9 | 500 | 2,000 | 3,800 | 10,000 | 60,000 |
| Oregon | Base salary | 35 | 85,000 | 90,000 | 100,000 | 112,000 | 126,400 |
|  | Bonus | 33 | 1,800 | 4,000 | 6,000 | 10,000 | 19,567 |
| Pennsylvania | Base salary | 62 | 74,000 | 78,936 | 85,000 | 96,500 | 110,000 |
|  | Bonus | 27 | 750 | 1,500 | 2,500 | 5,500 | 10,000 |
| Rhode Island | Base salary | 6 | 92,000 | 100,000 | 107,000 | 110,000 | 148,000 |
|  | Bonus | <5 | * | * | * | * | * |
| South Carolina | Base salary | 18 | 80,000 | 85,000 | 93,435 | 102,850 | 130,000 |
|  | Bonus | 11 | 1,000 | 3,500 | 4,940 | 12,000 | 20,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| South Dakota | Base salary | 13 | 78,000 | 85,000 | 93,000 | 105,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Tennessee | Base salary | 18 | 70,500 | 78,500 | 85,500 | 96,000 | 120,000 |
|  | Bonus | 15 | 2,000 | 2,000 | 6,000 | 8,000 | 15,000 |
| Texas | Base salary | 91 | 84,000 | 90,000 | 100,000 | 113,000 | 130,000 |
|  | Bonus | 58 | 1,000 | 2,068 | 6,000 | 15,000 | 33,000 |
| Utah | Base salary | 23 | 75,000 | 83,000 | 90,000 | 103,000 | 112,000 |
|  | Bonus | 15 | 1,000 | 2,000 | 2,500 | 22,000 | 40,000 |
| Virginia | Base salary | 25 | 73,000 | 80,000 | 95,000 | 103,000 | 112,000 |
|  | Bonus | 18 | 2,000 | 3,500 | 6,750 | 11,000 | 25,000 |
| Washington | Base salary | 37 | 85,000 | 92,000 | 100,000 | 108,000 | 126,000 |
|  | Bonus | 26 | 3,000 | 4,000 | 8,250 | 20,000 | 38,000 |
| West Virginia | Base salary | 9 | 76,960 | 85,000 | 85,000 | 99,990 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Wisconsin | Base salary | 36 | 85,000 | 88,000 | 98,500 | 107,500 | 120,000 |
|  | Bonus | 15 | 4,000 | 5,000 | 10,000 | 20,356 | 30,000 |
| Wyoming | Base salary | 7 | 75,000 | 75,000 | 95,000 | 110,000 | 132,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Internal medicine subspecialties | Base salary | 621 | 83,406 | 91,000 | 100,000 | 115,000 | 128,000 |
|  | Bonus | 278 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| Arizona | Base salary | 17 | 95,000 | 100,000 | 105,000 | 122,400 | 140,000 |
|  | Bonus | 7 | 2,000 | 3,000 | 8,000 | 14,000 | 30,000 |
| California | Base salary | 18 | 95,000 | 105,000 | 120,000 | 139,000 | 153,000 |
|  | Bonus | 9 | 1,000 | 2,000 | 3,000 | 5,500 | 60,000 |
| Colorado | Base salary | 16 | 75,000 | 87,500 | 96,750 | 105,500 | 115,000 |
|  | Bonus | 9 | 500 | 1,200 | 2,000 | 8,700 | 42,000 |
| Connecticut | Base salary | 13 | 93,184 | 101,900 | 106,500 | 115,000 | 125,000 |
|  | Bonus | 5 | 500 | 1,000 | 4,000 | 6,400 | 15,000 |
| District of Columbia | Base salary | 7 | 92,500 | 100,500 | 120,000 | 146,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Florida | Base salary | 31 | 85,000 | 89,000 | 96,000 | 118,000 | 130,000 |
|  | Bonus | 18 | 1,000 | 5,000 | 8,366 | 25,000 | 31,200 |
| Georgia | Base salary | 27 | 86,000 | 93,000 | 102,000 | 122,000 | 130,000 |
|  | Bonus | 16 | 3,000 | 4,000 | 9,000 | 16,250 | 30,000 |
| Illinois | Base salary | 24 | 83,000 | 88,750 | 94,000 | 105,948 | 113,000 |
|  | Bonus | 13 | 2,000 | 3,000 | 4,850 | 6,000 | 11,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| lowa | Base salary | 6 | 82,000 | 97,600 | 120,000 | 125,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Kentucky | Base salary | 5 | 80,000 | 85,000 | 89,900 | 97,000 | 127,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Louisiana | Base salary | 12 | 82,500 | 88,000 | 93,500 | 96,600 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland | Base salary | 17 | 67,000 | 82,000 | 101,000 | 112,000 | 120,000 |
|  | Bonus | 5 | 1,000 | 1,000 | 1,300 | 2,400 | 3,000 |
| Massachusetts | Base salary | 21 | 93,000 | 95,250 | 105,000 | 117,500 | 124,400 |
|  | Bonus | 10 | 1,000 | 2,000 | 2,350 | 5,000 | 5,000 |
| Michigan | Base salary | 31 | 85,500 | 90,000 | 106,000 | 125,000 | 126,000 |
|  | Bonus | 9 | 2,000 | 4,500 | 5,000 | 9,000 | 15,000 |
| Minnesota | Base salary | 14 | 91,535 | 97,000 | 115,000 | 119,000 | 123,000 |
|  | Bonus | 6 | 2,000 | 2,400 | 2,500 | 4,000 | 5,000 |
| Missouri | Base salary | 9 | 78,000 | 86,500 | 90,854 | 98,000 | 108,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Nebraska | Base salary | 5 | 84,000 | 88,000 | 103,000 | 104,000 | 109,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| New Jersey | Base salary | 8 | 90,000 | 95,500 | 100,000 | 113,500 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New Mexico | Base salary | 5 | 90,000 | 95,000 | 100,000 | 108,958 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New York | Base salary | 50 | 87,000 | 92,000 | 102,500 | 118,000 | 150,000 |
|  | Bonus | 23 | 1,100 | 2,000 | 4,720 | 10,000 | 29,000 |
| North Carolina | Base salary | 47 | 85,000 | 91,000 | 100,000 | 110,000 | 112,000 |
|  | Bonus | 34 | 940 | 2,000 | 5,000 | 7,000 | 25,000 |
| Ohio | Base salary | 18 | 80,000 | 83,000 | 96,340 | 108,000 | 120,000 |
|  | Bonus | 5 | 500 | 1,500 | 1,500 | 3,750 | 20,000 |
| Oklahoma | Base salary | 7 | 92,500 | 92,500 | 100,000 | 115,000 | 154,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Oregon | Base salary | 12 | 94,000 | 99,500 | 107,500 | 118,000 | 125,000 |
|  | Bonus | 6 | 400 | 2,500 | 4,650 | 12,500 | 15,000 |
| Pennsylvania | Base salary | 54 | 75,000 | 83,000 | 91,000 | 100,000 | 119,800 |
|  | Bonus | 23 | 600 | 1,500 | 3,000 | 10,000 | 14,000 |
| South Carolina | Base salary | 10 | 85,000 | 86,000 | 92,500 | 105,000 | 119,500 |
|  | Bonus | 5 | 3,000 | 3,000 | 10,000 | 20,000 | 40,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tennessee | Base salary | 6 | 77,000 | 85,000 | 92,500 | 103,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Texas | Base salary | 43 | 90,000 | 98,900 | 110,000 | 129,000 | 140,000 |
|  | Bonus | 21 | 1,500 | 3,500 | 5,000 | 7,000 | 24,000 |
| Utah | Base salary | 8 | 81,000 | 99,560 | 106,500 | 122,100 | 130,000 |
|  | Bonus | < | * | * | * | * | * |
| Virginia | Base salary | 8 | 84,000 | 88,500 | 96,500 | 103,500 | 105,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Washington | Base salary | 16 | 108,000 | 113,500 | 120,000 | 122,837 | 153,400 |
|  | Bonus | 7 | 3,000 | 4,000 | 10,000 | 12,000 | 15,000 |
| Wisconsin | Base salary | 26 | 80,000 | 90,000 | 96,000 | 100,000 | 109,400 |
|  | Bonus | 7 | 1,000 | 2,000 | 4,000 | 5,500 | 6,000 |
| Pediatric subspecialties | Base salary | 68 | 84,000 | 93,250 | 103,000 | 112,500 | 125,000 |
|  | Bonus | 32 | 900 | 2,200 | 5,000 | 8,375 | 11,000 |
| Colorado | Base salary | 6 | 80,000 | 94,000 | 99,700 | 106,970 | 116,000 |
|  | Bonus | < | * | * | * | * | * |
| Georgia | Base salary | 6 | 77,000 | 92,500 | 102,320 | 113,000 | 132,000 |
|  | Bonus | < | * | * | * | * | * |
| Pennsylvania | Base salary | 6 | 96,500 | 102,000 | 109,000 | 120,000 | 135,000 |
|  | Bonus | < | * | * | * | * | * |
| Texas | Base salary | 8 | 90,000 | 94,250 | 105,500 | 121,150 | 137,000 |
|  | Bonus | < | * | * | * | * | * |
| Surgical subspecialties | Base salary | 1,537 | 86,400 | 95,000 | 105,560 | 122,000 | 142,000 |
|  | Bonus | 810 | 1,000 | 2,500 | 6,000 | 12,000 | 30,000 |
| Alabama | Base salary | 9 | 75,000 | 77,019 | 91,000 | 103,000 | 155,000 |
|  | Bonus | 5 | 1,000 | 6,000 | 10,000 | 15,000 | 20,000 |
| Alaska | Base salary | 7 | 80,000 | 90,000 | 110,000 | 180,000 | 220,000 |
|  | Bonus | 5 | 5,000 | 8,000 | 15,000 | 15,000 | 94,800 |
| Arizona | Base salary | 32 | 98,000 | 101,500 | 114,500 | 128,250 | 135,000 |
|  | Bonus | 19 | 1,000 | 3,500 | 12,000 | 30,000 | 50,000 |
| Arkansas | Base salary | 8 | 81,600 | 87,500 | 99,240 | 110,000 | 120,000 |
|  | Bonus | < | * | * | * | * | * |
| California | Base salary | 77 | 100,000 | 103,500 | 130,000 | 160,000 | 177,000 |
|  | Bonus | 62 | 900 | 2,000 | 5,600 | 12,000 | 40,000 |
| Colorado | Base salary | 54 | 85,000 | 93,000 | 103,000 | 117,500 | 125,000 |
|  | Bonus | 33 | 1,500 | 3,500 | 5,750 | 10,000 | 20,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Connecticut | Base salary | 40 | 98,150 | 105,580 | 115,000 | 130,000 | 159,500 |
|  | Bonus | 14 | 1,500 | 2,000 | 2,250 | 15,000 | 20,000 |
| Delaware | Base salary | 7 | 73,000 | 80,000 | 90,000 | 120,000 | 171,267 |
|  | Bonus | <5 | * | * | * | * | * |
| Florida | Base salary | 69 | 85,000 | 92,000 | 105,000 | 120,000 | 160,000 |
|  | Bonus | 34 | 1,000 | 2,500 | 8,000 | 20,000 | 75,000 |
| Georgia | Base salary | 38 | 80,000 | 96,000 | 102,000 | 110,000 | 130,000 |
|  | Bonus | 25 | 3,000 | 5,000 | 10,000 | 20,000 | 72,000 |
| Hawaii | Base salary | 5 | 114,000 | 128,500 | 147,000 | 150,000 | 181,200 |
|  | Bonus | <5 | * | * | * | * | * |
| Idaho | Base salary | 10 | 88,000 | 97,000 | 100,205 | 108,000 | 115,000 |
|  | Bonus | 6 | 1,200 | 5,000 | 13,700 | 20,000 | 30,000 |
| Illinois | Base salary | 56 | 85,000 | 91,250 | 104,702 | 115,000 | 135,000 |
|  | Bonus | 32 | 1,000 | 2,100 | 4,250 | 7,575 | 25,000 |
| Indiana | Base salary | 31 | 90,000 | 95,000 | 104,000 | 122,000 | 131,040 |
|  | Bonus | 15 | 1,000 | 2,000 | 7,000 | 10,000 | 20,000 |
| lowa | Base salary | 11 | 85,000 | 95,000 | 114,382 | 129,000 | 150,000 |
|  | Bonus | 6 | 750 | 6,000 | 8,500 | 15,000 | 30,000 |
| Kansas | Base salary | 9 | 82,000 | 95,000 | 100,000 | 115,000 | 124,800 |
|  | Bonus | 5 | 1,500 | 10,000 | 12,000 | 12,000 | 18,000 |
| Kentucky | Base salary | 9 | 80,000 | 87,880 | 105,000 | 121,000 | 135,000 |
|  | Bonus | 5 | 1,000 | 2,250 | 8,000 | 14,000 | 80,000 |
| Louisiana | Base salary | 11 | 84,000 | 89,500 | 95,000 | 114,000 | 160,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maine | Base salary | 17 | 95,000 | 96,795 | 110,000 | 112,500 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland | Base salary | 36 | 92,000 | 100,000 | 110,000 | 120,000 | 135,000 |
|  | Bonus | 15 | 700 | 4,000 | 8,000 | 10,000 | 20,000 |
| Massachusetts | Base salary | 39 | 90,850 | 100,000 | 110,000 | 126,000 | 150,000 |
|  | Bonus | 23 | 2,000 | 2,500 | 5,000 | 10,000 | 18,500 |
| Michigan | Base salary | 69 | 90,000 | 96,545 | 105,000 | 119,000 | 133,000 |
|  | Bonus | 26 | 1,000 | 2,000 | 5,000 | 6,000 | 23,400 |
| Minnesota | Base salary | 51 | 91,500 | 95,000 | 108,000 | 120,000 | 133,000 |
|  | Bonus | 25 | 1,500 | 2,200 | 6,750 | 9,400 | 15,000 |
| Mississippi | Base salary | 5 | 80,000 | 95,000 | 101,000 | 132,500 | 155,000 |
|  | Bonus | 5 | 1,000 | 3,000 | 4,000 | 11,000 | 16,000 |
| Missouri | Base salary | 25 | 84,000 | 90,000 | 98,000 | 104,800 | 124,000 |
|  | Bonus | 14 | 3,000 | 4,500 | 6,875 | 16,000 | 45,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Montana | Base salary | 6 | 100,250 | 110,000 | 131,604 | 140,000 | 155,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Nebraska | Base salary | 22 | 80,000 | 89,045 | 100,500 | 112,000 | 116,000 |
|  | Bonus | 15 | 3,000 | 5,000 | 10,000 | 20,000 | 26,000 |
| New Hampshire | Base salary | 22 | 91,000 | 101,000 | 110,500 | 130,000 | 134,000 |
|  | Bonus | 8 | 500 | 3,600 | 7,500 | 12,500 | 22,000 |
| New Jersey | Base salary | 34 | 95,000 | 100,000 | 120,000 | 147,000 | 170,000 |
|  | Bonus | 16 | 800 | 1,250 | 5,500 | 10,000 | 18,000 |
| New Mexico | Base salary | 10 | 87,500 | 90,000 | 94,500 | 101,000 | 108,070 |
|  | Bonus | 7 | 4,000 | 10,000 | 10,000 | 20,000 | 25,000 |
| New York | Base salary | 110 | 88,900 | 97,000 | 109,500 | 125,000 | 141,000 |
|  | Bonus | 46 | 1,000 | 2,340 | 5,150 | 10,300 | 24,000 |
| North Carolina | Base salary | 69 | 85,000 | 92,000 | 104,750 | 120,000 | 138,000 |
|  | Bonus | 47 | 750 | 2,600 | 7,000 | 12,000 | 20,000 |
| Ohio | Base salary | 56 | 84,500 | 89,523 | 99,000 | 108,630 | 124,800 |
|  | Bonus | 26 | 1,500 | 5,000 | 5,000 | 8,000 | 23,000 |
| Oklahoma | Base salary | 13 | 90,000 | 93,000 | 96,000 | 120,000 | 150,000 |
|  | Bonus | 12 | 1,200 | 3,500 | 10,000 | 18,000 | 45,000 |
| Oregon | Base salary | 38 | 91,000 | 96,000 | 108,500 | 120,000 | 142,000 |
|  | Bonus | 18 | 1,200 | 5,000 | 11,500 | 20,000 | 42,000 |
| Pennsylvania | Base salary | 98 | 75,504 | 88,712 | 98,000 | 110,000 | 129,921 |
|  | Bonus | 43 | 800 | 1,100 | 4,500 | 10,000 | 15,000 |
| Rhode Island | Base salary | 7 | 100,000 | 104,000 | 130,000 | 135,000 | 143,000 |
|  | Bonus | <5 | * | * | * | * | * |
| South Carolina | Base salary | 28 | 80,000 | 92,500 | 100,000 | 113,000 | 135,000 |
|  | Bonus | 16 | 500 | 2,750 | 6,000 | 22,000 | 75,000 |
| South Dakota | Base salary | 7 | 78,000 | 82,000 | 93,500 | 115,500 | 140,000 |
|  | Bonus | 7 | 700 | 4,000 | 4,527 | 12,000 | 20,000 |
| Tennessee | Base salary | 16 | 82,687 | 85,500 | 94,785 | 103,075 | 120,000 |
|  | Bonus | 7 | 3,710 | 5,000 | 9,500 | 20,000 | 40,000 |
| Texas | Base salary | 87 | 94,224 | 100,000 | 110,500 | 122,000 | 144,000 |
|  | Bonus | 52 | 1,000 | 3,500 | 5,000 | 12,500 | 28,000 |
| Utah | Base salary | 22 | 87,000 | 94,000 | 127,500 | 150,000 | 165,000 |
|  | Bonus | 5 | 2,500 | 6,000 | 20,000 | 40,000 | 65,000 |
| Vermont | Base salary | 7 | 91,500 | 104,000 | 120,000 | 123,000 | 149,000 |
|  | Bonus | < | * | * | * | * | * |
| Virginia | Base salary | 48 | 84,500 | 89,000 | 100,500 | 125,375 | 140,000 |
|  | Bonus | 27 | 1,300 | 2,000 | 7,000 | 16,000 | 25,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \\ \hline \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Washington | Base salary | 48 | 98,260 | 106,500 | 122,641 | 134,255 | 157,000 |
|  | Bonus | 28 | 1,000 | 2,750 | 7,650 | 16,500 | 40,000 |
| West Virginia | Base salary | 7 | 85,275 | 100,000 | 105,000 | 120,000 | 120,000 |
|  | Bonus | 7 | 1,000 | 1,300 | 4,000 | 20,000 | 35,000 |
| Wisconsin | Base salary | 46 | 91,000 | 98,000 | 115,000 | 126,000 | 138,000 |
|  | Bonus | 24 | 1,000 | 2,000 | 6,250 | 15,000 | 36,000 |
| Emergency medicine | Base salary | 192 | 91,500 | 98,700 | 110,000 | 125,000 | 140,000 |
|  | Bonus | 290 | 1,500 | 3,500 | 8,000 | 15,000 | 25,000 |
| Arizona | Base salary | 5 | 95,000 | 100,000 | 132,000 | 134,000 | 156,000 |
|  | Bonus | 5 | 1,000 | 2,500 | 7,000 | 10,000 | 20,000 |
| California | Base salary | 5 | 87,500 | 100,000 | 106,000 | 110,000 | 117,000 |
|  | Bonus | 34 | 1,500 | 5,000 | 10,000 | 12,000 | 40,000 |
| Colorado | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 11 | 1,100 | 1,583 | 6,000 | 10,000 | 10,000 |
| Connecticut | Base salary | 5 | 112,000 | 115,000 | 130,000 | 135,000 | 155,000 |
|  | Bonus | 8 | 2,000 | 5,000 | 10,000 | 12,500 | 16,000 |
| District of Columbia | Base salary | 7 | 95,300 | 98,900 | 110,000 | 119,500 | 265,000 |
|  | Bonus | < | * | * | * | * | * |
| Florida | Base salary | < | * | * | * | * | * |
|  | Bonus | 17 | 1,500 | 2,000 | 10,000 | 15,000 | 50,000 |
| Georgia | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 5 | 4,000 | 7,000 | 12,000 | 25,000 | 26,400 |
| Illinois | Base salary | 5 | 100,080 | 103,000 | 108,000 | 127,000 | 135,000 |
|  | Bonus | 12 | 1,500 | 2,750 | 5,175 | 13,500 | 18,000 |
| Indiana | Base salary | < | * | * | * | * | * |
|  | Bonus | 6 | 2,000 | 2,500 | 7,500 | 11,000 | 15,000 |
| lowa | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 1,000 | 4,500 | 7,000 | 13,000 | 40,000 |
| Maine | Base salary | 5 | 97,300 | 100,000 | 106,000 | 120,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland | Base salary | < | * | * | * | * | * |
|  | Bonus | 6 | 600 | 6,500 | 16,469 | 30,000 | 45,000 |
| Massachusetts | Base salary | 8 | 94,000 | 100,500 | 116,633 | 136,250 | 160,000 |
|  | Bonus | 10 | 2,500 | 4,000 | 5,000 | 15,000 | 22,500 |
| Michigan | Base salary | 6 | 96,763 | 110,000 | 112,425 | 120,000 | 123,000 |
|  | Bonus | 12 | 1,500 | 3,000 | 10,000 | 31,000 | 37,035 |
| Minnesota | Base salary | 9 | 85,000 | 105,000 | 132,000 | 144,000 | 201,000 |
|  | Bonus | 6 | 5,000 | 5,000 | 15,500 | 20,000 | 60,300 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Nebraska | Base salary | 5 | 95,000 | 104,000 | 115,000 | 116,000 | 186,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| New Jersey | Base salary | < | * | * | * | * | * |
|  | Bonus | 9 | 5,000 | 8,000 | 12,000 | 20,000 | 47,680 |
| New York | Base salary | 33 | 85,000 | 96,000 | 113,000 | 124,000 | 150,000 |
|  | Bonus | 26 | 2,925 | 4,000 | 5,500 | 10,000 | 14,000 |
| North Carolina | Base salary | 5 | 93,000 | 105,000 | 108,000 | 136,000 | 136,000 |
|  | Bonus | 15 | 1,000 | 4,000 | 10,000 | 20,000 | 25,000 |
| Ohio | Base salary | 10 | 88,680 | 97,000 | 98,250 | 120,000 | 128,500 |
|  | Bonus | 15 | 2,000 | 5,000 | 8,000 | 10,000 | 60,000 |
| Pennsylvania | Base salary | 10 | 82,500 | 104,000 | 105,000 | 109,500 | 119,500 |
|  | Bonus | 13 | 1,500 | 1,500 | 2,500 | 5,000 | 5,000 |
| Texas | Base salary | 7 | 80,000 | 91,415 | 111,000 | 115,000 | 130,000 |
|  | Bonus | 13 | 600 | 6,000 | 15,000 | 20,000 | 24,000 |
| Virginia | Base salary | < | * | * | * | * | * |
|  | Bonus | 6 | 1,500 | 2,500 | 7,000 | 13,376 | 15,000 |
| Washington | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 1,500 | 8,500 | 10,000 | 12,000 | 25,000 |
| Wisconsin | Base salary | 6 | 91,500 | 91,500 | 101,750 | 119,500 | 130,000 |
|  | Bonus | 5 | 2,000 | 3,000 | 3,500 | 6,000 | 50,000 |
| All other specialties | Base salary | 1,262 | 85,000 | 91,500 | 103,000 | 117,000 | 131,000 |
|  | Bonus | 770 | 1,000 | 2,500 | 6,000 | 15,000 | 37,753 |
| Alabama | Base salary | 7 | 80,000 | 84,000 | 87,500 | 90,000 | 116,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Alaska | Base salary | 8 | 86,000 | 100,000 | 129,000 | 137,500 | 150,500 |
|  | Bonus | 7 | 2,500 | 5,000 | 8,000 | 17,000 | 17,000 |
| Arizona | Base salary | 26 | 85,000 | 96,500 | 102,000 | 112,000 | 125,000 |
|  | Bonus | 19 | 500 | 1,000 | 6,000 | 14,000 | 25,000 |
| Arkansas | Base salary | 5 | 70,000 | 72,000 | 91,520 | 100,000 | 125,000 |
|  | Bonus | 5 | 2,500 | 6,349 | 8,400 | 9,000 | 35,000 |
| California | Base salary | 69 | 88,000 | 100,000 | 115,000 | 135,200 | 160,000 |
|  | Bonus | 42 | 650 | 1,800 | 7,250 | 12,000 | 31,000 |
| Colorado | Base salary | 36 | 85,000 | 90,000 | 100,000 | 110,000 | 120,000 |
|  | Bonus | 25 | 700 | 1,500 | 3,000 | 10,000 | 25,000 |
| Connecticut | Base salary | 32 | 90,000 | 96,000 | 110,000 | 128,500 | 165,000 |
|  | Bonus | 12 | 1,000 | 1,875 | 2,500 | 14,000 | 24,000 |
| District of Columbia | Base salary | 8 | 91,000 | 98,000 | 103,798 | 109,500 | 160,000 |
|  | Bonus | 6 | 800 | 4,000 | 5,500 | 25,000 | 60,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Florida | Base salary | 61 | 85,000 | 90,000 | 102,000 | 118,000 | 130,000 |
|  | Bonus | 35 | 1,000 | 3,000 | 10,000 | 30,000 | 50,000 |
| Georgia | Base salary | 40 | 90,000 | 91,000 | 102,370 | 115,500 | 138,000 |
|  | Bonus | 30 | 1,375 | 2,500 | 6,500 | 15,000 | 45,000 |
| Idaho | Base salary | 17 | 85,000 | 90,000 | 98,000 | 102,000 | 116,000 |
|  | Bonus | 12 | 1,800 | 3,500 | 7,990 | 31,000 | 50,000 |
| Illinois | Base salary | 51 | 84,000 | 87,500 | 95,000 | 110,000 | 115,000 |
|  | Bonus | 44 | 1,000 | 2,500 | 5,000 | 18,150 | 70,000 |
| Indiana | Base salary | 19 | 82,000 | 88,000 | 100,000 | 112,000 | 120,000 |
|  | Bonus | 12 | 500 | 775 | 4,500 | 8,000 | 10,000 |
| lowa | Base salary | 13 | 88,400 | 103,000 | 107,000 | 120,000 | 126,000 |
|  | Bonus | 10 | 700 | 1,200 | 7,500 | 16,000 | 52,500 |
| Kansas | Base salary | 10 | 83,500 | 90,000 | 95,138 | 100,000 | 110,500 |
|  | Bonus | <5 | * | * | * | * | * |
| Kentucky | Base salary | 7 | 87,000 | 101,803 | 104,000 | 128,000 | 168,000 |
|  | Bonus | 6 | 1,000 | 2,000 | 11,350 | 25,000 | 38,000 |
| Louisiana | Base salary | 9 | 85,000 | 91,000 | 95,000 | 104,000 | 113,000 |
|  | Bonus | 8 | 500 | 500 | 1,750 | 3,000 | 8,000 |
| Maine | Base salary | 8 | 87,000 | 89,250 | 96,500 | 107,250 | 122,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland | Base salary | 42 | 90,000 | 100,000 | 110,000 | 123,000 | 136,800 |
|  | Bonus | 31 | 1,300 | 2,500 | 8,000 | 20,000 | 45,000 |
| Massachusetts | Base salary | 36 | 85,000 | 91,000 | 104,176 | 120,000 | 135,200 |
|  | Bonus | 11 | 1,200 | 4,000 | 7,000 | 11,000 | 15,000 |
| Michigan | Base salary | 64 | 85,000 | 95,000 | 105,000 | 117,000 | 125,000 |
|  | Bonus | 38 | 2,000 | 3,000 | 7,000 | 12,000 | 50,000 |
| Minnesota | Base salary | 39 | 93,800 | 100,000 | 107,000 | 115,000 | 130,000 |
|  | Bonus | 27 | 2,000 | 3,000 | 5,200 | 11,500 | 30,000 |
| Missouri | Base salary | 8 | 87,500 | 100,000 | 112,294 | 118,544 | 160,000 |
|  | Bonus | 6 | 2,000 | 3,000 | 9,650 | 12,000 | 25,000 |
| Montana | Base salary | 13 | 72,000 | 80,000 | 91,166 | 104,000 | 125,000 |
|  | Bonus | 10 | 500 | 800 | 5,100 | 10,000 | 32,500 |
| Nebraska | Base salary | 5 | 80,000 | 98,000 | 105,000 | 111,000 | 135,000 |
|  | Bonus | < | * | * | * | * | * |
| Nevada | Base salary | 14 | 85,000 | 90,000 | 107,500 | 120,000 | 170,000 |
|  | Bonus | 13 | 5,000 | 10,000 | 20,000 | 40,000 | 96,753 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | 10TH PERCENTLLE (\$) | $\stackrel{\text { 25TH }}{\text { PERCENTLE (\$) }}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 90TH PERCENTILE (\$) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Hampshire | Base salary | 10 | 89,500 | 92,374 | 100,000 | 130,000 | 145,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New Jersey | Base salary | 20 | 87,250 | 97,500 | 106,000 | 117,500 | 122,900 |
|  | Bonus | 11 | 2,000 | 5,000 | 8,000 | 29,000 | 30,000 |
| New Mexico | Base salary | 9 | 79,000 | 93,000 | 100,000 | 110,000 | 143,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New York | Base salary | 104 | 84,000 | 90,000 | 105,000 | 122,650 | 135,000 |
|  | Bonus | 48 | 1,500 | 3,000 | 5,000 | 12,000 | 40,000 |
| North Carolina | Base salary | 57 | 85,000 | 90,000 | 100,000 | 115,000 | 135,000 |
|  | Bonus | 35 | 2,000 | 5,000 | 8,500 | 15,000 | 25,000 |
| North Dakota | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| Ohio | Base salary | 37 | 80,000 | 91,000 | 97,000 | 102,000 | 122,500 |
|  | Bonus | 17 | 500 | 1,000 | 5,000 | 10,000 | 36,500 |
| Oklahoma | Base salary | 12 | 90,000 | 92,500 | 95,500 | 114,000 | 120,000 |
|  | Bonus | 11 | 1,600 | 5,000 | 10,000 | 32,000 | 65,000 |
| Oregon | Base salary | 19 | 84,800 | 103,000 | 115,000 | 125,000 | 135,000 |
|  | Bonus | 17 | 1,100 | 5,000 | 8,000 | 10,000 | 25,000 |
| Pennsylvania | Base salary | 84 | 77,000 | 84,000 | 93,000 | 103,500 | 111,000 |
|  | Bonus | 43 | 1,500 | 3,500 | 6,000 | 10,000 | 24,000 |
| Rhode Island | Base salary | 6 | 92,000 | 98,000 | 112,500 | 124,000 | 156,000 |
|  | Bonus | <5 | * | * | * | * | * |
| South Carolina | Base salary | 8 | 82,000 | 90,125 | 103,000 | 120,750 | 122,000 |
|  | Bonus | 6 | 1,600 | 3,000 | 9,250 | 80,000 | 120,000 |
| South Dakota | Base salary | 7 | 86,632 | 94,000 | 112,000 | 120,000 | 150,000 |
|  | Bonus | 5 | 1,000 | 2,500 | 3,000 | 3,000 | 6,000 |
| Tennessee | Base salary | 18 | 69,000 | 85,790 | 96,000 | 105,000 | 150,000 |
|  | Bonus | 11 | 1,000 | 2,000 | 6,000 | 11,600 | 32,000 |
| Texas | Base salary | 85 | 90,000 | 95,009 | 108,000 | 123,000 | 145,600 |
|  | Bonus | 43 | 500 | 1,600 | 3,000 | 11,000 | 30,000 |
| Utah | Base salary | 20 | 76,250 | 85,850 | 96,000 | 105,000 | 115,000 |
|  | Bonus | 10 | 4,000 | 6,500 | 14,000 | 25,000 | 36,000 |
| Virginia | Base salary | 32 | 90,000 | 98,000 | 104,500 | 111,215 | 128,000 |
|  | Bonus | 22 | 500 | 2,000 | 9,000 | 25,000 | 67,000 |
| Washington | Base salary | 35 | 85,500 | 102,000 | 113,948 | 120,000 | 130,000 |
|  | Bonus | 29 | 1,000 | 4,200 | 6,468 | 10,000 | 20,000 |

## Table 14 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| West Virginia | Base salary | 10 | 87,501 | 90,000 | 94,500 | 135,000 | 202,500 |
|  | Bonus | 6 | 1,500 | 1,650 | 6,250 | 16,000 | 130,000 |
| Wisconsin | Base salary | 26 | 88,000 | 92,000 | 99,200 | 116,480 | 145,000 |
|  | Bonus | 12 | 1,500 | 3,025 | 5,000 | 9,700 | 40,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.

Table 15. Hourly Wage From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Primary care | 168 | 43.50 | 48.15 | 54.00 | 60.00 | 67.30 |
| California | 33 | 50.00 | 53.00 | 57.50 | 60.00 | 70.00 |
| Colorado | 9 | 38.00 | 46.00 | 48.00 | 61.45 | 69.05 |
| Florida | 8 | 35.36 | 42.50 | 48.00 | 56.00 | 85.00 |
| Georgia | 5 | 41.00 | 44.50 | 45.00 | 50.00 | 52.67 |
| Illinois | 5 | 43.00 | 50.00 | 55.00 | 61.00 | 64.00 |
| Michigan | 5 | 45.00 | 46.16 | 48.00 | 48.00 | 50.00 |
| Minnesota | 8 | 43.98 | 54.00 | 58.00 | 64.75 | 80.00 |
| New York | 9 | 58.00 | 60.00 | 63.00 | 66.00 | 76.00 |
| Texas | 14 | 50.00 | 53.25 | 60.00 | 63.00 | 75.00 |
| Virginia | 6 | 35.00 | 50.00 | 53.50 | 57.93 | 100.45 |
| Washington | 6 | 48.00 | 52.00 | 58.00 | 60.00 | 65.00 |
| Internal medicine subspecialties | 52 | 48.00 | 51.41 | 55.00 | 65.77 | 71.32 |
| California | 8 | 52.00 | 61.50 | 69.95 | 74.31 | 88.45 |
| New York | 9 | 46.00 | 48.00 | 52.12 | 58.00 | 90.00 |
| Pediatric subspecialties | 12 | 39.00 | 50.50 | 66.50 | 71.00 | 72.00 |
| Surgical subspecialties | 137 | 44.00 | 50.00 | 56.97 | 69.00 | 85.00 |
| California | 26 | 63.00 | 67.00 | 80.00 | 87.00 | 97.00 |
| Florida | 5 | 26.00 | 40.80 | 50.00 | 65.00 | 65.00 |
| Maryland | 16 | 44.00 | 48.87 | 55.89 | 67.00 | 78.00 |
| Massachusetts | 5 | 44.00 | 44.00 | 50.00 | 50.00 | 54.00 |
| New York | 30 | 46.00 | 49.30 | 55.88 | 62.00 | 70.88 |
| Pennsylvania | 7 | 42.00 | 48.00 | 59.00 | 60.00 | 65.83 |
| Virginia | 7 | 44.00 | 50.00 | 52.40 | 60.00 | 100.00 |
| Emergency medicine | 334 | 51.00 | 58.00 | 65.00 | 75.00 | 85.00 |
| Arizona | 9 | 38.50 | 68.50 | 80.00 | 95.00 | 105.00 |
| California | 43 | 59.00 | 62.00 | 69.00 | 80.00 | 95.00 |
| Colorado | 14 | 42.00 | 50.00 | 58.25 | 63.00 | 78.00 |
| Connecticut | 6 | 52.00 | 53.00 | 63.50 | 68.00 | 77.00 |
| Florida | 22 | 60.00 | 64.00 | 75.00 | 80.00 | 85.00 |
| Georgia | 8 | 55.00 | 59.00 | 67.50 | 73.00 | 80.00 |
| Illinois | 10 | 52.25 | 55.00 | 60.00 | 70.00 | 87.00 |
| lowa | 7 | 46.00 | 55.00 | 60.00 | 70.00 | 70.00 |
| Kansas | 6 | 40.00 | 50.00 | 61.20 | 75.00 | 85.00 |
| Kentucky | 5 | 50.00 | 55.00 | 56.00 | 70.00 | 75.00 |
| Louisiana | 5 | 55.00 | 65.00 | 75.00 | 75.00 | 75.00 |
| Maryland | 6 | 54.00 | 55.57 | 70.50 | 72.00 | 75.00 |

Table 15 cont. Hourly Wage From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Massachusetts | 11 | 53.00 | 61.00 | 65.00 | 65.00 | 80.00 |
| Michigan | 13 | 46.00 | 48.00 | 51.85 | 65.00 | 65.00 |
| Minnesota | 6 | 50.68 | 73.00 | 80.00 | 97.53 | 97.53 |
| New Jersey | 8 | 52.50 | 55.00 | 63.25 | 71.25 | 75.00 |
| New York | 15 | 47.00 | 55.00 | 63.45 | 70.00 | 85.00 |
| North Carolina | 20 | 51.31 | 57.00 | 63.50 | 70.75 | 87.50 |
| Ohio | 16 | 50.00 | 55.00 | 61.75 | 66.00 | 75.00 |
| Pennsylvania | 8 | 40.00 | 53.50 | 57.50 | 64.50 | 70.00 |
| South Carolina | 6 | 45.00 | 62.00 | 63.50 | 70.00 | 75.00 |
| Tennessee | 5 | 65.00 | 65.00 | 75.00 | 75.00 | 87.50 |
| Texas | 17 | 52.00 | 60.25 | 70.00 | 80.00 | 85.00 |
| Virginia | 13 | 60.00 | 60.50 | 65.00 | 72.00 | 76.00 |
| Washington | 6 | 60.00 | 76.00 | 93.50 | 105.00 | 113.00 |
| Wisconsin | 11 | 48.85 | 52.00 | 65.00 | 70.00 | 72.06 |
| All other specialties | 362 | 43.75 | 50.00 | 56.00 | 65.00 | 75.00 |
| Arizona | 9 | 51.12 | 58.00 | 60.00 | 65.00 | 66.00 |
| California | 45 | 50.00 | 55.00 | 60.59 | 75.00 | 82.50 |
| Colorado | 13 | 50.00 | 53.00 | 56.00 | 65.00 | 67.50 |
| Florida | 11 | 44.00 | 50.00 | 50.00 | 65.00 | 75.00 |
| Georgia | 8 | 30.00 | 43.75 | 57.50 | 65.00 | 85.00 |
| Idaho | 5 | 46.98 | 50.00 | 50.00 | 50.00 | 68.00 |
| Illinois | 16 | 44.00 | 46.69 | 55.00 | 66.00 | 80.00 |
| lowa | 5 | 49.84 | 50.00 | 56.10 | 56.75 | 67.18 |
| Louisiana | 5 | 50.00 | 57.20 | 58.00 | 65.00 | 75.00 |
| Maryland | 18 | 40.00 | 45.00 | 52.40 | 62.00 | 70.00 |
| Massachusetts | 9 | 48.00 | 55.00 | 61.00 | 65.00 | 115.00 |
| Michigan | 13 | 43.50 | 45.00 | 50.00 | 57.00 | 60.00 |
| Minnesota | 16 | 50.00 | 50.86 | 55.00 | 62.00 | 66.00 |
| New Jersey | 5 | 51.01 | 55.00 | 65.00 | 80.00 | 84.00 |
| New York | 31 | 47.91 | 50.00 | 60.00 | 70.00 | 75.00 |
| North Carolina | 9 | 40.11 | 47.00 | 53.00 | 60.00 | 65.00 |
| Ohio | 8 | 40.00 | 43.51 | 55.25 | 60.00 | 80.00 |
| Oklahoma | 9 | 52.50 | 54.00 | 59.00 | 65.00 | 75.00 |

## Table 15 cont. Hourly Wage From Primary Employer by Major Specialty Area and State

| MAJOR SPECIALTY AREA STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Oregon | 6 | 50.30 | 58.00 | 60.00 | 60.00 | 67.00 |
| Pennsylvania | 12 | 39.00 | 40.25 | 44.20 | 52.50 | 75.00 |
| South Carolina | 11 | 43.00 | 49.50 | 53.00 | 60.00 | 65.00 |
| Tennessee | 6 | 47.00 | 53.00 | 54.00 | 58.00 | 60.00 |
| Texas | 22 | 52.00 | 55.00 | 60.00 | 70.00 | 78.16 |
| Washington | 9 | 42.95 | 50.00 | 54.05 | 65.00 | 71.50 |
| Wisconsin | 8 | 43.75 | 43.97 | 51.15 | 61.20 | 72.35 |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.

Table 16. Base Salary and Bonus From Primary Employer by Employer Type

| EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital (including academic medical center) | Base salary | 1,665 | 87,500 | 95,000 | 105,000 | 120,000 | 140,000 |
|  | Bonus | 741 | 1,200 | 3,000 | 5,000 | 11,500 | 20,000 |
| Physician practice: <br> Multispecialty group | Base salary | 686 | 82,000 | 90,700 | 101,750 | 118,000 | 135,000 |
|  | Bonus | 485 | 1,500 | 3,000 | 7,500 | 16,000 | 35,000 |
| Physician practice: <br> Single specialty group | Base salary | 1,269 | 80,000 | 89,500 | 100,000 | 112,500 | 130,000 |
|  | Bonus | 954 | 1,000 | 2,500 | 6,000 | 15,000 | 30,000 |
| Physician practice: <br> Solo practice | Base salary | 299 | 77,250 | 85,000 | 93,000 | 108,260 | 125,000 |
|  | Bonus | 198 | 1,000 | 2,000 | 5,250 | 15,600 | 41,000 |
| HMO | Base salary | 32 | 92,000 | 101,750 | 110,000 | 127,250 | 176,800 |
|  | Bonus | 38 | 900 | 1,800 | 3,500 | 7,000 | 10,000 |
| Community health clinic | Base salary | 60 | 77,750 | 85,000 | 95,500 | 107,351 | 116,000 |
|  | Bonus | 32 | 3,000 | 3,038 | 5,000 | 8,000 | 16,000 |
| Medical staffing agency | Base salary | 12 | 90,000 | 97,500 | 105,000 | 114,750 | 126,800 |
|  | Bonus | 18 | 1,000 | 1,500 | 5,500 | 10,000 | 26,400 |
| Government | Base salary | 204 | 80,000 | 90,000 | 103,000 | 115,000 | 128,000 |
|  | Bonus | 105 | 750 | 1,500 | 11,000 | 16,000 | 25,000 |
| Federally Qualified Health Center | Base salary | 193 | 83,000 | 89,000 | 100,000 | 111,000 | 120,000 |
|  | Bonus | 104 | 1,000 | 2,000 | 5,000 | 12,500 | 28,000 |
| Certified Rural Health Clinic | Base salary | 97 | 79,817 | 88,000 | 97,500 | 110,000 | 125,000 |
|  | Bonus | 61 | 1,000 | 2,750 | 9,000 | 21,000 | 30,000 |
| College or university | Base salary | 207 | 83,000 | 90,000 | 102,989 | 121,000 | 148,000 |
|  | Bonus | 34 | 500 | 2,000 | 6,000 | 10,000 | 20,000 |
| Self-employed/ independent contractor | Base salary | 21 | 80,000 | 87,000 | 120,000 | 150,000 | 179,000 |
|  | Bonus | 29 | 500 | 1,500 | 5,000 | 20,000 | 50,000 |
| Convenient care (including retail clinics) | Base salary | 26 | 84,000 | 99,000 | 110,000 | 120,000 | 156,000 |
|  | Bonus | 33 | 1,000 | 1,500 | 3,500 | 10,000 | 15,000 |
| Consulting firm | Base salary | 6 | 92,500 | 92,700 | 111,500 | 130,000 | 201,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 16 cont. Base Salary and Bonus From Primary Employer by Employer Type

| EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other healthcare related corporation | Base salary | 91 | 90,000 | 97,000 | 110,000 | 120,000 | 135,000 |
|  | Bonus | 66 | 1,000 | 1,600 | 5,500 | 12,000 | 30,000 |
| Non-healthcare related corporation | Base salary | 8 | 97,500 | 105,000 | 124,500 | 132,000 | 180,000 |
|  | Bonus | 6 | 3,000 | 6,468 | 16,000 | 17,000 | 40,000 |
| Other | Base salary | 40 | 84,500 | 91,000 | 104,500 | 120,000 | 140,500 |
|  | Bonus | 19 | 1,000 | 5,000 | 10,000 | 25,000 | 80,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016. Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information. Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

* Data cells with fewer than 5 respondents are left blank.


## Table 17. Hourly Wage From Primary Employer by Employer Type

| EMPLOYER TYPE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital (including academic medical center) | 376 | 45.00 | 50.35 | 59.00 | 67.18 | 77.00 |
| Physician practice: Multispecialty group | 100 | 43.40 | 50.00 | 58.00 | 65.00 | 75.00 |
| Physician practice: Single specialty group | 218 | 45.00 | 50.00 | 58.53 | 66.00 | 76.00 |
| Physician practice: Solo practice | 58 | 40.00 | 48.30 | 54.50 | 60.00 | 70.00 |
| HMO | 33 | 51.98 | 56.00 | 68.00 | 86.00 | 92.90 |
| Community health clinic | 17 | 40.00 | 46.00 | 60.00 | 67.00 | 75.00 |
| Medical staffing agency | 30 | 56.00 | 60.00 | 65.00 | 75.00 | 80.00 |
| Government | 30 | 38.86 | 45.00 | 51.88 | 57.00 | 59.89 |
| Federally Qualified Health Center | 26 | 45.00 | 51.00 | 57.75 | 64.00 | 70.00 |
| Certified Rural Health Clinic | 5 | 46.16 | 50.00 | 55.00 | 55.17 | 56.00 |
| College or university | < | * | * | * | * | * |
| Self-employed/independent contractor | 62 | 57.00 | 62.50 | 75.00 | 85.00 | 100.00 |
| Convenient care (including retail clinics) | 38 | 47.00 | 53.00 | 55.50 | 60.00 | 65.00 |
| Consulting firm | < | * | * | * | * | * |
| Research organization | <5 | * | * | * | * | * |
| Hospice | < | * | * | * | * | * |
| Other healthcare related corporation | 41 | 45.00 | 52.00 | 60.00 | 70.00 | 75.00 |
| Non-healthcare related corporation | < 5 | * | * | * | * | * |
| Other | 15 | 40.00 | 51.00 | 58.00 | 64.00 | 80.00 |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.

* Data cells with fewer than 5 respondents are left blank.


## Table 18. Base Salary and Bonus From Primary Employer by State

 and Employer Type| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 5 | 65,000 | 75,000 | 79,000 | 144,000 | 155,000 |
|  | Bonus | < | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 14 | 75,000 | 85,000 | 88,750 | 102,000 | 116,000 |
|  | Bonus | 8 | 1,000 | 2,500 | 4,250 | 12,500 | 20,000 |
| Alaska |  |  |  |  |  |  |  |
| Physician practice: <br> Single specialty group | Base salary | 9 | 80,000 | 95,000 | 100,000 | 130,000 | 180,000 |
|  | Bonus | 9 | 2,500 | 8,000 | 8,000 | 15,000 | 94,800 |
| Government | Base salary | 6 | 60,000 | 81,924 | 87,000 | 96,000 | 135,000 |
|  | Bonus | 5 | 12,000 | 12,000 | 15,000 | 30,000 | 30,992 |
| Federally Qualified Health Center | Base salary | 6 | 89,000 | 92,500 | 106,500 | 124,000 | 144,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| Arizona |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 28 | 98,000 | 104,000 | 113,150 | 128,250 | 141,000 |
|  | Bonus | 9 | 1,000 | 4,500 | 12,000 | 20,000 | 68,000 |
| Physician practice: <br> Multispecialty group | Base salary | 15 | 92,000 | 95,000 | 104,000 | 115,000 | 122,400 |
|  | Bonus | 11 | 3,000 | 3,000 | 5,000 | 38,900 | 40,000 |
| Physician practice: <br> Single specialty group | Base salary | 42 | 80,000 | 90,000 | 101,500 | 120,000 | 132,000 |
|  | Bonus | 32 | 1,000 | 2,000 | 6,000 | 12,500 | 30,000 |
| Physician practice: <br> Solo practice | Base salary | 11 | 80,000 | 82,000 | 90,000 | 100,000 | 105,000 |
|  | Bonus | 7 | 1,200 | 2,500 | 5,000 | 14,000 | 30,000 |
| Arkansas |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 5 | 81,600 | 93,480 | 105,000 | 105,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Multispecialty group | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | 6 | 500 | 2,500 | 7,375 | 14,000 | 35,000 |
| Physician practice: <br> Single specialty group | Base salary | 5 | 80,000 | 85,000 | 100,000 | 115,000 | 170,000 |
|  | Bonus | 5 | 2,000 | 6,000 | 6,000 | 10,000 | 76,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| California |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 34 | 101,000 | 117,000 | 146,000 | 169,000 | 204,000 |
|  | Bonus | 32 | 1,000 | 2,400 | 6,500 | 10,000 | 16,875 |
| Physician practice: <br> Multispecialty group | Base salary | 46 | 95,000 | 110,000 | 120,000 | 138,000 | 156,000 |
|  | Bonus | 42 | 1,200 | 3,000 | 8,500 | 12,000 | 35,000 |
| Physician practice: <br> Single specialty group | Base salary | 64 | 94,500 | 100,000 | 114,000 | 135,100 | 168,000 |
|  | Bonus | 51 | 1,000 | 2,400 | 5,000 | 16,000 | 40,000 |
| Physician practice: <br> Solo practice | Base salary | 19 | 88,000 | 100,000 | 118,000 | 140,000 | 155,000 |
|  | Bonus | 18 | 600 | 1,500 | 5,000 | 10,000 | 20,000 |
| HMO | Base salary | 6 | 110,000 | 120,000 | 171,500 | 185,000 | 198,000 |
|  | Bonus | 15 | 800 | 900 | 2,000 | 6,000 | 7,000 |
| Community health clinic | Base salary | 7 | 97,500 | 99,800 | 117,000 | 135,000 | 150,000 |
|  | Bonus | 6 | 400 | 3,000 | 3,038 | 6,000 | 16,000 |
| Government | Base salary | 12 | 89,000 | 96,885 | 104,250 | 125,000 | 130,526 |
|  | Bonus | <5 | * | * | * | * | * |
| Federally Qualified Health Center | Base salary | 32 | 94,000 | 104,500 | 110,500 | 120,000 | 127,000 |
|  | Bonus | 24 | 1,200 | 3,000 | 10,800 | 22,500 | 44,160 |
| College or university | Base salary | 15 | 80,000 | 87,000 | 106,000 | 150,000 | 164,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other healthcare related corporation | Base salary | 10 | 109,250 | 110,000 | 119,250 | 135,000 | 155,000 |
|  | Bonus | 7 | 1,000 | 3,000 | 15,000 | 24,000 | 45,000 |
| Colorado |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 52 | 86,000 | 95,000 | 103,250 | 115,000 | 120,000 |
|  | Bonus | 23 | 1,583 | 2,500 | 6,000 | 11,000 | 25,000 |
| Physician practice: <br> Multispecialty group | Base salary | 18 | 80,000 | 85,000 | 89,850 | 104,000 | 120,000 |
|  | Bonus | 18 | 1,800 | 2,000 | 9,000 | 20,000 | 28,000 |
| Physician practice: <br> Single specialty group | Base salary | 69 | 75,000 | 85,000 | 95,000 | 105,000 | 123,000 |
|  | Bonus | 59 | 1,000 | 2,000 | 5,750 | 10,000 | 25,000 |
| Physician practice: Solo practice | Base salary | 12 | 72,000 | 81,000 | 87,500 | 101,500 | 120,000 |
|  | Bonus | 5 | 500 | 5,000 | 5,000 | 15,600 | 20,000 |
| HMO | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 6 | 1,200 | 1,200 | 1,500 | 1,800 | 2,000 |
| Federally Qualified Health Center | Base salary | 14 | 80,000 | 91,325 | 107,091 | 110,000 | 119,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 9 | 64,000 | 88,000 | 97,000 | 102,000 | 121,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Connecticut |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 53 | 101,000 | 107,000 | 115,000 | 130,000 | 149,000 |
|  | Bonus | 19 | 500 | 2,000 | 2,500 | 13,000 | 20,000 |
| Physician practice: <br> Multispecialty group | Base salary | 12 | 90,000 | 93,350 | 104,500 | 123,457 | 145,000 |
|  | Bonus | 6 | 2,000 | 2,500 | 10,000 | 25,000 | 32,000 |
| Physician practice: <br> Single specialty group | Base salary | 21 | 88,000 | 98,000 | 104,000 | 115,000 | 140,000 |
|  | Bonus | 16 | 1,000 | 1,625 | 2,750 | 9,000 | 20,000 |
| Physician practice: <br> Solo practice | Base salary | 10 | 93,000 | 95,000 | 105,000 | 125,000 | 181,700 |
|  | Bonus | 6 | 500 | 2,500 | 3,250 | 10,000 | 15,000 |
| College or university | Base salary | 8 | 97,000 | 104,500 | 126,000 | 149,000 | 180,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Delaware |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 11 | 85,000 | 90,000 | 94,000 | 120,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 5 | 72,000 | 73,000 | 102,000 | 120,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| District of Columbia |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 18 | 94,000 | 98,551 | 104,750 | 119,500 | 160,000 |
|  | Bonus | 6 | 650 | 750 | 1,350 | 2,000 | 5,000 |
| Government | Base salary | 5 | 107,595 | 110,000 | 110,000 | 123,000 | 162,000 |
|  | Bonus | 5 | 800 | 1,000 | 5,000 | 12,300 | 25,000 |
| Federally Qualified Health Center | Base salary | 5 | 80,000 | 97,000 | 99,840 | 109,498 | 118,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Florida |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 45 | 89,000 | 96,000 | 107,000 | 120,120 | 127,000 |
|  | Bonus | 19 | 1,000 | 2,000 | 7,000 | 15,000 | 31,200 |
| Physician practice: Multispecialty group | Base salary | 37 | 80,000 | 85,000 | 90,000 | 107,000 | 130,000 |
|  | Bonus | 22 | 2,000 | 7,000 | 15,500 | 30,000 | 55,000 |
| Physician practice: <br> Single specialty group | Base salary | 82 | 80,080 | 89,000 | 99,000 | 120,000 | 135,000 |
|  | Bonus | 59 | 1,000 | 2,500 | 6,000 | 20,000 | 50,000 |
| Physician practice: <br> Solo practice | Base salary | 24 | 80,000 | 85,000 | 90,000 | 112,500 | 130,000 |
|  | Bonus | 14 | 2,000 | 3,000 | 9,000 | 25,000 | 45,000 |
| Government | Base salary | 14 | 86,400 | 87,000 | 97,150 | 105,000 | 111,560 |
|  | Bonus | 7 | 500 | 3,200 | 12,000 | 20,000 | 30,000 |
| College or university | Base salary | 10 | 73,500 | 81,000 | 98,161 | 112,500 | 121,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other healthcare related corporation | Base salary | 8 | 102,000 | 109,000 | 112,000 | 115,000 | 136,000 |
|  | Bonus | 7 | 800 | 1,000 | 10,000 | 20,000 | 43,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Georgia |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 33 | 90,000 | 98,800 | 113,000 | 125,000 | 132,000 |
|  | Bonus | 17 | 3,500 | 10,000 | 12,000 | 16,000 | 25,000 |
| Physician practice: <br> Multispecialty group | Base salary | 18 | 71,430 | 86,000 | 100,000 | 115,000 | 126,000 |
|  | Bonus | 14 | 2,500 | 4,000 | 8,000 | 30,000 | 72,000 |
| Physician practice: <br> Single specialty group | Base salary | 53 | 85,000 | 90,000 | 95,000 | 105,000 | 110,000 |
|  | Bonus | 38 | 1,000 | 3,000 | 6,077 | 20,000 | 45,000 |
| Physician practice: Solo practice | Base salary | 10 | 80,500 | 90,000 | 104,000 | 116,000 | 127,000 |
|  | Bonus | 6 | 2,000 | 2,800 | 8,750 | 20,000 | 125,000 |
| Government | Base salary | 7 | 77,000 | 100,000 | 103,000 | 112,000 | 126,700 |
|  | Bonus | 5 | 1,250 | 1,500 | 10,001 | 15,000 | 18,000 |
| Federally Qualified Health Center | Base salary | 6 | 65,000 | 83,750 | 87,000 | 98,000 | 113,000 |
|  | Bonus | < | * | * | * | * | * |
| Hawai |  |  |  |  |  |  |  |
| Government | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 5 | 5,000 | 15,000 | 17,000 | 26,000 | 36,000 |
| Idaho |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 8 | 92,000 | 97,450 | 101,905 | 114,000 | 120,000 |
|  | Bonus | 5 | 5,000 | 5,000 | 6,000 | 9,981 | 10,400 |
| Physician practice: <br> Multispecialty group | Base salary | $<5$ | * | * | * | * | * |
|  | Bonus | 5 | 1,000 | 3,000 | 4,000 | 17,000 | 25,000 |
| Physician practice: <br> Single specialty group | Base salary | 8 | 86,000 | 88,680 | 97,500 | 106,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Illinois |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 63 | 85,000 | 91,500 | 100,000 | 113,000 | 135,000 |
|  | Bonus | 40 | 1,927 | 3,250 | 5,000 | 9,000 | 20,000 |
| Physician practice: <br> Multispecialty group | Base salary | 22 | 86,500 | 91,000 | 102,000 | 110,000 | 115,000 |
|  | Bonus | 19 | 1,500 | 3,800 | 6,000 | 20,000 | 45,000 |
| Physician practice: <br> Single specialty group | Base salary | 51 | 80,000 | 85,000 | 95,000 | 107,500 | 115,000 |
|  | Bonus | 35 | 1,000 | 2,000 | 4,000 | 10,000 | 20,000 |
| Physician practice: <br> Solo practice | Base salary | 10 | 83,500 | 85,000 | 92,500 | 100,000 | 120,000 |
|  | Bonus | 9 | 2,000 | 9,000 | 20,000 | 70,000 | 111,000 |
| Federally Qualified Health Center | Base salary | 7 | 80,000 | 85,000 | 90,000 | 95,000 | 140,000 |
|  | Bonus | 5 | 800 | 2,500 | 2,600 | 7,000 | 60,000 |
| Certified Rural Health Clinic | Base salary | 8 | 69,000 | 75,500 | 90,000 | 105,000 | 114,000 |
|  | Bonus | 7 | 500 | 3,000 | 20,000 | 36,000 | 70,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Indiana |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 21 | 93,500 | 95,572 | 100,000 | 117,000 | 130,000 |
|  | Bonus | 12 | 2,000 | 2,000 | 6,000 | 10,750 | 15,000 |
| Physician practice: Multispecialty group | Base salary | 13 | 90,000 | 95,000 | 107,100 | 114,000 | 122,000 |
|  | Bonus | 7 | 800 | 1,000 | 10,000 | 20,000 | 40,000 |
| Physician practice: <br> Single specialty group | Base salary | 16 | 80,000 | 83,000 | 97,500 | 107,600 | 125,000 |
|  | Bonus | 14 | 600 | 2,500 | 6,000 | 10,000 | 15,000 |
| Physician practice: <br> Solo practice | Base salary | 5 | 75,000 | 85,000 | 89,000 | 90,000 | 100,000 |
|  | Bonus | <5 | * | * | * | * | * |
| lowa |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 16 | 97,600 | 104,500 | 109,291 | 120,000 | 126,000 |
|  | Bonus | 9 | 1,000 | 8,000 | 13,000 | 16,000 | 60,000 |
| Physician practice: <br> Multispecialty group | Base salary | 9 | 64,000 | 85,000 | 94,000 | 107,665 | 225,000 |
|  | Bonus | 8 | 1,000 | 8,500 | 12,000 | 35,500 | 60,000 |
| Physician practice: <br> Single specialty group | Base salary | 12 | 75,281 | 79,500 | 97,700 | 129,500 | 150,000 |
|  | Bonus | 10 | 800 | 4,500 | 13,500 | 30,000 | 52,500 |
| College or university | Base salary | 5 | 82,000 | 95,000 | 114,382 | 125,000 | 130,000 |
|  | Bonus | < | * | * | * | * | * |
| Kansas |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 6 | 85,000 | 95,000 | 105,500 | 113,600 | 115,000 |
|  | Bonus | < | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 8 | 81,000 | 86,000 | 95,000 | 115,800 | 124,800 |
|  | Bonus | < | * | * | * | * | * |
| Certified Rural Health Clinic | Base salary | 5 | 83,000 | 97,500 | 102,000 | 108,000 | 111,000 |
|  | Bonus | < | * | * | * | * | * |
| Kentucky |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 11 | 80,000 | 85,000 | 100,000 | 107,000 | 110,000 |
|  | Bonus | 5 | 1,000 | 1,500 | 2,700 | 3,000 | 38,000 |
| Physician practice: <br> Multispecialty group | Base salary | 5 | 87,880 | 104,000 | 105,000 | 121,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 7 | 73,000 | 80,859 | 95,000 | 125,000 | 128,000 |
|  | Bonus | 5 | 2,000 | 2,250 | 6,000 | 16,000 | 80,000 |
| Louisiana |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 18 | 84,000 | 90,000 | 94,000 | 98,000 | 106,000 |
|  | Bonus | 6 | 1,000 | 1,400 | 2,250 | 8,000 | 20,000 |
| Physician practice: <br> Single specialty group | Base salary | 12 | 84,000 | 87,500 | 95,000 | 106,000 | 160,000 |
|  | Bonus | 11 | 500 | 500 | 3,500 | 5,700 | 9,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maine |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 28 | 85,000 | 94,250 | 100,000 | 115,557 | 140,000 |
|  | Bonus | 5 | 2,500 | 4,000 | 5,000 | 8,000 | 10,000 |
| Physician practice: <br> Single specialty group | Base salary | 7 | 79,000 | 88,000 | 95,000 | 112,500 | 117,500 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 46 | 92,000 | 100,000 | 106,625 | 115,000 | 129,000 |
|  | Bonus | 20 | 650 | 1,900 | 5,000 | 10,000 | 14,000 |
| Physician practice: <br> Multispecialty group | Base salary | 8 | 72,000 | 92,035 | 106,500 | 118,500 | 136,800 |
|  | Bonus | 5 | 11,000 | 13,000 | 20,000 | 20,000 | 45,000 |
| Physician practice: <br> Single specialty group | Base salary | 40 | 80,000 | 88,750 | 101,500 | 120,000 | 134,750 |
|  | Bonus | 31 | 1,000 | 2,400 | 7,000 | 18,000 | 36,000 |
| Physician practice: <br> Solo practice | Base salary | 10 | 66,375 | 77,500 | 92,500 | 105,000 | 122,500 |
|  | Bonus | 6 | 1,000 | 1,200 | 2,000 | 4,000 | 6,000 |
| Government | Base salary | 11 | 102,000 | 107,000 | 119,794 | 126,000 | 136,265 |
|  | Bonus | 5 | 1,200 | 4,000 | 6,000 | 7,000 | 20,000 |
| Massachusetts |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 74 | 90,850 | 95,250 | 107,100 | 123,000 | 141,000 |
|  | Bonus | 29 | 1,000 | 2,000 | 4,000 | 6,000 | 13,400 |
| Physician practice: <br> Multispecialty group | Base salary | 21 | 92,000 | 99,797 | 105,000 | 119,000 | 135,500 |
|  | Bonus | 17 | 2,000 | 3,000 | 6,000 | 10,000 | 20,000 |
| Physician practice: <br> Single specialty group | Base salary | 20 | 84,000 | 90,000 | 100,000 | 116,050 | 142,000 |
|  | Bonus | 19 | 2,000 | 3,500 | 5,000 | 11,000 | 25,000 |
| Physician practice: <br> Solo practice | Base salary | 6 | 70,000 | 88,000 | 90,000 | 95,000 | 200,000 |
|  | Bonus | 5 | 5,000 | 5,000 | 15,000 | 20,000 | 32,000 |
| Michigan |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 95 | 88,000 | 95,000 | 104,000 | 119,000 | 128,960 |
|  | Bonus | 34 | 2,000 | 3,000 | 5,000 | 10,000 | 15,000 |
| Physician practice: <br> Multispecialty group | Base salary | 26 | 80,000 | 86,000 | 96,500 | 105,000 | 125,000 |
|  | Bonus | 18 | 1,000 | 5,000 | 9,500 | 25,000 | 50,000 |
| Physician practice: <br> Single specialty group | Base salary | 57 | 85,000 | 90,000 | 105,000 | 115,000 | 125,000 |
|  | Bonus | 42 | 1,300 | 3,000 | 5,000 | 16,000 | 37,035 |
| Physician practice: <br> Solo practice | Base salary | 11 | 75,000 | 75,000 | 90,000 | 100,000 | 115,000 |
|  | Bonus | 6 | 1,000 | 2,000 | 2,000 | 3,000 | 5,000 |
| Certified Rural Health Clinic | Base salary | 7 | 79,817 | 88,900 | 96,408 | 115,000 | 120,000 |
|  | Bonus | 5 | 2,000 | 10,000 | 10,000 | 10,000 | 26,379 |
| College or university | Base salary | 6 | 84,000 | 84,000 | 90,500 | 93,872 | 104,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Minnesota |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 55 | 94,000 | 102,000 | 112,000 | 122,000 | 133,000 |
|  | Bonus | 23 | 2,500 | 3,000 | 5,000 | 13,500 | 16,000 |
| Physician practice: <br> Multispecialty group | Base salary | 30 | 85,500 | 91,500 | 100,000 | 108,000 | 120,000 |
|  | Bonus | 22 | 2,000 | 2,200 | 5,000 | 14,000 | 16,000 |
| Physician practice: <br> Single specialty group | Base salary | 28 | 85,000 | 92,618 | 99,700 | 111,000 | 142,000 |
|  | Bonus | 19 | 1,000 | 2,000 | 5,000 | 9,400 | 26,000 |
| Missouri |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 22 | 84,000 | 90,000 | 98,000 | 107,500 | 140,000 |
|  | Bonus | 10 | 2,650 | 4,000 | 7,250 | 12,000 | 48,000 |
| Physician practice: <br> Multispecialty group | Base salary | 6 | 78,000 | 97,760 | 102,000 | 105,000 | 105,000 |
|  | Bonus | 5 | 2,500 | 6,750 | 10,000 | 15,000 | 25,000 |
| Physician practice: <br> Single specialty group | Base salary | 10 | 87,500 | 90,000 | 93,500 | 102,000 | 106,000 |
|  | Bonus | 7 | 3,000 | 3,000 | 10,000 | 28,000 | 45,000 |
| Physician practice: <br> Solo practice | Base salary | 6 | 77,500 | 85,000 | 90,750 | 100,000 | 124,000 |
|  | Bonus | < | * | * | * | * | * |
| Montana |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 12 | 87,700 | 91,583 | 102,001 | 108,750 | 140,000 |
|  | Bonus | 6 | 500 | 2,000 | 5,500 | 13,000 | 15,000 |
| Physician practice: <br> Multispecialty group | Base salary | 6 | 80,000 | 85,000 | 96,125 | 125,000 | 133,208 |
|  | Bonus | 6 | 4,000 | 5,000 | 7,000 | 19,000 | 24,000 |
| Nebraska |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 22 | 93,600 | 97,000 | 104,530 | 112,000 | 116,000 |
|  | Bonus | 8 | 1,200 | 3,200 | 5,500 | 15,000 | 25,000 |
| Physician practice: Multispecialty group | Base salary | 10 | 73,500 | 84,000 | 100,500 | 114,000 | 115,500 |
|  | Bonus | 5 | 4,000 | 4,800 | 5,000 | 17,071 | 32,000 |
| Physician practice: <br> Single specialty group | Base salary | 16 | 80,000 | 89,023 | 100,000 | 107,500 | 174,000 |
|  | Bonus | 12 | 2,500 | 4,500 | 10,000 | 17,500 | 21,205 |
| Certified Rural Health Clinic | Base salary | 5 | 76,200 | 85,000 | 98,000 | 100,000 | 100,000 |
|  | Bonus | 5 | 1,000 | 8,000 | 25,000 | 32,000 | 37,500 |
| Nevada |  |  |  |  |  |  |  |
| Physician practice: <br> Single specialty group | Base salary | 11 | 85,000 | 90,000 | 105,000 | 115,400 | 150,000 |
|  | Bonus | 7 | 10,000 | 10,000 | 25,000 | 96,753 | 120,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Hampshire |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 23 | 94,000 | 96,000 | 104,000 | 120,000 | 133,000 |
|  | Bonus | 8 | 1,200 | 3,500 | 4,500 | 12,500 | 60,000 |
| Physician practice: <br> Multispecialty group | Base salary | 9 | 88,895 | 93,400 | 110,000 | 130,000 | 150,000 |
|  | Bonus | 5 | 1,000 | 2,666 | 3,500 | 4,000 | 22,000 |
| Physician practice: <br> Single specialty group | Base salary | 10 | 90,000 | 90,000 | 98,250 | 111,000 | 139,000 |
|  | Bonus | 5 | 500 | 3,000 | 3,200 | 10,000 | 32,000 |
| New Jersey |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 19 | 97,600 | 108,000 | 130,000 | 147,000 | 150,000 |
|  | Bonus | 11 | 2,000 | 4,500 | 6,000 | 10,000 | 12,000 |
| Physician practice: <br> Multispecialty group | Base salary | 12 | 92,000 | 97,500 | 100,000 | 121,000 | 135,000 |
|  | Bonus | 9 | 1,000 | 3,000 | 7,500 | 10,000 | 50,000 |
| Physician practice: <br> Single specialty group | Base salary | 30 | 80,000 | 90,000 | 100,000 | 112,320 | 136,250 |
|  | Bonus | 21 | 1,000 | 2,000 | 5,000 | 20,800 | 40,000 |
| New Mexico |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 12 | 84,000 | 91,500 | 104,500 | 109,479 | 115,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 6 | 90,000 | 95,000 | 100,000 | 100,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Government | Base salary | 5 | 93,000 | 95,000 | 105,000 | 123,545 | 143,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New York |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 189 | 87,550 | 95,000 | 106,000 | 121,000 | 142,000 |
|  | Bonus | 65 | 2,000 | 3,000 | 6,000 | 10,000 | 21,500 |
| Physician practice: <br> Multispecialty group | Base salary | 47 | 80,000 | 90,000 | 103,000 | 131,000 | 150,000 |
|  | Bonus | 28 | 1,600 | 4,550 | 6,000 | 17,500 | 34,824 |
| Physician practice: <br> Single specialty group | Base salary | 63 | 84,000 | 90,000 | 100,500 | 120,750 | 130,000 |
|  | Bonus | 56 | 1,000 | 2,750 | 5,000 | 10,000 | 20,000 |
| Physician practice: <br> Solo practice | Base salary | 20 | 84,500 | 87,000 | 98,600 | 107,500 | 132,500 |
|  | Bonus | 15 | 1,000 | 1,800 | 3,000 | 15,000 | 40,000 |
| Government | Base salary | 7 | 80,172 | 87,351 | 97,000 | 114,000 | 122,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Federally Qualified Health Center | Base salary | 5 | 78,000 | 84,000 | 100,000 | 106,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 14 | 88,600 | 100,000 | 104,000 | 115,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other healthcare related corporation | Base salary | 5 | 80,000 | 90,000 | 123,300 | 135,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| North Carolina |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 90 | 85,000 | 91,000 | 100,046 | 112,000 | 122,405 |
|  | Bonus | 64 | 1,000 | 3,000 | 6,000 | 10,800 | 20,000 |
| Physician practice: <br> Multispecialty group | Base salary | 24 | 85,000 | 90,850 | 104,400 | 118,500 | 138,000 |
|  | Bonus | 24 | 1,500 | 3,750 | 7,250 | 16,000 | 30,000 |
| Physician practice: <br> Single specialty group | Base salary | 80 | 80,000 | 87,750 | 95,000 | 105,000 | 123,366 |
|  | Bonus | 61 | 1,050 | 2,500 | 5,500 | 13,000 | 24,000 |
| Physician practice: <br> Solo practice | Base salary | 20 | 77,500 | 90,000 | 94,500 | 106,080 | 115,000 |
|  | Bonus | 11 | 1,000 | 1,000 | 6,000 | 12,000 | 15,000 |
| Government | Base salary | 12 | 76,000 | 86,250 | 110,000 | 121,500 | 124,000 |
|  | Bonus | 6 | 600 | 750 | 6,375 | 15,400 | 100,000 |
| Federally Qualified Health Center | Base salary | 9 | 83,000 | 88,999 | 95,000 | 113,500 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Certified Rural Health Clinic | Base salary | 7 | 83,000 | 88,000 | 92,000 | 100,000 | 102,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 17 | 89,000 | 96,654 | 107,000 | 128,500 | 160,000 |
|  | Bonus | 5 | 1,500 | 10,000 | 10,000 | 12,000 | 15,000 |
| Ohio |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 63 | 84,500 | 90,000 | 98,000 | 108,000 | 124,000 |
|  | Bonus | 22 | 1,250 | 5,000 | 5,000 | 10,000 | 15,000 |
| Physician practice: <br> Multispecialty group | Base salary | 13 | 90,000 | 97,000 | 105,000 | 122,000 | 129,000 |
|  | Bonus | 8 | 500 | 3,000 | 6,500 | 9,500 | 60,000 |
| Physician practice: <br> Single specialty group | Base salary | 40 | 72,500 | 81,600 | 90,750 | 101,000 | 112,000 |
|  | Bonus | 30 | 1,500 | 2,500 | 5,000 | 10,000 | 60,000 |
| Physician practice: <br> Solo practice | Base salary | 6 | 80,000 | 81,000 | 89,500 | 108,260 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 5 | 88,500 | 95,000 | 98,000 | 132,000 | 169,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Oklahoma |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 13 | 90,000 | 96,000 | 100,000 | 118,000 | 150,000 |
|  | Bonus | 6 | 670 | 10,000 | 13,000 | 22,000 | 200,000 |
| Physician practice: <br> Multispecialty group | Base salary | 8 | 85,852 | 89,500 | 94,353 | 129,800 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 13 | 93,000 | 95,000 | 105,000 | 115,000 | 125,000 |
|  | Bonus | 12 | 1,500 | 3,250 | 9,000 | 17,500 | 25,000 |
| Physician practice: <br> Solo practice | Base salary | 6 | 78,000 | 80,000 | 95,000 | 130,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Federally Qualified Health Center | Base salary | 5 | 73,000 | 84,200 | 90,000 | 116,000 | 120,000 |
|  | Bonus | < | * | * | * | * | * |
| College or university | Base salary | 5 | 83,000 | 90,000 | 90,000 | 105,000 | 132,000 |
|  | Bonus | < | * | * | * | * | * |
| Oregon |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 23 | 96,000 | 100,000 | 110,000 | 128,000 | 142,000 |
|  | Bonus | 13 | 1,000 | 3,000 | 10,000 | 25,000 | 40,000 |
| Physician practice: <br> Multispecialty group | Base salary | 26 | 88,000 | 96,000 | 100,003 | 114,000 | 120,000 |
|  | Bonus | 17 | 1,500 | 5,000 | 7,000 | 10,000 | 13,000 |
| Physician practice: <br> Single specialty group | Base salary | 32 | 90,000 | 94,500 | 105,000 | 112,250 | 120,000 |
|  | Bonus | 24 | 1,000 | 5,000 | 9,000 | 15,000 | 20,000 |
| Federally Qualified Health Center | Base salary | 8 | 90,000 | 93,000 | 108,500 | 128,200 | 135,000 |
|  | Bonus | < | * | * | * | * | * |
| Pennsylvania |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 130 | 80,000 | 87,000 | 98,000 | 108,000 | 124,500 |
|  | Bonus | 50 | 1,000 | 2,000 | 5,000 | 9,000 | 11,900 |
| Physician practice: <br> Multispecialty group | Base salary | 37 | 80,000 | 83,000 | 95,000 | 104,000 | 124,000 |
|  | Bonus | 23 | 750 | 1,500 | 2,500 | 5,500 | 15,000 |
| Physician practice: <br> Single specialty group | Base salary | 85 | 74,000 | 80,000 | 89,500 | 99,700 | 110,000 |
|  | Bonus | 49 | 800 | 2,000 | 5,000 | 10,000 | 27,000 |
| Physician practice: Solo practice | Base salary | 9 | 72,375 | 75,000 | 85,000 | 95,000 | 115,000 |
|  | Bonus | 9 | 500 | 2,000 | 3,200 | 5,500 | 65,000 |
| Government | Base salary | 8 | 64,000 | 85,795 | 100,150 | 117,961 | 136,000 |
|  | Bonus | < | * | * | * | * | * |
| Federally Qualified Health Center | Base salary | 6 | 78,000 | 85,000 | 98,300 | 102,000 | 117,000 |
|  | Bonus | < | * | * | * | * | * |
| College or university | Base salary | 22 | 76,000 | 83,000 | 90,006 | 108,000 | 126,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Rhode Island |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 9 | 90,000 | 104,000 | 121,000 | 135,000 | 145,000 |
|  | Bonus | <5 | * | * | * | * | * |
| South Carolina |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 27 | 88,000 | 92,000 | 97,000 | 110,000 | 129,000 |
|  | Bonus | 12 | 2,500 | 4,000 | 11,500 | 24,500 | 60,000 |
| Physician practice: <br> Multispecialty group | Base salary | 8 | 83,500 | 97,500 | 109,500 | 127,500 | 135,000 |
|  | Bonus | 5 | 500 | 1,600 | 3,500 | 4,000 | 20,000 |
| Physician practice: Single specialty group | Base salary | 15 | 75,000 | 82,000 | 90,000 | 105,000 | 110,000 |
|  | Bonus | 12 | 500 | 2,000 | 6,000 | 10,000 | 40,000 |
| Physician practice: <br> Solo practice | Base salary | 6 | 80,000 | 85,000 | 90,250 | 115,000 | 120,000 |
|  | Bonus | 5 | 3,000 | 3,000 | 3,500 | 12,000 | 120,000 |
| South Dakota |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 5 | 86,632 | 90,542 | 108,846 | 115,000 | 115,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Single specialty group | Base salary | 8 | 78,000 | 98,500 | 116,000 | 140,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Tennessee |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 15 | 80,000 | 86,000 | 95,000 | 120,000 | 121,000 |
|  | Bonus | 5 | 7,500 | 9,500 | 11,600 | 20,000 | 30,000 |
| Physician practice: Multispecialty group | Base salary | 8 | 81,250 | 88,250 | 95,500 | 103,602 | 114,900 |
|  | Bonus | 6 | 1,500 | 2,000 | 7,000 | 10,000 | 38,000 |
| Physician practice: <br> Single specialty group | Base salary | 19 | 83,000 | 85,000 | 90,000 | 98,000 | 150,000 |
|  | Bonus | 16 | 2,000 | 2,250 | 6,500 | 13,000 | 40,000 |
| Physician practice: <br> Solo practice | Base salary | 5 | 77,000 | 78,000 | 94,569 | 104,000 | 140,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Texas |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 88 | 93,500 | 100,500 | 111,500 | 126,000 | 140,000 |
|  | Bonus | 44 | 700 | 2,000 | 5,000 | 10,000 | 15,000 |
| Physician practice: <br> Multispecialty group | Base salary | 41 | 86,320 | 100,000 | 110,500 | 120,000 | 130,500 |
|  | Bonus | 26 | 1,000 | 5,000 | 6,000 | 12,000 | 25,000 |
| Physician practice: <br> Single specialty group | Base salary | 78 | 89,000 | 95,000 | 105,000 | 124,992 | 136,000 |
|  | Bonus | 50 | 1,000 | 2,500 | 6,000 | 15,000 | 36,000 |
| Physician practice: Solo practice | Base salary | 34 | 85,000 | 90,000 | 95,000 | 109,000 | 120,000 |
|  | Bonus | 19 | 1,000 | 5,000 | 15,000 | 25,000 | 57,000 |
| Community health clinic | Base salary | 6 | 78,000 | 89,000 | 100,000 | 109,702 | 114,090 |
|  | Bonus | < 5 | * | * | * | * | * |
| Government | Base salary | 21 | 75,000 | 84,000 | 103,547 | 115,000 | 128,000 |
|  | Bonus | 16 | 1,000 | 2,750 | 10,500 | 17,500 | 23,861 |
| Federally Qualified Health Center | Base salary | 9 | 50,000 | 92,000 | 105,000 | 112,000 | 156,000 |
|  | Bonus | 5 | 800 | 900 | 3,000 | 5,000 | 13,000 |
| Certified Rural Health Clinic | Base salary | 6 | 78,000 | 118,000 | 125,500 | 150,000 | 195,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 14 | 89,000 | 99,800 | 108,750 | 117,300 | 133,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other healthcare related corporation | Base salary | 10 | 90,000 | 91,000 | 106,500 | 110,000 | 131,550 |
|  | Bonus | 7 | 1,250 | 1,600 | 2,000 | 8,000 | 50,000 |
| Other | Base salary | 5 | 98,817 | 100,000 | 120,000 | 171,000 | 180,000 |
|  | Bonus | < | * | * | * | * | * |
| Utah |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 16 | 86,061 | 91,560 | 114,000 | 143,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Physician practice: <br> Multispecialty group | Base salary | 14 | 75,000 | 81,000 | 99,500 | 118,000 | 150,000 |
|  | Bonus | 8 | 956 | 2,000 | 10,000 | 27,500 | 57,500 |
| Physician practice: <br> Single specialty group | Base salary | 21 | 85,000 | 92,000 | 96,000 | 115,000 | 130,000 |
|  | Bonus | 15 | 2,000 | 2,500 | 6,500 | 20,000 | 32,000 |
| Physician practice: Solo practice | Base salary | 6 | 60,000 | 77,500 | 84,000 | 93,000 | 155,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Vermont |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 11 | 91,500 | 96,000 | 110,000 | 122,000 | 123,000 |
|  | Bonus | 5 | 2,500 | 3,000 | 6,000 | 8,000 | 12,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Virginia |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 23 | 87,000 | 90,000 | 101,000 | 114,400 | 140,000 |
|  | Bonus | 16 | 1,300 | 2,650 | 6,000 | 14,188 | 92,730 |
| Physician practice: <br> Multispecialty group | Base salary | 31 | 75,000 | 85,000 | 100,100 | 112,000 | 125,000 |
|  | Bonus | 23 | 2,000 | 3,000 | 7,000 | 15,700 | 38,000 |
| Physician practice: <br> Single specialty group | Base salary | 39 | 84,000 | 92,000 | 104,000 | 110,000 | 130,000 |
|  | Bonus | 29 | 1,500 | 3,000 | 10,000 | 20,000 | 28,000 |
| Physician practice: <br> Solo practice | Base salary | 8 | 80,000 | 84,250 | 92,125 | 95,500 | 107,000 |
|  | Bonus | 7 | 2,000 | 3,000 | 5,500 | 25,000 | 50,000 |
| Government | Base salary | 8 | 69,816 | 92,000 | 112,300 | 129,000 | 180,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 5 | 86,500 | 98,000 | 112,000 | 130,000 | 190,000 |
|  | Bonus | < | * | * | * | * | * |
| Washington |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 49 | 100,000 | 110,000 | 120,000 | 130,000 | 150,000 |
|  | Bonus | 30 | 2,250 | 5,000 | 10,650 | 20,000 | 38,280 |
| Physician practice: <br> Multispecialty group | Base salary | 27 | 97,000 | 105,000 | 120,000 | 130,000 | 156,400 |
|  | Bonus | 20 | 1,800 | 4,250 | 9,500 | 17,500 | 41,000 |
| Physician practice: <br> Single specialty group | Base salary | 15 | 85,500 | 98,500 | 112,000 | 120,000 | 156,000 |
|  | Bonus | 17 | 1,000 | 3,000 | 6,000 | 10,000 | 25,000 |
| HMO | Base salary | 6 | 91,000 | 92,000 | 102,500 | 108,000 | 126,000 |
|  | Bonus | 5 | 3,000 | 3,500 | 3,500 | 5,000 | 10,000 |
| Government | Base salary | 10 | 100,500 | 105,000 | 110,500 | 115,000 | 126,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Federally Qualified Health Center | Base salary | 10 | 89,000 | 92,000 | 96,000 | 100,000 | 103,000 |
|  | Bonus | <5 | * | * | * | * | * |
| College or university | Base salary | 5 | 78,000 | 90,000 | 120,000 | 122,500 | 129,600 |
|  | Bonus | <5 | * | * | * | * | * |
| Other healthcare related corporation | Base salary | 5 | 115,000 | 115,000 | 115,000 | 120,000 | 153,400 |
|  | Bonus | 5 | 1,000 | 4,000 | 5,000 | 7,000 | 10,000 |
| West Virginia |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 9 | 85,275 | 93,500 | 105,000 | 128,000 | 160,000 |
|  | Bonus | 9 | 1,000 | 4,000 | 5,000 | 15,000 | 35,000 |
| Physician practice: <br> Single specialty group | Base salary | 8 | 85,000 | 89,664 | 99,750 | 122,500 | 250,000 |
|  | Bonus | 6 | 1,500 | 1,650 | 5,250 | 20,000 | 130,000 |

## Table 18 cont. Base Salary and Bonus From Primary Employer by State and Employer Type

| STATE <br> EMPLOYER TYPE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Wisconsin |  |  |  |  |  |  |  |
| Hospital (including acad. medical center) | Base salary | 55 | 88,000 | 92,000 | 102,000 | 119,000 | 132,000 |
|  | Bonus | 20 | 1,750 | 2,250 | 5,000 | 6,250 | 17,500 |
| Physician practice: <br> Multispecialty group | Base salary | 36 | 88,000 | 95,500 | 103,250 | 119,000 | 135,000 |
|  | Bonus | 15 | 1,100 | 3,000 | 10,000 | 30,000 | 45,000 |
| Physician practice: <br> Single specialty group | Base salary | 21 | 86,700 | 90,000 | 95,000 | 100,000 | 120,000 |
|  | Bonus | 19 | 1,000 | 2,500 | 5,500 | 15,000 | 40,000 |
| College or university | Base salary | 7 | 89,000 | 92,000 | 95,600 | 98,000 | 101,000 |
|  | Bonus | <5 | * | * | * | * | * |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Not all employers are shown due to low numbers of responses for some employers. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 19. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital (including acad. medical center) | Base salary | 1,431 | 87,000 | 95,000 | 105,000 | 120,000 | 137,000 |
|  | Bonus | 637 | 1,000 | 2,600 | 5,000 | 11,500 | 20,000 |
| 0 to 1 year | Base salary | 194 | 83,000 | 87,000 | 92,000 | 99,521 | 110,240 |
|  | Bonus | 82 | 1,250 | 3,000 | 5,000 | 10,000 | 15,000 |
| 2 to 4 years | Base salary | 303 | 85,000 | 90,850 | 97,760 | 105,500 | 117,500 |
|  | Bonus | 128 | 1,000 | 2,300 | 5,000 | 11,500 | 20,000 |
| 5 to 9 years | Base salary | 313 | 91,166 | 98,000 | 105,000 | 114,421 | 125,000 |
|  | Bonus | 147 | 1,000 | 2,600 | 5,000 | 11,000 | 19,000 |
| 10 to 14 years | Base salary | 214 | 92,500 | 101,000 | 111,000 | 123,000 | 139,381 |
|  | Bonus | 106 | 1,000 | 2,900 | 5,000 | 10,000 | 20,000 |
| 15 to 19 years | Base salary | 163 | 98,000 | 105,000 | 119,000 | 133,000 | 158,000 |
|  | Bonus | 79 | 2,000 | 4,000 | 7,000 | 11,500 | 25,000 |
| 20 or more years | Base salary | 244 | 93,000 | 108,080 | 121,405 | 137,500 | 160,000 |
|  | Bonus | 95 | 1,000 | 2,000 | 5,000 | 15,000 | 22,619 |
| Physician practice: <br> Multispecialty group | Base salary | 594 | 80,000 | 91,000 | 102,000 | 120,000 | 135,000 |
|  | Bonus | 430 | 1,200 | 3,000 | 6,175 | 15,000 | 32,500 |
| 0 to 1 year | Base salary | 68 | 80,000 | 85,000 | 90,000 | 99,000 | 105,000 |
|  | Bonus | 42 | 2,000 | 3,000 | 6,500 | 10,000 | 17,000 |
| 2 to 4 years | Base salary | 103 | 80,000 | 87,200 | 98,000 | 105,000 | 115,000 |
|  | Bonus | 78 | 2,000 | 3,000 | 6,000 | 14,000 | 38,000 |
| 5 to 9 years | Base salary | 125 | 80,000 | 92,000 | 100,000 | 113,000 | 124,000 |
|  | Bonus | 103 | 1,500 | 3,000 | 8,000 | 12,000 | 24,000 |
| 10 to 14 years | Base salary | 87 | 82,197 | 98,500 | 109,200 | 120,000 | 136,800 |
|  | Bonus | 56 | 1,200 | 2,500 | 12,000 | 20,000 | 38,900 |
| 15 to 19 years | Base salary | 80 | 80,500 | 95,500 | 109,500 | 128,500 | 151,000 |
|  | Bonus | 58 | 1,000 | 2,500 | 5,500 | 20,700 | 40,000 |
| 20 or more years | Base salary | 131 | 85,000 | 100,000 | 116,000 | 130,000 | 150,000 |
|  | Bonus | 93 | 1,000 | 2,500 | 5,600 | 11,000 | 38,000 |

## Table 19 cont. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physician practice: <br> Single specialty group | Base salary | 1,104 | 80,000 | 88,000 | 100,000 | 112,500 | 130,000 |
|  | Bonus | 856 | 1,000 | 2,500 | 6,000 | 15,000 | 30,000 |
| 0 to 1 year | Base salary | 122 | 78,750 | 82,000 | 87,750 | 95,000 | 102,000 |
|  | Bonus | 52 | 600 | 1,650 | 3,500 | 7,750 | 12,000 |
| 2 to 4 years | Base salary | 222 | 79,800 | 85,000 | 90,500 | 100,000 | 110,000 |
|  | Bonus | 190 | 1,000 | 2,000 | 5,000 | 11,000 | 25,000 |
| 5 to 9 years | Base salary | 232 | 80,000 | 89,023 | 97,500 | 107,750 | 123,000 |
|  | Bonus | 195 | 1,000 | 2,500 | 7,000 | 15,000 | 30,000 |
| 10 to 14 years | Base salary | 183 | 84,000 | 93,000 | 105,040 | 120,000 | 140,000 |
|  | Bonus | 133 | 1,000 | 2,000 | 6,000 | 16,000 | 30,000 |
| 15 to 19 years | Base salary | 139 | 84,000 | 97,000 | 110,000 | 125,000 | 154,000 |
|  | Bonus | 124 | 1,300 | 4,000 | 10,000 | 20,000 | 50,000 |
| 20 or more years | Base salary | 206 | 77,000 | 93,000 | 107,000 | 124,000 | 140,000 |
|  | Bonus | 162 | 1,250 | 3,000 | 5,000 | 15,000 | 30,000 |
| Physician practice: <br> Solo practice | Base salary | 266 | 75,000 | 85,000 | 93,000 | 110,000 | 125,000 |
|  | Bonus | 191 | 1,000 | 2,000 | 5,000 | 15,000 | 40,000 |
| 0 to 1 year | Base salary | 24 | 80,000 | 87,750 | 90,500 | 95,000 | 98,500 |
|  | Bonus | 13 | 500 | 1,000 | 5,000 | 8,000 | 10,000 |
| 2 to 4 years | Base salary | 71 | 75,000 | 80,000 | 88,000 | 93,000 | 110,000 |
|  | Bonus | 42 | 650 | 2,000 | 5,000 | 14,000 | 40,000 |
| 5 to 9 years | Base salary | 69 | 75,000 | 85,000 | 96,000 | 110,000 | 125,000 |
|  | Bonus | 55 | 1,200 | 2,500 | 6,000 | 17,200 | 37,000 |
| 10 to 14 years | Base salary | 35 | 74,328 | 90,000 | 100,000 | 116,000 | 130,000 |
|  | Bonus | 27 | 1,000 | 2,500 | 10,000 | 20,000 | 46,000 |
| 15 to 19 years | Base salary | 24 | 78,000 | 90,000 | 100,000 | 125,000 | 166,400 |
|  | Bonus | 20 | 1,350 | 2,750 | 5,000 | 17,500 | 60,000 |
| 20 or more years | Base salary | 43 | 70,000 | 85,722 | 107,000 | 120,000 | 125,000 |
|  | Bonus | 34 | 1,000 | 1,700 | 3,500 | 20,000 | 40,000 |

## Table 19 cont. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| HMO | Base salary | 29 | 78,000 | 100,000 | 110,000 | 120,640 | 181,200 |
|  | Bonus | 34 | 900 | 1,500 | 3,750 | 9,000 | 10,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 5 to 9 years | Base salary | 7 | 75,000 | 78,000 | 113,300 | 120,640 | 128,500 |
|  | Bonus | 7 | 550 | 2,090 | 9,000 | 10,000 | 11,500 |
| 10 to 14 years | Base salary | 8 | 83,000 | 104,250 | 106,500 | 145,000 | 175,000 |
|  | Bonus | 9 | 900 | 1,200 | 3,500 | 4,000 | 12,000 |
| 15 to 19 years | Base salary | < | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 6 | 100,000 | 110,000 | 118,240 | 181,200 | 185,000 |
|  | Bonus | 10 | 850 | 1,200 | 1,900 | 5,000 | 7,500 |
| Community health clinic | Base salary | 52 | 77,000 | 85,000 | 95,000 | 107,351 | 114,090 |
|  | Bonus | 28 | 3,000 | 3,038 | 5,000 | 7,500 | 20,000 |
| 0 to 1 year | Base salary | 11 | 85,000 | 85,000 | 90,000 | 100,430 | 104,000 |
|  | Bonus | 6 | 400 | 4,000 | 5,000 | 5,500 | 8,000 |
| 2 to 4 years | Base salary | 11 | 80,000 | 86,000 | 91,500 | 95,000 | 97,000 |
|  | Bonus | 7 | 1,800 | 3,000 | 4,000 | 10,000 | 20,000 |
| 5 to 9 years | Base salary | 12 | 77,000 | 87,000 | 107,500 | 116,000 | 135,000 |
|  | Bonus | 7 | 3,000 | 3,600 | 6,000 | 16,000 | 30,000 |
| 10 to 14 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < | * | * | * | * | * |
| 15 to 19 years | Base salary | 8 | 70,000 | 91,250 | 104,000 | 110,851 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 7 | 70,000 | 78,000 | 90,000 | 110,000 | 114,090 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 19 cont. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Government | Base salary | 180 | 80,000 | 90,893 | 104,000 | 115,000 | 129,961 |
|  | Bonus | 97 | 800 | 1,500 | 10,001 | 18,000 | 25,000 |
| 0 to 1 year | Base salary | 8 | 77,019 | 82,000 | 85,000 | 106,544 | 17,088 |
|  | Bonus | < | * | * | * | * | * |
| 2 to 4 years | Base salary | 22 | 69,816 | 77,000 | 88,298 | 95,000 | 100,000 |
|  | Bonus | 11 | 4,000 | 11,000 | 11,000 | 12,000 | 12,000 |
| 5 to 9 years | Base salary | 28 | 78,000 | 86,000 | 97,000 | 104,500 | 110,000 |
|  | Bonus | 19 | 800 | 12,000 | 18,500 | 25,000 | 31,000 |
| 10 to 14 years | Base salary | 27 | 80,000 | 86,500 | 105,000 | 112,000 | 123,000 |
|  | Bonus | 15 | 750 | 1,000 | 5,000 | 15,000 | 20,000 |
| 15 to 19 years | Base salary | 29 | 90,586 | 100,000 | 110,000 | 118,500 | 136,265 |
|  | Bonus | 16 | 700 | 1,250 | 5,500 | 21,931 | 30,000 |
| 20 or more years | Base salary | 66 | 87,351 | 99,300 | 108,000 | 124,000 | 132,000 |
|  | Bonus | 33 | 750 | 1,000 | 3,200 | 12,000 | 23,000 |
| Federally Qualified Health Center | Base salary | 159 | 83,000 | 90,000 | 102,500 | 112,000 | 120,000 |
|  | Bonus | 84 | 800 | 1,975 | 5,000 | 19,000 | 32,000 |
| 0 to 1 year | Base salary | 27 | 80,000 | 84,000 | 90,000 | 99,000 | 120,000 |
|  | Bonus | 13 | 2,000 | 3,000 | 5,000 | 25,000 | 44,160 |
| 2 to 4 years | Base salary | 36 | 80,000 | 87,750 | 97,000 | 110,000 | 113,000 |
|  | Bonus | 18 | 600 | 2,000 | 3,400 | 10,000 | 20,000 |
| 5 to 9 years | Base salary | 38 | 78,000 | 91,000 | 102,250 | 110,000 | 119,000 |
|  | Bonus | 18 | 500 | 1,000 | 5,500 | 11,000 | 32,000 |
| 10 to 14 years | Base salary | 18 | 83,000 | 99,990 | 108,591 | 119,000 | 127,000 |
|  | Bonus | 13 | 1,200 | 2,300 | 7,000 | 18,000 | 22,500 |
| 15 to 19 years | Base salary | 15 | 95,000 | 98,260 | 105,000 | 114,000 | 125,000 |
|  | Bonus | 7 | 600 | 800 | 1,500 | 8,500 | 21,000 |
| 20 or more years | Base salary | 25 | 90,000 | 101,000 | 112,000 | 118,000 | 145,000 |
|  | Bonus | 15 | 800 | 2,500 | 10,000 | 28,000 | 60,000 |

## Table 19 cont. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Certified Rural Health Clinic | Base salary | 85 | 79,817 | 86,000 | 95,347 | 108,000 | 120,000 |
|  | Bonus | 53 | 1,000 | 2,750 | 8,000 | 20,356 | 30,000 |
| 0 to 1 year | Base salary | 9 | 60,000 | 85,000 | 88,900 | 90,000 | 96,408 |
|  | Bonus | 6 | 1,020 | 2,000 | 7,500 | 10,000 | 30,000 |
| 2 to 4 years | Base salary | 20 | 76,650 | 85,000 | 94,250 | 102,000 | 114,423 |
|  | Bonus | 12 | 1,000 | 2,000 | 6,750 | 10,000 | 14,000 |
| 5 to 9 years | Base salary | 14 | 80,000 | 85,000 | 91,000 | 108,000 | 110,000 |
|  | Bonus | 9 | 650 | 2,000 | 5,000 | 20,000 | 26,379 |
| 10 to 14 years | Base salary | 8 | 39,000 | 95,250 | 102,500 | 109,000 | 145,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 11 | 94,000 | 95,000 | 103,000 | 114,000 | 120,000 |
|  | Bonus | 8 | 5,000 | 5,922 | 9,725 | 25,178 | 36,000 |
| 20 or more years | Base salary | 23 | 80,000 | 90,000 | 100,000 | 120,000 | 128,000 |
|  | Bonus | 14 | 2,500 | 5,000 | 20,000 | 25,000 | 33,000 |
| College or university | Base salary | 191 | 83,000 | 90,000 | 103,200 | 124,000 | 148,000 |
|  | Bonus | 30 | 500 | 2,000 | 8,750 | 12,000 | 22,500 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 9 | 83,225 | 87,500 | 90,000 | 91,520 | 99,225 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 28 | 85,000 | 90,500 | 97,500 | 105,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 42 | 83,000 | 89,011 | 104,500 | 120,000 | 131,000 |
|  | Bonus | 9 | 350 | 2,500 | 9,000 | 14,000 | 60,461 |
| 15 to 19 years | Base salary | 25 | 80,000 | 95,000 | 104,000 | 130,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 83 | 80,000 | 93,000 | 112,500 | 132,000 | 164,000 |
|  | Bonus | 11 | 1,000 | 2,000 | 10,000 | 12,000 | 15,000 |

## Table 19 cont. Base Salary and Bonus From Primary Employer by Employer Type and Years of Experience

| EMPLOYER TYPE <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other healthcare related corporation | Base salary | 77 | 83,200 | 94,000 | 110,000 | 120,000 | 135,000 |
|  | Bonus | 57 | 800 | 2,000 | 7,000 | 15,000 | 32,000 |
| 0 to 1 year | Base salary | 7 | 84,000 | 95,680 | 102,000 | 110,000 | 145,600 |
|  | Bonus | 9 | 800 | 1,600 | 2,500 | 10,000 | 20,000 |
| 2 to 4 years | Base salary | 12 | 84,000 | 85,000 | 93,500 | 106,700 | 115,000 |
|  | Bonus | 8 | 500 | 1,000 | 6,700 | 30,000 | 55,000 |
| 5 to 9 years | Base salary | 18 | 83,200 | 97,000 | 110,000 | 115,000 | 130,000 |
|  | Bonus | 11 | 1,000 | 1,200 | 6,000 | 10,000 | 14,500 |
| 10 to 14 years | Base salary | 13 | 82,000 | 94,000 | 100,000 | 120,000 | 120,000 |
|  | Bonus | 10 | 500 | 1,000 | 17,500 | 30,000 | 66,000 |
| 15 to 19 years | Base salary | 16 | 80,000 | 104,000 | 120,500 | 135,131 | 153,400 |
|  | Bonus | 11 | 4,000 | 5,000 | 15,000 | 24,000 | 43,000 |
| 20 or more years | Base salary | 11 | 88,000 | 100,000 | 112,000 | 120,000 | 123,300 |
|  | Bonus | 8 | 500 | 2,000 | 5,250 | 8,500 | 10,000 |
| Other | Base salary | 38 | 82,000 | 90,000 | 105,000 | 120,000 | 146,000 |
|  | Bonus | 20 | 1,300 | 5,000 | 14,800 | 44,000 | 79,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | < 5 | * | * | * | * | * |
| 2 to 4 years | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 5 | 82,000 | 84,000 | 87,000 | 110,000 | 115,000 |
|  | Bonus | 5 | 7,200 | 15,000 | 15,000 | 40,000 | 80,000 |
| 10 to 14 years | Base salary | 9 | 72,000 | 90,000 | 104,000 | 107,000 | 146,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 15 | 84,000 | 95,000 | 120,000 | 130,000 | 157,000 |
|  | Bonus | 11 | 2,000 | 2,500 | 10,000 | 48,000 | 78,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Years of experience is the number of years of experience as a PA in any capacity.
Not all employers are shown due to low numbers of responses in some employers. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 20. Base Salary and Bonus From Primary Employer by Work Setting

| WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physician office/clinic | Base salary | 2,379 | 80,000 | 88,000 | 98,900 | 112,000 | 130,000 |
|  | Bonus | 1,523 | 1,000 | 2,666 | 6,000 | 15,000 | 32,000 |
| Hospital: Outpatient unit | Base salary | 334 | 86,000 | 93,500 | 105,000 | 115,000 | 130,000 |
|  | Bonus | 125 | 800 | 2,000 | 5,000 | 11,500 | 25,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 535 | 86,700 | 93,000 | 104,000 | 117,000 | 130,540 |
|  | Bonus | 206 | 1,000 | 2,000 | 5,000 | 10,000 | 15,000 |
| Hospital: Emergency department | Base salary | 186 | 90,000 | 97,500 | 109,250 | 124,000 | 140,000 |
|  | Bonus | 277 | 1,500 | 3,000 | 8,000 | 15,000 | 25,000 |
| Hospital: Operating room | Base salary | 379 | 89,800 | 98,000 | 110,000 | 130,000 | 152,000 |
|  | Bonus | 197 | 1,000 | 2,500 | 6,000 | 10,400 | 22,000 |
| Hospital: Intensive care/critical care unit | Base salary | 144 | 90,000 | 98,000 | 110,000 | 125,000 | 150,000 |
|  | Bonus | 60 | 1,000 | 2,300 | 5,000 | 15,000 | 25,000 |
| Hospital: Other unit not specified | Base salary | 161 | 93,000 | 100,000 | 109,640 | 122,000 | 145,000 |
|  | Bonus | 73 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| Hospital: Critical access | Base salary | 60 | 90,500 | 100,000 | 111,000 | 132,000 | 155,000 |
|  | Bonus | 33 | 1,500 | 3,889 | 6,885 | 12,000 | 25,000 |
| Urgent care center | Base salary | 177 | 86,000 | 92,000 | 102,000 | 115,000 | 125,000 |
|  | Bonus | 168 | 1,000 | 2,200 | 5,000 | 11,500 | 36,000 |
| Ambulatory surgical center | Base salary | 24 | 84,000 | 87,000 | 98,500 | 105,750 | 115,000 |
|  | Bonus | 16 | 900 | 1,600 | 3,100 | 10,650 | 72,000 |
| Other freestanding outpatient facility | Base salary | 117 | 84,000 | 90,000 | 100,000 | 113,000 | 130,000 |
|  | Bonus | 61 | 1,500 | 3,200 | 7,000 | 12,000 | 30,000 |
| School/college/ university | Base salary | 139 | 82,000 | 90,000 | 103,000 | 125,000 | 148,000 |
|  | Bonus | 24 | 500 | 1,250 | 4,500 | 10,000 | 15,000 |
| Industrial facility/work site | Base salary | 21 | 96,000 | 103,000 | 108,000 | 123,300 | 140,000 |
|  | Bonus | 11 | 800 | 1,200 | 5,000 | 20,000 | 21,000 |
| Correctional facility | Base salary | 18 | 80,000 | 95,000 | 99,263 | 108,000 | 120,000 |
|  | Bonus | 7 | 500 | 1,250 | 15,000 | 16,000 | 23,000 |
| Rehabilitation facility | Base salary | 24 | 85,000 | 89,400 | 96,250 | 111,044 | 135,262 |
|  | Bonus | 10 | 983 | 2,000 | 12,500 | 20,000 | 37,500 |
| Extended care facility/ nursing home | Base salary | 23 | 64,500 | 85,000 | 95,000 | 115,000 | 117,088 |
|  | Bonus | 17 | 1,500 | 2,000 | 5,400 | 25,000 | 80,000 |

## Table 20 cont. Base Salary and Bonus From Primary Employer by Work Setting

| WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Patient home | Base salary | 16 | 78,589 | 90,000 | 100,000 | 107,000 | 120,000 |
|  | Bonus | 10 | 875 | 3,000 | 5,000 | 10,000 | 17,500 |
| Convenient care (including retail clinics) | Base salary | 13 | 93,000 | 97,900 | 109,000 | 113,500 | 121,000 |
|  | Bonus | 15 | 1,000 | 2,068 | 5,000 | 8,000 | 46,000 |
| Other | Base salary | 110 | 86,700 | 95,000 | 106,469 | 129,000 | 149,000 |
|  | Bonus | 56 | 1,200 | 3,000 | 10,000 | 16,500 | 39,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

* Data cells with fewer than 5 respondents are left blank.


## Table 21. Hourly Wage From Primary Employer by Work Setting

| WORK SETTING | N | $\begin{array}{\|c\|} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{array}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physician office/clinic | 242 | 43.00 | 49.00 | 55.00 | 62.50 | 75.00 |
| Hospital: Outpatient unit | 36 | 45.00 | 47.78 | 54.32 | 70.00 | 80.00 |
| Hospital: Inpatient unit (not ICU/CCU) | 92 | 43.50 | 49.15 | 54.03 | 63.08 | 70.00 |
| Hospital: Emergency department | 321 | 50.68 | 57.00 | 65.00 | 75.00 | 85.00 |
| Hospital: Operating room | 42 | 45.00 | 53.90 | 61.00 | 75.00 | 85.00 |
| Hospital: Intensive care/ critical care unit | 33 | 45.64 | 48.03 | 55.00 | 66.00 | 75.00 |
| Hospital: Other unit not specified | 15 | 44.63 | 50.00 | 65.00 | 67.00 | 69.75 |
| Hospital: Critical access | 18 | 40.00 | 53.69 | 60.25 | 80.00 | 93.00 |
| Urgent care center | 162 | 45.00 | 50.00 | 58.00 | 65.00 | 75.00 |
| Ambulatory surgical center | < | * | * | * | * | * |
| Other freestanding outpatient facility | 28 | 37.00 | 50.99 | 56.50 | 63.25 | 70.00 |
| School/college/university | < | * | * | * | * | * |
| Industrial facility/work site | <5 | * | * | * | * | * |
| Correctional facility | 6 | 40.21 | 40.87 | 50.50 | 51.69 | 115.00 |
| Rehabilitation facility | < 5 | * | * | * | * | * |
| Extended care facility/nursing home | < | * | * | * | * | * |
| Patient home | < | * | * | * | * | * |
| Mobile health unit | < | * | * | * | * | * |
| Convenient care (including retail clinics) | 15 | 43.90 | 53.00 | 56.00 | 60.00 | 60.91 |
| Telehealth | <5 | * | * | * | * | * |
| Other | 9 | 35.00 | 50.26 | 60.00 | 70.00 | 75.00 |
| NATIONAL TOTAL | 1,099 | 45.00 | 50.61 | 60.00 | 68.00 | 80.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.

* Data cells with fewer than 5 respondents are left blank.


## Table 22. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 14 | 65,000 | 80,000 | 87,500 | 103,000 | 116,000 |
|  | Bonus | 8 | 2,500 | 2,500 | 6,200 | 17,000 | 60,000 |
| Hospital: Operating room | Base salary | 6 | 75,000 | 77,000 | 96,500 | 125,000 | 144,000 |
|  | Bonus | < | * | * | * | * | * |
| Alaska |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 19 | 80,000 | 89,000 | 96,000 | 124,000 | 150,000 |
|  | Bonus | 15 | 2,500 | 8,000 | 10,000 | 25,000 | 50,000 |
| Arizona |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 70 | 81,000 | 90,000 | 100,000 | 115,000 | 125,000 |
|  | Bonus | 40 | 1,000 | 2,000 | 5,000 | 17,000 | 30,000 |
| Hospital: Outpatient unit | Base salary | 5 | 99,486 | 103,000 | 105,000 | 111,000 | 126,000 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 9 | 98,000 | 104,000 | 109,000 | 120,000 | 200,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Operating room | Base salary | 10 | 88,000 | 110,000 | 114,500 | 126,500 | 137,500 |
|  | Bonus | 8 | 3,000 | 3,250 | 5,400 | 13,000 | 50,000 |
| Urgent care center | Base salary | 5 | 96,500 | 97,291 | 101,000 | 105,000 | 107,000 |
|  | Bonus | 9 | 1,000 | 7,000 | 10,000 | 14,000 | 25,000 |
| Arkansas |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 11 | 70,000 | 72,000 | 90,000 | 120,000 | 150,000 |
|  | Bonus | 10 | 500 | 2,000 | 7,500 | 14,000 | 47,500 |

Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| California |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 138 | 95,000 | 103,500 | 115,000 | 130,000 | 150,000 |
|  | Bonus | 110 | 800 | 2,000 | 6,000 | 16,000 | 40,000 |
| Hospital: Outpatient unit | Base salary | 15 | 89,000 | 110,000 | 139,360 | 180,000 | 230,000 |
|  | Bonus | 8 | 500 | 2,000 | 7,000 | 20,500 | 40,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 12 | 115,000 | 119,475 | 139,000 | 156,500 | 167,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Emergency department | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 31 | 1,500 | 3,700 | 10,000 | 12,000 | 33,000 |
| Hospital: Operating room | Base salary | 21 | 124,000 | 130,526 | 156,000 | 177,000 | 198,000 |
|  | Bonus | 15 | 650 | 1,000 | 5,000 | 10,000 | 32,000 |
| Urgent care center | Base salary | 11 | 91,520 | 98,800 | 112,400 | 122,000 | 123,500 |
|  | Bonus | 10 | 1,400 | 2,400 | 8,250 | 45,000 | 70,000 |
| Other freestanding outpatient facility | Base salary | 13 | 97,770 | 99,800 | 110,000 | 135,000 | 152,000 |
|  | Bonus | 7 | 1,000 | 3,000 | 5,000 | 14,359 | 20,000 |
| School/college/ university | Base salary | 12 | 80,000 | 84,250 | 100,500 | 140,000 | 164,000 |
|  | Bonus | < | * | * | * | * | * |
| Other | Base salary | 5 | 96,000 | 105,000 | 132,567 | 144,000 | 300,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Colorado |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 101 | 78,000 | 84,000 | 93,600 | 105,000 | 120,000 |
|  | Bonus | 70 | 1,000 | 2,000 | 5,000 | 10,000 | 20,000 |
| Hospital: Outpatient unit | Base salary | 11 | 75,000 | 93,000 | 97,000 | 106,970 | 108,000 |
|  | Bonus | 8 | 1,000 | 8,000 | 11,500 | 22,500 | 40,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 9 | 80,000 | 94,000 | 98,000 | 99,500 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Emergency department | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 11 | 1,100 | 2,000 | 6,000 | 10,000 | 10,000 |
| Hospital: Operating room | Base salary | 11 | 95,000 | 97,526 | 100,000 | 120,000 | 120,000 |
|  | Bonus | 7 | 5,000 | 6,000 | 8,000 | 11,000 | 20,000 |
| Hospital: Other unit not specified | Base salary | 5 | 85,000 | 115,000 | 120,000 | 124,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | 8 | 98,500 | 106,091 | 110,000 | 128,100 | 158,392 |
|  | Bonus | 5 | 700 | 970 | 1,583 | 9,000 | 14,000 |
| Other freestanding outpatient facility | Base salary | 5 | 85,000 | 101,000 | 105,000 | 111,320 | 118,500 |
|  | Bonus | 5 | 1,200 | 6,500 | 25,000 | 30,000 | 34,000 |
| School/college/ university | Base salary | 6 | 64,000 | 80,000 | 93,000 | 97,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other | Base salary | 6 | 85,000 | 93,000 | 102,200 | 108,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Connecticut |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 37 | 90,000 | 95,000 | 106,500 | 120,000 | 145,000 |
|  | Bonus | 24 | 1,000 | 2,250 | 7,200 | 15,000 | 22,500 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 30 | 96,883 | 102,000 | 109,787 | 120,000 | 135,000 |
|  | Bonus | 5 | 1,000 | 2,000 | 2,000 | 2,500 | 5,000 |
| Hospital: Emergency department | Base salary | 6 | 110,000 | 112,000 | 122,500 | 135,000 | 155,000 |
|  | Bonus | 8 | 2,000 | 5,000 | 10,000 | 12,500 | 16,000 |
| Hospital: Operating room | Base salary | 9 | 90,000 | 105,000 | 115,000 | 120,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 5 | 100,000 | 102,000 | 122,000 | 125,000 | 154,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | 6 | 86,000 | 94,000 | 102,500 | 120,000 | 166,400 |
|  | Bonus | <5 | * | * | * | * | * |
| School/college/ university | Base salary | 5 | 97,000 | 120,000 | 125,000 | 133,000 | 165,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Delaware |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 5 | 72,000 | 73,000 | 80,000 | 120,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| District of Columbia |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 10 | 85,500 | 97,000 | 103,718 | 118,000 | 134,500 |
|  | Bonus | 9 | 800 | 1,950 | 6,000 | 12,300 | 60,000 |
| Hospital: Emergency department | Base salary | 10 | 96,926 | 98,900 | 110,000 | 119,500 | 212,500 |
|  | Bonus | <5 | * | * | * | * | * |
| Florida |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 131 | 80,000 | 85,000 | 95,000 | 115,000 | 128,000 |
|  | Bonus | 78 | 1,000 | 2,500 | 8,000 | 20,000 | 50,000 |
| Hospital: Outpatient unit | Base salary | 6 | 96,000 | 105,000 | 108,950 | 120,000 | 128,400 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 17 | 85,000 | 89,000 | 110,000 | 125,000 | 160,000 |
|  | Bonus | 7 | 3,000 | 13,000 | 27,000 | 30,000 | 31,200 |
| Hospital: Emergency department | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 16 | 1,500 | 2,000 | 10,250 | 17,500 | 50,000 |
| Hospital: Operating room | Base salary | 18 | 89,000 | 96,500 | 113,200 | 124,000 | 130,000 |
|  | Bonus | 10 | 1,750 | 5,000 | 8,000 | 15,000 | 46,500 |
| Hospital: Intensive care/critical care unit | Base salary | 10 | 81,000 | 91,000 | 108,000 | 120,000 | 181,450 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 9 | 83,200 | 96,000 | 102,000 | 108,000 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | 6 | 81,000 | 85,000 | 106,661 | 112,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other freestanding outpatient facility | Base salary | 6 | 78,000 | 87,500 | 103,280 | 123,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| School/college/ university | Base salary | 10 | 73,500 | 83,000 | 102,092 | 112,500 | 121,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other | Base salary | 5 | 86,400 | 90,000 | 93,600 | 100,000 | 136,000 |
|  | Bonus | < 5 | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Georgia |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 67 | 79,000 | 89,000 | 95,000 | 108,000 | 130,000 |
|  | Bonus | 43 | 2,500 | 4,000 | 10,000 | 30,000 | 50,000 |
| Hospital: Outpatient unit | Base salary | 6 | 96,000 | 100,000 | 110,850 | 121,000 | 126,700 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 8 | 89,600 | 89,800 | 92,000 | 105,500 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Operating room | Base salary | 12 | 90,000 | 94,250 | 102,500 | 108,591 | 115,000 |
|  | Bonus | 9 | 1,000 | 5,000 | 7,000 | 10,000 | 30,000 |
| Hospital: Intensive care/critical care unit | Base salary | 8 | 103,500 | 119,750 | 130,000 | 141,000 | 190,000 |
|  | Bonus | 8 | 2,000 | 6,750 | 12,000 | 15,750 | 18,000 |
| Hospital: Other unit not specified | Base salary | 10 | 100,750 | 109,640 | 115,000 | 117,500 | 124,000 |
|  | Bonus | 5 | 2,000 | 4,000 | 5,000 | 6,000 | 13,000 |
| Urgent care center | Base salary | 6 | 90,000 | 91,000 | 104,500 | 120,000 | 156,000 |
|  | Bonus | 7 | 1,000 | 1,500 | 3,000 | 40,000 | 85,000 |
| Hawaii |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 6 | 80,000 | 85,000 | 102,000 | 128,500 | 147,000 |
|  | Bonus | < | * | * | * | * | * |
| Idaho |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 20 | 85,000 | 93,250 | 100,000 | 104,000 | 115,000 |
|  | Bonus | 10 | 2,500 | 5,000 | 6,000 | 30,000 | 43,500 |
| Illinois |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 94 | 80,000 | 86,000 | 95,908 | 108,000 | 116,438 |
|  | Bonus | 65 | 1,000 | 3,000 | 6,000 | 20,000 | 50,000 |
| Hospital: Outpatient unit | Base salary | 15 | 85,000 | 87,500 | 96,000 | 102,000 | 121,000 |
|  | Bonus | 7 | 1,000 | 2,500 | 5,000 | 16,300 | 20,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 23 | 85,000 | 90,000 | 97,000 | 114,000 | 135,000 |
|  | Bonus | 8 | 2,000 | 2,100 | 4,350 | 4,925 | 7,000 |
| Hospital: Emergency department | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 10 | 1,450 | 3,500 | 6,175 | 15,000 | 19,000 |
| Hospital: Operating room | Base salary | 17 | 85,000 | 87,000 | 105,000 | 108,000 | 120,000 |
|  | Bonus | 13 | 1,000 | 2,000 | 4,000 | 6,020 | 8,650 |
| Urgent care center | Base salary | 5 | 94,000 | 100,000 | 105,000 | 110,000 | 135,000 |
|  | Bonus | 9 | 1,500 | 3,223 | 5,000 | 6,000 | 20,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Indiana |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 25 | 80,000 | 91,520 | 97,000 | 108,000 | 118,000 |
|  | Bonus | 15 | 500 | 4,000 | 10,000 | 20,000 | 37,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 10 | 86,376 | 92,000 | 100,000 | 110,000 | 118,500 |
|  | Bonus | 6 | 1,000 | 2,000 | 7,500 | 11,500 | 15,000 |
| Hospital: Emergency department | Base salary | < | * | * | * | * | * |
|  | Bonus | 7 | 2,000 | 2,500 | 10,000 | 11,000 | 15,000 |
| Hospital: Operating room | Base salary | 10 | 90,000 | 90,000 | 100,000 | 110,000 | 123,566 |
|  | Bonus | <5 | * | * | * | * | * |
| lowa |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 27 | 70,000 | 80,000 | 93,500 | 110,000 | 130,000 |
|  | Bonus | 22 | 1,120 | 4,500 | 15,000 | 30,000 | 60,000 |
| Hospital: Outpatient unit | Base salary | 6 | 95,000 | 97,600 | 111,482 | 114,382 | 115,000 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Emergency department | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 5 | 1,000 | 4,500 | 7,000 | 13,000 | 40,000 |
| Hospital: Operating room | Base salary | 5 | 85,000 | 97,600 | 105,000 | 120,000 | 225,000 |
|  | Bonus | $<5$ | * | * | * | * | * |
| Kansas |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 16 | 81,000 | 87,156 | 94,000 | 109,500 | 113,600 |
|  | Bonus | 7 | 675 | 1,500 | 11,000 | 20,000 | 20,000 |
| Hospital: Critical access | Base salary | <5 | * | * | * | * | * |
|  | Bonus | 5 | 500 | 6,000 | 12,000 | 25,000 | 28,000 |
| Kentucky |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 16 | 80,000 | 85,500 | 96,000 | 120,000 | 135,000 |
|  | Bonus | 11 | 2,000 | 2,000 | 6,000 | 14,000 | 20,000 |
| Louisiana |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 20 | 81,000 | 85,000 | 90,000 | 98,750 | 125,500 |
|  | Bonus | 11 | 500 | 500 | 800 | 5,500 | 10,000 |
| Hospital: Outpatient unit | Base salary | 6 | 84,000 | 90,000 | 91,000 | 98,000 | 114,000 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | 5 | 1,500 | 2,000 | 2,500 | 8,000 | 9,000 |
| Hospital: Intensive care/critical care unit | Base salary | 6 | 90,000 | 93,000 | 95,100 | 97,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maine |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 19 | 75,705 | 82,000 | 95,000 | 103,000 | 117,500 |
|  | Bonus | 11 | 1,000 | 4,200 | 6,000 | 14,000 | 50,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 6 | 87,000 | 90,000 | 99,398 | 110,000 | 122,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Operating room | Base salary | 7 | 87,000 | 95,000 | 100,000 | 121,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Maryland |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 50 | 76,250 | 86,000 | 96,000 | 117,000 | 125,000 |
|  | Bonus | 31 | 1,200 | 2,000 | 5,000 | 11,000 | 22,000 |
| Hospital: Outpatient unit | Base salary | 18 | 100,000 | 105,000 | 113,500 | 119,794 | 136,800 |
|  | Bonus | 6 | 600 | 2,500 | 9,500 | 11,000 | 20,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 19 | 87,000 | 98,000 | 107,000 | 114,000 | 150,000 |
|  | Bonus | 13 | 1,200 | 3,000 | 5,000 | 10,000 | 18,000 |
| Hospital: Emergency department | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 700 | 6,500 | 13,000 | 19,938 | 30,000 |
| Hospital: Operating room | Base salary | 6 | 88,000 | 97,000 | 105,000 | 112,000 | 125,000 |
|  | Bonus | 5 | 500 | 3,000 | 6,000 | 10,000 | 20,000 |
| Hospital: Other unit not specified | Base salary | 6 | 95,000 | 101,000 | 116,750 | 121,500 | 129,000 |
|  | Bonus | < 5 | * | * | * | * | * |
| Other | Base salary | 8 | 85,000 | 101,625 | 120,500 | 138,633 | 180,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Massachusetts |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 41 | 85,000 | 91,000 | 102,000 | 118,000 | 135,500 |
|  | Bonus | 33 | 2,000 | 5,000 | 8,000 | 15,000 | 25,000 |
| Hospital: Outpatient unit | Base salary | 21 | 89,000 | 93,000 | 100,000 | 112,000 | 120,000 |
|  | Bonus | 5 | 1,000 | 2,000 | 5,000 | 5,000 | 10,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 28 | 88,900 | 92,000 | 105,000 | 120,000 | 135,200 |
|  | Bonus | 11 | 825 | 1,000 | 2,000 | 5,000 | 6,000 |
| Hospital: Emergency department | Base salary | 8 | 94,000 | 100,500 | 116,633 | 136,250 | 160,000 |
|  | Bonus | 10 | 2,500 | 4,000 | 5,000 | 15,000 | 22,500 |
| Hospital: Operating room | Base salary | 7 | 94,000 | 100,000 | 110,000 | 132,000 | 216,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Intensive care/critical care unit | Base salary | 5 | 95,000 | 110,000 | 120,000 | 121,680 | 154,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 5 | 82,500 | 90,000 | 119,000 | 123,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other freestanding outpatient facility | Base salary | 5 | 95,000 | 95,000 | 99,797 | 121,680 | 154,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Michigan |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 107 | 80,000 | 87,000 | 97,000 | 106,000 | 117,000 |
|  | Bonus | 59 | 1,000 | 2,500 | 7,000 | 10,000 | 30,000 |
| Hospital: Outpatient unit | Base salary | 10 | 86,500 | 91,000 | 107,500 | 117,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 41 | 90,000 | 95,000 | 104,000 | 112,000 | 125,000 |
|  | Bonus | 15 | 2,000 | 3,000 | 5,000 | 7,000 | 12,000 |
| Hospital: Emergency department | Base salary | 6 | 90,000 | 96,763 | 111,000 | 112,850 | 120,000 |
|  | Bonus | 11 | 1,500 | 2,500 | 10,000 | 26,000 | 37,035 |
| Hospital: Operating room | Base salary | 11 | 85,000 | 104,000 | 133,000 | 151,000 | 164,350 |
|  | Bonus | 5 | 1,000 | 2,000 | 5,000 | 20,000 | 23,400 |
| Hospital: Intensive care/critical care unit | Base salary | 8 | 98,000 | 110,000 | 123,000 | 153,250 | 169,490 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 10 | 89,590 | 97,000 | 102,000 | 110,000 | 125,000 |
|  | Bonus | 5 | 2,000 | 4,500 | 4,500 | 10,000 | 12,000 |
| Urgent care center | Base salary | 9 | 88,900 | 108,000 | 117,000 | 120,000 | 124,000 |
|  | Bonus | 7 | 500 | 3,000 | 4,800 | 9,000 | 36,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Minnesota |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 60 | 86,500 | 93,500 | 104,000 | 111,000 | 120,000 |
|  | Bonus | 34 | 1,500 | 2,500 | 5,000 | 10,000 | 15,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 24 | 97,600 | 103,750 | 110,000 | 120,507 | 123,000 |
|  | Bonus | 10 | 2,500 | 4,500 | 4,900 | 6,000 | 10,000 |
| Hospital: Emergency department | Base salary | 9 | 85,000 | 105,000 | 132,000 | 144,000 | 201,000 |
|  | Bonus | 6 | 5,000 | 5,000 | 15,500 | 20,000 | 60,300 |
| Hospital: Operating room | Base salary | 14 | 91,500 | 100,400 | 114,500 | 122,218 | 149,000 |
|  | Bonus | 7 | 2,000 | 6,750 | 7,000 | 10,000 | 11,500 |
| Urgent care center | Base salary | 5 | 86,000 | 86,000 | 97,856 | 104,000 | 105,000 |
|  | Bonus | 6 | 1,500 | 2,000 | 3,000 | 10,000 | 17,000 |
| Other | Base salary | 5 | 92,735 | 113,300 | 118,000 | 130,000 | 154,000 |
|  | Bonus | $<5$ | * | * | * | * | * |
| Mississippi |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 7 | 90,000 | 90,000 | 96,000 | 101,000 | 132,500 |
|  | Bonus | <5 | * | * | * | * | * |
| Missouri |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 29 | 85,000 | 88,400 | 95,000 | 100,000 | 120,000 |
|  | Bonus | 22 | 2,000 | 3,000 | 7,125 | 15,000 | 25,000 |
| Montana |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 17 | 80,000 | 85,000 | 100,000 | 111,000 | 133,208 |
|  | Bonus | 10 | 2,600 | 5,000 | 6,500 | 15,000 | 34,500 |
| Urgent care center | Base salary | 6 | 72,000 | 85,000 | 98,083 | 125,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Nebraska |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 38 | 78,000 | 84,000 | 94,300 | 105,000 | 115,000 |
|  | Bonus | 23 | 1,000 | 5,000 | 10,000 | 21,205 | 26,000 |
| Hospital: Outpatient unit | Base salary | 5 | 67,000 | 98,000 | 104,000 | 109,000 | 111,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Emergency department | Base salary | 6 | 85,000 | 95,000 | 109,500 | 116,000 | 186,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Nevada |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 15 | 85,000 | 90,000 | 98,000 | 120,000 | 170,000 |
|  | Bonus | 11 | 3,500 | 4,000 | 25,000 | 60,000 | 96,753 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Hampshire |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 26 | 90,000 | 92,374 | 103,500 | 117,000 | 138,000 |
|  | Bonus | 14 | 1,000 | 2,666 | 3,600 | 10,000 | 22,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 9 | 95,000 | 100,000 | 102,700 | 130,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New Jersey |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 32 | 80,000 | 90,000 | 99,000 | 114,500 | 150,000 |
|  | Bonus | 19 | 1,000 | 4,000 | 6,500 | 18,000 | 40,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 7 | 93,000 | 97,600 | 100,000 | 145,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Emergency department | Base salary | < | * | * | * | * | * |
|  | Bonus | 9 | 5,000 | 8,000 | 12,000 | 20,000 | 47,680 |
| Hospital: Operating room | Base salary | 11 | 100,000 | 100,000 | 120,000 | 147,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| New Mexico |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 20 | 76,950 | 88,000 | 95,500 | 100,000 | 104,500 |
|  | Bonus | 12 | 500 | 1,800 | 7,250 | 11,000 | 20,000 |
| New York |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 129 | 84,000 | 90,000 | 100,000 | 110,000 | 140,000 |
|  | Bonus | 90 | 1,000 | 3,000 | 5,650 | 15,000 | 30,000 |
| Hospital: Outpatient unit | Base salary | 29 | 87,500 | 96,000 | 104,000 | 117,000 | 123,000 |
|  | Bonus | 13 | 2,000 | 5,000 | 7,000 | 10,300 | 31,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 55 | 88,000 | 95,000 | 105,000 | 121,000 | 142,000 |
|  | Bonus | 9 | 500 | 1,100 | 3,000 | 8,000 | 8,000 |
| Hospital: Emergency department | Base salary | 30 | 83,000 | 93,000 | 113,240 | 124,000 | 153,500 |
|  | Bonus | 22 | 3,000 | 4,000 | 5,500 | 10,000 | 10,500 |
| Hospital: Operating room | Base salary | 30 | 91,400 | 100,000 | 117,500 | 128,000 | 154,000 |
|  | Bonus | 10 | 875 | 2,000 | 5,000 | 10,000 | 18,000 |
| Hospital: Intensive care/critical care unit | Base salary | 10 | 98,000 | 106,000 | 113,500 | 131,000 | 150,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 24 | 98,000 | 110,000 | 119,000 | 147,500 | 162,500 |
|  | Bonus | 9 | 1,500 | 3,000 | 5,000 | 6,000 | 10,000 |
| Urgent care center | Base salary | 15 | 85,000 | 92,500 | 105,000 | 130,000 | 135,000 |
|  | Bonus | 14 | 2,500 | 3,000 | 4,000 | 10,000 | 12,000 |
| School/college/ university | Base salary | 12 | 83,400 | 90,800 | 104,000 | 113,500 | 115,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other | Base salary | 8 | 72,000 | 85,000 | 100,500 | 119,500 | 140,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| North Carolina |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 130 | 79,000 | 86,000 | 93,000 | 108,000 | 124,905 |
|  | Bonus | 80 | 1,000 | 2,200 | 5,000 | 13,881 | 22,500 |
| Hospital: Outpatient unit | Base salary | 23 | 88,400 | 94,000 | 105,000 | 115,000 | 120,000 |
|  | Bonus | 11 | 750 | 940 | 3,000 | 6,000 | 8,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 23 | 85,000 | 87,000 | 100,000 | 108,000 | 111,500 |
|  | Bonus | 13 | 1,500 | 2,500 | 5,000 | 7,000 | 15,000 |
| Hospital: Emergency department | Base salary | 8 | 89,000 | 93,500 | 102,500 | 122,000 | 136,000 |
|  | Bonus | 14 | 1,000 | 7,000 | 11,500 | 20,000 | 25,000 |
| Hospital: Operating room | Base salary | 16 | 84,000 | 94,195 | 110,000 | 136,500 | 154,000 |
|  | Bonus | 11 | 2,400 | 2,500 | 5,000 | 10,000 | 12,000 |
| Hospital: Intensive care/critical care unit | Base salary | 9 | 86,000 | 90,000 | 98,000 | 110,000 | 124,980 |
|  | Bonus | 9 | 750 | 4,000 | 5,000 | 19,000 | 25,000 |
| Hospital: Other unit not specified | Base salary | 8 | 95,000 | 98,500 | 105,000 | 115,000 | 165,000 |
|  | Bonus | 8 | 500 | 1,350 | 5,000 | 16,500 | 35,000 |
| Hospital: Critical access | Base salary | 6 | 85,000 | 91,000 | 106,900 | 116,733 | 120,000 |
|  | Bonus | < | * | * | * | * | * |
| Urgent care center | Base salary | 6 | 91,000 | 96,000 | 102,000 | 105,000 | 115,000 |
|  | Bonus | 13 | 2,000 | 3,000 | 6,000 | 10,000 | 12,000 |
| Other freestanding outpatient facility | Base salary | 5 | 72,000 | 85,541 | 112,000 | 119,000 | 125,000 |
|  | Bonus | < | * | * | * | * | * |
| School/college/ university | Base salary | 8 | 84,000 | 96,199 | 100,500 | 123,500 | 144,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Other | Base salary | 13 | 105,000 | 109,420 | 112,000 | 124,000 | 160,000 |
|  | Bonus | 9 | 750 | 2,600 | 5,000 | 10,000 | 15,400 |
| North Dakota |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 5 | 70,000 | 85,000 | 100,000 | 107,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Ohio |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 55 | 75,000 | 80,000 | 90,005 | 100,000 | 110,000 |
|  | Bonus | 30 | 625 | 3,000 | 5,100 | 12,000 | 53,000 |
| Hospital: Outpatient unit | Base salary | 11 | 84,000 | 85,000 | 95,680 | 114,000 | 122,500 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 12 | 83,200 | 87,428 | 94,450 | 103,000 | 110,000 |
|  | Bonus | 5 | 1,250 | 1,500 | 5,000 | 10,000 | 10,000 |
| Hospital: Emergency department | Base salary | 8 | 87,360 | 93,500 | 98,000 | 109,250 | 125,000 |
|  | Bonus | 14 | 5,000 | 5,000 | 9,000 | 10,000 | 60,000 |
| Hospital: Operating room | Base salary | 21 | 89,046 | 96,000 | 104,000 | 117,000 | 135,000 |
|  | Bonus | 8 | 2,500 | 3,750 | 5,000 | 6,000 | 10,000 |
| Hospital: Other unit not specified | Base salary | 5 | 91,000 | 97,809 | 100,000 | 100,000 | 103,000 |
|  | Bonus | < | * | * | * | * | * |
| Urgent care center | Base salary | 7 | 91,000 | 95,000 | 99,000 | 105,000 | 129,000 |
|  | Bonus | <5 | * | * | * | * | * |
| School/college/ university | Base salary | 5 | 95,000 | 98,000 | 108,000 | 132,000 | 169,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Oklahoma |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 31 | 84,200 | 90,000 | 98,000 | 116,000 | 130,000 |
|  | Bonus | 21 | 1,500 | 3,000 | 10,000 | 24,000 | 60,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 6 | 90,000 | 92,500 | 96,000 | 100,000 | 115,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | < 5 | * | * | * | * | * |
|  | Bonus | 5 | 1,600 | 8,000 | 10,000 | 14,361 | 15,000 |
| Oregon |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 63 | 85,000 | 95,000 | 104,000 | 115,000 | 130,000 |
|  | Bonus | 50 | 1,100 | 4,000 | 6,000 | 12,000 | 20,500 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 7 | 92,438 | 95,700 | 110,000 | 115,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Operating room | Base salary | 12 | 94,000 | 103,500 | 108,500 | 133,000 | 142,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | < | * | * | * | * | * |
|  | Bonus | 6 | 1,000 | 1,100 | 5,750 | 19,000 | 25,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Pennsylvania |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 143 | 74,880 | 80,000 | 89,500 | 99,000 | 110,000 |
|  | Bonus | 77 | 700 | 2,000 | 5,000 | 10,000 | 24,000 |
| Hospital: Outpatient unit | Base salary | 23 | 81,000 | 87,500 | 100,000 | 109,408 | 129,921 |
|  | Bonus | 5 | 900 | 1,500 | 1,500 | 5,000 | 9,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 47 | 80,000 | 85,000 | 93,000 | 105,000 | 114,421 |
|  | Bonus | 18 | 1,000 | 2,000 | 4,000 | 8,000 | 11,800 |
| Hospital: Emergency department | Base salary | 9 | 80,000 | 104,000 | 104,000 | 109,500 | 125,000 |
|  | Bonus | 12 | 1,500 | 1,500 | 2,250 | 4,000 | 5,000 |
| Hospital: Operating room | Base salary | 23 | 82,000 | 93,400 | 98,000 | 110,000 | 164,000 |
|  | Bonus | 10 | 775 | 2,000 | 4,750 | 10,000 | 11,000 |
| Hospital: Intensive care/critical care unit | Base salary | 15 | 96,500 | 100,000 | 104,000 | 123,000 | 135,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 7 | 82,000 | 100,000 | 107,000 | 107,500 | 160,000 |
|  | Bonus | 5 | 1,500 | 1,500 | 5,850 | 10,000 | 14,000 |
| Hospital: Critical access | Base salary | 5 | 83,000 | 90,000 | 100,000 | 140,000 | 148,900 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | 12 | 80,640 | 86,180 | 92,500 | 109,000 | 111,000 |
|  | Bonus | 6 | 1,100 | 3,500 | 4,000 | 4,800 | 6,000 |
| School/college/ university | Base salary | 12 | 80,000 | 85,500 | 99,500 | 122,500 | 131,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Rhode Island |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 7 | 92,000 | 98,000 | 105,000 | 110,000 | 156,000 |
|  | Bonus | <5 | * | * | * | * | * |
| South Carolina |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 29 | 80,000 | 85,000 | 93,870 | 107,000 | 125,000 |
|  | Bonus | 21 | 500 | 3,000 | 4,000 | 10,000 | 40,000 |
| Hospital: Outpatient unit | Base salary | 5 | 83,000 | 86,000 | 93,000 | 110,000 | 141,550 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 10 | 90,575 | 96,000 | 98,500 | 116,000 | 122,500 |
|  | Bonus | <5 | * | * | * | * | * |
| South Dakota |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 20 | 78,000 | 83,500 | 93,750 | 114,500 | 145,000 |
|  | Bonus | 10 | 2,000 | 3,000 | 5,764 | 12,000 | 20,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tennessee |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 32 | 73,000 | 81,375 | 86,000 | 95,500 | 105,000 |
|  | Bonus | 21 | 2,000 | 2,000 | 5,000 | 10,000 | 25,000 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 6 | 80,000 | 85,000 | 106,352 | 120,000 | 125,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Operating room | Base salary | 5 | 90,000 | 95,000 | 102,000 | 107,000 | 120,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Texas |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 172 | 87,000 | 95,000 | 105,000 | 120,000 | 135,300 |
|  | Bonus | 104 | 1,000 | 2,000 | 5,500 | 14,000 | 41,000 |
| Hospital: Outpatient unit | Base salary | 24 | 90,000 | 99,000 | 113,500 | 126,500 | 131,000 |
|  | Bonus | 10 | 1,150 | 2,700 | 4,500 | 5,000 | 21,500 |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 24 | 95,000 | 104,500 | 111,000 | 120,000 | 130,000 |
|  | Bonus | 10 | 2,000 | 3,000 | 4,000 | 7,000 | 20,000 |
| Hospital: Emergency department | Base salary | 9 | 80,000 | 88,596 | 103,547 | 111,000 | 130,000 |
|  | Bonus | 15 | 600 | 1,200 | 7,200 | 20,000 | 24,000 |
| Hospital: Operating room | Base salary | 21 | 95,000 | 100,000 | 105,000 | 122,000 | 146,000 |
|  | Bonus | 11 | 1,000 | 1,000 | 1,500 | 13,000 | 22,000 |
| Hospital: Intensive care/critical care unit | Base salary | 8 | 90,000 | 101,500 | 107,500 | 122,500 | 145,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Critical access | Base salary | 5 | 120,000 | 132,000 | 150,000 | 160,000 | 195,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Urgent care center | Base salary | 11 | 86,320 | 91,000 | 108,000 | 125,000 | 130,000 |
|  | Bonus | 7 | 500 | 2,000 | 3,000 | 11,000 | 35,000 |
| Other freestanding outpatient facility | Base salary | 8 | 67,080 | 86,500 | 98,500 | 119,500 | 150,000 |
|  | Bonus | 5 | 5,000 | 7,000 | 10,000 | 15,000 | 30,116 |
| School/college/ university | Base salary | 14 | 89,000 | 91,415 | 107,500 | 117,300 | 128,000 |
|  | Bonus | 5 | 1,500 | 2,500 | 4,000 | 7,500 | 23,861 |
| Other | Base salary | 7 | 90,000 | 106,688 | 123,000 | 133,000 | 180,000 |
|  | Bonus | 5 | 1,000 | 1,500 | 10,000 | 11,000 | 16,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Utah |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 42 | 75,000 | 85,000 | 94,500 | 105,000 | 130,000 |
|  | Bonus | 25 | 956 | 2,000 | 7,000 | 20,000 | 32,000 |
| Hospital: Outpatient unit | Base salary | 7 | 82,000 | 95,119 | 108,000 | 112,000 | 129,200 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 6 | 86,061 | 86,700 | 104,000 | 146,000 | 176,000 |
|  | Bonus | < | * | * | * | * | * |
| Other freestanding outpatient facility | Base salary | 6 | 84,000 | 92,000 | 98,495 | 105,000 | 117,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Vermont |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 5 | 77,000 | 91,500 | 97,760 | 120,000 | 122,000 |
|  | Bonus | < | * | * | * | * | * |
| Virginia |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 62 | 78,000 | 87,000 | 98,618 | 107,000 | 125,750 |
|  | Bonus | 46 | 2,500 | 4,000 | 10,000 | 20,000 | 38,000 |
| Hospital: Outpatient unit | Base salary | 8 | 85,000 | 99,000 | 100,000 | 117,500 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 15 | 85,000 | 89,000 | 100,000 | 111,000 | 140,000 |
|  | Bonus | 10 | 1,300 | 3,500 | 8,500 | 12,000 | 86,500 |
| Hospital: Emergency department | Base salary | < | * | * | * | * | * |
|  | Bonus | 7 | 1,000 | 1,500 | 4,000 | 13,376 | 15,000 |
| Hospital: Operating room | Base salary | 5 | 101,000 | 120,000 | 130,000 | 130,000 | 152,000 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Other unit not specified | Base salary | 5 | 91,750 | 106,000 | 112,429 | 113,000 | 142,000 |
|  | Bonus | < | * | * | * | * | * |
| Urgent care center | Base salary | 6 | 80,000 | 90,270 | 96,800 | 104,000 | 114,400 |
|  | Bonus | <5 | * | * | * | * | * |
| School/college/ university | Base salary | 6 | 86,500 | 87,500 | 121,000 | 135,000 | 190,000 |
|  | Bonus | < | * | * | * | * | * |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Washington |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 72 | 88,000 | 97,000 | 110,000 | 125,000 | 145,000 |
|  | Bonus | 52 | 1,600 | 3,750 | 7,750 | 14,050 | 38,000 |
| Hospital: Outpatient unit | Base salary | 9 | 98,500 | 104,955 | 110,000 | 120,000 | 157,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 16 | 100,000 | 110,000 | 119,000 | 120,337 | 130,000 |
|  | Bonus | 10 | 1,250 | 4,000 | 10,050 | 15,000 | 20,000 |
| Hospital: Emergency department | Base salary | < | * | * | * | * | * |
|  | Bonus | 5 | 1,500 | 8,500 | 10,000 | 12,000 | 25,000 |
| Hospital: Operating room | Base salary | 7 | 100,000 | 101,000 | 123,000 | 131,000 | 150,000 |
|  | Bonus | < | * | * | * | * | * |
| Hospital: Intensive care/critical care unit | Base salary | 5 | 116,000 | 120,000 | 165,000 | 165,360 | 185,475 |
|  | Bonus | < | * | * | * | * | * |
| Urgent care center | Base salary | 5 | 70,000 | 72,000 | 110,000 | 120,000 | 140,000 |
|  | Bonus | 8 | 5,000 | 5,000 | 7,500 | 20,000 | 75,000 |
| West Virginia |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 15 | 80,000 | 85,000 | 99,990 | 110,000 | 135,000 |
|  | Bonus | 10 | 750 | 1,300 | 6,000 | 20,000 | 82,500 |
| Wisconsin |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 66 | 83,000 | 90,000 | 98,000 | 111,000 | 120,000 |
|  | Bonus | 35 | 1,000 | 4,000 | 7,500 | 20,356 | 36,000 |
| Hospital: Outpatient unit | Base salary | 12 | 88,000 | 89,542 | 96,450 | 116,500 | 119,000 |
|  | Bonus | <5 | * | * | * | * | * |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 16 | 83,000 | 91,900 | 96,500 | 104,000 | 113,681 |
|  | Bonus | 5 | 600 | 1,500 | 2,000 | 3,500 | 5,500 |
| Hospital: Emergency department | Base salary | 8 | 91,500 | 94,500 | 107,500 | 122,250 | 130,000 |
|  | Bonus | 5 | 2,000 | 3,000 | 3,500 | 6,000 | 50,000 |
| Hospital: Operating room | Base salary | 16 | 103,500 | 110,000 | 128,000 | 138,000 | 167,000 |
|  | Bonus | 7 | 2,000 | 2,000 | 5,000 | 20,000 | 36,000 |

## Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

| STATE <br> WORK SETTING |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{array}{\|c\|} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{array}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Wyoming |  |  |  |  |  |  |  |
| Physician office/ clinic | Base salary | 13 | 75,000 | 93,750 | 104,000 | 125,000 | 132,000 |
|  | Bonus | 6 | 1,500 | 2,500 | 5,500 | 10,000 | 20,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Not all states are shown due to low numbers of responses in some states. They are included in the national total.
Not all employers are shown due to low numbers of responses for some employers. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 23. Base Salary and Bonus From Primary Employer by Work Setting and

 Years of Experience| WORK SETTING YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Physician office/clinic | Base salary | 2,089 | 78,000 | 87,000 | 99,000 | 112,000 | 129,000 |
|  | Bonus | 1,364 | 1,000 | 2,500 | 6,000 | 15,000 | 32,000 |
| 0 to 1 year | Base salary | 238 | 78,000 | 83,000 | 90,000 | 96,408 | 105,000 |
|  | Bonus | 117 | 750 | 2,000 | 5,000 | 10,000 | 16,000 |
| 2 to 4 years | Base salary | 421 | 77,000 | 83,000 | 90,000 | 100,000 | 111,000 |
|  | Bonus | 281 | 1,000 | 2,000 | 5,000 | 12,000 | 30,000 |
| 5 to 9 years | Base salary | 487 | 78,000 | 89,000 | 98,000 | 109,200 | 121,200 |
|  | Bonus | 322 | 1,000 | 2,800 | 7,250 | 15,000 | 30,538 |
| 10 to 14 years | Base salary | 303 | 80,000 | 91,000 | 104,000 | 117,000 | 131,040 |
|  | Bonus | 206 | 1,000 | 2,000 | 5,750 | 20,000 | 32,000 |
| 15 to 19 years | Base salary | 263 | 80,000 | 95,000 | 108,000 | 124,800 | 140,545 |
|  | Bonus | 192 | 1,200 | 4,000 | 7,500 | 20,000 | 45,000 |
| 20 or more years | Base salary | 377 | 80,000 | 94,000 | 110,000 | 123,000 | 145,000 |
|  | Bonus | 246 | 1,000 | 3,000 | 6,000 | 18,000 | 42,000 |
| Hospital: Outpatient unit | Base salary | 293 | 85,000 | 93,000 | 105,000 | 115,000 | 130,000 |
|  | Bonus | 111 | 800 | 2,000 | 5,000 | 11,500 | 21,500 |
| 0 to 1 year | Base salary | 23 | 75,000 | 85,300 | 87,500 | 90,000 | 104,955 |
|  | Bonus | 5 | 5,000 | 5,000 | 10,000 | 12,000 | 16,300 |
| 2 to 4 years | Base salary | 44 | 84,000 | 87,750 | 95,000 | 99,400 | 109,000 |
|  | Bonus | 12 | 1,000 | 2,000 | 7,900 | 16,000 | 20,000 |
| 5 to 9 years | Base salary | 53 | 85,000 | 93,500 | 101,000 | 111,000 | 120,000 |
|  | Bonus | 22 | 800 | 2,000 | 9,000 | 21,500 | 25,000 |
| 10 to 14 years | Base salary | 48 | 80,000 | 96,602 | 108,979 | 117,500 | 139,360 |
|  | Bonus | 19 | 750 | 2,500 | 5,000 | 11,500 | 20,000 |
| 15 to 19 years | Base salary | 48 | 90,000 | 100,500 | 110,000 | 116,250 | 130,000 |
|  | Bonus | 22 | 1,000 | 2,400 | 6,000 | 10,000 | 17,071 |
| 20 or more years | Base salary | 77 | 92,000 | 105,000 | 114,000 | 127,000 | 135,200 |
|  | Bonus | 31 | 750 | 1,000 | 2,000 | 10,000 | 18,000 |

## Table 23 cont. Base Salary and Bonus From Primary Employer by Work Setting and Years of Experience

| WORK SETTING <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital: Inpatient unit (not ICU/CCU) | Base salary | 460 | 86,248 | 93,600 | 104,000 | 118,000 | 131,707 |
|  | Bonus | 183 | 1,000 | 2,000 | 5,000 | 10,000 | 15,000 |
| 0 to 1 year | Base salary | 75 | 83,200 | 86,000 | 90,000 | 100,000 | 110,000 |
|  | Bonus | 27 | 1,300 | 3,000 | 4,800 | 10,000 | 11,600 |
| 2 to 4 years | Base salary | 113 | 85,000 | 89,752 | 96,500 | 104,000 | 115,000 |
|  | Bonus | 49 | 1,000 | 2,200 | 4,000 | 9,981 | 15,000 |
| 5 to 9 years | Base salary | 96 | 94,000 | 98,000 | 104,900 | 113,500 | 122,304 |
|  | Bonus | 43 | 1,000 | 1,800 | 5,000 | 10,000 | 15,000 |
| 10 to 14 years | Base salary | 69 | 93,000 | 102,000 | 112,000 | 120,000 | 130,540 |
|  | Bonus | 30 | 913 | 1,500 | 5,000 | 10,000 | 18,000 |
| 15 to 19 years | Base salary | 39 | 98,000 | 105,000 | 119,300 | 132,000 | 175,000 |
|  | Bonus | 13 | 1,100 | 5,000 | 7,000 | 10,000 | 15,000 |
| 20 or more years | Base salary | 68 | 92,000 | 109,000 | 125,000 | 139,000 | 150,000 |
|  | Bonus | 21 | 1,200 | 1,500 | 2,000 | 9,000 | 20,000 |
| Hospital: Emergency department | Base salary | 179 | 88,000 | 96,000 | 108,000 | 121,000 | 140,000 |
|  | Bonus | 265 | 1,500 | 4,000 | 9,000 | 15,000 | 25,000 |
| 0 to 1 year | Base salary | 17 | 85,000 | 87,500 | 95,300 | 98,000 | 110,000 |
|  | Bonus | 21 | 1,000 | 2,000 | 5,000 | 8,200 | 12,000 |
| 2 to 4 years | Base salary | 43 | 85,000 | 92,787 | 100,000 | 111,000 | 120,000 |
|  | Bonus | 60 | 1,300 | 3,500 | 8,000 | 14,500 | 23,761 |
| 5 to 9 years | Base salary | 43 | 96,000 | 103,500 | 112,000 | 121,000 | 131,040 |
|  | Bonus | 79 | 2,000 | 4,000 | 10,000 | 15,000 | 24,000 |
| 10 to 14 years | Base salary | 27 | 91,660 | 100,000 | 110,000 | 130,000 | 140,000 |
|  | Bonus | 39 | 1,500 | 3,000 | 7,500 | 19,000 | 36,000 |
| 15 to 19 years | Base salary | 18 | 91,200 | 100,000 | 116,000 | 135,000 | 150,000 |
|  | Bonus | 31 | 2,000 | 5,000 | 10,000 | 15,000 | 20,800 |
| 20 or more years | Base salary | 31 | 90,000 | 108,000 | 119,500 | 134,000 | 162,000 |
|  | Bonus | 35 | 1,500 | 3,500 | 10,000 | 20,000 | 38,000 |

## Table 23 cont. Base Salary and Bonus From Primary Employer by Work Setting and Years of Experience

| WORK SETTING <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | 75TH <br> PERCENTILE (\$) | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital: Operating room | Base salary | 310 | 89,423 | 98,000 | 110,000 | 130,000 | 152,752 |
|  | Bonus | 163 | 1,000 | 2,500 | 6,000 | 11,000 | 24,000 |
| 0 to 1 year | Base salary | 47 | 85,000 | 89,046 | 92,000 | 100,000 | 114,000 |
|  | Bonus | 21 | 1,500 | 4,000 | 7,000 | 10,000 | 17,000 |
| 2 to 4 years | Base salary | 52 | 82,000 | 93,740 | 101,000 | 107,750 | 122,000 |
|  | Bonus | 26 | 1,000 | 2,500 | 6,000 | 10,400 | 20,000 |
| 5 to 9 years | Base salary | 66 | 93,000 | 100,000 | 107,341 | 118,000 | 131,000 |
|  | Bonus | 39 | 1,000 | 3,000 | 5,000 | 9,850 | 15,000 |
| 10 to 14 years | Base salary | 59 | 98,500 | 106,000 | 120,000 | 135,000 | 153,504 |
|  | Bonus | 30 | 950 | 1,500 | 7,000 | 11,500 | 22,000 |
| 15 to 19 years | Base salary | 41 | 110,000 | 121,000 | 132,000 | 150,000 | 170,000 |
|  | Bonus | 26 | 2,000 | 5,000 | 7,250 | 30,000 | 60,000 |
| 20 or more years | Base salary | 45 | 95,000 | 120,000 | 130,000 | 154,000 | 181,200 |
|  | Bonus | 21 | 800 | 1,500 | 3,500 | 10,000 | 20,000 |
| Hospital: Intensive care/critical care unit | Base salary | 129 | 90,000 | 97,000 | 110,000 | 125,000 | 150,000 |
|  | Bonus | 48 | 900 | 2,000 | 4,750 | 14,500 | 25,000 |
| 0 to 1 year | Base salary | 24 | 56,000 | 90,000 | 94,800 | 99,000 | 107,500 |
|  | Bonus | 8 | 500 | 2,250 | 4,000 | 11,500 | 30,000 |
| 2 to 4 years | Base salary | 30 | 84,000 | 95,000 | 100,000 | 110,000 | 125,500 |
|  | Bonus | 11 | 2,200 | 2,400 | 4,000 | 19,000 | 20,000 |
| 5 to 9 years | Base salary | 26 | 97,000 | 101,000 | 105,000 | 117,500 | 125,000 |
|  | Bonus | 9 | 750 | 1,000 | 8,000 | 16,000 | 40,560 |
| 10 to 14 years | Base salary | 18 | 90,000 | 110,000 | 118,000 | 130,000 | 178,900 |
|  | Bonus | 8 | 2,000 | 3,750 | 5,750 | 8,750 | 25,000 |
| 15 to 19 years | Base salary | 12 | 116,000 | 124,000 | 140,000 | 163,680 | 170,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 19 | 98,000 | 117,000 | 130,000 | 150,000 | 169,490 |
|  | Bonus | 10 | 725 | 1,800 | 3,500 | 14,000 | 23,500 |

## Table 23 cont. Base Salary and Bonus From Primary Employer by Work Setting and Years of Experience

| WORK SETTING <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Hospital: Other unit not specified | Base salary | 139 | 91,750 | 100,000 | 110,000 | 123,545 | 145,000 |
|  | Bonus | 63 | 1,000 | 2,000 | 5,000 | 8,000 | 20,000 |
| 0 to 1 year | Base salary | 7 | 77,019 | 83,500 | 94,410 | 98,000 | 110,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 21 | 84,770 | 90,000 | 97,000 | 106,000 | 120,000 |
|  | Bonus | 7 | 600 | 2,000 | 3,000 | 7,000 | 15,000 |
| 5 to 9 years | Base salary | 31 | 97,000 | 100,000 | 106,000 | 113,500 | 122,500 |
|  | Bonus | 15 | 1,000 | 1,500 | 5,000 | 12,000 | 25,000 |
| 10 to 14 years | Base salary | 20 | 93,000 | 100,000 | 110,500 | 125,000 | 137,500 |
|  | Bonus | 10 | 1,250 | 2,000 | 7,500 | 20,000 | 29,000 |
| 15 to 19 years | Base salary | 24 | 105,000 | 108,570 | 113,715 | 124,000 | 145,000 |
|  | Bonus | 8 | 1,000 | 1,500 | 2,750 | 6,500 | 10,000 |
| 20 or more years | Base salary | 36 | 100,000 | 105,500 | 122,773 | 140,000 | 160,000 |
|  | Bonus | 20 | 1,250 | 3,000 | 5,000 | 6,000 | 11,250 |
| Hospital: Critical access | Base salary | 48 | 90,000 | 101,000 | 115,000 | 132,000 | 155,000 |
|  | Bonus | 29 | 500 | 2,500 | 6,000 | 12,000 | 25,000 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 6 | 90,000 | 91,000 | 100,000 | 103,000 | 113,846 |
|  | Bonus | 6 | 500 | 500 | 5,943 | 12,000 | 20,000 |
| 5 to 9 years | Base salary | 9 | 83,000 | 92,500 | 108,000 | 120,000 | 132,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | < | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 15 to 19 years | Base salary | 6 | 110,000 | 140,000 | 140,500 | 158,000 | 160,000 |
|  | Bonus | < | * | * | * | * | * |
| 20 or more years | Base salary | 19 | 102,000 | 115,000 | 127,000 | 145,000 | 157,000 |
|  | Bonus | 11 | 5,000 | 6,000 | 12,000 | 25,000 | 25,000 |

## Table 23 cont. Base Salary and Bonus From Primary Employer by Work Setting and Years of Experience

| WORK SETTING YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Urgent care center | Base salary | 147 | 85,000 | 91,000 | 104,000 | 118,000 | 129,000 |
|  | Bonus | 150 | 1,000 | 2,000 | 5,000 | 11,000 | 37,000 |
| 0 to 1 year | Base salary | 25 | 85,000 | 86,000 | 92,500 | 108,000 | 124,000 |
|  | Bonus | 19 | 750 | 1,800 | 3,500 | 25,000 | 50,000 |
| 2 to 4 years | Base salary | 40 | 83,320 | 90,135 | 96,000 | 109,380 | 122,000 |
|  | Bonus | 31 | 1,000 | 2,000 | 6,000 | 14,361 | 20,000 |
| 5 to 9 years | Base salary | 21 | 91,000 | 94,000 | 105,000 | 118,000 | 123,500 |
|  | Bonus | 31 | 1,000 | 1,583 | 3,000 | 10,000 | 23,000 |
| 10 to 14 years | Base salary | 22 | 97,300 | 101,000 | 108,000 | 120,000 | 122,000 |
|  | Bonus | 24 | 1,500 | 4,000 | 6,750 | 13,000 | 40,000 |
| 15 to 19 years | Base salary | 10 | 73,500 | 100,000 | 120,000 | 135,000 | 150,700 |
|  | Bonus | 13 | 2,500 | 4,000 | 8,000 | 10,000 | 25,000 |
| 20 or more years | Base salary | 29 | 72,000 | 100,000 | 111,000 | 123,000 | 131,000 |
|  | Bonus | 32 | 600 | 1,900 | 4,500 | 10,000 | 38,000 |
| Other freestanding outpatient facility | Base salary | 97 | 85,000 | 91,000 | 101,920 | 114,000 | 134,000 |
|  | Bonus | 54 | 1,500 | 3,075 | 6,750 | 12,000 | 30,000 |
| 0 to 1 year | Base salary | 10 | 88,680 | 90,000 | 93,000 | 95,000 | 101,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 14 | 89,000 | 92,000 | 94,500 | 100,000 | 110,000 |
|  | Bonus | 9 | 2,500 | 3,000 | 5,000 | 10,000 | 50,000 |
| 5 to 9 years | Base salary | 11 | 85,000 | 90,000 | 107,200 | 113,000 | 130,000 |
|  | Bonus | 7 | 5,000 | 7,000 | 9,400 | 15,000 | 26,000 |
| 10 to 14 years | Base salary | 17 | 82,000 | 90,000 | 100,000 | 111,320 | 135,000 |
|  | Bonus | 9 | 1,000 | 2,000 | 5,000 | 12,000 | 25,000 |
| 15 to 19 years | Base salary | 9 | 91,000 | 103,000 | 112,000 | 134,000 | 162,000 |
|  | Bonus | 6 | 1,200 | 3,000 | 5,500 | 30,000 | 70,000 |
| 20 or more years | Base salary | 36 | 82,000 | 97,885 | 108,500 | 122,000 | 135,000 |
|  | Bonus | 19 | 600 | 3,200 | 6,500 | 19,000 | 37,506 |

## Table 23 cont. Base Salary and Bonus From Primary Employer by Work Setting and Years of Experience

| WORK SETTING <br> YEARS OF EXPERIENCE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| School/college/ university | Base salary | 128 | 80,000 | 89,000 | 103,500 | 129,000 | 150,000 |
|  | Bonus | 20 | 500 | 1,250 | 4,500 | 10,000 | 19,431 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 6 | 79,000 | 83,225 | 85,750 | 87,500 | 89,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 14 | 84,000 | 89,000 | 91,500 | 97,000 | 105,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 10 to 14 years | Base salary | 33 | 89,000 | 92,387 | 107,000 | 121,500 | 133,322 |
|  | Bonus | 6 | 350 | 1,500 | 2,750 | 9,000 | 10,000 |
| 15 to 19 years | Base salary | 15 | 80,000 | 92,000 | 97,500 | 112,000 | 130,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 20 or more years | Base salary | 57 | 72,000 | 95,000 | 120,000 | 142,000 | 168,000 |
|  | Bonus | 8 | 500 | 750 | 7,500 | 12,500 | 40,000 |
| Other | Base salary | 111 | 85,000 | 93,600 | 105,000 | 126,000 | 140,000 |
|  | Bonus | 59 | 1,000 | 2,600 | 10,000 | 17,000 | 37,500 |
| 0 to 1 year | Base salary | <5 | * | * | * | * | * |
|  | Bonus | <5 | * | * | * | * | * |
| 2 to 4 years | Base salary | 12 | 82,000 | 88,200 | 95,073 | 104,500 | 118,000 |
|  | Bonus | <5 | * | * | * | * | * |
| 5 to 9 years | Base salary | 23 | 90,000 | 92,735 | 100,000 | 113,300 | 121,000 |
|  | Bonus | 14 | 1,200 | 3,000 | 11,750 | 24,000 | 36,000 |
| 10 to 14 years | Base salary | 17 | 97,000 | 105,000 | 120,000 | 129,000 | 140,000 |
|  | Bonus | 11 | 10,000 | 10,000 | 14,000 | 17,000 | 20,000 |
| 15 to 19 years | Base salary | 13 | 85,000 | 90,586 | 112,000 | 133,000 | 165,000 |
|  | Bonus | 6 | 800 | 1,500 | 5,000 | 15,000 | 24,000 |
| 20 or more years | Base salary | 44 | 84,000 | 95,500 | 111,000 | 130,500 | 160,000 |
|  | Bonus | 24 | 1,000 | 2,420 | 5,000 | 15,700 | 45,000 |
| NATIONAL TOTAL | Base salary | 5,137 | 83,000 | 90,000 | 102,000 | 117,000 | 134,000 |
|  | Bonus | 3,042 | 1,000 | 2,500 | 6,000 | 14,000 | 30,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.
Years of experience is the number of years of experience as a PA in any capacity.
Not all work settings are shown due to low numbers of responses in some work settings. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.


## Table 24. Base Salary and Bonus by PA Practice Ownership

| OWNS OR SHARES OWNERSHIP IN PRACTICE |  | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Yes | Base salary | 41 | 94,000 | 110,000 | 120,000 | 140,400 | 175,000 |
|  | Bonus | 39 | 1,500 | 5,000 | 17,200 | 25,000 | 60,000 |
| No | Base salary | 3,450 | 84,000 | 91,000 | 103,000 | 118,000 | 135,000 |
|  | Bonus | 2,093 | 1,000 | 2,500 | 6,000 | 14,000 | 29,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.
Base salary is the base salary for those respondents who indicated they received a salary. Only those who responded that they received a salary were asked to provide this information.
Bonus is the total bonus for all respondents who indicated that they received a bonus. Only those who indicated they received a bonus were asked to provide this information. Respondents who were paid with an hourly wage or by RVUs also reported their bonus.

Table 25. PA Call Status for Primary Employer by State

|  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |

Table 25 cont. PA Call Status for Primary Employer by State

| STATE | N | DID NOT TAKE CALL | TOOK SOME CALL | TOOK SOME CALL, DO NOT KNOW HOURS | ALWAYS ON CALL |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |  |  |
| Oklahoma | 52 | 73.1 | 17.3 | 3.8 | 5.8 |
| Oregon | 113 | 60.2 | 25.7 | 11.5 | 2.7 |
| Pennsylvania | 308 | 66.6 | 24.4 | 5.8 | 3.2 |
| Rhode Island | 19 | 63.2 | 21.1 | 10.5 | 5.3 |
| South Carolina | 68 | 54.4 | 29.4 | 14.7 | 1.5 |
| South Dakota | 30 | 53.3 | 26.7 | 16.7 | 3.3 |
| Tennessee | 70 | 71.4 | 12.9 | 10.0 | 5.7 |
| Texas | 321 | 63.9 | 24.0 | 7.8 | 4.4 |
| Utah | 77 | 49.4 | 29.9 | 15.6 | 5.2 |
| Vermont | 15 | 66.7 | 26.7 | 6.7 | 0.0 |
| Virginia | 117 | 62.4 | 23.1 | 12.8 | 1.7 |
| Washington | 163 | 62.0 | 24.5 | 9.8 | 3.7 |
| West Virginia | 36 | 69.4 | 27.8 | 2.8 | 0.0 |
| Wisconsin | 143 | 65.0 | 23.1 | 9.1 | 2.8 |
| Wyoming | 17 | 64.7 | 11.8 | 23.5 | 0.0 |
| NATIONAL TOTAL | 4,728 | 64.3 | 23.2 | 8.8 | 3.6 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 26. Mode of Compensation for Call From Primary Employer by State

| STATE <br> MODE OF COMPENSATION | N | PERCENT OF RESPONDENTS (\%) |
| :---: | :---: | :---: |
| Alabama |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 9 | 100.0 |
| Total | 9 | 100.0 |
| Alaska |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 10 | 66.7 |
| Total | 15 | 100.0 |
| Arizona |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 27 | 58.7 |
| I was paid hourly | 12 | 26.1 |
| Total | 46 | 100.0 |
| California |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 50 | 62.5 |
| I was paid daily | 10 | 12.5 |
| I was paid hourly | 15 | 18.8 |
| Total | 80 | 100.0 |
| Colorado |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 54 | 69.2 |
| I was paid daily | 14 | 17.9 |
| I was paid hourly | 8 | 10.3 |
| Total | 78 | 100.0 |
| Connecticut |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 16 | 45.7 |
| I was paid daily | 5 | 14.3 |
| I was paid hourly | 13 | 37.1 |
| Total | 35 | 100.0 |
| District of Columbia |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 5 | 71.4 |
| Total | 7 | 100.0 |
| Florida |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 77 | 79.4 |
| I was paid daily | 9 | 9.3 |
| I was paid hourly | 7 | 7.2 |
| Total | 97 | 100.0 |
| Georgia |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 31 | 75.6 |
| I was paid daily | 6 | 14.6 |
| Total | 41 | 100.0 |

## Table 26 cont. Mode of Compensation for Call From Primary Employer by State

| STATE <br> MODE OF COMPENSATION |
| :--- |
| Hawaii |
| I was not given additional pay for taking call; it is part of my annual compensation package |
| Total |
| Idaho |
| I was not given additional pay for taking call; it is part of my annual compensation package |
| Total |
| RESPONDENTS (\%) |

## Table 26 cont. Mode of Compensation for Call From Primary Employer by State

| STATE <br> MODE OF COMPENSATION | N | PERCENT OF RESPONDENTS (\%) |
| :---: | :---: | :---: |
| Michigan |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 45 | 72.6 |
| I was paid daily | 7 | 11.3 |
| I was paid hourly | 8 | 12.9 |
| Total | 62 | 100.0 |
| Minnesota |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 12 | 42.9 |
| I was paid daily | 8 | 28.6 |
| I was paid hourly | 7 | 25.0 |
| Total | 28 | 100.0 |
| Missouri |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 16 | 80.0 |
| Total | 20 | 100.0 |
| Montana |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 5 | 41.7 |
| I was paid daily | 5 | 41.7 |
| Total | 12 | 100.0 |
| Nebraska |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 20 | 64.5 |
| I was paid hourly | 9 | 29.0 |
| Total | 31 | 100.0 |
| Nevada |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 9 | 75.0 |
| Total | 12 | 100.0 |
| New Jersey |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 15 | 62.5 |
| Total | 24 | 100.0 |
| New Mexico |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 11 | 73.3 |
| Total | 15 | 100.0 |
| New York |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 52 | 59.8 |
| I was paid daily | 15 | 17.2 |
| I was paid hourly | 16 | 18.4 |
| Total | 87 | 100.0 |

## Table 26 cont. Mode of Compensation for Call From Primary Employer by State

| STATE <br> MODE OF COMPENSATION | N | PERCENT OF RESPONDENTS (\%) |
| :---: | :---: | :---: |
| North Carolina |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 61 | 64.2 |
| I was paid daily | 13 | 13.7 |
| I was compensated through benefits or time off | 7 | 7.4 |
| I was paid hourly | 14 | 14.7 |
| Total | 95 | 100.0 |
| North Dakota |  |  |
| I was paid hourly | 5 | 71.4 |
| Total | 7 | 100.0 |
| Ohio |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 28 | 60.9 |
| I was paid daily | 5 | 10.9 |
| I was paid hourly | 11 | 23.9 |
| Total | 46 | 100.0 |
| Oklahoma |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 9 | 69.2 |
| Total | 13 | 100.0 |
| Oregon |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 26 | 65.0 |
| I was paid daily | 12 | 30.0 |
| Total | 40 | 100.0 |
| Pennsylvania |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 58 | 59.8 |
| I was paid daily | 11 | 11.3 |
| I was paid hourly | 22 | 22.7 |
| Total | 97 | 100.0 |
| Rhode Island |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 5 | 71.4 |
| Total | 7 | 100.0 |
| South Carolina |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 22 | 73.3 |
| I was paid hourly | 5 | 16.7 |
| Total | 30 | 100.0 |
| South Dakota |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 6 | 50.0 |
| Total | 12 | 100.0 |
| Tennessee |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 13 | 76.5 |
| Total | 17 | 100.0 |

## Table 26 cont. Mode of Compensation for Call From Primary Employer by State

| STATE <br> MODE OF COMPENSATION | N | PERCENT OF RESPONDENTS (\%) |
| :---: | :---: | :---: |
| Texas |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 71 | 65.1 |
| I was paid daily | 14 | 12.8 |
| I was compensated through benefits or time off | 5 | 4.6 |
| I was paid hourly | 18 | 16.5 |
| Total | 109 | 100.0 |
| Utah |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 28 | 73.7 |
| I was paid hourly | 5 | 13.2 |
| Total | 38 | 100.0 |
| Virginia |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 29 | 69.0 |
| I was paid daily | 6 | 14.3 |
| I was paid hourly | 6 | 14.3 |
| Total | 42 | 100.0 |
| Washington |  |  |
| I was not given additional pay for taking call; ;it is part of my annual compensation package | 35 | 60.3 |
| I was paid daily | 13 | 22.4 |
| I was paid hourly | 7 | 12.1 |
| Total | 58 | 100.0 |
| West Virginia |  |  |
| I was not given additional pay for taking call; it is part of my annual compensation package | 8 | 72.7 |
| Total | 11 | 100.0 |
| Wisconsin |  |  |
| I was not given additional pay for taking call; ;it is part of my annual compensation package | 25 | 56.8 |
| I was paid daily | 6 | 13.6 |
| I was paid hourly | 10 | 22.7 |
| Total | 44 | 100.0 |
| NATIONAL TOTAL |  |  |
| I was not given additional pay for taking call; ;it is part of my annual compensation package | 1,049 | 64.1 |
| I was paid daily | 231 | 14.1 |
| I was compensated through benefits or time off | 55 | 3.4 |
| I was paid hourly | 266 | 16.2 |
| I had a choice in how I was compensated | 36 | 2.2 |
| Total | 1,637 | 100.0 |

Note: The data reflect who worked 32 hours or more per week in 2016. Totals do not always add up to $100 \%$ because data cells with fewer than 5 respondents are not shown.

Table 27. Hours per Month PAs Took Call From Primary Employer by State

| STATE | N | 10TH PERCENTILE | 25TH PERCENTILE | 50TH PERCENTILE | 75TH PERCENTILE | 90TH PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | <5 | * | * | * | * | * |
| Alaska | 8 | 8.00 | 21.00 | 80.00 | 172.00 | 336.00 |
| Arizona | 33 | 8.00 | 12.00 | 40.00 | 75.00 | 100.00 |
| Arkansas | <5 | * | * | * | * | * |
| California | 50 | 1.50 | 4.00 | 22.00 | 60.00 | 125.00 |
| Colorado | 55 | 5.00 | 16.00 | 40.00 | 100.00 | 168.00 |
| Connecticut | 28 | 12.00 | 24.00 | 35.00 | 70.00 | 120.00 |
| Delaware | <5 | * | * | * | * | * |
| District of Columbia | 5 | 1.00 | 36.00 | 40.00 | 40.00 | 128.00 |
| Florida | 62 | 4.00 | 8.00 | 38.00 | 84.00 | 128.00 |
| Georgia | 20 | 13.00 | 22.00 | 65.00 | 118.00 | 159.00 |
| Hawaii | 5 | 8.00 | 24.00 | 32.00 | 64.00 | 180.00 |
| Idaho | 10 | 17.50 | 30.00 | 64.00 | 168.00 | 168.00 |
| Illinois | 28 | 2.00 | 8.00 | 33.50 | 92.50 | 144.00 |
| Indiana | 15 | 1.00 | 24.00 | 60.00 | 123.00 | 240.00 |
| lowa | 12 | 8.00 | 11.00 | 24.00 | 73.00 | 100.00 |
| Kansas | 9 | 24.00 | 40.00 | 72.00 | 120.00 | 168.00 |
| Kentucky | 8 | 4.00 | 16.00 | 44.00 | 210.00 | 258.00 |
| Louisiana | 8 | 7.00 | 15.00 | 33.00 | 96.00 | 600.00 |
| Maine | 13 | 20.00 | 40.00 | 96.00 | 100.00 | 192.00 |
| Maryland | 23 | 8.00 | 24.00 | 50.00 | 92.00 | 120.00 |
| Massachusetts | 15 | 12.00 | 24.00 | 40.00 | 70.00 | 108.00 |
| Michigan | 50 | 5.50 | 20.00 | 48.00 | 120.00 | 212.00 |
| Minnesota | 19 | 12.00 | 24.00 | 48.00 | 66.00 | 150.00 |
| Mississippi | <5 | * | * | * | * | * |
| Missouri | 10 | 17.00 | 24.00 | 42.50 | 96.00 | 240.00 |
| Montana | 7 | 20.00 | 60.00 | 90.00 | 120.00 | 125.50 |
| Nebraska | 20 | 13.50 | 34.00 | 96.00 | 129.00 | 220.00 |
| Nevada | 9 | 1.00 | 2.00 | 6.00 | 12.00 | 240.00 |
| New Hampshire | 5 | 10.00 | 14.00 | 18.00 | 96.00 | 240.00 |
| New Jersey | 16 | 3.00 | 24.00 | 50.00 | 100.00 | 123.00 |
| New Mexico | 9 | 0.00 | 20.00 | 24.00 | 70.00 | 320.00 |
| New York | 61 | 4.00 | 20.00 | 48.00 | 72.00 | 112.00 |
| North Carolina | 65 | 10.00 | 15.00 | 32.00 | 96.00 | 128.00 |
| North Dakota | 5 | 0.00 | 100.00 | 105.00 | 190.00 | 365.00 |
| Ohio | 30 | 7.00 | 12.00 | 42.00 | 108.00 | 155.00 |
| Oklahoma | 8 | 0.00 | 14.00 | 60.00 | 90.00 | 560.00 |
| Oregon | 29 | 10.00 | 30.00 | 60.00 | 100.00 | 312.00 |

Table 27 cont. Hours per Month PAs Took Call From Primary Employer by State

| STATE | N | 10TH PERCENTILE | 25TH PERCENTILE | 50TH PERCENTILE | 75TH PERCENTILE | 90TH PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Pennsylvania | 71 | 8.00 | 20.00 | 40.00 | 80.00 | 150.00 |
| Rhode Island | <5 | * | * | * | * | * |
| South Carolina | 19 | 3.00 | 12.00 | 61.00 | 112.00 | 144.00 |
| South Dakota | 7 | 24.00 | 40.00 | 100.00 | 132.00 | 144.00 |
| Tennessee | 8 | 1.00 | 11.00 | 32.00 | 70.00 | 168.00 |
| Texas | 69 | 3.00 | 12.00 | 34.00 | 70.00 | 144.00 |
| Utah | 23 | 12.00 | 24.00 | 60.00 | 120.00 | 150.00 |
| Vermont | <5 | * | * | * | * | * |
| Virginia | 25 | 1.00 | 12.00 | 48.00 | 104.00 | 243.00 |
| Washington | 38 | 6.00 | 20.00 | 42.50 | 112.00 | 168.00 |
| West Virginia | 10 | 24.00 | 48.00 | 117.50 | 168.00 | 210.00 |
| Wisconsin | 31 | 11.00 | 26.00 | 72.00 | 140.00 | 168.00 |
| Wyoming | <5 | * | * | * | * | * |
| NATIONAL TOTAL | 1,074 | 6.00 | 16.00 | 48.00 | 100.00 | 168.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

* Data cells with fewer than 5 respondents are left blank.


## Table 28. Mode of Compensation for Call Availability and Call Services by State

| STATE <br> MODE OF COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Arizona |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 10 | 0.00 | 0.00 | 3.75 | 30.00 | 68.75 |
| Hourly rate of pay for call services | 11 | 30.00 | 32.50 | 68.50 | 87.00 | 100.00 |
| California |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 15 | 1.50 | 3.00 | 15.00 | 70.00 | 100.00 |
| Hourly rate of pay for call services | 12 | 57.37 | 59.00 | 85.50 | 118.23 | 140.00 |
| Daily rate of pay for call availability | 7 | 0.00 | 0.00 | 150.00 | 275.00 | 800.00 |
| Daily rate of pay for call services | <5 | * | * | * | * | * |
| Colorado |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 7 | 7.00 | 8.00 | 8.00 | 10.00 | 10.00 |
| Hourly rate of pay for call services | 8 | 50.00 | 55.00 | 67.00 | 75.00 | 90.00 |
| Daily rate of pay for call availability | 11 | 35.00 | 35.00 | 100.00 | 150.00 | 150.00 |
| Daily rate of pay for call services | 12 | 35.00 | 75.00 | 125.00 | 175.00 | 350.00 |
| Connecticut |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 9 | 0.00 | 6.00 | 7.00 | 20.00 | 25.00 |
| Hourly rate of pay for call services | 9 | 10.00 | 50.00 | 61.66 | 70.00 | 75.00 |
| Florida |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 6 | 0.00 | 5.00 | 13.50 | 35.00 | 60.00 |
| Hourly rate of pay for call services | 5 | 1.00 | 50.00 | 60.00 | 60.00 | 60.00 |
| Daily rate of pay for call availability | 6 | 75.00 | 100.00 | 125.00 | 150.00 | 750.00 |
| Daily rate of pay for call services | 6 | 50.00 | 150.00 | 280.00 | 500.00 | 1,500.00 |
| Georgia |  |  |  |  |  |  |
| Daily rate of pay for call availability | 6 | 25.00 | 125.00 | 175.00 | 300.00 | 500.00 |
| Daily rate of pay for call services | <5 | * | * | * | * | * |
| Illinois |  |  |  |  |  |  |
| Daily rate of pay for call availability | 8 | 0.00 | 31.25 | 87.50 | 325.00 | 650.00 |
| Daily rate of pay for call services | 6 | 50.00 | 50.00 | 187.50 | 500.00 | 500.00 |
| Maryland |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 6 | 0.00 | 5.00 | 9.00 | 11.00 | 18.33 |
| Hourly rate of pay for call services | 7 | 50.00 | 62.50 | 66.00 | 103.50 | 110.00 |
| Massachusetts |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 9 | 4.50 | 6.00 | 17.50 | 46.00 | 50.00 |
| Hourly rate of pay for call services | 6 | 7.00 | 40.00 | 75.00 | 100.00 | 104.00 |
| Daily rate of pay for call availability | < | * | * | * | * | * |
| Daily rate of pay for call services | 5 | 300.00 | 500.00 | 500.00 | 600.00 | 750.00 |
| Michigan |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 7 | 0.00 | 0.00 | 3.00 | 10.00 | 50.00 |
| Hourly rate of pay for call services | 8 | 47.86 | 50.74 | 71.25 | 75.00 | 80.00 |
| Daily rate of pay for call availability | 7 | 0.00 | 25.00 | 50.00 | 250.00 | 600.00 |
| Daily rate of pay for call services | 6 | 20.00 | 20.00 | 250.00 | 500.00 | 600.00 |

## Table 28 cont. Mode of Compensation for Call Availability and Call Services by State

| STATE <br> MODE OF COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Minnesota |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 7 | 0.00 | 0.00 | 7.75 | 8.00 | 50.00 |
| Hourly rate of pay for call services | 6 | 50.00 | 50.00 | 53.50 | 57.00 | 100.00 |
| Daily rate of pay for call availability | 8 | 100.00 | 185.00 | 490.00 | 500.00 | 625.00 |
| Daily rate of pay for call services | <5 | * | * | * | * | * |
| Montana |  |  |  |  |  |  |
| Daily rate of pay for call availability | 5 | 14.00 | 75.00 | 100.00 | 100.00 | 100.00 |
| Daily rate of pay for call services | <5 | * | * | * | * | * |
| Nebraska |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 8 | 0.00 | 16.00 | 45.00 | 50.00 | 65.00 |
| Hourly rate of pay for call services | 7 | 2.00 | 3.00 | 50.00 | 65.00 | 100.00 |
| New York |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 12 | 8.00 | 9.50 | 16.00 | 55.00 | 75.00 |
| Hourly rate of pay for call services | 12 | 40.00 | 45.88 | 65.00 | 84.72 | 90.00 |
| Daily rate of pay for call availability | 11 | 100.00 | 100.00 | 150.00 | 250.00 | 350.00 |
| Daily rate of pay for call services | 11 | 75.00 | 100.00 | 150.00 | 300.00 | 900.00 |
| North Carolina |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 12 | 0.00 | 1.25 | 5.00 | 16.25 | 55.00 |
| Hourly rate of pay for call services | 11 | 50.00 | 55.55 | 75.00 | 100.00 | 116.00 |
| Daily rate of pay for call availability | 10 | 62.50 | 100.00 | 162.50 | 625.00 | 950.00 |
| Daily rate of pay for call services | 11 | 73.00 | 75.00 | 150.00 | 500.00 | 500.00 |
| North Dakota |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 5 | 6.25 | 7.00 | 50.00 | 50.00 | 54.40 |
| Hourly rate of pay for call services | <5 | * | * | * | * | * |
| Ohio |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 8 | 0.00 | 2.25 | 5.50 | 10.00 | 60.00 |
| Hourly rate of pay for call services | 8 | 10.00 | 57.50 | 67.50 | 82.50 | 105.00 |
| Daily rate of pay for call availability | 5 | 50.00 | 50.00 | 150.00 | 200.00 | 500.00 |
| Daily rate of pay for call services | <5 | * | * | * | * | * |
| Oregon |  |  |  |  |  |  |
| Daily rate of pay for call availability | 10 | 77.50 | 100.00 | 107.00 | 170.00 | 375.00 |
| Daily rate of pay for call services | 8 | 75.00 | 90.00 | 107.00 | 316.50 | 800.00 |
| Pennsylvania |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 20 | 0.00 | 0.00 | 2.63 | 6.13 | 45.00 |
| Hourly rate of pay for call services | 16 | 5.50 | 49.00 | 65.00 | 73.45 | 88.00 |
| Daily rate of pay for call availability | 10 | 25.50 | 75.00 | 100.00 | 100.00 | 158.50 |
| Daily rate of pay for call services | 6 | 42.65 | 100.00 | 125.00 | 275.00 | 300.00 |

## Table 28 cont. Mode of Compensation for Call Availability and Call Services by State

| STATE <br> MODE OF COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Texas |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 15 | 0.00 | 0.00 | 5.00 | 60.00 | 70.83 |
| Hourly rate of pay for call services | 13 | 58.00 | 70.83 | 75.00 | 80.00 | 91.20 |
| Daily rate of pay for call availability | 11 | 41.67 | 83.00 | 150.00 | 400.00 | 800.00 |
| Daily rate of pay for call services | 9 | 50.00 | 100.00 | 250.00 | 400.00 | 1,000.00 |
| Utah |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 5 | 3.35 | 7.00 | 35.00 | 55.00 | 60.00 |
| Hourly rate of pay for call services | < | * | * | * | * | * |
| Virginia |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 6 | 0.00 | 1.50 | 2.75 | 5.25 | 50.00 |
| Hourly rate of pay for call services | 6 | 44.00 | 50.00 | 73.50 | 85.00 | 108.00 |
| Daily rate of pay for call availability | 5 | 24.00 | 25.00 | 100.00 | 100.00 | 100.00 |
| Daily rate of pay for call services | < | * | * | * | * | * |
| Washington |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 6 | 0.00 | 0.00 | 2.00 | 5.31 | 10.00 |
| Hourly rate of pay for call services | 5 | 70.00 | 75.00 | 92.00 | 100.00 | 100.00 |
| Daily rate of pay for call availability | 12 | 50.00 | 62.50 | 125.00 | 212.50 | 375.00 |
| Daily rate of pay for call services | 11 | 50.00 | 50.00 | 500.00 | 866.00 | 866.00 |
| Wisconsin |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 8 | 0.00 | 2.50 | 5.00 | 5.00 | 39.00 |
| Hourly rate of pay for call services | 10 | 43.00 | 50.00 | 58.00 | 99.00 | 118.50 |
| Daily rate of pay for call availability | 5 | 0.00 | 30.00 | 150.00 | 155.00 | 500.00 |
| Daily rate of pay for call services | 5 | 30.00 | 155.00 | 450.00 | 500.00 | 500.00 |
| NATIONAL TOTAL |  |  |  |  |  |  |
| Hourly rate of pay for call availability | 230 | 0.00 | 2.50 | 8.00 | 38.82 | 60.00 |
| Hourly rate of pay for call services | 209 | 40.00 | 50.93 | 65.00 | 80.00 | 100.00 |
| Daily rate of pay for call availability | 189 | 25.00 | 75.00 | 125.00 | 250.00 | 500.00 |
| Daily rate of pay for call services | 153 | 50.00 | 100.00 | 200.00 | 500.00 | 775.00 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016. The data reflect only those PAs who indicated they took call from their primary clinical employer and were compensated hourly or daily for call availability and services.
Not all states are shown due to low numbers of responses in some states. They are included in the national total. Not all rates of pay for call are shown due to low numbers of responses. They are included in the national total.

* Data cells with fewer than 5 respondents are left blank.

Table 29. Participation in Profit Sharing Plans at Primary Employer by State

| STATE | N | PARTICIPATED IN PROFIT SHARING | DID NOT PARTICIPATE IN PROFIT SHARING |
| :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |
| Alabama | 26 | 7.7 | 92.3 |
| Alaska | 35 | 5.7 | 94.3 |
| Arizona | 128 | 9.4 | 90.6 |
| Arkansas | 20 | 25.0 | 75.0 |
| California | 366 | 17.2 | 82.8 |
| Colorado | 194 | 16.0 | 84.0 |
| Connecticut | 108 | 12.0 | 88.0 |
| Delaware | 23 | 43.5 | 56.5 |
| District of Columbia | 35 | 5.7 | 94.3 |
| Florida | 239 | 15.5 | 84.5 |
| Georgia | 118 | 21.2 | 78.8 |
| Hawaii | 14 | 35.7 | 64.3 |
| Idaho | 41 | 14.6 | 85.4 |
| Illinois | 191 | 16.8 | 83.2 |
| Indiana | 70 | 15.7 | 84.3 |
| lowa | 58 | 13.8 | 86.2 |
| Kansas | 41 | 2.4 | 97.6 |
| Kentucky | 36 | 11.1 | 88.9 |
| Louisiana | 39 | 10.3 | 89.7 |
| Maine | 37 | 5.4 | 94.6 |
| Maryland | 139 | 12.9 | 87.1 |
| Massachusetts | 133 | 10.5 | 89.5 |
| Michigan | 218 | 14.2 | 85.8 |
| Minnesota | 134 | 17.9 | 82.1 |
| Mississippi | 15 | 13.3 | 86.7 |
| Missouri | 54 | 16.7 | 83.3 |
| Montana | 34 | 11.8 | 88.2 |
| Nebraska | 62 | 29.0 | 71.0 |
| Nevada | 29 | 6.9 | 93.1 |
| New Hampshire | 42 | 7.1 | 92.9 |
| New Jersey | 73 | 16.4 | 83.6 |
| New Mexico | 52 | 11.5 | 88.5 |
| New York | 375 | 8.5 | 91.5 |
| North Carolina | 255 | 19.2 | 80.8 |
| North Dakota | 15 | 0.0 | 100.0 |
| Ohio | 148 | 12.8 | 87.2 |
| Oklahoma | 51 | 23.5 | 76.5 |

Table 29 cont. Participation in Profit Sharing Plans at Primary Employer by State

| STATE | N | PARTICIPATED IN PROFIT SHARING | DID NOT PARTICIPATE IN PROFIT SHARING |
| :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |
| Oregon | 109 | 20.2 | 79.8 |
| Pennsylvania | 303 | 11.9 | 88.1 |
| Rhode Island | 18 | 0.0 | 100.0 |
| South Carolina | 65 | 7.7 | 92.3 |
| South Dakota | 30 | 13.3 | 86.7 |
| Tennessee | 68 | 10.3 | 89.7 |
| Texas | 319 | 9.1 | 90.9 |
| Utah | 76 | 21.1 | 78.9 |
| Vermont | 14 | 14.3 | 85.7 |
| Virginia | 119 | 10.1 | 89.9 |
| Washington | 162 | 9.9 | 90.1 |
| West Virginia | 36 | 13.9 | 86.1 |
| Wisconsin | 143 | 18.9 | 81.1 |
| Wyoming | 18 | 5.6 | 94.4 |
| NATIONAL TOTAL | 5,128 | 13.9 | 86.1 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 30. Mode of Profit Sharing From Primary Employer by State

| STATE | N | STOCK OPTIONS | EQUITY | BONUS | OTHER |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |  |  |
| Arizona | 13 | 38.5 | 23.1 | 23.1 | 15.4 |
| California | 68 | 20.6 | 8.8 | 47.1 | 23.5 |
| Colorado | 36 | 16.7 | 19.4 | 38.9 | 25.0 |
| Connecticut | 13 | 15.4 | 30.8 | 23.1 | 30.8 |
| Delaware | 10 | 20.0 | 20.0 | 30.0 | 30.0 |
| Florida | 42 | 26.2 | 14.3 | 19.0 | 40.5 |
| Georgia | 23 | 26.1 | 4.3 | 43.5 | 26.1 |
| Hawaii | 5 | 20.0 | 0.0 | 20.0 | 60.0 |
| Illinois | 29 | 41.4 | 10.3 | 13.8 | 34.5 |
| Indiana | 10 | 30.0 | 10.0 | 20.0 | 40.0 |
| Iowa | 7 | 28.6 | 14.3 | 14.3 | 42.9 |
| Maryland | 18 | 22.2 | 11.1 | 38.9 | 27.8 |
| Minnesota | 16 | 37.5 | 18.8 | 25.0 | 18.8 |
| Michigan | 30 | 10.0 | 26.7 | 43.3 | 20.0 |
| Minnesota | 24 | 41.7 | 4.2 | 20.8 | 33.3 |
| Missouri | 9 | 33.3 | 22.2 | 33.3 | 11.1 |
| Nebraska | 17 | 23.5 | 0.0 | 47.1 | 29.4 |
| New Jersey | 15 | 40.0 | 20.0 | 13.3 | 26.7 |
| New Mexico | 8 | 12.5 | 25.0 | 50.0 | 12.5 |
| New York | 34 | 26.5 | 8.8 | 23.5 | 41.2 |
| North Carolina | 50 | 28.0 | 14.0 | 34.0 | 24.0 |
| Ohio | 18 | 16.7 | 5.6 | 33.3 | 44.4 |
| Oklahoma | 12 | 25.0 | 33.3 | 16.7 | 25.0 |
| Oregon | 20 | 5.0 | 15.0 | 35.0 | 45.0 |
| Pennsylvania | 36 | 30.6 | 27.8 | 22.2 | 19.4 |
| South Carolina | 6 | 33.3 | 33.3 | 33.3 | 0.0 |
| South Dakota | 5 | 40.0 | 20.0 | 20.0 | 20.0 |
| Tennessee | 9 | 33.3 | 33.3 | 22.2 | 11.1 |
| Texas | 29 | 20.7 | 13.8 | 34.5 | 31.0 |
| Utah | 16 | 18.8 | 0.0 | 43.8 | 37.5 |
| Virginia | 11 | 36.4 | 9.1 | 27.3 | 27.3 |
| Washington | 18 | 22.2 | 27.8 | 33.3 | 16.7 |
| Wisconsin | 29 | 41.4 | 10.3 | 24.1 | 24.1 |
| NATIONAL TOTAL | 727 | 26.0 | 15.0 | 30.9 | 28.1 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 31. Amount of Additional Forms of Compensation From Primary Employer by State

| STATE <br> ADDITIONAL COMPENSATION | N | 10TH PERCENTILE (\$) | 25TH PERCENTILE (\$) | 50TH PERCENTILE (\$) | 75TH PERCENTILE (\$) | 90TH PERCENTILE (\$) |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alaska |  |  |  |  |  |  |
| Sign-on bonus | 8 | 3,000 | 8,450 | 10,000 | 10,000 | 10,000 |
| Relocation expenses | 5 | 6,000 | 7,000 | 10,000 | 10,000 | 14,000 |
| Arizona |  |  |  |  |  |  |
| Sign-on bonus | 12 | 3,000 | 5,000 | 6,750 | 10,000 | 10,000 |
| Relocation expenses | 6 | 3,000 | 5,000 | 9,000 | 11,000 | 12,000 |
| California |  |  |  |  |  |  |
| Student loan repayment | 7 | 10,000 | 10,000 | 15,000 | 25,000 | 50,000 |
| Sign-on bonus | 18 | 2,000 | 5,000 | 10,000 | 12,000 | 22,500 |
| Relocation expenses | 26 | 1,500 | 2,000 | 4,000 | 5,000 | 10,000 |
| Tuition reimbursement | 16 | 600 | 1,100 | 1,650 | 2,750 | 4,200 |
| Colorado |  |  |  |  |  |  |
| Sign-on bonus | 12 | 2,500 | 5,000 | 5,000 | 9,250 | 20,000 |
| Relocation expenses | 17 | 500 | 2,000 | 4,500 | 6,500 | 10,000 |
| Connecticut |  |  |  |  |  |  |
| Sign-on bonus | 9 | 1,000 | 2,500 | 5,000 | 5,000 | 10,000 |
| Relocation expenses | 5 | 2,000 | 2,000 | 2,500 | 5,000 | 10,000 |
| Florida |  |  |  |  |  |  |
| Sign-on bonus | 12 | 3,000 | 3,500 | 5,000 | 7,500 | 15,000 |
| Relocation expenses | 11 | 1,500 | 2,000 | 3,000 | 5,000 | 6,500 |
| Tuition reimbursement | 11 | 1,500 | 1,500 | 2,000 | 4,000 | 4,500 |
| Georgia |  |  |  |  |  |  |
| Sign-on bonus | 12 | 3,000 | 5,000 | 5,000 | 10,000 | 10,000 |
| Relocation expenses | 8 | 500 | 900 | 2,500 | 4,750 | 5,000 |
| Idaho |  |  |  |  |  |  |
| Sign-on bonus | 5 | 5,000 | 5,000 | 5,000 | 8,736 | 15,000 |
| Illinois |  |  |  |  |  |  |
| Student loan repayment | 6 | 6,000 | 7,000 | 23,500 | 50,000 | 60,000 |
| Sign-on bonus | 15 | 1,500 | 2,000 | 5,000 | 7,500 | 10,000 |
| Relocation expenses | 6 | 3,000 | 3,000 | 5,000 | 7,500 | 15,000 |
| Indiana |  |  |  |  |  |  |
| Sign-on bonus | 6 | 500 | 10,000 | 10,000 | 10,000 | 15,000 |
| lowa |  |  |  |  |  |  |
| Sign-on bonus | 5 | 5,000 | 10,000 | 10,000 | 20,000 | 25,000 |
| Relocation expenses | 6 | 800 | 1,000 | 5,000 | 10,000 | 10,000 |
| Maine |  |  |  |  |  |  |
| Student loan repayment | 12 | 5,000 | 5,000 | 8,000 | 19,000 | 20,000 |
| Relocation expenses | 5 | 3,000 | 3,000 | 3,000 | 5,000 | 5,000 |

Table 31 cont. Amount of Additional Forms of Compensation From Primary Employer by State

| STATE <br> ADDITIONAL COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maryland |  |  |  |  |  |  |
| Sign-on bonus | 10 | 2,000 | 2,500 | 2,750 | 5,000 | 5,000 |
| Massachusetts |  |  |  |  |  |  |
| Sign-on bonus | 7 | 1,500 | 2,500 | 3,000 | 5,000 | 7,500 |
| Michigan |  |  |  |  |  |  |
| Sign-on bonus | 20 | 2,250 | 3,750 | 5,000 | 10,000 | 17,500 |
| Relocation expenses | 16 | 2,000 | 2,500 | 4,500 | 10,000 | 10,000 |
| Tuition reimbursement | 7 | 250 | 1,500 | 2,000 | 2,500 | 3,000 |
| Minnesota |  |  |  |  |  |  |
| Sign-on bonus | 22 | 2,500 | 2,500 | 3,000 | 6,000 | 15,000 |
| Relocation expenses | 17 | 300 | 1,500 | 2,000 | 3,000 | 5,000 |
| Tuition reimbursement | 9 | 2,000 | 3,000 | 3,000 | 5,000 | 20,000 |
| Montana |  |  |  |  |  |  |
| Sign-on bonus | 8 | 3,000 | 5,000 | 10,000 | 10,000 | 15,000 |
| Nebraska |  |  |  |  |  |  |
| Student loan repayment | 6 | 5,000 | 6,250 | 17,978 | 60,000 | 80,000 |
| Sign-on bonus | 7 | 2,500 | 5,000 | 5,000 | 5,000 | 5,000 |
| Nevada |  |  |  |  |  |  |
| Sign-on bonus | 6 | 5,000 | 5,000 | 6,000 | 7,000 | 15,000 |
| New Hampshire |  |  |  |  |  |  |
| Sign-on bonus | 7 | 3,000 | 5,000 | 7,000 | 15,000 | 15,000 |
| New Mexico |  |  |  |  |  |  |
| Sign-on bonus | 11 | 7,500 | 7,500 | 10,000 | 10,000 | 10,000 |
| Relocation expenses | 6 | 3,800 | 5,000 | 6,250 | 10,000 | 10,000 |
| New York |  |  |  |  |  |  |
| Student loan repayment | 7 | 2,029 | 6,000 | 10,000 | 42,000 | 50,000 |
| Sign-on bonus | 11 | 5,000 | 5,000 | 5,000 | 6,000 | 10,000 |
| Relocation expenses | 8 | 1,300 | 2,000 | 2,750 | 5,000 | 5,000 |
| Tuition reimbursement | 22 | 750 | 1,000 | 1,850 | 5,000 | 5,000 |
| North Carolina |  |  |  |  |  |  |
| Student loan repayment | 6 | 5,000 | 8,333 | 9,500 | 10,000 | 20,000 |
| Sign-on bonus | 20 | 1,000 | 2,000 | 5,000 | 6,000 | 15,000 |
| Relocation expenses | 25 | 1,400 | 2,000 | 3,000 | 5,000 | 8,000 |

## Table 31 cont. Amount of Additional Forms of Compensation From Primary Employer by Statee

| STATE <br> ADDITIONAL COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Ohio |  |  |  |  |  |  |
| Student loan repayment | 10 | 5,000 | 5,000 | 7,500 | 15,000 | 32,500 |
| Sign-on bonus | 11 | 3,000 | 3,200 | 5,000 | 10,000 | 10,000 |
| Relocation expenses | 11 | 2,000 | 3,000 | 3,000 | 5,000 | 12,000 |
| Tuition reimbursement | 15 | 1,500 | 2,500 | 4,500 | 5,000 | 8,000 |
| Oregon |  |  |  |  |  |  |
| Student loan repayment | 5 | 987 | 5,000 | 17,500 | 20,000 | 40,000 |
| Sign-on bonus | 20 | 1,350 | 4,500 | 5,000 | 7,500 | 9,000 |
| Relocation expenses | 20 | 2,000 | 3,000 | 5,000 | 10,000 | 10,000 |
| Pennsylvania |  |  |  |  |  |  |
| Student loan repayment | 8 | 5,000 | 8,500 | 15,000 | 22,500 | 25,000 |
| Sign-on bonus | 25 | 2,000 | 4,000 | 5,000 | 8,000 | 8,000 |
| Relocation expenses | 9 | 500 | 800 | 3,000 | 5,000 | 10,000 |
| Tuition reimbursement | 5 | 600 | 1,500 | 2,000 | 2,500 | 5,500 |
| South Carolina |  |  |  |  |  |  |
| Sign-on bonus | 13 | 2,500 | 3,000 | 5,000 | 7,500 | 15,000 |
| Relocation expenses | 11 | 1,500 | 1,500 | 2,000 | 5,000 | 5,000 |
| South Dakota |  |  |  |  |  |  |
| Sign-on bonus | 5 | 2,500 | 4,000 | 4,000 | 12,000 | 20,000 |
| Tennessee |  |  |  |  |  |  |
| Sign-on bonus | 5 | 1,000 | 2,000 | 5,000 | 10,000 | 10,000 |
| Texas |  |  |  |  |  |  |
| Sign-on bonus | 21 | 2,500 | 5,000 | 5,000 | 10,000 | 10,000 |
| Relocation expenses | 23 | 1,500 | 2,000 | 3,000 | 6,000 | 10,000 |
| Tuition reimbursement | 8 | 1,500 | 2,000 | 2,500 | 4,750 | 5,000 |
| Utah |  |  |  |  |  |  |
| Relocation expenses | 6 | 2,000 | 2,500 | 3,500 | 5,000 | 10,000 |
| Vermont |  |  |  |  |  |  |
| Relocation expenses | 6 | 2,000 | 2,500 | 5,000 | 5,000 | 8,000 |
| Virginia |  |  |  |  |  |  |
| Student loan repayment | 6 | 2,500 | 3,500 | 6,700 | 100,000 | 104,600 |
| Sign-on bonus | 12 | 2,500 | 2,750 | 4,500 | 7,000 | 10,000 |
| Relocation expenses | 10 | 1,350 | 1,500 | 2,750 | 5,000 | 7,500 |

## Table 31 cont. Amount of Additional Forms of Compensation From Primary Employer by State

| STATE <br> ADDITIONAL COMPENSATION | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Washington |  |  |  |  |  |  |
| Sign-on bonus | 31 | 2,500 | 3,000 | 5,000 | 10,000 | 15,000 |
| Relocation expenses | 26 | 1,500 | 2,500 | 3,500 | 7,500 | 10,000 |
| Wisconsin |  |  |  |  |  |  |
| Sign-on bonus | 10 | 3,750 | 5,000 | 6,850 | 10,000 | 10,000 |
| Relocation expenses | 14 | 1,000 | 1,500 | 2,250 | 5,000 | 10,000 |
| NATIONAL TOTAL |  |  |  |  |  |  |
| Honoraria | 19 | 500 | 1,325 | 2,000 | 4,000 | 5,000 |
| Research stipend | 10 | 350 | 1,000 | 1,500 | 2,000 | 5,000 |
| Student loan repayment | 149 | 3,000 | 6,000 | 10,000 | 20,000 | 50,000 |
| Sign-on bonus | 428 | 2,000 | 3,000 | 5,000 | 10,000 | 12,000 |
| Relocation expenses | 354 | 1,300 | 2,000 | 3,900 | 5,700 | 10,000 |
| Tuition reimbursement | 145 | 1,000 | 1,500 | 2,500 | 4,600 | 6,500 |

[^3]Table 32. Profesional Development Funds From Primary Employer by State

| STATE | N | RECEIVED PROFESSIONAL DEVELOPMENT FUNDS | DID NOT RECEIVE PROFESSIONAL DEVELOPMENT FUNDS |
| :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |
| Alabama | 24 | 62.5 | 37.5 |
| Alaska | 34 | 82.4 | 17.6 |
| Arizona | 124 | 82.3 | 17.7 |
| Arkansas | 19 | 89.5 | 10.5 |
| California | 358 | 78.8 | 21.2 |
| Colorado | 190 | 90.5 | 9.5 |
| Connecticut | 105 | 93.3 | 6.7 |
| Delaware | 23 | 91.3 | 8.7 |
| District of Columbia | 32 | 96.9 | 3.1 |
| Florida | 235 | 84.7 | 15.3 |
| Georgia | 116 | 89.7 | 10.3 |
| Hawaii | 13 | 76.9 | 23.1 |
| Idaho | 41 | 95.1 | 4.9 |
| Illinois | 183 | 88.0 | 12.0 |
| Indiana | 69 | 92.8 | 7.2 |
| lowa | 58 | 93.1 | 6.9 |
| Kansas | 40 | 75.0 | 25.0 |
| Kentucky | 35 | 85.7 | 14.3 |
| Louisiana | 37 | 86.5 | 13.5 |
| Maine | 39 | 92.3 | 7.7 |
| Maryland | 136 | 86.8 | 13.2 |
| Massachusetts | 130 | 92.3 | 7.7 |
| Michigan | 214 | 89.3 | 10.7 |
| Minnesota | 137 | 97.1 | 2.9 |
| Mississippi | 13 | 69.2 | 30.8 |
| Missouri | 54 | 87.0 | 13.0 |
| Montana | 32 | 93.8 | 6.3 |
| Nebraska | 60 | 98.3 | 1.7 |
| Nevada | 28 | 89.3 | 10.7 |
| New Hampshire | 41 | 100.0 | 0.0 |
| New Jersey | 71 | 83.1 | 16.9 |
| New Mexico | 48 | 79.2 | 20.8 |
| New York | 362 | 79.0 | 21.0 |
| North Carolina | 254 | 90.9 | 9.1 |
| North Dakota | 16 | 87.5 | 12.5 |
| Ohio | 142 | 86.6 | 13.4 |
| Oklahoma | 49 | 91.8 | 8.2 |
| Oregon | 109 | 94.5 | 5.5 |

Table 32 cont. Profesional Development Funds From Primary Employer by State

| STATE | N | RECEIVED PROFESSIONAL DEVELOPMENT FUNDS | DID NOT RECEIVE PROFESSIONAL DEVELOPMENT FUNDS |
| :---: | :---: | :---: | :---: |
|  |  | PERCENT OF RESPONDENTS (\%) |  |
| Pennsylvania | 298 | 90.9 | 9.1 |
| Rhode Island | 19 | 100.0 | 0.0 |
| South Carolina | 66 | 92.4 | 7.6 |
| South Dakota | 27 | 92.6 | 7.4 |
| Tennessee | 68 | 83.8 | 16.2 |
| Texas | 312 | 79.5 | 20.5 |
| Utah | 75 | 85.3 | 14.7 |
| Vermont | 14 | 85.7 | 14.3 |
| Virginia | 115 | 87.8 | 12.2 |
| Washington | 160 | 90.0 | 10.0 |
| West Virginia | 35 | 91.4 | 8.6 |
| Wisconsin | 143 | 97.2 | 2.8 |
| Wyoming | 18 | 83.3 | 16.7 |
| NATIONAL TOTAL | 5,021 | 87.3 | 12.7 |

[^4]
## Table 33. Amount of Professional Development Funds Available From Primary Employer by State

| STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama | 14 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Alaska | 22 | 700 | 2,000 | 2,500 | 5,000 | 5,500 |
| Arizona | 91 | 1,200 | 1,500 | 2,000 | 2,500 | 3,000 |
| Arkansas | 15 | 750 | 1,000 | 2,000 | 2,500 | 3,000 |
| California | 223 | 600 | 1,000 | 1,500 | 2,000 | 3,000 |
| Colorado | 138 | 1,000 | 1,500 | 1,775 | 2,500 | 3,000 |
| Connecticut | 83 | 1,000 | 1,500 | 1,500 | 2,000 | 2,500 |
| Delaware | 16 | 1,000 | 1,250 | 2,125 | 2,500 | 3,000 |
| District of Columbia | 26 | 750 | 1,000 | 2,000 | 2,500 | 3,000 |
| Florida | 174 | 1,000 | 1,500 | 1,625 | 2,500 | 3,000 |
| Georgia | 90 | 1,500 | 1,500 | 1,600 | 2,500 | 2,750 |
| Hawaii | 8 | 1,500 | 2,000 | 2,000 | 4,000 | 5,000 |
| Idaho | 29 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Illinois | 132 | 1,000 | 1,200 | 1,775 | 2,500 | 3,000 |
| Indiana | 50 | 1,150 | 1,600 | 2,000 | 2,500 | 3,000 |
| lowa | 48 | 1,000 | 1,500 | 2,000 | 2,500 | 3,500 |
| Kansas | 25 | 500 | 1,500 | 2,000 | 2,000 | 3,000 |
| Kentucky | 27 | 1,000 | 1,000 | 1,500 | 2,223 | 3,000 |
| Louisiana | 25 | 500 | 1,000 | 2,000 | 2,000 | 2,500 |
| Maine | 32 | 1,500 | 2,000 | 2,500 | 3,000 | 3,000 |
| Maryland | 101 | 750 | 1,200 | 1,500 | 2,000 | 3,000 |
| Massachusetts | 98 | 1,000 | 1,500 | 1,500 | 2,000 | 2,500 |
| Michigan | 162 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Minnesota | 115 | 1,500 | 2,000 | 2,500 | 3,000 | 4,000 |
| Mississippi | 7 | 1,000 | 1,500 | 2,500 | 2,500 | 3,000 |
| Missouri | 40 | 1,250 | 1,500 | 2,000 | 2,500 | 3,000 |
| Montana | 24 | 1,500 | 2,000 | 2,500 | 3,000 | 4,000 |
| Nebraska | 51 | 1,500 | 2,000 | 2,500 | 3,000 | 3,500 |
| Nevada | 21 | 1,200 | 1,500 | 2,000 | 2,500 | 3,000 |
| New Hampshire | 37 | 1,500 | 1,500 | 2,100 | 2,500 | 3,500 |
| New Jersey | 45 | 800 | 1,250 | 1,500 | 2,500 | 2,500 |
| New Mexico | 34 | 1,000 | 1,500 | 1,900 | 2,000 | 3,500 |
| New York | 233 | 750 | 1,000 | 1,500 | 2,500 | 3,000 |
| North Carolina | 205 | 1,000 | 1,500 | 2,500 | 3,000 | 4,000 |
| North Dakota | 11 | 1,500 | 1,500 | 2,000 | 2,500 | 2,500 |
| Ohio | 101 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Oklahoma | 36 | 750 | 1,000 | 2,000 | 2,500 | 3,000 |
| Oregon | 95 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |

Table 33 cont. Amount of Professional Development Funds Available From Primary Employer by State

| STATE | N | $\begin{gathered} \text { 10TH } \\ \text { PERCENTILE (\$) } \\ \hline \end{gathered}$ | $\begin{gathered} \text { 25TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 50TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ | $\begin{gathered} \text { 75TH } \\ \text { PERCENTILE (\$) } \\ \hline \end{gathered}$ | $\begin{gathered} \text { 90TH } \\ \text { PERCENTILE (\$) } \end{gathered}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Pennsylvania | 232 | 1,000 | 1,500 | 1,900 | 2,000 | 2,500 |
| Rhode Island | 16 | 1,000 | 1,500 | 2,000 | 3,000 | 5,400 |
| South Carolina | 49 | 1,000 | 1,500 | 2,000 | 2,500 | 3,500 |
| South Dakota | 18 | 1,500 | 2,500 | 2,500 | 3,000 | 3,500 |
| Tennessee | 49 | 750 | 1,200 | 1,500 | 2,000 | 2,500 |
| Texas | 196 | 750 | 1,500 | 2,000 | 2,500 | 4,000 |
| Utah | 53 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Vermont | 10 | 2,500 | 2,500 | 2,750 | 3,000 | 3,000 |
| Virginia | 86 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |
| Washington | 123 | 1,000 | 1,500 | 2,000 | 3,000 | 3,000 |
| West Virginia | 30 | 1,150 | 1,600 | 2,130 | 3,000 | 4,000 |
| Wisconsin | 125 | 1,500 | 2,000 | 2,300 | 2,500 | 3,500 |
| Wyoming | 11 | 2,000 | 2,000 | 2,500 | 2,500 | 4,000 |
| NATIONAL TOTAL | 3,682 | 1,000 | 1,500 | 2,000 | 2,500 | 3,000 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016 and who indicated they received professional development funds.

## Table 34. Proportion of Professional Expenses Paid by Primary Employer

| TYPE OF PROFESSIONAL DEVELOPMENT EXPENSE | N | PROPORTION OF PROFESSIONAL EXPENSE PAID |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | NONE | LESS <br> THAN HALF | MORE <br> THAN <br> HALF | ALL | LUMP SUM | DO NOT KNOW | NOT <br> APPLICABLE/ DO NOT NEED |
|  | PERCENT OF RESPONDENTS (\%) |  |  |  |  |  |  |  |
| State license fees | 4,569 | 19.9 | 0.3 | 0.5 | 60.5 | 16.3 | 0.4 | 2.0 |
| DEA registration fees | 4,549 | 14.9 | 0.2 | 0.4 | 62.0 | 13.4 | 0.3 | 8.9 |
| NCCPA fees | 4,546 | 28.5 | 0.4 | 0.4 | 46.7 | 19.9 | 0.9 | 3.2 |
| AAPA membership | 4,536 | 31.7 | 0.4 | 0.6 | 38.9 | 23.0 | 0.9 | 4.5 |
| AAPA Annual Conference | 4,413 | 35.2 | 0.9 | 1.3 | 8.5 | 22.9 | 0.8 | 30.4 |
| Other professional organization fees | 4,394 | 34.8 | 1.3 | 1.4 | 25.9 | 24.8 | 1.1 | 10.6 |
| CME expenses | 4,533 | 11.5 | 5.1 | 10.2 | 26.4 | 44.5 | 0.4 | 1.9 |
| Professional leadership development programs | 4,392 | 38.0 | 0.8 | 1.3 | 8.5 | 17.3 | 3.3 | 30.8 |
| Academic subscription(s) | 4,425 | 40.6 | 0.7 | 1.3 | 12.1 | 23.1 | 1.6 | 20.7 |
| Travel reimbursement (including gas cards, public transportation) | 4,489 | 32.7 | 4.2 | 4.7 | 17.7 | 27.6 | 1.0 | 12.1 |
| Technology (including cell phones, laptops, or tablets) | 4,491 | 49.1 | 8.1 | 7.1 | 16.2 | 8.6 | 1.1 | 9.8 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 35. Proportion of Insurance Benefits Paid for by Primary Employer

| INSURANCE | N | PROPORTION OF INSURANCE BENEFITS PAID BY EMPLOYER |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | NONE | LESS <br> THAN HALF | MORE <br> THAN <br> HALF | ALL | DO NOT KNOW | NOT APPLICABLE/ DO NOT NEED |
|  | PERCENT OF RESPONDENTS (\%) |  |  |  |  |  |  |
| Professional liability insurance | 4,671 | 3.0 | 0.2 | 1.3 | 88.8 | 3.8 | 2.8 |
| Individual health insurance | 4,606 | 11.6 | 9.2 | 41.9 | 22.0 | 4.5 | 10.8 |
| Family health insurance | 4,590 | 21.9 | 8.9 | 25.5 | 9.0 | 3.9 | 30.9 |
| Dental insurance | 4,613 | 23.5 | 11.5 | 36.1 | 15.3 | 5.3 | 8.3 |
| Disability insurance | 4,616 | 26.8 | 8.5 | 19.1 | 27.4 | 12.1 | 6.1 |
| Term life insurance | 4,603 | 29.6 | 9.8 | 14.2 | 27.8 | 12.2 | 6.5 |

Note: The data reflect PAs who worked 32 hours or more per week in 2016.

## Table 36. Retirement Benefits Provided by Primary Employer

| RETIREMENT BENEFITS |  | PERCENT OF <br> RESPONDENTS (\%) |
| :--- | :---: | :---: |
| Employer did not contribute to my retirement | $\mathbf{N}$ | 121 |
| Employer provided a 401k/403b option, but did not contribute | 318 | 6.6 |
| Employer contributed a set amount to my 401k/403b | 1,163 | 12.9 |
| Employer matched 3\% or less of my 401k/403b contribution | 1,454 | 25.2 |
| Employer matched between 3\% and 7\% of my 401k/403b contribution | 272 | 31.5 |
| Employer matched more than 7\% of my 401k/403b contributions | 338 | 5.9 |
| Employer provided a pension | 138 | 7.3 |
| I am unsure what my employer contributed | 4,623 | 3.0 |
| NATIONAL TOTAL |  | 100.0 |

[^5]Table 37. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Alabama |  |  |  |  |  |  |
| General PTO | 7 | 10.0 | 11.1 | 15.0 | 18.7 | 25.0 |
| Vacation | 5 | 14.0 | 16.0 | 17.8 | 18.7 | 20.0 |
| Sick | 6 | 4.4 | 5.0 | 8.4 | 12.0 | 16.0 |
| CME | 5 | 4.4 | 4.4 | 5.0 | 6.2 | 10.0 |
| Alaska |  |  |  |  |  |  |
| General PTO | 12 | 17.3 | 17.8 | 19.8 | 30.0 | 32.3 |
| Vacation | 6 | 8.9 | 12.0 | 13.7 | 14.0 | 18.9 |
| Sick | 6 | 2.2 | 3.0 | 5.7 | 8.0 | 16.0 |
| CME | 7 | 1.8 | 5.0 | 5.0 | 6.7 | 7.0 |
| Arizona |  |  |  |  |  |  |
| General PTO | 47 | 10.0 | 14.7 | 20.0 | 24.9 | 26.7 |
| Vacation | 24 | 8.9 | 13.3 | 18.8 | 21.0 | 26.7 |
| Sick | 21 | 2.0 | 5.0 | 7.6 | 12.0 | 20.0 |
| Parental leave | 8 | 3.0 | 5.7 | 9.2 | 23.0 | 30.0 |
| Bereavement | 7 | 2.7 | 3.0 | 3.0 | 5.0 | 8.9 |
| Holidays | 25 | 2.0 | 5.0 | 6.7 | 7.0 | 8.0 |
| CME | 16 | 2.7 | 3.7 | 5.0 | 5.0 | 5.0 |
| Arkansas |  |  |  |  |  |  |
| General PTO | 5 | 2.3 | 15.0 | 15.0 | 16.4 | 25.8 |
| Vacation | 5 | 1.1 | 13.3 | 17.8 | 20.9 | 21.0 |
| California |  |  |  |  |  |  |
| General PTO | 74 | 8.9 | 11.6 | 16.1 | 25.0 | 29.4 |
| Vacation | 116 | 2.0 | 8.9 | 13.7 | 20.0 | 26.0 |
| Sick | 122 | 1.1 | 3.0 | 5.7 | 13.0 | 21.0 |
| Parental leave | 20 | 0.3 | 1.2 | 12.5 | 25.8 | 38.1 |
| Bereavement | 37 | 0.3 | 2.7 | 2.7 | 4.4 | 5.3 |
| Holidays | 70 | 0.9 | 4.4 | 6.1 | 8.9 | 10.7 |
| CME | 56 | 0.6 | 2.7 | 4.4 | 4.4 | 5.0 |
| Colorado |  |  |  |  |  |  |
| General PTO | 67 | 8.9 | 12.0 | 17.8 | 23.1 | 30.0 |
| Vacation | 50 | 1.9 | 10.0 | 15.0 | 20.0 | 23.1 |
| Sick | 45 | 0.8 | 3.0 | 7.8 | 13.3 | 15.0 |
| Parental leave | 7 | 4.4 | 6.7 | 21.0 | 26.0 | 30.0 |
| Bereavement | 12 | 2.7 | 2.8 | 3.2 | 4.4 | 5.6 |
| Holidays | 43 | 0.7 | 3.0 | 5.3 | 7.1 | 8.9 |
| CME | 37 | 0.6 | 3.0 | 4.4 | 4.4 | 5.3 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Connecticut |  |  |  |  |  |  |
| General PTO | 36 | 12.6 | 18.8 | 25.0 | 32.9 | 35.0 |
| Vacation | 29 | 10.0 | 17.8 | 21.0 | 25.0 | 35.0 |
| Sick | 20 | 1.9 | 4.7 | 7.0 | 9.5 | 19.1 |
| Parental leave | 5 | 8.9 | 11.6 | 21.3 | 25.0 | 26.7 |
| Bereavement | 10 | 0.4 | 0.9 | 2.7 | 3.0 | 6.5 |
| Holidays | 19 | 0.9 | 3.6 | 6.0 | 6.2 | 8.0 |
| CME | 22 | 2.7 | 4.0 | 4.4 | 5.0 | 5.0 |
| Delaware |  |  |  |  |  |  |
| General PTO | 6 | 10.0 | 17.8 | 27.5 | 31.8 | 31.8 |
| CME | 5 | 2.7 | 3.0 | 4.0 | 4.4 | 4.4 |
| District of Columbia |  |  |  |  |  |  |
| General PTO | 11 | 12.0 | 13.3 | 18.0 | 24.4 | 30.0 |
| Vacation | 13 | 13.3 | 16.3 | 20.0 | 23.1 | 27.0 |
| Sick | 9 | 0.8 | 4.4 | 11.6 | 14.4 | 15.0 |
| Holidays | 6 | 1.2 | 1.3 | 5.3 | 9.8 | 12.0 |
| CME | 9 | 0.6 | 3.0 | 4.4 | 4.4 | 8.9 |
| Florida |  |  |  |  |  |  |
| General PTO | 83 | 8.9 | 10.7 | 17.8 | 22.2 | 30.0 |
| Vacation | 44 | 7.0 | 10.0 | 16.4 | 21.3 | 27.0 |
| Sick | 37 | 1.3 | 4.4 | 5.3 | 12.0 | 23.1 |
| Parental leave | 8 | 11.6 | 17.5 | 23.3 | 30.0 | 30.0 |
| Bereavement | 13 | 0.3 | 2.7 | 3.3 | 5.3 | 8.0 |
| Holidays | 35 | 1.3 | 4.4 | 5.8 | 7.0 | 8.9 |
| CME | 32 | 2.7 | 3.6 | 4.4 | 5.0 | 5.0 |
| Georgia |  |  |  |  |  |  |
| General PTO | 38 | 3.6 | 13.3 | 19.3 | 24.0 | 27.4 |
| Vacation | 30 | 8.6 | 13.3 | 17.4 | 22.2 | 25.5 |
| Sick | 23 | 5.0 | 5.0 | 8.9 | 11.1 | 13.0 |
| Holidays | 15 | 5.0 | 5.0 | 6.2 | 7.1 | 8.9 |
| CME | 15 | 2.7 | 3.0 | 4.4 | 6.7 | 8.9 |
| Hawail |  |  |  |  |  |  |
| General PTO | 5 | 8.0 | 12.0 | 30.0 | 30.0 | 30.0 |
| Vacation | 7 | 8.9 | 8.9 | 13.8 | 17.3 | 20.0 |
| Sick | 8 | 0.6 | 8.0 | 12.4 | 13.6 | 17.8 |
| Holidays | 7 | 1.1 | 4.4 | 8.9 | 10.0 | 11.1 |
| CME | 7 | 4.0 | 4.4 | 4.4 | 7.0 | 8.9 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Idaho |  |  |  |  |  |  |
| General PTO | 18 | 1.8 | 14.4 | 19.1 | 22.2 | 24.0 |
| Vacation | 8 | 2.4 | 12.9 | 17.8 | 20.0 | 22.2 |
| Sick | 7 | 4.4 | 5.6 | 10.4 | 17.8 | 22.2 |
| Holidays | 9 | 2.7 | 4.4 | 5.0 | 7.0 | 10.7 |
| CME | 7 | 1.8 | 5.0 | 5.0 | 7.0 | 7.0 |
| Illinois |  |  |  |  |  |  |
| General PTO | 55 | 11.1 | 15.0 | 18.0 | 22.2 | 28.0 |
| Vacation | 52 | 3.1 | 11.7 | 15.0 | 21.5 | 26.0 |
| Sick | 44 | 1.6 | 2.9 | 6.3 | 13.7 | 23.1 |
| Parental leave | 11 | 3.3 | 9.3 | 18.0 | 30.0 | 30.0 |
| Bereavement | 23 | 0.3 | 1.0 | 2.7 | 2.7 | 3.0 |
| Holidays | 42 | 0.7 | 1.8 | 5.0 | 6.0 | 8.9 |
| CME | 44 | 0.6 | 4.0 | 4.4 | 5.0 | 5.0 |
| Indiana |  |  |  |  |  |  |
| General PTO | 30 | 13.3 | 19.6 | 22.2 | 26.7 | 29.8 |
| Vacation | 10 | 6.7 | 11.7 | 18.9 | 21.0 | 22.7 |
| Sick | 7 | 2.0 | 2.3 | 3.3 | 11.1 | 11.6 |
| Bereavement | 5 | 0.3 | 0.8 | 1.8 | 2.0 | 3.0 |
| Holidays | 10 | 0.6 | 0.7 | 6.0 | 8.0 | 10.4 |
| CME | 5 | 0.3 | 0.6 | 4.4 | 5.0 | 8.9 |
| lowa |  |  |  |  |  |  |
| General PTO | 24 | 14.0 | 17.8 | 21.8 | 26.7 | 31.0 |
| Vacation | 19 | 8.9 | 10.0 | 18.0 | 23.1 | 28.0 |
| Sick | 15 | 2.0 | 4.4 | 10.0 | 16.0 | 16.0 |
| Bereavement | 5 | 0.6 | 0.9 | 3.0 | 4.4 | 8.9 |
| Holidays | 13 | 1.0 | 1.2 | 6.2 | 8.0 | 9.8 |
| CME | 12 | 1.8 | 2.0 | 4.4 | 5.8 | 8.9 |
| Kansas |  |  |  |  |  |  |
| General PTO | 14 | 5.8 | 10.0 | 19.5 | 21.3 | 27.6 |
| Vacation | 7 | 1.1 | 8.9 | 17.8 | 23.1 | 26.0 |
| Sick | 7 | 1.8 | 8.9 | 11.6 | 21.0 | 40.0 |
| Holidays | 8 | 0.7 | 2.7 | 6.0 | 8.4 | 8.9 |
| CME | 5 | 0.6 | 2.0 | 5.0 | 5.0 | 6.2 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Kentucky |  |  |  |  |  |  |
| General PTO | 11 | 8.9 | 10.7 | 20.0 | 26.7 | 30.0 |
| Vacation | 7 | 13.3 | 15.0 | 17.8 | 30.0 | 35.6 |
| Sick | 7 | 1.3 | 5.6 | 9.8 | 14.0 | 16.0 |
| Holidays | 5 | 0.7 | 6.0 | 8.9 | 12.4 | 12.4 |
| CME | 6 | 0.6 | 0.6 | 3.7 | 4.4 | 5.0 |
| Louisiana |  |  |  |  |  |  |
| General PTO | 11 | 10.0 | 13.3 | 15.0 | 20.0 | 22.2 |
| Vacation | 8 | 4.4 | 10.4 | 13.8 | 15.3 | 24.0 |
| Sick | 6 | 0.6 | 3.3 | 4.4 | 6.0 | 12.0 |
| Holidays | 9 | 0.3 | 5.0 | 6.2 | 7.0 | 9.0 |
| Maine |  |  |  |  |  |  |
| General PTO | 16 | 20.0 | 23.2 | 25.8 | 27.8 | 40.0 |
| Maryland |  |  |  |  |  |  |
| General PTO | 46 | 6.7 | 13.3 | 18.8 | 20.4 | 26.7 |
| Vacation | 29 | 2.3 | 9.1 | 17.3 | 22.0 | 30.0 |
| Sick | 24 | 0.8 | 4.0 | 7.3 | 11.6 | 13.3 |
| Parental leave | 9 | 2.7 | 5.0 | 15.0 | 15.0 | 28.0 |
| Bereavement | 10 | 1.2 | 2.7 | 2.7 | 3.0 | 4.2 |
| Holidays | 36 | 0.9 | 2.8 | 5.7 | 8.0 | 8.9 |
| CME | 19 | 0.6 | 2.0 | 3.9 | 4.4 | 5.0 |
| Massachusetts |  |  |  |  |  |  |
| General PTO | 43 | 8.9 | 17.8 | 22.2 | 27.9 | 34.7 |
| Vacation | 27 | 8.0 | 12.0 | 17.8 | 20.0 | 26.7 |
| Sick | 24 | 1.4 | 4.4 | 6.5 | 11.3 | 13.9 |
| Parental leave | 6 | 2.2 | 10.0 | 17.9 | 29.0 | 60.0 |
| Bereavement | 12 | 2.7 | 2.7 | 3.7 | 5.0 | 5.0 |
| Holidays | 22 | 1.1 | 1.8 | 7.6 | 8.9 | 10.0 |
| CME | 23 | 4.4 | 4.4 | 4.4 | 5.0 | 5.0 |
| Michigan |  |  |  |  |  |  |
| General PTO | 88 | 8.0 | 15.6 | 21.0 | 25.0 | 27.6 |
| Vacation | 29 | 8.9 | 13.3 | 17.8 | 22.2 | 26.7 |
| Sick | 18 | 3.0 | 4.4 | 11.1 | 20.0 | 25.0 |
| Parental leave | 9 | 4.7 | 25.0 | 30.0 | 30.0 | 60.0 |
| Bereavement | 17 | 0.9 | 2.0 | 2.7 | 3.0 | 5.0 |
| Holidays | 34 | 4.4 | 5.0 | 5.6 | 6.0 | 7.0 |
| CME | 32 | 2.2 | 4.0 | 4.4 | 5.0 | 5.0 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Minnesota |  |  |  |  |  |  |
| General PTO | 57 | 13.3 | 18.0 | 24.9 | 30.0 | 35.0 |
| Vacation | 21 | 6.7 | 11.1 | 16.0 | 21.0 | 25.0 |
| Sick | 12 | 0.6 | 4.7 | 6.7 | 11.1 | 12.2 |
| Parental leave | 6 | 17.8 | 24.0 | 25.0 | 32.0 | 35.0 |
| Bereavement | 10 | 1.1 | 2.1 | 2.7 | 2.7 | 3.3 |
| Holidays | 19 | 0.7 | 5.0 | 6.0 | 7.0 | 7.0 |
| CME | 26 | 2.0 | 3.6 | 5.0 | 5.0 | 7.0 |
| Missouri |  |  |  |  |  |  |
| General PTO | 14 | 13.3 | 15.0 | 18.6 | 26.7 | 30.8 |
| Vacation | 12 | 15.0 | 15.0 | 22.0 | 25.4 | 28.9 |
| Sick | 10 | 1.3 | 5.0 | 8.1 | 11.6 | 13.3 |
| Holidays | 6 | 1.1 | 4.0 | 5.2 | 8.0 | 8.9 |
| CME | 5 | 0.4 | 4.4 | 4.4 | 4.4 | 5.0 |
| Montana |  |  |  |  |  |  |
| General PTO | 13 | 13.3 | 14.2 | 17.8 | 26.7 | 28.0 |
| Vacation | 8 | 2.2 | 2.7 | 8.9 | 17.1 | 22.2 |
| Sick | 7 | 0.6 | 0.9 | 2.3 | 4.4 | 8.9 |
| Holidays | 7 | 0.3 | 0.8 | 5.3 | 7.0 | 8.0 |
| CME | 8 | 0.6 | 2.1 | 4.2 | 4.4 | 7.0 |
| Nebraska |  |  |  |  |  |  |
| General PTO | 23 | 14.0 | 15.1 | 20.0 | 24.4 | 27.8 |
| Vacation | 16 | 2.2 | 8.3 | 13.3 | 18.9 | 24.0 |
| Sick | 13 | 0.6 | 2.7 | 4.4 | 5.0 | 21.0 |
| Bereavement | 5 | 0.3 | 2.7 | 2.7 | 4.0 | 8.0 |
| Holidays | 6 | 0.7 | 0.7 | 4.4 | 6.2 | 7.1 |
| CME | 11 | 3.9 | 4.0 | 4.4 | 4.4 | 5.0 |
| Nevada |  |  |  |  |  |  |
| General PTO | 7 | 13.3 | 16.7 | 22.2 | 25.0 | 26.7 |
| Holidays | 6 | 4.4 | 5.0 | 5.8 | 7.0 | 11.1 |
| New Hampshire |  |  |  |  |  |  |
| General PTO | 14 | 8.9 | 17.3 | 23.9 | 26.7 | 30.0 |
| Vacation | 10 | 0.9 | 10.0 | 15.9 | 25.0 | 28.3 |
| Sick | 6 | 0.1 | 0.3 | 3.5 | 5.0 | 17.8 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Jersey |  |  |  |  |  |  |
| General PTO | 28 | 13.3 | 15.0 | 18.7 | 24.2 | 29.4 |
| Vacation | 12 | 10.0 | 13.5 | 18.3 | 21.1 | 26.7 |
| Sick | 9 | 1.7 | 4.4 | 10.0 | 10.0 | 12.0 |
| Holidays | 12 | 3.0 | 4.7 | 5.2 | 8.0 | 10.0 |
| CME | 8 | 0.5 | 3.6 | 4.7 | 6.0 | 7.0 |
| New Mexico |  |  |  |  |  |  |
| General PTO | 15 | 5.0 | 13.3 | 24.9 | 29.0 | 37.8 |
| Vacation | 9 | 3.3 | 17.8 | 18.7 | 22.2 | 44.4 |
| Sick | 10 | 1.1 | 3.3 | 10.6 | 10.7 | 23.9 |
| Holidays | 10 | 2.8 | 6.0 | 6.1 | 8.9 | 11.1 |
| CME | 8 | 0.8 | 4.4 | 4.4 | 5.6 | 6.2 |
| New York |  |  |  |  |  |  |
| General PTO | 94 | 6.0 | 15.0 | 20.0 | 24.4 | 30.0 |
| Vacation | 94 | 7.2 | 15.0 | 18.7 | 23.1 | 26.2 |
| Sick | 87 | 2.0 | 4.4 | 10.0 | 15.0 | 26.7 |
| Parental leave | 19 | 1.7 | 3.3 | 8.0 | 25.0 | 50.0 |
| Bereavement | 29 | 0.3 | 1.3 | 2.7 | 3.3 | 5.0 |
| Holidays | 64 | 0.9 | 4.4 | 6.0 | 8.6 | 10.0 |
| CME | 56 | 1.8 | 3.0 | 4.2 | 4.4 | 5.3 |
| North Carolina |  |  |  |  |  |  |
| General PTO | 113 | 11.1 | 16.0 | 21.1 | 25.0 | 30.0 |
| Vacation | 53 | 2.4 | 10.0 | 17.7 | 23.1 | 30.0 |
| Sick | 40 | 1.3 | 4.4 | 10.0 | 10.7 | 14.5 |
| Parental leave | 13 | 4.4 | 12.0 | 20.0 | 25.0 | 32.0 |
| Bereavement | 24 | 1.0 | 2.4 | 2.8 | 3.0 | 3.0 |
| Holidays | 49 | 0.8 | 2.7 | 6.2 | 8.0 | 10.0 |
| CME | 50 | 0.7 | 3.3 | 4.4 | 5.0 | 6.0 |
| Ohio |  |  |  |  |  |  |
| General PTO | 54 | 10.7 | 15.0 | 20.0 | 25.0 | 30.0 |
| Vacation | 25 | 8.9 | 11.1 | 15.0 | 17.8 | 26.7 |
| Sick | 22 | 3.0 | 5.0 | 6.5 | 13.3 | 13.3 |
| Parental leave | 5 | 4.4 | 13.3 | 26.0 | 30.0 | 30.0 |
| Bereavement | 11 | 1.8 | 2.0 | 3.0 | 4.4 | 5.3 |
| Holidays | 20 | 3.3 | 4.7 | 6.0 | 7.0 | 10.8 |
| CME | 18 | 3.0 | 4.4 | 5.0 | 5.0 | 7.0 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Oklahoma |  |  |  |  |  |  |
| General PTO | 16 | 9.8 | 13.7 | 15.8 | 24.9 | 30.0 |
| Vacation | 15 | 8.9 | 13.3 | 17.8 | 22.2 | 30.0 |
| Sick | 8 | 4.0 | 4.7 | 9.8 | 11.8 | 21.0 |
| Bereavement | 5 | 0.3 | 1.8 | 2.7 | 3.0 | 3.6 |
| Holidays | 12 | 2.7 | 3.5 | 5.7 | 8.9 | 10.0 |
| CME | 8 | 2.7 | 4.2 | 4.4 | 5.0 | 5.6 |
| Oregon |  |  |  |  |  |  |
| General PTO | 40 | 11.7 | 14.7 | 21.2 | 28.2 | 30.6 |
| Vacation | 28 | 3.9 | 12.2 | 16.3 | 19.0 | 23.1 |
| Sick | 28 | 1.1 | 4.7 | 6.8 | 10.2 | 14.0 |
| Parental leave | 6 | 3.0 | 6.7 | 15.6 | 21.3 | 40.0 |
| Bereavement | 7 | 0.6 | 1.0 | 2.7 | 8.0 | 8.9 |
| Holidays | 19 | 0.7 | 2.0 | 5.6 | 7.0 | 8.9 |
| CME | 22 | 0.6 | 2.4 | 4.4 | 5.0 | 5.0 |
| Pennsylvania |  |  |  |  |  |  |
| General PTO | 88 | 12.0 | 15.8 | 20.0 | 23.8 | 26.7 |
| Vacation | 83 | 5.0 | 13.3 | 16.0 | 21.0 | 25.0 |
| Sick | 68 | 1.8 | 4.2 | 5.2 | 10.0 | 13.3 |
| Parental leave | 7 | 8.9 | 8.9 | 24.0 | 53.3 | 60.0 |
| Bereavement | 23 | 0.3 | 1.8 | 2.7 | 3.0 | 8.0 |
| Holidays | 46 | 0.9 | 5.0 | 6.0 | 7.1 | 8.9 |
| CME | 50 | 1.1 | 4.0 | 4.4 | 5.0 | 6.0 |
| Rhode Island |  |  |  |  |  |  |
| Vacation | 9 | 2.3 | 10.0 | 15.0 | 22.0 | 33.3 |
| Sick | 8 | 0.4 | 3.1 | 7.6 | 14.2 | 16.7 |
| Holidays | 5 | 0.1 | 1.1 | 1.4 | 4.4 | 8.0 |
| South Carolina |  |  |  |  |  |  |
| General PTO | 22 | 7.0 | 13.3 | 18.9 | 22.2 | 26.7 |
| Vacation | 12 | 1.6 | 9.4 | 15.0 | 20.5 | 22.2 |
| Sick | 11 | 4.4 | 10.0 | 10.0 | 11.6 | 13.3 |
| Holidays | 12 | 1.9 | 4.2 | 6.5 | 8.0 | 8.9 |
| CME | 8 | 4.4 | 4.7 | 5.0 | 5.0 | 6.0 |
| South Dakota |  |  |  |  |  |  |
| General PTO | 6 | 2.8 | 20.0 | 25.8 | 28.9 | 33.3 |
| Vacation | 10 | 2.5 | 8.9 | 15.6 | 19.6 | 24.6 |
| Sick | 9 | 0.8 | 4.4 | 8.0 | 13.0 | 20.0 |
| Holidays | 7 | 0.8 | 1.0 | 6.2 | 11.1 | 11.6 |
| CME | 8 | 0.8 | 4.4 | 4.4 | 5.0 | 8.9 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Tennessee |  |  |  |  |  |  |
| General PTO | 22 | 8.9 | 10.6 | 14.2 | 20.0 | 20.4 |
| Vacation | 19 | 2.8 | 8.9 | 14.0 | 17.8 | 23.1 |
| Sick | 13 | 1.6 | 4.4 | 5.0 | 10.0 | 24.0 |
| Holidays | 10 | 4.7 | 5.0 | 6.2 | 7.1 | 8.0 |
| CME | 7 | 3.6 | 4.4 | 4.4 | 5.0 | 7.0 |
| Texas |  |  |  |  |  |  |
| General PTO | 92 | 8.9 | 13.3 | 17.8 | 22.1 | 30.0 |
| Vacation | 90 | 5.6 | 11.1 | 14.8 | 20.0 | 24.5 |
| Sick | 69 | 2.0 | 5.0 | 8.9 | 12.0 | 17.8 |
| Parental leave | 13 | 15.0 | 17.8 | 30.0 | 53.3 | 53.3 |
| Bereavement | 22 | 0.3 | 1.8 | 2.7 | 2.7 | 3.6 |
| Holidays | 63 | 1.1 | 5.0 | 6.0 | 8.0 | 9.8 |
| CME | 52 | 1.8 | 4.4 | 4.4 | 5.0 | 6.7 |
| Utah |  |  |  |  |  |  |
| General PTO | 28 | 6.0 | 12.0 | 13.6 | 20.3 | 29.0 |
| Vacation | 20 | 10.2 | 14.0 | 18.9 | 23.6 | 27.4 |
| Sick | 16 | 2.0 | 5.9 | 10.7 | 11.3 | 22.2 |
| Bereavement | 5 | 2.7 | 3.0 | 3.3 | 7.0 | 8.0 |
| Holidays | 18 | 1.2 | 5.0 | 7.5 | 9.8 | 11.0 |
| CME | 15 | 0.6 | 3.0 | 4.4 | 5.0 | 7.0 |
| Vermont |  |  |  |  |  |  |
| Vacation | 5 | 4.0 | 13.3 | 20.0 | 24.0 | 44.4 |
| Virginia |  |  |  |  |  |  |
| General PTO | 46 | 10.0 | 13.3 | 17.8 | 22.2 | 25.8 |
| Vacation | 24 | 3.6 | 12.5 | 21.1 | 25.4 | 28.0 |
| Sick | 22 | 2.2 | 3.6 | 5.5 | 10.0 | 13.0 |
| Bereavement | 5 | 0.1 | 2.7 | 3.0 | 4.4 | 5.3 |
| Holidays | 20 | 0.6 | 4.0 | 5.2 | 7.0 | 10.8 |
| CME | 20 | 2.0 | 3.5 | 4.4 | 5.0 | 5.0 |
| Washington |  |  |  |  |  |  |
| General PTO | 48 | 10.0 | 16.0 | 21.5 | 29.1 | 33.3 |
| Vacation | 51 | 7.1 | 13.3 | 19.6 | 25.0 | 29.4 |
| Sick | 46 | 1.3 | 4.4 | 9.7 | 12.4 | 22.2 |
| Parental leave | 8 | 1.3 | 4.0 | 13.6 | 30.5 | 42.0 |
| Bereavement | 19 | 0.3 | 2.7 | 2.7 | 3.0 | 4.4 |
| Holidays | 45 | 1.0 | 4.4 | 6.2 | 8.8 | 9.8 |
| CME | 40 | 1.5 | 4.0 | 4.4 | 5.0 | 7.1 |

Table 37 cont. Number of Paid Days Off Provided by Primary Employer by State

| STATE <br> TYPE OF PAID TIME OFF | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| West Virginia |  |  |  |  |  |  |
| General PTO | 12 | 15.0 | 17.4 | 20.5 | 26.0 | 27.0 |
| Vacation | 13 | 10.0 | 13.3 | 17.8 | 23.1 | 25.0 |
| Sick | 13 | 5.0 | 7.0 | 10.0 | 11.6 | 20.0 |
| Bereavement | 6 | 1.8 | 2.7 | 2.8 | 3.3 | 8.9 |
| Holidays | 15 | 4.4 | 5.3 | 7.1 | 9.0 | 10.7 |
| CME | 8 | 4.4 | 4.4 | 4.4 | 6.0 | 7.0 |
| Wisconsin |  |  |  |  |  |  |
| General PTO | 64 | 13.3 | 17.8 | 22.7 | 28.0 | 31.9 |
| Vacation | 27 | 13.3 | 13.3 | 18.0 | 26.0 | 28.0 |
| Sick | 20 | 1.1 | 2.8 | 8.3 | 11.3 | 18.2 |
| Bereavement | 8 | 0.3 | 1.3 | 2.2 | 2.8 | 3.6 |
| Holidays | 19 | 2.0 | 5.3 | 6.0 | 7.1 | 8.0 |
| CME | 20 | 3.1 | 4.4 | 4.4 | 5.5 | 7.0 |
| Wyoming |  |  |  |  |  |  |
| General PTO | 7 | 4.2 | 11.1 | 20.0 | 30.0 | 34.7 |
| NATIONAL TOTAL |  |  |  |  |  |  |
| General PTO | 1,679 | 10.0 | 14.2 | 20.0 | 25.0 | 30.0 |
| Vacation | 1,214 | 4.0 | 12.0 | 17.1 | 22.0 | 26.7 |
| Sick | 1,029 | 1.4 | 4.4 | 8.0 | 12.0 | 20.0 |
| Parental leave | 213 | 2.7 | 8.3 | 18.0 | 26.7 | 40.0 |
| Bereavement | 392 | 0.3 | 1.8 | 2.7 | 3.6 | 5.3 |
| Holidays | 925 | 0.9 | 4.4 | 6.0 | 8.0 | 9.8 |
| CME | 844 | 1.1 | 4.0 | 4.4 | 5.0 | 6.2 |

Notes: The data reflect PAs who worked 32 hours or more per week in 2016.
Paid days off is only included for those who indicated that they received that type of day off. For example, if a 0 was provided for sick, then their data ( 0 ) is not included in the table.
Respondents were asked if paid leave was awarded in hours or in days, and were then asked the amount of each type awarded. To convert hours paid leave into days and include those numbers in this table, the number of hours awarded for paid leave of a given type were divided by the median number of hours a typical PA works in a shift.
If PAs indicated paid leave is distinguished by type, sick and vacation time are listed separately. If PAs indicated paid leave is not distinguished by type, leave is listed as general PTO. For each type of leave, PAs who indicated they received a particular type of leave are listed in the distribution.

Table 38. Number of Paid Days Off Offered by Primary Employer by Type of Time Off and Experience

| TYPE OF PAID TIME OFF YEARS OF EXPERIENCE | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| General paid time off |  |  |  |  |  |  |
| 0 to 1 year | 203 | 5.0 | 10.7 | 16.0 | 22.0 | 26.7 |
| 2 to 4 years | 324 | 10.0 | 14.0 | 17.8 | 23.9 | 29.2 |
| 5 to 9 years | 374 | 11.1 | 15.0 | 20.0 | 24.9 | 29.3 |
| 10 to 14 years | 240 | 13.3 | 16.8 | 22.2 | 26.7 | 30.0 |
| 15 to 19 years | 204 | 8.9 | 14.4 | 21.0 | 26.6 | 31.1 |
| 20 or more years | 281 | 10.0 | 16.0 | 22.2 | 27.0 | 31.9 |
| Vacation |  |  |  |  |  |  |
| 0 to 1 year | 98 | 2.3 | 8.3 | 12.0 | 15.0 | 20.6 |
| 2 to 4 years | 161 | 8.0 | 10.7 | 14.0 | 19.6 | 22.2 |
| 5 to 9 years | 223 | 4.4 | 12.0 | 15.0 | 20.0 | 24.0 |
| 10 to 14 years | 180 | 2.2 | 12.0 | 17.8 | 22.2 | 26.0 |
| 15 to 19 years | 170 | 4.2 | 13.3 | 17.8 | 22.9 | 26.8 |
| 20 or more years | 337 | 8.0 | 14.7 | 20.0 | 24.0 | 30.0 |
| Sick |  |  |  |  |  |  |
| 0 to 1 year | 82 | 1.3 | 3.0 | 4.7 | 7.4 | 10.0 |
| 2 to 4 years | 144 | 2.0 | 4.4 | 8.0 | 12.0 | 17.8 |
| 5 to 9 years | 191 | 2.0 | 4.4 | 7.1 | 12.0 | 16.7 |
| 10 to 14 years | 166 | 0.9 | 4.4 | 8.9 | 11.6 | 17.8 |
| 15 to 19 years | 150 | 1.5 | 4.4 | 8.0 | 12.0 | 20.7 |
| 20 or more years | 266 | 1.8 | 5.0 | 8.9 | 13.0 | 21.3 |
| Parental leave |  |  |  |  |  |  |
| 0 to 1 year | 16 | 3.0 | 7.9 | 18.0 | 30.0 | 53.3 |
| 2 to 4 years | 50 | 1.9 | 8.9 | 16.9 | 26.7 | 38.8 |
| 5 to 9 years | 37 | 4.4 | 12.0 | 25.0 | 30.0 | 53.3 |
| 10 to 14 years | 39 | 1.3 | 5.3 | 15.0 | 26.7 | 42.0 |
| 15 to 19 years | 31 | 3.3 | 4.7 | 10.0 | 26.7 | 30.0 |
| 20 or more years | 33 | 2.7 | 12.0 | 21.0 | 26.7 | 32.0 |
| Bereavement |  |  |  |  |  |  |
| 0 to 1 year | 22 | 0.3 | 2.1 | 2.7 | 3.3 | 4.4 |
| 2 to 4 years | 38 | 0.8 | 2.0 | 2.7 | 5.0 | 6.2 |
| 5 to 9 years | 78 | 0.3 | 1.8 | 2.7 | 3.0 | 5.3 |
| 10 to 14 years | 72 | 0.3 | 1.8 | 2.8 | 4.4 | 5.3 |
| 15 to 19 years | 64 | 0.3 | 1.8 | 2.7 | 3.0 | 5.3 |
| 20 or more years | 111 | 0.3 | 2.5 | 2.7 | 3.0 | 5.3 |

## Table 38 cont. Number of Paid Days Off Offered by Primary Employer by Type of Time Off and Experience

| TYPE OF PAID TIME OFF YEARS OF EXPERIENCE | N | 10th PERCENTILE | 25th PERCENTILE | 50th PERCENTILE | 75th PERCENTILE | 90th PERCENTILE |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Holidays |  |  |  |  |  |  |
| 0 to 1 year | 88 | 2.0 | 4.4 | 6.0 | 7.0 | 10.0 |
| 2 to 4 years | 130 | 1.6 | 4.4 | 6.0 | 7.1 | 9.8 |
| 5 to 9 years | 181 | 0.9 | 4.4 | 6.0 | 7.1 | 8.9 |
| 10 to 14 years | 135 | 0.8 | 4.4 | 6.0 | 8.0 | 9.8 |
| 15 to 19 years | 147 | 1.0 | 4.4 | 6.2 | 8.9 | 10.0 |
| 20 or more years | 213 | 0.9 | 4.4 | 6.0 | 8.0 | 9.0 |
| CME |  |  |  |  |  |  |
| 0 to 1 year | 81 | 1.8 | 3.0 | 4.4 | 5.0 | 5.3 |
| 2 to 4 years | 126 | 2.0 | 4.0 | 4.4 | 5.0 | 6.0 |
| 5 to 9 years | 177 | 2.0 | 4.1 | 4.4 | 5.0 | 7.0 |
| 10 to 14 years | 119 | 0.6 | 4.0 | 4.4 | 5.0 | 5.0 |
| 15 to 19 years | 121 | 2.2 | 4.0 | 4.4 | 5.0 | 5.0 |
| 20 or more years | 193 | 0.6 | 4.0 | 4.4 | 5.0 | 7.0 |
| NATIONAL TOTAL |  |  |  |  |  |  |
| General paid time off | 1,679 | 10.0 | 14.2 | 20.0 | 25.0 | 30.0 |
| Vacation | 1,214 | 4.0 | 12.0 | 17.1 | 22.0 | 26.7 |
| Sick | 1,029 | 1.4 | 4.4 | 8.0 | 12.0 | 20.0 |
| Parental leave | 213 | 2.7 | 8.3 | 18.0 | 26.7 | 40.0 |
| Bereavement | 392 | 0.3 | 1.8 | 2.7 | 3.6 | 5.3 |
| Holidays | 925 | 0.9 | 4.4 | 6.0 | 8.0 | 9.8 |
| CME | 844 | 1.1 | 4.0 | 4.4 | 5.0 | 6.2 |

Notes: The data reflect PAs who worked 32 hours or more per week in 2016.
Paid days off is only included for those who indicated that they received that type of day off. For example, if a 0 was provided for sick, then their data ( 0 ) is not included in the table.
Respondents were asked if paid leave was awarded in hours or in days, and were then asked the amount of each type awarded. To convert hours paid leave into days and include those numbers in this table, the number of hours awarded for paid leave of a given type were divided by the median number of hours a typical PA works in a shift.
If PAs indicated paid leave is distinguished by type, sick and vacation time are listed separately. If PAs indicated paid leave is not distinguished by type, leave is listed as general PTO. For each type of leave, PAs who indicated they received a particular type of leave are listed in the distribution.


[^0]:    1 American Academy of PAs. 2016 AAPA Salary Report: National Findings. Alexandria, VA.
    2 https://www.nccpa.net/Uploads/docs/2016StatisticalProfileofCertifiedPhysicianAssistants.pdf. Accessed September 26, 2017.

[^1]:    Sources: AAPA Census and AAPA Salary Survey data from data years reported.

[^2]:    3 For a fuller description of these elements, please see our issue brief on the Six Key Elements of a Modern PA Practice Act at https://www.aapa.org/wp-content/uploads/2017/01/Issue-brief_Six-key-elements_0117.pdf.
    4 The element licensure as a regulatory term is excluded as it has been passed in all 50 states and the District of Columbia.

[^3]:    Note: The data reflect PAs who worked 32 hours or more per week in 2016. The data reflect only those PAs who indicated they received specific additional compensation from their primary clinical employer.
    Not all states are shown due to low numbers of responses for some states. They are included in the national total.
    Not all types of additional compensation are shown due to low numbers of responses for some forms of compensation. They are included in the national total.

    * Data cells with fewer than 5 respondents are left blank.

[^4]:    Note: The data reflect PAs who worked 32 hours or more per week in 2016.

[^5]:    Notes: The data reflect PAs who worked 32 hours or more per week in 2016. Respondents could select more than one response.

