

2017 AAPA Salary Report





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A Word From the CEO



Jenna Dow

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.

Suggested citation for this report: American Academy of PAs. (2017). 2017 AAPA Salary Report. Alexandria. VA.

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 two-year 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

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.

Figure 1. Distribution of PAs by Gender

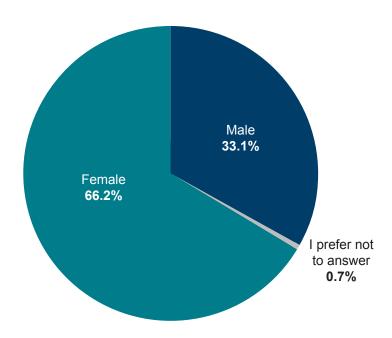


Figure 2. Distribution of PAs by Race

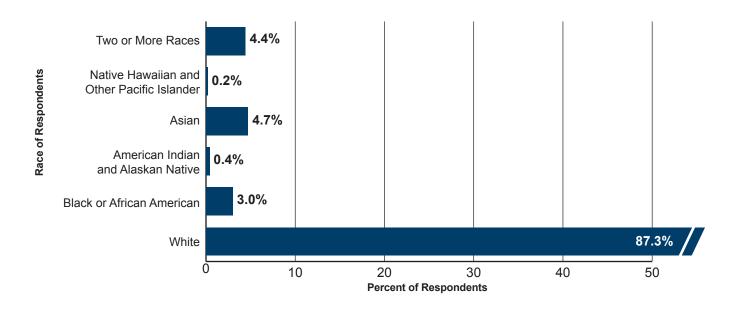


Figure 3. Distribution of PAs by Age

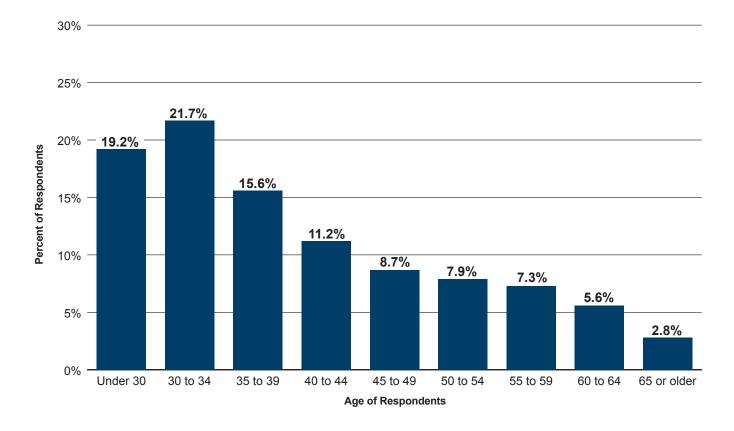


Figure 4. Distribution of PAs by Years of Clinical Experience

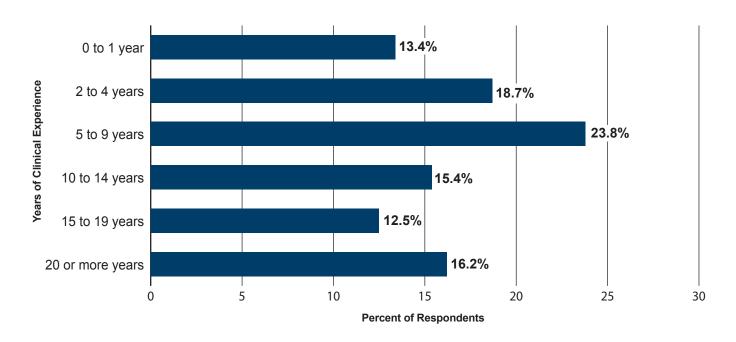
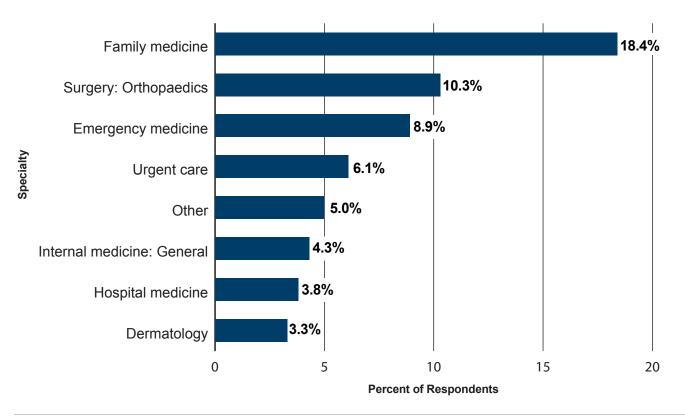


Figure 5. Distribution of PAs by Most Frequently Practiced Specialty



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.

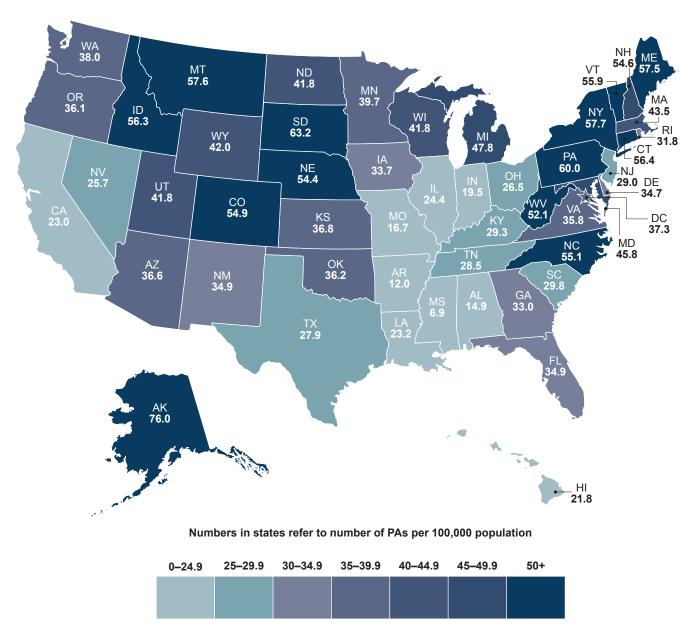
PAs are located predominantly in urban areas. More than half of all survey respondents (50.2%) were located in an urban area with more than 1 million people, while close to 84.8% of PA respondents were in an urban area of any size (Figure 7), down 0.5%

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.

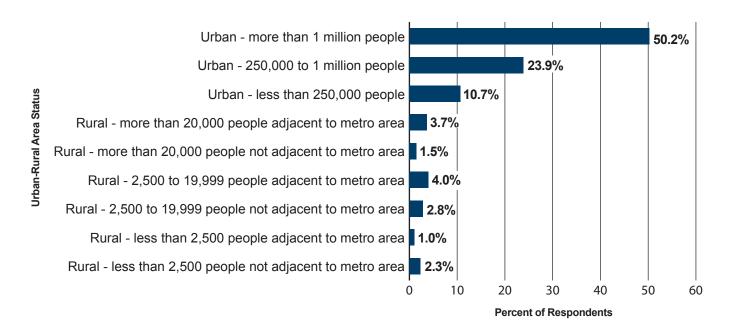
from 2015, with the change reflecting a slight increase in the percentage of PAs in rural areas. With the aging U.S. population, especially in rural communities, the aging physician workforce, and the increased demand for primary care services, more PAs will be needed in every state. It will be important 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 National Commission on Certification of Physician Assistants. http://www.nccpa.net/Uploads/docs/2016Statistical Profile of Certified Physician Assistants.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).

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 8. Distribution of PAs by Mode of Compensation

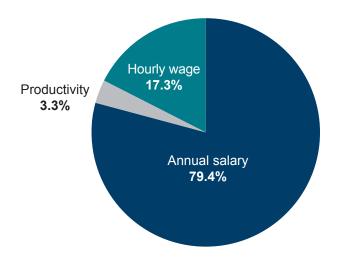


Figure 9. Median Base Salary From
Primary Employer by Region,
2015 and 2016

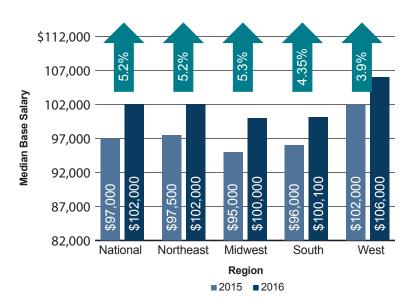


Figure 10. Median Base Salary From Primary Employer by Primary Work Setting

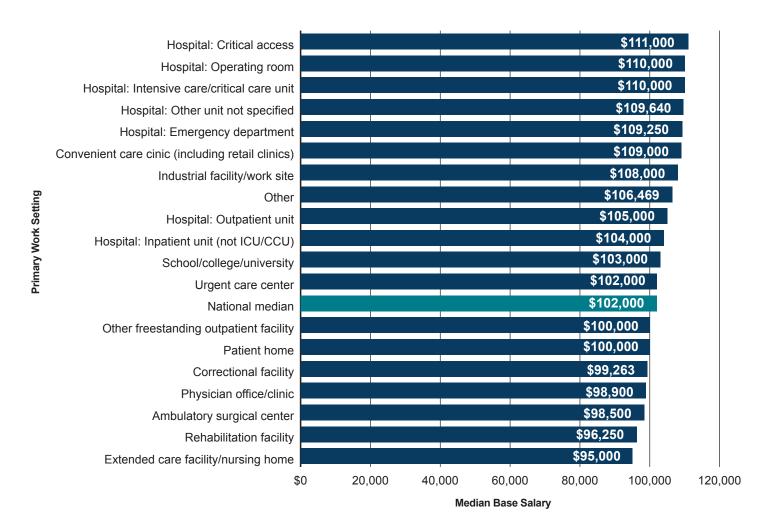


Figure 11. Median Base Salary From Primary Employer by Employer Type

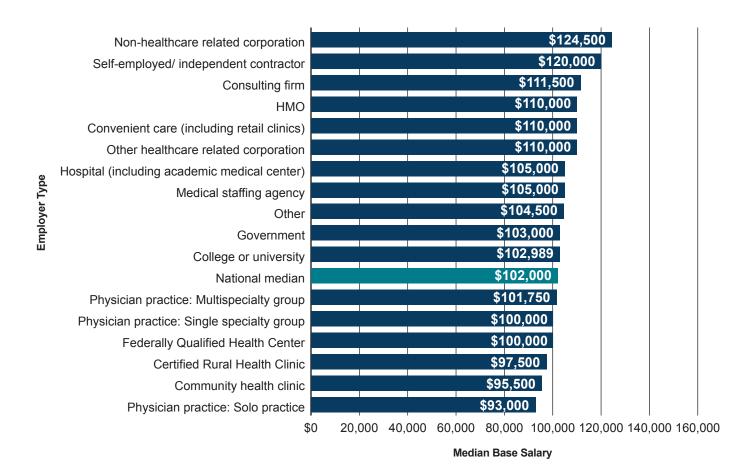
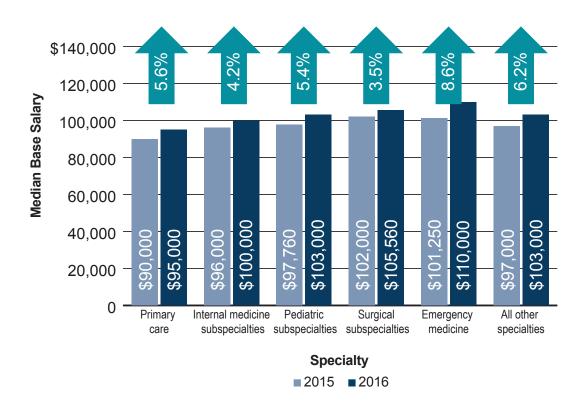


Figure 12. Median Base Salary From Primary Employer by Major Specialty Area, 2015 and 2016



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.

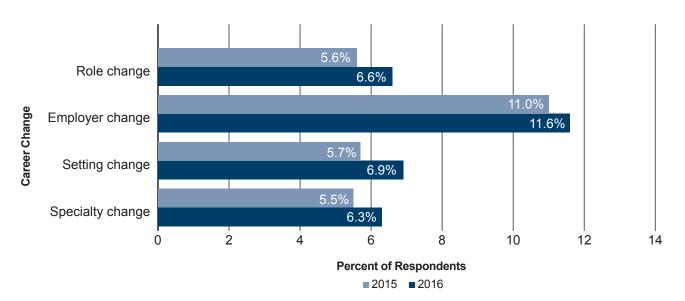


Figure 13. Career Changes by PAs

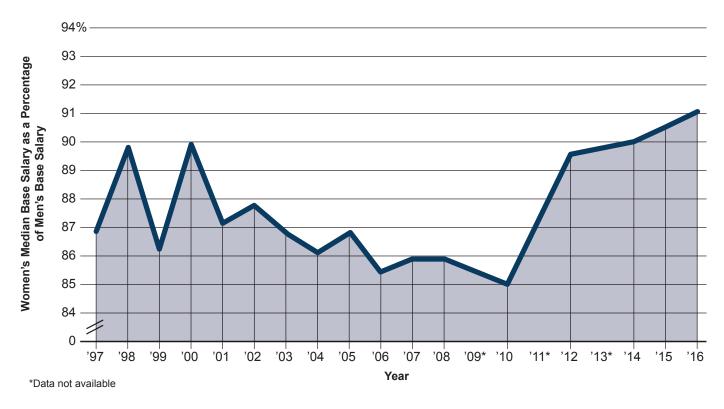
Note: Respondents were able to indicate they made multiple changes in 2016. Overall, 17.7% of respondents made at least one type of change.

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



Sources: AAPA Census and AAPA Salary Survey data from data years reported.

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

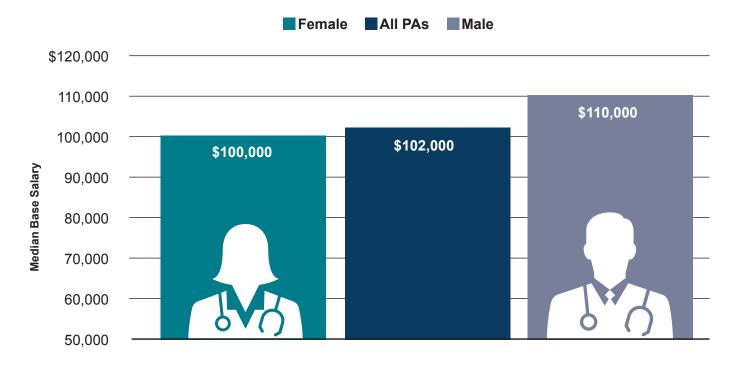


Figure 16. Median Bonus From Primary Employer by Gender

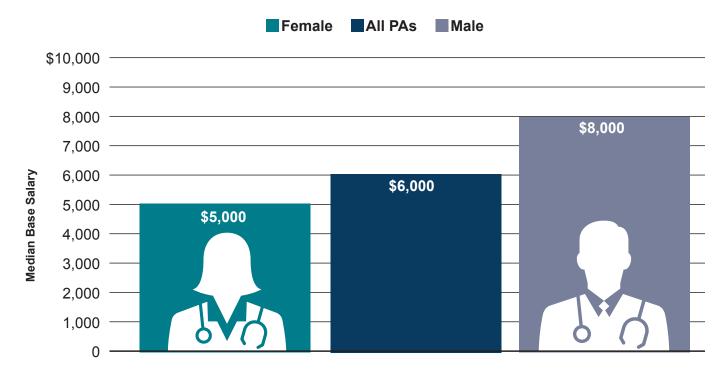


Figure 17. Median Base Salary From Primary Employer by Gender and Experience

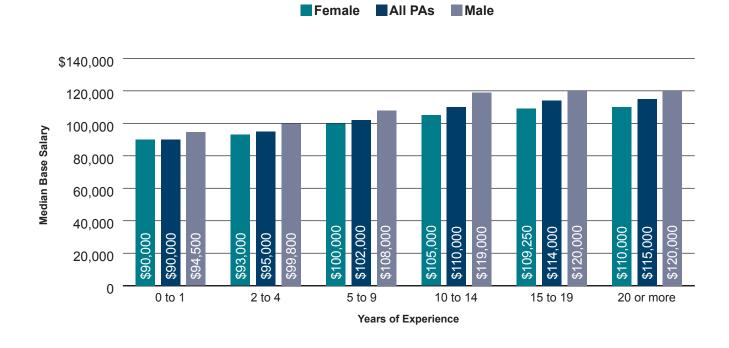
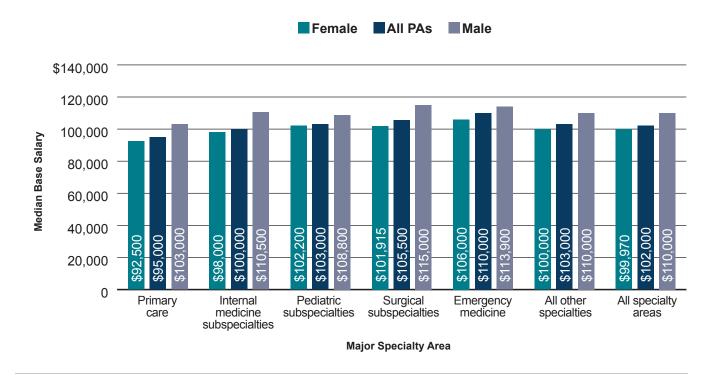


Figure 18. Median Base Salary From Primary Employer by Gender and Major Specialty Area



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

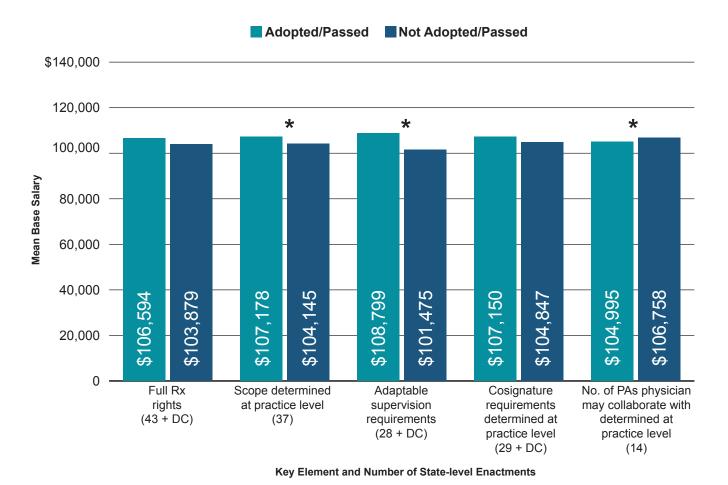
Using the information collected from the AAPA Salary Survey, we looked at the relationship between

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).

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.

Figure 19. Median Base Salary From Primary Employer by Key Element



* 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 costof-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

STATE	RELATIVE COST OF GOODS/ SERVICE	ACTUAL MEDIAN SALARY	BUYING POWER ADJUSTMENT FACTOR (1/ RELATIVE COST OF GOODS/SERVICES)	COST-ADJUSTED MEDIAN SALARY
Alabama	\$0.87	\$88,750	\$1.15	\$102,011
Alaska	\$1.22	\$110,000	\$0.82	\$89,869
Arizona	\$0.99	\$105,000	\$1.01	\$106,168
Arkansas	\$0.86	\$93,480	\$1.17	\$109,333
California	\$1.28	\$118,000	\$0.78	\$91,972
Colorado	\$0.99	\$98,250	\$1.01	\$99,142
Connecticut	\$1.24	\$110,000	\$0.81	\$88,638
Delaware	\$0.99	\$97,700	\$1.01	\$98,488
District of Columbia	\$1.36	\$109,249	\$0.74	\$80,627
Florida	\$0.96	\$99,300	\$1.04	\$103,762
Georgia	\$0.90	\$100,000	\$1.11	\$111,111
Hawaii	\$1.34	\$93,000	\$0.75	\$69,403
Idaho	\$0.86	\$99,809	\$1.16	\$115,520
Illinois	\$1.01	\$97,000	\$1.00	\$96,517
Indiana	\$0.87	\$100,000	\$1.15	\$115,473
Iowa	\$0.89	\$105,500	\$1.12	\$118,539
Kansas	\$0.90	\$95,000	\$1.11	\$105,205
Kentucky	\$0.84	\$100,902	\$1.18	\$119,552
Louisiana	\$0.90	\$94,000	\$1.11	\$104,329
Maine	\$1.11	\$99,250	\$0.90	\$89,738
Maryland	\$1.15	\$105,000	\$0.87	\$91,384
Massachusetts	\$1.23	\$105,000	\$0.81	\$85,227
Michigan	\$0.87	\$100,000	\$1.15	\$115,207
Minnesota	\$0.95	\$106,000	\$1.05	\$111,228
Mississippi	\$0.82	\$96,000	\$1.22	\$117,216
Missouri	\$0.88	\$97,500	\$1.14	\$110,670
Montana	\$0.93	\$100,002	\$1.08	\$107,645
Nebraska	\$0.89	\$100,000	\$1.12	\$111,857
Nevada	\$1.00	\$102,500	\$1.00	\$102,603
New Hampshire	\$1.15	\$103,500	\$0.87	\$89,844
New Jersey	\$1.14	\$107,500	\$0.88	\$94,464
New Mexico	\$0.95	\$100,000	\$1.05	\$105,374
New York	\$1.31	\$104,500	\$0.76	\$79,832
North Carolina	\$0.90	\$99,939	\$1.11	\$110,797
North Dakota	\$0.95	\$100,000	\$1.05	\$105,042
Ohio	\$0.89	\$97,809	\$1.13	\$110,269
Oklahoma	\$0.87	\$98,000	\$1.16	\$113,295

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: YOUR SALARY NOW	MULTIPLY BY BUYING POWER ADJUSTMENT	COST-ADJUSTED SALARY (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	` '	Buying power \$115,000	DC 1.36	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 Iowa 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 employee-reported 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-over-year 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.

ly Wage From Primary Clinical Employer by State xperience 75TH PERCENTILE (\$) PERCENTILE (\$) 25TH PERCENTILE (\$) PERCENTILE (\$) 10TH PERCENTILE (\$) 65.00 65.00 53.00 50 00 80.00 45.00 67,00 5 59.50 50.00 50.00 66.26 65.00 <5 62.08 61.00 <5 55.00 70.00 60.00 67.50 51.65 61.25 47.76 <5 75.00 58.00 45 00 62.00 54.61 85.00 60.00 47.00 20 58.00 71.32 00.08 67.88 50.00 55.00 73.50 9 65.58 52.12 56.00 50.00 24 70.00 62.57 <5 85.00 60.00 75.25 57.00 63.50 44.14 59.00 107.00 52.00 67.50 66.04 58.50 55.00 52.00 8 75.00 40,00 48.00 36.00 42.53 36.00 42.00 70.00 37.10 55.00 54.00 45.39 <5 60.00 43.00 60.00 5 59.00 48.30 <5 70.00 40.50 65.00 5 85.00 65.00 70.00 50,00 80.00 65.00 38.50 75.00 52.15 75.00 60.91 48.00 67.30 60.00 130.00 62.50 52.00 100.00 55.00 13 75.00 72,50 53.25 51.75 63.00 6 60.00 50.00 55.17 37.00

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

Alabama 38 0.5 Alaska 49 0.7 Arizona 163 2.3 Arkensas 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 Iowa 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 Milnnesota 207 3.0 Mississippi 19 0.3 <	STATE	N	PERCENT OF RESPONDENTS (%)
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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	Massachusetts	188	2.7
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	Michigan	302	4.3
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	Minnesota	207	3.0
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	Mississippi	19	0.3
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	Missouri	71	1.0
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	Montana	45	0.6
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	Nebraska	81	1.2
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	Nevada	37	0.5
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	New Hampshire	52	0.7
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	New Jersey	107	1.5
North Carolina 344 4.9 North Dakota 17 0.2 Ohio 199 2.8 Oklahoma 80 1.1 Oregon 144 2.1	New Mexico	58	0.8
North Dakota 17 0.2 Ohio 199 2.8 Oklahoma 80 1.1 Oregon 144 2.1	New York	517	7.4
Ohio 199 2.8 Oklahoma 80 1.1 Oregon 144 2.1	North Carolina	344	4.9
Oklahoma 80 1.1 Oregon 144 2.1	North Dakota	17	0.2
Oregon 144 2.1	Ohio	199	2.8
	Oklahoma	80	1.1
Pennsylvania 410 5.9	Oregon	144	2.1
·	Pennsylvania	410	5.9
Rhode Island 31 0.4	Rhode Island	31	0.4

Table 1 cont. Distribution of Respondents by State

STATE	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

		SALARY	HOURLY WAGE	PAID BY PRODUCTIVITY
STATE	N	PE	RCENT OF RESPONDENT	S (%)
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

		SALARY	HOURLY WAGE	PAID BY PRODUCTIVITY
STATE	N	PER	CENT OF RESPONDENT	S (%)
Pennsylvania	356	89.6	9.3	1.1
Rhode Island	27	85.2	14.8	0.0
South Carolina	88	75.0	21.6	3.4
South Dakota	30	96.7	3.3	0.0
Tennessee	82	73.2	24.4	2.4
Texas	397	82.1	13.9	4.0
Utah	86	89.5	7.0	3.5
Vermont	15	80.0	20.0	0.0
Virginia	155	77.4	19.4	3.2
Washington	184	77.2	12.5	10.3
West Virginia	46	67.4	28.3	4.3
Wisconsin	169	84.6	14.2	1.2
Wyoming	17	82.4	5.9	11.8
NATIONAL TOTAL	6,270	79.4	17.3	3.3

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

		YES	NO
STATE	N	PERCENT OF RE	SPONDENTS (%)
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
Iowa	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	N	PERCENT OF RE	SPONDENTS (%)
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

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

STATE		10TH	25TH	50TH	75TH	90TH
BASIS OF BONUS	N	PERCENTILE (\$)				
Alaska						
I do not know (lump sum)	6	2,500	5,000	8,450	15,000	50,000
Holiday	5	500	2,500	5,000	10,000	30,000
Other	5	2,016	10,000	12,000	14,600	15,000
Arizona						
I do not know (lump sum)	11	500	1,200	4,500	10,000	12,500
Holiday	17	500	1,000	2,500	5,000	12,500
Incentives	11	1,000	1,000	6,000	24,000	25,000
Milestone achievements	6	1,000	3,600	7,600	30,000	40,000
Performance of practice	5	1,000	7,000	8,000	14,000	18,000
Productivity: Collections	8	550	1,500	8,500	36,500	95,000
Productivity: RVUs (relative value units)	8	2,000	3,750	12,000	25,000	38,900
Productivity: Other	6	2,500	3,600	5,300	14,000	40,000
Quality improvement metrics	5	1,000	3,000	5,000	12,000	20,000
Arkansas						
Holiday	6	212	500	500	7,000	14,000
California						
I do not know (lump sum)	63	1,700	3,000	5,000	11,000	24,000
Holiday	43	400	650	2,000	8,000	12,000
Incentives	36	400	1,000	2,500	7,500	16,000
Milestone achievements	23	1,200	3,000	8,500	15,000	45,000
Performance of PA	12	3,000	4,000	6,000	13,000	20,000
Performance of practice	23	1,000	1,500	4,000	10,000	20,000
Performing extra duties (administrative, supervisory, etc.)	12	100	875	2,250	5,500	7,000
Productivity: Charges	8	500	3,200	10,000	18,500	28,000
Productivity: Collections	8	100	7,750	14,000	82,500	240,000
Productivity: RVUs (relative value units)	8	1,500	8,750	15,500	52,000	70,000
Productivity: Other	9	1,300	4,000	7,500	20,000	100,000
Quality improvement metrics	7	2,000	4,333	10,000	15,000	51,000
Other	20	2,300	2,850	8,363	10,750	40,000

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

STATE BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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 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 BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

STATE BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Minnesota		FERCENTIEE (\$)	FERCENTIEE (\$)	PERCENTIEE (\$)	FERCENTIEE (\$)	PERCENTIEE (Φ)
I do not know (lump sum)	21	2,000	2,500	5,000	11,500	16,000
Holiday	14	500	2,000	2,750	5,000	15,000
Incentives	7	1,000	2,000	8,000	10,000	39,000
Milestone achievements	7	350	1,500	5,000	25,000	60,300
Performance of practice	6	800	1,500	2,000	3,000	4,000
Performing extra duties (administrative, supervisory, etc.)	5	500	1,000	3,000	5,000	10,000
Productivity: RVUs (relative value units)	9	1,050	2,500	13,500	16,000	30,000
Quality improvement metrics	13	2,200	3,000	3,675	5,950	7,000
Other	7	1,575	2,000	10,000	11,500	15,000
Missouri						
Holiday	8	100	2,250	3,000	5,750	45,000
Productivity: Other	9	44	2,000	3,300	6,750	12,000
Nebraska						
I do not know (lump sum)	8	500	4,700	10,000	14,000	75,000
Productivity: Charges	5	1,000	6,000	10,000	15,000	20,000
Productivity: Collections	8	1,500	5,500	18,536	31,600	37,500
New Hampshire						
Milestone achievements	5	1,500	3,000	3,500	4,000	5,000
New Jersey						
I do not know (lump sum)	20	900	2,000	5,250	9,160	11,000
Holiday	6	1,000	1,250	4,500	30,000	45,000
Incentives	9	15	796	8,320	20,000	47,680

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

	by State and basis of bonds							
STATE BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)		
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 BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

STATE		10TH	25TH	50TH	75TH	90TH
BASIS OF BONUS	N	PERCENTILE (\$)				
Tennessee						
I do not know (lump sum)	16	1,500	2,000	5,000	9,750	32,000
Holiday	8	1,500	1,750	6,000	15,000	20,000
Productivity: Collections	6	1,600	4,000	17,500	47,000	150,000
Texas						
I do not know (lump sum)	45	1,000	1,500	4,500	10,500	15,000
Holiday	28	500	1,500	2,000	6,000	10,000
Incentives	16	700	1,750	3,113	7,500	11,000
Milestone achievements	15	500	1,500	5,000	6,000	11,000
Performance of PA	16	800	1,000	3,000	6,500	10,000
Performance of practice	13	500	1,000	5,000	13,000	25,000
Performing extra duties (administrative, supervisory, etc.)	15	1,000	1,300	5,000	10,000	12,000
Productivity: Charges	10	1,050	4,000	6,750	25,000	47,500
Productivity: Collections	12	5,000	10,500	27,383	65,000	95,000
Productivity: RVUs (relative value units)	19	1,000	6,000	15,000	30,000	54,000
Productivity: Other	14	938	2,500	7,000	16,000	35,000
Quality improvement metrics	7	700	1,000	2,500	5,000	25,000
Other	13	500	800	2,000	15,000	22,000
Utah						
Incentives	5	500	5,000	15,000	20,000	52,000
Productivity: Collections	6	1,200	7,000	14,500	32,000	40,000
Productivity: RVUs (relative value units)	7	956	5,000	15,000	22,000	25,000
Other	5	500	2,000	20,000	20,000	65,000
Virginia						
I do not know (lump sum)	23	1,000	2,000	7,000	16,000	58,000
Holiday	11	500	1,600	3,000	10,000	10,000
Incentives	5	1,500	2,000	2,500	5,000	10,891
Performance of PA	6	500	1,000	1,750	3,000	5,000
Performance of practice	6	1,800	2,000	6,500	10,000	15,000
Productivity: Collections	10	1,600	3,000	13,850	24,000	31,500
Productivity: RVUs (relative value units)	5	7,500	28,000	50,000	97,730	152,000
Productivity: Other	5	500	1,500	9,000	10,000	72,000
Other	5	500	4,000	4,000	6,000	21,000

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

BASIS OF BONUS Washington I do not know (lump sum) Holiday Incentives	18 9 10 5	1,500 1,000	3,000	4,000	10,000	PERCENTILE (\$)
I do not know (lump sum) Holiday	9	·	·	4,000	10.000	
Holiday	9	·	·	4,000	10 000	
•	10	1,000	4 000		10,000	15,000
Incentives			1,600	2,500	7,000	9,000
	E	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 BASIS OF BONUS	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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 \$O are included in the report.

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

STATE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	30	75,000	79,000	88,750	104,000	149,500
Alabama	Bonus	15	1,000	2,500	6,000	15,000	24,000
	Base salary	35	84,000	90,000	110,000	135,000	150,000
Alaska	Bonus	23	5,000	8,000	12,000	17,000	30,992
	Base salary	120	87,000	96,750	105,000	120,000	132,000
Arizona	Bonus	72	1,000	2,750	7,000	14,000	30,000
	Base salary	19	70,000	80,000	93,480	115,000	150,000
Arkansas	Bonus	16	500	2,250	6,675	12,000	60,000
0.115	Base salary	255	94,000	103,500	118,000	140,000	168,000
California	Bonus	212	1,000	2,245	6,250	13,150	40,000
	Base salary	182	80,000	86,000	98,250	110,000	120,000
Colorado	Bonus	125	1,000	2,000	5,000	10,000	20,000
•	Base salary	117	92,700	100,000	110,000	126,000	154,000
Connecticut	Bonus	53	1,000	2,000	4,000	15,000	22,500
	Base salary	19	73,000	85,000	97,700	120,000	125,000
Delaware	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
	Base salary	239	80,000	88,000	99,300	116,000	130,000
Florida	Bonus	142	1,000	2,500	8,100	20,000	43,000
0	Base salary	141	85,000	90,646	100,000	113,000	130,000
Georgia	Bonus	93	2,000	4,000	8,000	16,500	30,538
11	Base salary	13	80,000	85,000	93,000	128,500	150,000
Hawaii	Bonus	12	4,000	5,000	11,500	27,160	36,000
ldah -	Base salary	41	86,000	90,500	99,809	105,000	118,000
Idaho	Bonus	27	1,000	3,000	6,000	20,000	40,000
Illinaia	Base salary	175	84,000	88,000	97,000	110,000	125,000
Illinois	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
mulana	Bonus	43	750	2,000	7,000	11,000	20,000
lowe	Base salary	52	77,000	85,000	105,500	120,000	130,000
Iowa	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
Nalisas	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
Nentucky	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
Louisiana	Bonus	21	500	800	2,000	5,500	9,000
Maine	Base salary	46	82,000	90,000	99,250	111,000	122,000
ivialite	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
SIAIE	Base salary	125	82,000	93,600	105,000	119,000	133,000
Maryland	Bonus	76	1,000	2,500	6,000	14,000	30,000
	Base salary	133	88,000	94,000	105,000	120,200	141,500
Massachusetts	Bonus	71	1,200	2,500	5,000	10,000	20,000
	Base salary	223	85,000	90,000	100,000	115,000	125,000
Michigan	Bonus	114	1,000	2,500	5,000	12,000	30,000
	Base salary	139	90,000	97,000	106,000	119,000	132.000
Minnesota	Bonus	79	2,000	3,000	5,250	11.500	25,000
	Base salary	13	83,225	90,000	96,000	105,000	141,000
Mississippi	Bonus	9	1,000	3,000	10,000	12,000	65,000
	Base salary	53	85,000	90,000	97,500	105,000	118,000
Missouri	Bonus	29	2,000	3,300	7,000	12,000	28,000
	Base salary	33	80,000	88,000	100.002	111,000	130,000
Montana	Bonus	20	650	3.600	6,000	11.500	21.500
	Base salary	61	80,000	86,000	100,000	110.000	116,000
Nebraska	Bonus	36	1,200	4,000	10,000	20.500	32.000
	Base salary	24	85,000	92,500	102,500	117,700	150.000
Nevada	Bonus	20	3,000	7,500	20,000	36,000	83,377
	Base salary	46	90,000	95,000	103,500	120,000	140,000
New Hampshire	Bonus	19	1,000	3,000	4,000	10,000	32,000
	Base salary	78	88,000	97,600	107,500	122,500	150,000
New Jersey	Bonus	49	1,000	3,000	6,500	10,000	30,000
	Base salary	40	81,500	90,000	100,000	108,070	112,500
New Mexico	Bonus	23	600	3,000	10,000	12,000	20,000
	Base salary	367	85,000	92,500	104.500	120,750	140,000
New York	Bonus	184	1.500	3,000	5,000	10,000	28,000
	Base salary	266	84,000	89,191	99,940	112,000	128,000
North Carolina	Bonus	185	1,000	2,500	5,500	12,000	20,000
	Base salary	12	85,000	90,818	100,000	116,923	125,000
North Dakota	Bonus	5	1,800	4,000	5,500	6,000	40,000
	Base salary	139	80,000	89,046	97,809	106,818	124,000
Ohio	Bonus	74	1,000	2,500	5,000	10,000	23,000
	Base salary	57	85,852	92,000	98,000	115,000	132,000
Oklahoma	Bonus	35	1,200	2,500	10,000	22,000	60,000
	Base salary	110	90,000	96,000	107,500	118,500	131,000
Oregon	Bonus	76	1,100	4,150	7,000	12,250	25,000
	Base salary	317	76,000	83,000	94,000	105,000	120,000
Pennsylvania	Bonus	151	965	1,500	4,500	9,000	16,000
	Base salary	23	92,000	100,000	110,000	133,322	145,000
Rhode Island	Bonus		1,000	1,800	11,000	12,000	21,000
	Donus	9	1,000	1,000	11,000	12,000	21,000

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

STATE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
0 " 0 "	Base salary	66	83,000	88,000	97,000	110,000	130,000
South Carolina	Bonus	42	1,000	3,000	5,500	20,000	60,000
On the Dallasta	Base salary	29	78,000	87,000	94,000	115,000	140,000
South Dakota	Bonus	16	1,000	3,000	5,264	11,000	20,000
T	Base salary	60	77,500	85,000	95,000	104,575	120,500
Tennessee	Bonus	40	1,500	2,000	7,250	11,800	31,000
Tayaa	Base salary	325	89,000	95,000	106,000	120,000	137,000
Texas	Bonus	192	1,000	2,000	5,000	15,000	28,000
Litab	Base salary	77	80,000	88,000	100,000	117,000	146,000
Utah	Bonus	36	1,000	2,500	8,000	23,500	40,000
Variation	Base salary	12	90,000	93,750	107,000	121,000	123,000
Vermont	Bonus	6	2,500	3,000	4,500	8,000	12,000
Vincinia	Base salary	120	81,600	90,000	100,050	112,215	130,000
Virginia	Bonus	79	1,300	3,000	7,500	16,000	38,000
Marking of an	Base salary	141	90,000	100,000	113,000	125,000	145,000
Washington	Bonus	96	1,500	4,000	8,000	15,000	30,000
\\/act\/irrainia	Base salary	30	84,000	85,275	97,495	110,000	145,000
West Virginia	Bonus	24	1,300	1,825	5,000	15,500	20,937
\\/iaaanain	Base salary	143	87,000	92,000	100,000	116,480	130,000
Wisconsin	Bonus	63	1,100	2,550	5,000	15,000	36,000
Myomina	Base salary	14	75,000	93,750	102,000	125,000	132,000
Wyoming	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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 .	10TH	25TH	50TH	75TH	90TH
STATE	N 5	PERCENTILE (\$)	PERCENTILE (\$)	PERCENTILE (\$) 60.00	PERCENTILE (\$)	PERCENTILE (\$)
Alabama		43.50	55.00	*	65.00	80.00
Alaska	<5					
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
Oregon	13	50.00	52.00	00.00	00.00	03.00

Table 7 cont. Hourly Wage From Primary Employer by State

STATE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Alaska							
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	9	60,000	89,000	92,500	100,000	110,000
2 to 4 years	Bonus	7	500	5,000	10,000	30,992	94,800
E to O vooro	Base salary	5	96,000	126,500	135,000	140,000	150,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	6	84,000	90,000	129,000	140,000	146,000
10 to 14 years	Bonus	6	5,000	14,600	16,000	17,000	25,000
45 to 40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20	Base salary	<5	*	*	*	*	*
20 or more years	Bonus	<5	*	*	*	*	*
Arizona							
0.11	Base salary	9	80,000	90,000	95,000	98,000	114,000
0 to 1 year	Bonus	<5	*	*	*	*	*
0.15.4	Base salary	17	90,000	100,000	102,000	110,000	115,000
2 to 4 years	Bonus	11	3,000	3,000	10,000	25,000	30,000
5 .4.0	Base salary	20	82,500	98,500	105,500	115,000	122,200
5 to 9 years	Bonus	16	1,000	2,000	4,300	11,000	50,000
101.11	Base salary	15	90,000	101,000	109,000	120,000	132,000
10 to 14 years	Bonus	8	2,000	2,000	17,500	30,000	38,900
451 40	Base salary	16	92,000	97,750	122,400	128,250	158,000
15 to 19 years	Bonus	10	3,550	5,000	12,250	20,000	49,000
	Base salary	18	95,000	102,000	118,500	140,000	145,000
20 or more years	Bonus	9	350	1,000	6,000	8,000	24,000
California							
0.14	Base salary	29	86,000	95,000	100,000	110,240	135,600
0 to 1 year	Bonus	18	1,000	2,400	6,600	16,500	44,160
0.15.4	Base salary	44	94,000	100,000	110,000	120,000	139,000
2 to 4 years	Bonus	38	1,000	3,000	9,000	14,000	40,000
5 to 0	Base salary	40	90,000	101,500	115,000	130,000	162,500
5 to 9 years	Bonus	33	2,090	5,000	7,000	12,000	20,000
40.1.44	Base salary	37	99,800	114,000	122,000	150,000	169,000
10 to 14 years	Bonus	37	900	2,000	7,500	12,000	30,000
45.46	Base salary	29	97,500	110,000	130,526	150,000	185,000
15 to 19 years	Bonus	22	850	1,000	4,500	20,000	40,000
00	Base salary	40	98,885	115,000	135,000	171,875	206,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Colorado							
0 to 1 year	Base salary	15	72,000	78,000	85,000	90,000	90,000
0 to 1 year	Bonus	10	1,050	2,000	4,000	7,000	10,500
2 to 4 veers	Base salary	33	78,000	82,000	90,000	105,000	112,000
2 to 4 years	Bonus	24	1,500	2,000	7,000	14,800	20,000
E to O voors	Base salary	36	85,000	93,300	101,100	111,500	125,000
5 to 9 years	Bonus	27	700	3,000	6,000	10,000	20,000
10 to 14 veers	Base salary	27	83,000	93,000	103,000	116,000	124,000
10 to 14 years	Bonus	18	1,200	1,800	3,950	14,000	40,000
15 to 10 years	Base salary	18	88,000	98,000	107,485	120,000	120,000
15 to 19 years	Bonus	16	1,000	2,000	5,000	7,750	14,000
20 or more veers	Base salary	20	74,500	87,000	111,000	120,000	125,000
20 or more years	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	11	88,000	91,000	100,000	102,000	108,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	31	93,000	106,000	125,000	140,000	165,000
20 or more years	Bonus	7	500	1,000	2,000	4,000	15,000
District of Columb	ia						
0 to 1 year	Base salary	<5	*	*	*	*	*
o to 1 your	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	7	80,000	92,500	98,000	98,900	113,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	5	99,840	100,500	109,000	115,000	125,000
o to o years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	5	91,000	97,000	119,500	123,000	142,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	<5	*	*	*	*	*
10 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	5	100,000	107,595	118,000	120,000	265,000
20 of more years	Bonus	<5	*	*	*	*	*

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

STATE YEARS OF EXPER	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Florida							
0 to 1 year	Base salary	23	80,000	82,000	90,000	102,000	106,800
o to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	18	1,000	3,000	7,000	19,000	28,000
15 to 10 years	Base salary	15	90,000	95,000	110,000	130,000	150,000
15 to 19 years	Bonus	11	3,000	7,000	40,000	50,000	85,000
20 or more veers	Base salary	43	90,000	104,000	115,000	125,000	136,000
20 or more years	Bonus	23	1,500	2,000	6,500	20,000	30,000
Georgia							
0 to 1	Base salary	6	80,000	80,000	87,300	92,500	95,000
0 to 1 year	Bonus	<5	*	*	*	*	*
0 to 4 vecs	Base salary	28	77,000	84,375	92,000	102,500	120,000
2 to 4 years	Bonus	22	3,000	5,000	7,500	26,400	45,000
5 to 0	Base salary	15	79,000	89,000	98,000	110,000	126,000
5 to 9 years	Bonus	8	2,500	3,750	9,000	25,000	30,538
40 to 44	Base salary	14	87,000	100,000	107,750	120,000	130,000
10 to 14 years	Bonus	9	1,000	3,000	10,000	20,000	105,000
451.40	Base salary	15	94,000	98,000	102,000	110,000	116,000
15 to 19 years	Bonus	11	2,500	3,000	15,000	30,000	30,000
00	Base salary	28	95,000	99,000	108,000	121,000	150,000
20 or more years	Bonus	19	1,500	3,000	6,000	12,000	18,000
Idaho							
0.11	Base salary	6	84,000	87,360	90,000	90,000	100,410
0 to 1 year	Bonus	<5	*	*	*	*	*
	Base salary	8	94,500	98,855	101,000	107,000	120,000
2 to 4 years	Bonus	5	1,000	9,981	10,400	30,000	51,512
	Base salary	12	92,000	96,000	99,000	109,000	114,000
5 to 9 years	Bonus	11	1,200	1,800	5,000	18,000	37,000
40.1.44	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
	Base salary	5	96,000	105,000	105,000	118,000	125,000
15 to 19 years	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
20 or more years	Bonus	<5	*	*	*	*	*

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

STATE YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Illinois							
O to 1 year	Base salary	18	80,000	85,000	87,750	90,000	95,000
0 to 1 year	Bonus	10	675	1,500	4,000	5,000	10,650
2 to 4 veers	Base salary	36	80,000	84,500	90,000	99,500	110,000
2 to 4 years	Bonus	29	1,000	2,300	4,000	15,000	27,000
E to O voors	Base salary	40	90,000	96,000	104,202	110,000	114,500
5 to 9 years	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
10 to 14 years	Bonus	12	2,900	4,750	15,000	27,000	45,000
15 to 10 years	Base salary	14	87,500	103,000	107,948	130,000	161,000
15 to 19 years	Bonus	14	650	3,223	7,000	30,000	70,000
20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Base salary	18	85,000	95,815	114,500	121,000	168,000
20 or more years	Bonus	10	1,500	2,500	7,800	20,000	55,000
Indiana							
0 to 1	Base salary	10	83,500	90,000	92,750	97,000	105,000
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 veers	Base salary	14	80,000	89,000	94,500	105,000	108,000
2 to 4 years	Bonus	10	1,000	2,000	8,500	15,000	26,000
E to O voors	Base salary	11	100,000	100,000	115,000	125,132	131,040
5 to 9 years	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
10 to 14 years	Bonus	5	750	800	1,000	5,000	40,000
15 to 10 years	Base salary	8	75,000	96,250	100,000	104,500	116,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 04 40040 110040	Base salary	8	80,000	85,000	99,500	126,000	138,000
20 or more years	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	8	82,000	85,250	91,700	97,600	103,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	7	75,281	77,000	107,000	108,582	129,000
o to a years	Bonus	8	4,500	7,500	12,500	17,000	30,000
10 to 14 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	5	1,200	5,000	6,000	14,000	40,000
15 to 10	Base salary	7	103,000	110,000	114,382	120,000	130,000
15 to 19 years	Bonus	5	400	1,000	3,000	60,000	70,000
20 or mara vac	Base salary	17	70,000	83,500	107,665	125,000	150,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	5	80,000	81,000	85,000	90,800	111,000
0 to 1 year	Bonus	<5	*	*	*	*	*
	Base salary	5	82,000	82,000	84,312	90,000	99,000
2 to 4 years	Bonus	5	500	2,500	11,000	12,000	12,000
5 .4.0	Base salary	6	77,378	90,000	97,638	101,000	108,000
5 to 9 years	Bonus	<5	*	*	*	*	*
40.4.4	Base salary	7	80,000	90,000	111,000	113,600	124,800
10 to 14 years	Bonus	<5	*	*	*	*	*
451.40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	6	83,000	100,000	108,500	120,000	145,000
20 or more years	Bonus	5	1,500	5,000	10,000	25,000	28,000
Kentucky							
0 to 4	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
0 to 4 veges	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O voore	Base salary	5	85,000	93,500	95,000	97,000	100,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	7	104,000	104,000	110,000	135,000	168,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	6	87,000	102,000	122,500	127,000	128,000
20 of filore years	Bonus	<5	*	*	*	*	*
Louisiana							
0 to 1 year	Base salary	5	80,000	82,000	85,000	90,000	94,000
o to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	8	75,000	87,000	93,500	94,500	106,000
2 to 4 years	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
o to o years	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
70 to 1 Pycars	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	<5	*	*	*	*	*
10 to 10 yours	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	<5	*	*	*	*	*
20 of filoro yours	Bonus	<5	*	*	*	*	*

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

STATE YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Maine							
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
0.1.1	Base salary	9	79,000	85,000	87,000	102,000	111,114
2 to 4 years	Bonus	<5	*	*	*	*	*
51.0	Base salary	5	88,000	90,000	95,000	108,500	110,000
5 to 9 years	Bonus	<5	*	*	*	*	*
401:44	Base salary	7	93,500	97,300	106,000	120,000	140,000
10 to 14 years	Bonus	<5	*	*	*	*	*
454 40	Base salary	6	90,000	95,000	110,500	122,000	150,000
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	6	95,000	103,000	115,000	120,000	125,000
20 or more years	Bonus	<5	*	*	*	*	*
Maryland							
0.14	Base salary	7	51,500	75,000	80,000	97,000	110,000
0 to 1 year	Bonus	5	750	1,300	2,500	5,000	8,000
0.1.1	Base salary	14	77,500	85,000	90,000	93,600	100,000
2 to 4 years	Bonus	10	1,150	3,000	5,000	13,000	18,500
51.0	Base salary	26	87,000	95,000	105,000	112,000	120,000
5 to 9 years	Bonus	14	800	1,000	5,750	18,000	40,000
401:44	Base salary	17	100,100	110,000	120,000	125,000	136,800
10 to 14 years	Bonus	11	2,500	8,000	15,000	20,000	30,000
45 40	Base salary	15	92,000	105,000	114,000	123,000	136,265
15 to 19 years	Bonus	9	1,200	4,000	6,000	11,000	60,000
00	Base salary	25	92,000	102,000	107,000	119,794	135,000
20 or more years	Bonus	14	700	2,000	3,600	11,000	19,938
Massachusetts							
O to 1 year	Base salary	11	86,000	89,000	95,000	105,000	106,000
0 to 1 year	Bonus	5	2,000	2,500	5,000	5,000	8,000
0 to 4 veges	Base salary	28	83,000	91,500	95,000	100,000	105,000
2 to 4 years	Bonus	18	1,000	2,000	5,000	6,000	20,000
51.0	Base salary	19	88,000	91,000	106,000	118,000	124,000
5 to 9 years	Bonus	15	2,500	3,000	5,000	10,000	15,000
10 to 11	Base salary	17	100,000	109,000	119,000	122,500	150,000
10 to 14 years	Bonus	7	825	1,500	3,000	10,000	30,000
45 40	Base salary	12	100,000	104,000	128,000	138,250	154,000
15 to 19 years	Bonus	6	5,000	5,000	12,500	18,500	20,000
00	Base salary	17	87,500	117,500	135,200	154,000	216,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Michigan							
0.11	Base salary	22	85,000	86,000	90,000	94,520	98,000
0 to 1 year	Bonus	10	1,250	2,500	5,000	10,000	14,750
0.15.4	Base salary	29	84,770	92,000	96,763	102,000	112,850
2 to 4 years	Bonus	18	1,500	3,000	5,000	10,000	26,000
5 to 0	Base salary	43	80,000	90,000	100,000	106,000	112,000
5 to 9 years	Bonus	24	1,000	2,000	5,000	10,000	20,000
401.44	Base salary	24	93,000	101,600	111,500	119,700	143,000
10 to 14 years	Bonus	10	1,500	2,500	7,000	15,000	40,000
454 40	Base salary	27	81,000	88,000	115,000	123,000	135,262
15 to 19 years	Bonus	13	3,000	5,000	9,000	20,000	60,000
00	Base salary	39	85,000	95,000	117,000	125,000	133,000
20 or more years	Bonus	17	2,000	4,500	5,000	20,000	50,000
Minnesota							
0.11	Base salary	17	85,000	90,000	91,500	98,000	103,000
0 to 1 year	Bonus	13	2,000	3,000	5,000	10,000	15,000
0.15.4	Base salary	31	93,000	94,000	103,000	110,000	115,000
2 to 4 years	Bonus	15	2,000	2,500	5,000	10,000	25,000
5 .4.0	Base salary	28	94,000	100,500	107,500	121,507	160,000
5 to 9 years	Bonus	12	2,500	6,625	10,750	28,000	46,000
401:44	Base salary	17	92,500	108,000	119,000	122,000	142,000
10 to 14 years	Bonus	12	5,000	5,000	7,000	13,250	16,000
451.40	Base salary	6	96,000	107,000	121,500	133,000	144,000
15 to 19 years	Bonus	7	2,400	3,000	7,500	15,000	20,000
	Base salary	9	80,000	100,000	112,000	120,000	130,000
20 or more years	Bonus	<5	*	*	*	*	*
Missouri							
0 to 4	Base salary	7	78,000	84,000	86,500	117,088	117,088
0 to 1 year	Bonus	<5	*	*	*	*	*
0.15.4	Base salary	11	82,000	84,000	90,000	92,000	95,000
2 to 4 years	Bonus	10	1,500	2,500	3,650	4,500	12,750
5 to 0	Base salary	13	88,000	90,854	98,000	104,800	105,000
5 to 9 years	Bonus	5	900	5,000	9,000	16,000	28,000
404-44	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
451, 40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20	Base salary	7	87,500	92,000	100,000	105,000	160,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Montana							
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
O to A visors	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	6	80,000	85,000	91,583	100,250	111,000
5 to 9 years	Bonus	5	4,000	6,267	15,000	19,000	24,000
10 to 14 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	5	90,586	100,000	111,000	125,000	155,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	8	12,000	82,000	108,500	125,000	133,208
20 of more years	Bonus	6	500	5,000	7,000	13,000	50,000
Nebraska							
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	13	76,200	84,000	88,000	97,000	104,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	8	67,000	90,500	103,500	109,500	120,000
10 to 10 years	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
20 of filore years	Bonus	8	5,000	6,500	12,500	20,000	37,500
New Hampshire							
0 to 1 year	Base salary	<5	*	*	*	*	*
o to 1 your	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	10	89,448	90,000	96,700	102,700	127,500
2 to 4 years	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
o to o yours	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	7	96,500	100,000	110,000	115,000	120,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	6	104,000	120,000	133,500	138,000	140,000
10 to 10 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	7	90,000	92,374	130,000	150,000	162,000
20 of filolo yours	Bonus	<5	*	*	*	*	*

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

STATE YEARS OF EXPER	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
New Jersey							
0 to 1 year	Base salary	<5	*	*	*	*	*
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	10	80,000	82,000	91,250	100,000	118,500
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	9	700	2,000	6,000	10,000	40,000
45 to 40 years	Base salary	8	96,000	101,000	112,000	184,636	205,000
15 to 19 years	Bonus	8	1,000	5,750	8,250	19,900	30,000
20	Base salary	7	88,000	93,000	123,300	142,000	170,000
20 or more years	Bonus	5	1,250	2,000	5,000	7,500	7,500
New Mexico							
0 to 4	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
0 to 4	Base salary	6	79,000	84,000	91,500	94,000	95,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 1 2 0 2 2 2 2	Base salary	10	75,000	85,000	95,500	105,000	111,570
5 to 9 years	Bonus	7	600	3,000	10,000	10,000	25,000
40 1- 44	Base salary	5	100,000	100,000	108,000	108,958	110,000
10 to 14 years	Bonus	<5	*	*	*	*	*
451.40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
	Base salary	9	78,900	100,000	107,000	110,000	143,000
20 or more years	Bonus	<5	*	*	*	*	*
New York							
0.45-4	Base salary	25	84,000	87,500	92,500	100,000	110,665
0 to 1 year	Bonus	7	2,000	3,000	5,000	10,000	10,500
	Base salary	46	84,000	88,000	95,500	109,000	130,000
2 to 4 years	Bonus	20	1,000	1,900	5,000	10,150	28,500
51.0	Base salary	56	88,000	93,000	105,500	120,000	131,000
5 to 9 years	Bonus	34	1,000	3,000	5,000	10,000	20,000
40.4.4	Base salary	42	90,000	101,000	110,000	125,000	140,000
10 to 14 years	Bonus	21	1,000	2,300	5,000	12,000	15,000
	Base salary	42	87,000	104,000	119,000	128,000	150,000
15 to 19 years	Bonus	27	2,000	4,720	6,000	10,000	34,824
	Base salary	79	91,350	100,000	117,000	130,000	157,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
North Carolina							
O to 1 year	Base salary	25	77,688	85,000	88,000	91,000	98,600
0 to 1 year	Bonus	14	735	2,000	5,000	9,500	12,000
2 to 4 veers	Base salary	37	76,000	84,000	88,000	96,000	105,000
2 to 4 years	Bonus	21	1,000	2,500	5,000	9,000	20,000
E to O voors	Base salary	46	86,000	93,000	97,000	105,000	115,000
5 to 9 years	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
10 to 14 years	Bonus	22	2,000	4,000	10,000	16,000	25,000
15 to 10 years	Base salary	26	94,000	100,091	109,000	112,000	135,000
15 to 19 years	Bonus	21	500	1,500	5,000	8,000	16,000
20 or more veers	Base salary	57	92,000	102,000	115,000	127,000	150,000
20 or more years	Bonus	40	1,025	4,000	6,000	12,500	24,500
Ohio							
O to 1 year	Base salary	28	80,000	84,250	89,451	97,393	100,000
0 to 1 year	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
2 to 4 years	Bonus	6	1,500	5,000	9,500	10,000	15,000
E to O voors	Base salary	16	75,000	89,000	98,905	105,000	109,000
5 to 9 years	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
10 to 14 years	Bonus	8	500	1,625	8,000	33,000	60,000
15 to 10 years	Base salary	11	90,000	91,000	110,000	130,000	132,000
15 to 19 years	Bonus	7	1,200	2,500	5,200	8,000	11,500
20 or more veers	Base salary	28	81,000	96,000	107,409	120,000	132,000
20 or more years	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
o to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	13	88,900	90,000	96,000	99,000	105,000
2 to 4 years	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
J to a years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	6	85,852	95,000	116,000	130,000	150,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	6	98,000	100,000	117,500	132,000	145,600
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	7	95,000	105,000	115,000	116,000	131,000
20 of filore years	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

		1					
STATE YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Oregon							
0 to 1 year	Base salary	12	85,000	92,500	100,000	104,500	107,000
o to i year	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
2 to 4 years	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
5 to 9 years	Bonus	17	1,800	5,000	10,000	13,000	39,658
10 to 14 voors	Base salary	13	100,000	105,000	110,000	115,000	120,111
10 to 14 years	Bonus	12	1,000	2,500	6,500	11,250	15,000
45 to 40 vector	Base salary	9	85,392	118,500	125,000	135,000	152,000
15 to 19 years	Bonus	5	5,000	15,000	19,567	25,000	40,000
20	Base salary	11	84,800	91,000	114,000	132,000	142,000
20 or more years	Bonus	7	1,000	5,000	20,000	42,000	48,000
Pennsylvania							
0.45.4	Base salary	29	70,000	74,500	83,000	86,000	98,600
0 to 1 year	Bonus	12	1,500	2,500	5,000	8,000	15,000
0 to 4 veers	Base salary	36	75,504	83,000	87,000	97,130	102,000
2 to 4 years	Bonus	18	600	1,100	2,850	17,500	30,000
5 to 0	Base salary	58	76,000	83,000	93,500	103,000	113,000
5 to 9 years	Bonus	26	965	2,500	5,000	8,000	15,000
40 to 44	Base salary	40	76,000	87,006	96,000	108,000	114,500
10 to 14 years	Bonus	17	800	1,400	3,500	9,000	14,000
451.40	Base salary	39	80,000	95,000	104,000	128,000	165,000
15 to 19 years	Bonus	22	1,200	2,000	4,900	10,000	30,000
00	Base salary	48	75,000	86,000	101,250	116,000	131,000
20 or more years	Bonus	23	800	1,000	2,000	5,000	15,000
South Carolina							
01.4	Base salary	6	85,000	92,000	96,500	102,500	141,550
0 to 1 year	Bonus	<5	*	*	*	*	*
0.1	Base salary	14	75,000	82,000	88,500	96,000	106,000
2 to 4 years	Bonus	7	500	1,000	3,000	8,500	25,000
51.0	Base salary	11	93,000	97,000	109,000	122,000	125,000
5 to 9 years	Bonus	9	1,600	5,000	6,000	10,000	80,000
101 11	Base salary	9	83,000	93,000	100,000	121,500	130,000
10 to 14 years	Bonus	6	400	3,000	7,470	20,000	20,000
	Base salary	9	95,000	100,000	110,000	120,000	170,000
15 to 19 years	Bonus	5	4,000	7,000	10,000	21,000	75,000
	Base salary	6	85,000	87,000	107,500	125,000	129,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
South Dakota							
0 to 4	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
0.1.1	Base salary	10	77,550	78,000	83,500	87,000	91,021
2 to 4 years	Bonus	5	4,527	10,000	12,000	20,000	20,000
E to O veces	Base salary	<5	*	*	*	*	*
5 to 9 years	Bonus	<5	*	*	*	*	*
40 to 44	Base salary	7	93,000	93,500	108,846	115,000	140,000
10 to 14 years	Bonus	5	1,000	4,000	4,000	6,000	7,000
45 to 40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	<5	*	*	*	*	*
20 or more years	Bonus	<5	*	*	*	*	*
Tennessee							
0.14	Base salary	6	78,500	80,000	88,000	95,000	95,000
0 to 1 year	Bonus	<5	*	*	*	*	*
0.4- 4	Base salary	13	70,500	81,250	87,500	95,000	105,000
2 to 4 years	Bonus	5	1,500	2,000	3,710	5,000	7,000
5 to 0	Base salary	12	85,000	87,200	101,250	117,950	125,000
5 to 9 years	Bonus	9	2,000	2,000	8,000	15,000	30,000
40 to 44	Base salary	8	69,000	84,500	93,000	111,500	120,000
10 to 14 years	Bonus	5	1,500	7,500	20,000	32,000	40,000
45 to 40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	7	83,000	96,000	104,000	130,000	140,000
20 or more years	Bonus	7	2,500	3,500	10,000	38,000	47,000
Texas							
0 to 1	Base salary	25	85,000	90,000	98,000	105,000	125,000
0 to 1 year	Bonus	12	1,020	1,625	4,000	13,000	30,000
0.4- 4	Base salary	62	88,800	92,000	99,063	105,000	113,000
2 to 4 years	Bonus	38	500	2,000	5,500	11,000	25,000
E to O vice	Base salary	56	85,000	99,900	105,000	115,000	130,000
5 to 9 years	Bonus	41	1,500	3,000	6,000	15,000	20,000
10 to 14	Base salary	46	92,000	103,547	115,000	123,000	140,000
10 to 14 years	Bonus	28	1,000	3,500	5,250	24,500	60,000
45 +- 40	Base salary	19	90,000	100,000	120,000	145,000	171,000
15 to 19 years	Bonus	13	600	2,000	7,000	23,861	50,000
20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Base salary	64	92,500	109,500	123,496	132,500	170,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Utah							
0 to 1 year	Base salary	<5	*	*	*	*	*
o to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	9	77,500	88,000	93,500	105,000	155,000
2 to 4 years	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
5 to 5 years	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
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	10	104,500	105,000	134,500	160,000	170,500
15 to 19 years	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
20 of filore years	Bonus	<5	*	*	*	*	*
Virginia							
O to 1 year	Base salary	9	75,000	85,000	85,000	89,000	95,000
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	27	75,000	84,000	95,000	102,211	107,000
2 to 4 years	Bonus	17	600	3,000	4,000	12,000	38,000
E to O voore	Base salary	25	84,000	92,852	100,000	110,000	130,000
5 to 9 years	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
10 to 14 years	Bonus	8	2,000	4,750	15,000	24,500	152,000
15 to 10 years	Base salary	11	93,600	100,000	120,000	136,656	169,000
15 to 19 years	Bonus	5	500	10,000	10,891	12,000	50,000
20	Base salary	15	105,000	111,000	130,000	140,000	152,000
20 or more years	Bonus	9	500	2,000	9,000	12,000	50,000
Washington							
O to 1 year	Base salary	14	91,000	97,000	102,250	110,000	120,673
0 to 1 year	Bonus	7	2,000	3,000	5,000	10,000	15,000
2 to 4 vc ===	Base salary	20	85,750	92,500	100,000	104,000	115,000
2 to 4 years	Bonus	14	800	1,000	4,500	10,000	25,000
E to O vecto	Base salary	22	95,000	108,000	119,000	121,200	131,000
5 to 9 years	Bonus	14	1,500	5,000	10,900	18,000	23,000
10 to 11	Base salary	19	88,000	98,500	110,000	126,000	136,510
10 to 14 years	Bonus	12	1,000	2,500	4,500	8,650	30,000
451, 40	Base salary	17	110,000	120,000	130,000	157,000	165,360
15 to 19 years	Bonus	13	4,000	5,000	8,000	15,000	73,000
00	Base salary	27	101,000	108,000	122,782	132,000	150,000
20 or more years	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 YEARS OF EXPE	RIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
West Virginia							
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	<5	*	*	*	*	*
5 to 9 years	Bonus	5	2,000	2,500	5,000	20,937	35,000
10 to 14 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
	Base salary	9	85,000	100,000	120,000	128,000	160,000
20 or more years	Bonus	6	1,500	2,500	5,500	8,500	15,000
Wisconsin							
0 to 1 was	Base salary	9	70,000	88,000	90,000	97,000	105,000
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	20	82,500	88,057	95,000	101,000	107,000
2 to 4 years	Bonus	10	750	1,000	3,750	6,000	35,000
E to O voore	Base salary	28	89,000	94,848	97,900	106,000	125,000
5 to 9 years	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
10 to 14 years	Bonus	8	600	1,500	11,500	27,500	36,000
15 to 10 years	Base salary	12	98,000	106,841	119,500	123,100	125,000
15 to 19 years	Bonus	6	2,000	7,000	10,500	20,356	40,000
20 or more vests	Base salary	28	95,000	103,462	117,240	132,000	154,000
20 or more years	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 YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
NATIONAL TOTAL							
O to 1 year	Base salary	452	80,000	85,000	90,000	98,250	108,000
0 to 1 year	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
2 to 4 years	Bonus	504	1,000	2,000	5,000	12,000	25,000
E to O voore	Base salary	879	85,000	93,000	101,900	112,200	125,000
5 to 9 years	Bonus	570	1,000	3,000	6,334	15,000	26,190
10 to 11 years	Base salary	620	89,650	99,000	110,000	120,000	138,080
10 to 14 years	Bonus	369	1,000	2,500	6,616	17,000	30,000
15 to 10 years	Base salary	484	90,000	100,000	114,000	130,000	155,000
15 to 19 years	Bonus	318	1,100	3,500	7,000	18,500	40,000
00	Base salary	825	87,600	100,000	115,000	130,000	150,500
20 or more years	Bonus	461	1,000	2,500	6,000	15,000	30,000

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 YEARS OF EXPERIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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 YEARS OF EXPERIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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 YEARS OF EXPERIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Drimon, coro	Base salary	1,252	79,000	85,000	95,000	108,160	121,000
Primary care	Bonus	765	1,000	3,000	6,000	15,000	27,500
Family modicino	Base salary	934	78,515	85,000	95,000	110,000	120,000
Family medicine	Bonus	582	1,200	3,000	7,000	15,000	28,000
Internal medicine:	Base salary	219	80,000	86,000	95,744	110,000	128,400
General	Bonus	118	1,000	2,500	5,000	14,000	23,000
Pediatrics:	Base salary	99	76,000	84,000	90,000	103,000	118,000
General	Bonus	65	750	1,050	3,000	7,874	20,000
Internal medicine	Base salary	621	83,406	91,000	100,000	115,000	128,000
subspecialties	Bonus	278	1,000	2,000	5,000	10,000	20,000
Internal medicine:	Base salary	152	86,000	93,467	102,000	115,000	126,000
Cardiology	Bonus	57	1,000	1,500	4,000	10,000	25,000
Internal medicine:	Base salary	60	89,596	96,554	110,000	129,000	147,500
Critical care	Bonus	23	750	2,000	4,500	16,500	20,000
Internal medicine:	Base salary	30	84,000	88,000	96,000	105,000	120,000
Endocrinology	Bonus	19	500	2,090	5,000	10,000	28,000
Internal medicine:	Base salary	105	80,080	85,000	96,500	110,000	123,000
Gastroenterology	Bonus	60	1,200	2,500	5,000	9,366	15,000
Internal medicine: Hematology &	Base salary	101	87,000	94,000	102,000	120,000	130,000
oncology	Bonus	42	1,200	2,000	5,000	8,000	11,800
Internal medicine:	Base salary	20	77,097	87,500	104,000	129,500	139,000
Infectious disease	Bonus	<5	*	*	*	*	*
Internal medicine:	Base salary	24	80,000	91,000	101,500	109,710	126,000
Nephrology	Bonus	13	1,000	2,000	4,200	5,000	12,500
Internal medicine:	Base salary	51	82,500	87,000	96,000	110,000	125,000
Neurology	Bonus	24	1,500	3,000	5,000	13,523	30,000
Internal medicine:	Base salary	29	84,000	90,000	93,000	105,000	115,000
Pulmonology	Bonus	12	500	1,400	2,900	6,500	9,000
Internal medicine:	Base salary	24	80,000	87,750	91,500	107,000	122,000
Rheumatology	Bonus	16	2,000	4,000	5,000	19,500	30,000
Other internal medicine	Base salary	25	92,000	100,000	108,000	112,000	120,000
subspecialties	Bonus	9	956	1,200	6,000	10,000	24,000
Pediatric	Base salary	68	84,000	93,250	103,000	112,500	125,000
subspecialties	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgical	Base salary	1,537	86,400	95,000	105,560	122,000	142,000
subspecialties	Bonus	810	1,000	2,500	6,000	12,000	30,000
Surgery Conerel	Base salary	152	90,000	97,300	108,570	121,500	142,000
Surgery: General	Bonus	59	1,000	2,340	5,000	10,000	15,000
Surgery Perietrie	Base salary	24	93,000	95,500	99,000	117,000	128,000
Surgery: Bariatric	Bonus	8	750	1,400	2,125	3,000	10,000
Surgery: Cardiovascular/	Base salary	151	96,000	107,500	130,000	154,000	178,900
cardiothoracic	Bonus	67	1,300	3,000	6,000	10,000	30,000
Surgery: Colon &	Base salary	10	83,000	86,400	91,000	103,900	114,500
rectal	Bonus	6	1,000	2,500	4,000	8,000	10,400
Surgery:	Base salary	131	90,000	100,000	112,000	125,000	141,550
Neurological	Bonus	71	2,000	4,000	6,020	10,000	32,000
Surgery:	Base salary	30	86,052	92,000	103,000	112,110	120,500
Oncology	Bonus	12	1,700	3,000	5,000	9,500	11,500
Surgery:	Base salary	630	85,000	95,000	105,000	120,000	135,000
Orthopaedics	Bonus	389	1,000	3,000	7,500	15,000	30,000
Surgery:	Base salary	74	84,000	91,395	100,000	114,000	121,000
Otolaryngology	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
Surgery. Fediatric	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
Surgery. I lastic	Bonus	27	1,000	1,500	5,000	20,000	100,000
Surgery:	Base salary	15	83,970	90,542	99,521	115,000	132,000
Transplant	Bonus	<5	*	*	*	*	*
Surgery: Trauma	Base salary	39	86,195	96,000	105,000	120,000	146,000
Surgery. Hauma	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
Surgery. Orology	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
Cargory, vascular	Bonus	25	1,000	2,000	5,000	7,000	13,100
Surgery: Other surgery	Base salary	57	85,000	94,410	107,000	125,000	156,103
subspecialties	Bonus	27	2,000	3,200	10,000	15,000	25,000
Emergency	Base salary	192	91,500	98,700	110,000	125,000	140,000
medicine	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
All other	Base salary	1,262	85,000	91,500	103,000	117,000	131,000
specialties	Bonus	770	1,000	2,500	6,000	15,000	37,753
Addiction	Base salary	15	80,000	92,000	103,000	115,000	130,000
medicine	Bonus	<5	*	*	*	*	*
Allergy/	Base salary	31	89,500	95,000	100,000	120,000	135,000
immunology	Bonus	18	1,200	2,000	5,500	8,000	41,000
Anasthasialagy	Base salary	6	85,000	100,000	106,500	115,000	140,000
Anesthesiology	Bonus	<5	*	*	*	*	*
Dormatalogy	Base salary	146	77,000	85,000	100,000	119,000	143,000
Dermatology	Bonus	114	1,500	6,000	20,000	50,000	96,753
Cariatrias	Base salary	44	82,000	88,000	100,000	115,000	128,000
Geriatrics	Bonus	25	1,000	2,000	5,000	14,000	38,000
Hospice &	Base salary	5	92,250	95,000	100,000	107,500	110,000
palliative care	Bonus	<5	*	*	*	*	*
Hospital modicino	Base salary	190	87,201	93,600	104,176	117,088	130,000
Hospital medicine	Bonus	100	1,400	3,000	5,000	10,000	15,000
Obstetrics/	Base salary	70	78,750	88,000	93,000	104,000	116,000
gynecology	Bonus	33	1,000	2,000	2,750	7,000	10,000
Occupational	Base salary	80	89,000	97,200	109,850	127,500	144,000
medicine	Bonus	42	800	1,800	7,500	16,000	35,000
Onbthalmalagy	Base salary	<5	*	*	*	*	*
Ophthalmology	Bonus	<5	*	*	*	*	*
Dain management	Base salary	88	85,000	92,000	100,000	112,974	135,000
Pain management	Bonus	58	1,600	3,000	10,000	18,000	22,000
Pathology	Base salary	<5	*	*	*	*	*
Falliology	Bonus	<5	*	*	*	*	*
Physical medicine/	Base salary	30	87,750	93,500	106,000	116,000	130,000
rehabilitation	Bonus	15	500	1,000	2,500	12,000	45,000
Develoiete	Base salary	70	88,698	91,000	101,000	113,000	123,800
Psychiatry	Bonus	31	900	1,500	5,000	10,000	15,000
Dublio booth	Base salary	8	82,000	92,150	115,000	132,933	141,000
Public health	Bonus	<5	*	*	*	*	*
Radiation	Base salary	8	98,000	98,743	105,450	124,148	130,000
oncology	Bonus	<5	*	*	*	*	*

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

SPECIALTY		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Diagnostic	Base salary	8	89,000	93,750	102,700	108,750	110,000
radiology	Bonus	<5	*	*	*	*	*
Interventional	Base salary	63	93,600	100,000	107,500	120,000	140,000
radiology	Bonus	40	1,000	1,875	5,000	6,500	17,500
Lineant core	Base salary	183	86,320	93,600	105,000	118,000	130,000
Urgent care	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
Other	Bonus	115	800	2,300	7,200	15,000	25,000
NATIONAL	Base salary	5,137	83,000	90,000	102,000	117,000	134,000
TOTAL	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
Internal medicine: Neurology	<5	*	*	*	*	*
Internal medicine: Pulmonology	<5	*	*	*	*	*
Internal medicine: Rheumatology	<5	*	*	*	*	*
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	<5	*	*	*	*	*
Surgery: Cardiovascular/ cardiothoracic	16	46.00	58.00	64.20	81.20	85.00
Surgery: Colon & rectal	<5	*	*	*	*	*
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*

Table 11 cont. Hourly Wage From Primary Employer by Specialty

SPECIALTY	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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 YEARS OF EXPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Duimani, cara	Base salary	1,252	79,000	85,000	95,000	108,160	121,000
Primary care	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
O to 4 vegers	Base salary	207	76,000	83,750	90,000	100,000	110,000
2 to 4 years	Bonus	127	1,000	2,500	6,000	12,000	22,000
E to O vooro	Base salary	208	80,000	87,000	95,000	105,000	114,000
5 to 9 years	Bonus	136	1,000	3,000	8,000	15,000	25,000
10 to 11 years	Base salary	138	81,000	90,000	102,500	114,000	127,000
10 to 14 years	Bonus	87	1,200	2,500	5,000	19,000	30,000
15 to 10 veers	Base salary	114	84,000	94,000	104,000	114,400	135,000
15 to 19 years	Bonus	82	1,300	3,500	7,687	20,000	30,000
20	Base salary	220	82,500	95,000	108,000	123,273	150,000
20 or more years	Bonus	127	1,500	3,250	7,000	20,000	30,000
Family madiains	Base salary	766	80,000	85,000	96,204	110,000	120,000
Family medicine	Bonus	484	1,200	3,000	7,000	15,000	27,500
O to 1 year	Base salary	94	80,000	83,000	85,500	95,000	105,000
0 to 1 year	Bonus	59	500	2,400	5,000	12,000	25,000
O to A voors	Base salary	170	76,600	84,000	90,663	100,000	110,500
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	63	1,200	3,000	7,000	20,000	30,000
20 or more veers	Base salary	163	80,000	94,000	108,000	120,000	140,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Internal medicine:	Base salary	176	80,000	88,000	97,100	110,000	130,000
General	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	14	1,300	4,000	8,000	21,000	40,000
20 or more veers	Base salary	37	88,000	99,000	110,000	150,000	168,750
20 or more years	Bonus	17	5,600	7,500	20,000	25,000	35,000
Dodietrica: Caparal	Base salary	75	78,750	85,000	92,000	104,626	118,000
Pediatrics: General	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	5	2,000	2,000	2,000	4,940	48,000
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	5	2,500	7,874	10,000	16,000	30,000
20 or more veers	Base salary	20	86,500	95,000	107,500	119,000	136,000
20 or more years	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		10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Internal medicine	Base salary	621	83,406	91,000	100,000	115,000	128,000
internal medicine	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	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
20 of more years	Bonus	48	1,000	3,000	5,000	8,000	29,000
Internal medicine:	Base salary	117	85,200	93,000	101,920	115,000	126,700
Cardiology	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	26	82,000	89,000	93,875	100,000	105,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
10 to 19 years	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
20 of filote years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Internal medicine:	Base salary	53	89,191	96,907	110,000	126,000	140,000
Critical care	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
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	16	80,000	94,500	102,000	119,500	130,000
2 to 4 years	Bonus	9	500	3,300	4,000	16,500	20,000
E to O vegers	Base salary	10	97,500	98,000	107,500	121,680	124,500
5 to 9 years	Bonus	<5	*	*	*	*	*
40 to 44	Base salary	7	1,000	1,500	8,000	40,000	111,000
10 to 14 years	Bonus	<5	*	*	*	*	*
451.40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
	Base salary	7	117,000	120,000	140,000	169,490	190,000
20 or more years	Bonus	<5	*	*	*	*	*
Internal medicine:	Base salary	27	83,000	87,000	97,000	109,000	120,000
Endocrinology	Bonus	17	500	2,090	4,000	10,000	28,000
0.11	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
0.1.1	Base salary	7	83,000	88,000	100,000	110,000	110,000
2 to 4 years	Bonus	5	1,500	4,000	5,000	7,000	45,000
5. 0	Base salary	8	82,000	89,848	96,000	108,500	140,000
5 to 9 years	Bonus	6	500	2,090	5,700	10,000	25,000
40.1.44	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
45.4.40	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	<5	*	*	*	*	*
20 or more years	Bonus	<5	*	*	*	*	*
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Table 12 cont. Base Salary and Bonus From Primary Employer by Major Specialty Area and Years of Experience

MAJOR SPECIALTY YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Internal medicine:	Base salary	81	80,000	85,000	97,000	110,000	120,100
Gastroenterology	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	17	79,080	80,000	85,000	95,000	100,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
13 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	16	70,000	96,000	113,000	122,550	127,000
20 of filore years	Bonus	13	1,500	3,500	4,500	6,000	15,000
Internal medicine: Hematology &	Base salary	82	87,000	95,000	102,500	120,000	130,000
oncology	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
o to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	19	82,000	87,000	94,500	100,000	139,000
2 to 4 years	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
5 to 5 years	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
10 to 14 years	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
10 to 10 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	21	97,000	103,000	121,000	130,000	145,000
20 of filore years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Internal medicine:	Base salary	41	85,000	89,000	99,000	110,000	125,000
Neurology	Bonus	19	1,500	3,000	5,000	13,046	30,000
O to 1 year	Base salary	6	80,000	85,000	89,950	95,000	101,500
0 to 1 year	Bonus	<5	*	*	*	*	*
O to A voors	Base salary	6	85,000	85,000	90,500	100,000	110,000
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O vooro	Base salary	6	75,000	80,000	93,500	99,000	106,500
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 11 years	Base salary	9	85,000	90,000	105,000	110,000	140,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	10	73,500	93,000	107,000	125,000	132,500
20 or more years	Bonus	5	1,250	4,000	5,000	8,700	42,000
Dadiatria	Base salary	68	84,000	93,250	103,000	112,500	125,000
Pediatrics	Bonus	32	900	2,200	5,000	8,375	11,000
O to 1 year	Base salary	5	84,000	89,970	90,000	94,500	97,000
0 to 1 year	Bonus	<5	*	*	*	*	*
O to A voors	Base salary	17	80,000	85,000	91,000	98,551	108,000
2 to 4 years	Bonus	9	650	1,000	2,400	4,000	5,000
E to O vooro	Base salary	11	94,000	95,000	104,000	110,000	115,000
5 to 9 years	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
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	8	90,000	104,000	108,305	115,000	135,000
15 to 19 years	Bonus	6	2,500	5,000	6,500	10,000	11,000
20 or more veers	Base salary	8	79,000	103,000	128,457	134,500	175,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgon	Base salary	1,537	86,400	95,000	105,560	122,000	142,000
Surgery	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	89	1,100	5,000	9,000	25,000	65,000
20 or more veers	Base salary	206	96,000	110,000	121,005	140,000	165,000
20 or more years	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
Surgery. General	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	9	750	1,000	4,000	7,000	12,000
15 to 10 years	Base salary	15	95,000	117,000	125,000	150,000	158,000
15 to 19 years	Bonus	7	1,100	5,000	10,000	40,000	68,000
20 or more veers	Base salary	23	92,000	100,000	120,000	130,000	186,000
20 or more years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgery:	Base salary	132	98,600	110,000	130,000	155,000	178,000
Cardiovascular/ cardiothoracic	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
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	18	90,000	100,000	105,500	117,000	150,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	11	4,000	4,000	6,500	25,000	36,000
15 to 10 years	Base salary	26	125,000	132,000	158,000	170,000	185,000
15 to 19 years	Bonus	11	3,600	6,000	9,000	30,000	40,000
20 or more veers	Base salary	26	125,000	132,000	154,500	178,000	216,000
20 or more years	Bonus	17	1,000	2,000	5,000	10,000	22,000
Surgery:	Base salary	101	90,000	100,000	114,000	125,000	140,000
Neurological	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
0 to 1 year	Bonus	5	8,000	10,000	10,000	16,000	17,250
2 to 4 veers	Base salary	21	90,000	100,000	101,000	109,000	120,000
2 to 4 years	Bonus	11	3,000	5,000	8,000	20,000	20,000
E to O vooro	Base salary	23	90,000	96,000	109,408	124,000	134,000
5 to 9 years	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
10 to 14 years	Bonus	12	1,000	3,750	7,900	17,000	24,000
15 to 10 years	Base salary	9	110,000	123,000	130,000	140,000	160,000
15 to 19 years	Bonus	6	2,000	5,000	6,000	12,000	32,000
20 or more veers	Base salary	12	110,000	113,500	124,500	137,000	140,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgery:	Base salary	516	85,000	95,000	105,000	120,000	135,000
Orthopaedics	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	47	1,000	5,000	10,000	30,000	72,000
20 or more veers	Base salary	84	100,000	109,500	120,000	135,000	164,540
20 or more years	Bonus	50	775	2,000	7,125	15,000	20,500
Surgery:	Base salary	64	84,000	91,698	100,000	114,700	121,000
Otolaryngology	Bonus	35	1,000	2,500	5,000	15,000	42,000
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	16	78,000	83,344	92,000	97,900	105,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
10 to 19 years	Bonus	6	3,000	5,000	5,500	6,000	50,000
20 or more vegre	Base salary	12	93,000	97,425	108,800	120,000	125,500
20 or more years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgery: Plastic	Base salary	43	81,000	90,000	100,000	113,500	134,000
Surgery. Plastic	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	8	80,000	82,000	90,500	93,240	111,114
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O vooro	Base salary	8	88,000	91,000	100,000	102,500	134,000
5 to 9 years	Bonus	5	500	3,500	5,000	6,000	32,000
10 to 14 veers	Base salary	6	103,500	109,000	110,000	113,500	130,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 veers	Base salary	5	75,000	96,000	127,500	133,000	134,000
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	10	*	*	*	*	*
20 or more years	Bonus	7	1,000	1,500	8,000	40,000	111,000
Common of Transpace	Base salary	32	90,000	96,150	106,000	120,000	124,980
Surgery: Trauma	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
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	8	75,504	98,956	108,000	118,000	120,000
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O voore	Base salary	7	86,000	100,000	108,000	117,500	121,014
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 veers	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	5	120,000	120,000	124,980	146,000	155,000
20 or more years	Bonus	<5	*	*	*	*	*
	Donus	\ 0					

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

MAJOR SPECIALTY YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgery: Urology	Base salary	92	82,000	91,926	103,000	114,300	130,000
Surgery. Orology	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	17	81,000	85,000	90,000	99,700	105,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	13	98,000	105,000	117,000	130,000	133,000
20 of more years	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
Surgery. Vascular	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	12	89,000	93,719	102,500	115,500	125,000
2 to 4 years	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
3 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	5	102,000	104,000	114,000	120,000	124,000
10 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	8	60,000	116,000	125,500	141,500	150,000
20 of filore years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Surgery: Other	Base salary	39	85,000	95,000	105,500	125,000	150,000
subspecialties	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 veers	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O vooro	Base salary	13	95,000	103,500	105,000	109,000	115,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 11 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	7	67,000	94,300	145,000	158,000	180,000
15 to 19 years	Bonus	<5	*	*	*	*	*
00	Base salary	6	107,000	117,500	119,000	125,000	127,000
20 or more years	Bonus	<5	*	*	*	*	*
Emergency	Base salary	192	91,500	98,700	110,000	125,000	140,000
medicine	Bonus	290	1,500	3,500	8,000	15,000	25,000
O to 1 year	Base salary	16	85,000	90,000	96,400	101,750	111,000
0 to 1 year	Bonus	18	1,100	4,000	6,000	9,000	20,000
O to 4 veers	Base salary	33	92,787	96,763	104,000	112,850	120,120
2 to 4 years	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
5 to 9 years	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
10 to 14 years	Bonus	37	1,500	4,000	10,000	19,000	36,000
15 to 10 years	Base salary	17	91,415	100,000	112,000	131,000	145,600
15 to 19 years	Bonus	28	1,200	4,500	9,550	17,000	25,000
20 or more veers	Base salary	30	95,000	112,140	121,000	132,000	163,500
20 or more years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Other specialties	Base salary	1,262	85,000	91,500	103,000	117,000	131,000
Other specialities	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
2 to 4 years	Bonus	121	1,000	2,300	5,000	14,000	38,000
E to O voore	Base salary	217	85,000	95,000	104,000	115,000	130,000
5 to 9 years	Bonus	144	1,500	3,000	8,250	18,000	39,658
10 to 14 voors	Base salary	167	90,000	98,000	109,000	121,000	131,040
10 to 14 years	Bonus	102	1,000	3,000	9,000	20,000	32,000
15 to 10 years	Base salary	128	90,586	100,000	113,055	129,500	155,000
15 to 19 years	Bonus	84	1,000	3,000	6,750	16,000	50,000
20	Base salary	238	85,541	97,770	111,500	126,000	150,000
20 or more years	Bonus	134	1,000	2,000	5,000	14,359	47,000
Allower discount in allowing	Base salary	25	90,000	95,000	100,000	117,000	130,000
Allergy/immunology	Bonus	13	1,200	2,000	3,500	6,000	20,000
O to 1 years	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 veges	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O vicero	Base salary	10	90,800	95,009	102,500	109,335	146,750
5 to 9 years	Bonus	8	720	2,000	4,000	13,500	41,000
10 to 11 veers	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	7	98,000	105,000	125,000	130,000	290,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Dormatology	Base salary	117	77,000	85,000	100,000	117,000	143,000
Dermatology	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	Bonus	20	2,250	10,000	25,500	62,500	82,000
10 to 14 veers	Base salary	18	90,000	94,000	112,500	132,000	150,000
10 to 14 years	Bonus	15	1,200	6,500	20,000	29,000	60,000
15 to 10 years	Base salary	18	75,000	100,000	120,000	130,000	206,250
15 to 19 years	Bonus	17	500	3,000	11,000	50,000	130,000
20 or more veers	Base salary	16	70,000	81,500	97,500	110,000	120,000
20 or more years	Bonus	16	1,800	13,250	50,000	77,000	132,000
Coriotrico	Base salary	38	82,000	90,000	100,870	116,000	130,000
Geriatrics	Bonus	21	1,000	3,000	10,000	15,000	38,000
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	5	80,000	82,000	82,000	92,000	115,000
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O vooro	Base salary	8	80,000	90,500	102,000	115,320	150,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 veers	Base salary	6	90,000	95,000	98,000	116,000	122,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	12	85,000	89,850	108,500	125,500	130,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Hospital medicine	Base salary	158	87,470	95,000	105,000	118,000	130,540
nospital medicine	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	Bonus	21	2,000	3,500	8,000	11,800	15,000
10 to 14 voors	Base salary	21	92,387	105,000	110,000	120,000	126,000
10 to 14 years	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
15 to 19 years	Bonus	5	3,000	5,000	10,000	11,000	27,000
20 or more veers	Base salary	24	90,000	104,500	125,000	141,500	157,000
20 or more years	Bonus	13	1,000	1,500	3,500	10,000	12,000
Obstetrics/	Base salary	58	80,000	88,000	92,500	105,000	119,000
gynecology	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
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	12	86,000	87,500	89,500	92,335	93,500
2 to 4 years	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
5 to 9 years	Bonus	6	500	5,000	9,500	10,000	37,000
10 to 14 years	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	6	82,368	90,000	98,500	104,000	125,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	14	87,600	90,000	104,040	117,000	126,000
20 or more years	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

Occupational	Base salary		PERCENTILE (\$)	PERCENTILE (\$)	PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
		69	89,000	97,000	109,700	125,000	143,000
medicine	Bonus	37	800	2,000	7,000	16,000	35,000
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O voors	Base salary	14	89,000	94,500	102,500	112,000	123,500
5 to 9 years	Bonus	9	500	8,000	10,000	16,000	35,000
10 to 11 veers	Base salary	14	105,000	110,000	120,000	129,000	135,000
10 to 14 years	Bonus	8	750	3,250	8,000	14,500	17,000
45 to 40 years	Base salary	13	92,000	100,000	123,000	134,000	152,000
15 to 19 years	Bonus	6	1,200	4,000	16,500	43,000	70,000
00	Base salary	23	86,235	97,000	108,000	125,000	150,000
20 or more years	Bonus	11	1,250	2,000	5,000	14,359	21,000
Dain managamant	Base salary	68	82,000	92,000	102,500	120,000	140,000
Pain management	Bonus	41	2,000	3,000	8,500	15,000	20,000
0 to 1 was	Base salary	5	75,000	85,000	85,000	87,500	100,000
0 to 1 year	Bonus	<5	*	*	*	*	*
245 4 115 575	Base salary	15	80,000	82,000	100,000	107,000	115,000
2 to 4 years	Bonus	9	1,000	3,000	4,800	11,000	30,000
E to Overe	Base salary	15	92,000	95,000	102,000	120,000	150,000
5 to 9 years	Bonus	10	1,550	2,000	6,750	10,000	17,500
40 to 44 vege	Base salary	15	86,500	92,000	95,680	125,000	140,000
10 to 14 years	Bonus	9	500	3,000	12,000	19,000	20,000
15 to 10 years	Base salary	7	70,000	94,245	110,000	150,000	150,000
15 to 19 years	Bonus	7	2,000	3,000	15,000	20,000	60,000
20 or more veers	Base salary	11	93,000	102,000	112,000	125,000	130,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Physical medicine/	Base salary	28	90,000	95,000	108,500	118,000	130,000
rehabilitation	Bonus	14	1,000	1,000	2,600	12,000	45,000
0 to 1 year	Base salary	<5	*	*	*	*	*
o to i year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	5	85,500	95,000	100,000	112,000	113,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	5	93,000	95,000	107,000	115,000	124,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 veers	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	6	90,000	105,000	115,000	130,000	135,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	9	80,000	100,000	105,000	116,000	130,000
20 or more years	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
Psychiatry	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	16	88,596	89,000	95,150	104,000	115,000
2 to 4 years	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
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 veers	Base salary	11	93,000	95,000	106,688	114,000	115,000
10 to 14 years	Bonus	9	750	1,000	2,500	10,000	32,000
15 to 10 years	Base salary	7	85,000	100,000	115,000	120,000	250,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	10	96,500	100,000	109,000	123,000	140,500
20 or more years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Interventional	Base salary	55	94,500	100,000	110,000	122,000	144,200
radiology	Bonus	35	1,000	1,750	5,000	7,000	15,000
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	7	93,600	93,800	102,000	111,300	150,000
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O voors	Base salary	13	97,809	100,000	106,000	118,000	126,000
5 to 9 years	Bonus	7	1,000	1,500	4,000	6,000	12,000
10 to 11 veers	Base salary	12	100,000	108,750	117,000	135,000	144,200
10 to 14 years	Bonus	8	349	1,275	5,000	14,500	30,000
15 to 10 veers	Base salary	10	86,250	100,000	105,500	120,000	143,750
15 to 19 years	Bonus	6	1,000	1,500	2,500	5,000	6,000
20	Base salary	10	100,000	105,000	118,500	128,000	162,500
20 or more years	Bonus	9	1,000	5,000	5,000	6,000	25,000
Liraont coro	Base salary	145	86,632	94,000	106,000	120,000	130,000
Urgent care	Bonus	140	1,000	3,000	5,750	14,000	39,000
O to 1 year	Base salary	19	85,000	88,000	95,000	110,000	125,000
0 to 1 year	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
2 to 4 years	Bonus	31	1,000	3,000	6,000	14,361	20,000
E to O voors	Base salary	27	90,000	92,000	105,000	115,000	130,000
5 to 9 years	Bonus	33	1,000	3,000	5,000	11,000	30,000
10 to 11 veers	Base salary	22	96,000	101,000	109,000	120,000	124,000
10 to 14 years	Bonus	21	3,000	4,000	7,500	14,000	70,000
15 to 10 years	Base salary	9	95,000	120,000	120,000	135,000	166,400
15 to 19 years	Bonus	15	800	3,000	7,000	10,000	25,000
20 or more veers	Base salary	30	89,000	102,000	117,500	125,000	167,500
20 or more years	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 YEARS OF EXPER		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Other	Base salary	170	84,000	91,000	105,000	120,000	136,400
Other	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
0 to 1 year	Bonus	7	1,250	2,000	5,000	10,000	12,000
2 to 4 veers	Base salary	26	85,000	88,000	91,760	100,000	112,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	14	500	850	6,000	8,000	12,000
20 or more veers	Base salary	57	84,800	93,000	112,000	130,000	160,000
20 or more years	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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 YEARS OF EXPERIENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
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

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 SPECIAL STATE	TY AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
B.:	Base salary	1,252	79,000	85,000	95,000	108,160	121,000
Primary care	Bonus	765	1,000	3,000	6,000	15,000	27,500
Alabana	Base salary	9	60,000	85,000	94,000	120,000	160,000
Alabama	Bonus	<5	*	*	*	*	*
Alaska	Base salary	18	81,924	89,000	94,250	124,000	146,000
Alaska	Bonus	11	8,900	10,000	14,600	30,000	30,992
A	Base salary	38	80,000	90,000	100,000	110,000	130,000
Arizona	Bonus	21	2,000	3,000	5,000	10,000	30,000
A.1	Base salary	6	66,500	75,000	90,000	150,000	170,000
Arkansas	Bonus	8	500	500	4,000	12,000	60,000
0.117	Base salary	85	93,000	104,000	115,000	130,000	150,000
California	Bonus	63	800	3,000	6,000	20,000	35,000
0.1	Base salary	66	75,000	80,000	90,000	103,000	118,000
Colorado	Bonus	43	1,200	2,300	6,500	15,600	20,000
	Base salary	20	88,000	93,000	102,000	112,741	132,500
Connecticut	Bonus	11	1,200	2,500	15,000	20,000	22,500
-	Base salary	69	77,000	82,000	90,000	104,000	123,000
Florida	Bonus	37	1,000	2,500	6,500	20,000	28,000
	Base salary	27	77,000	85,000	90,646	108,000	113,000
Georgia	Bonus	15	2,000	2,800	10,000	23,000	30,000
	Base salary	11	85,000	90,000	94,500	105,000	114,000
Idaho	Bonus	5	800	1,000	4,500	5,000	6,000
	Base salary	39	80,000	85,000	94,000	104,000	126,000
Illinois	Bonus	23	2,000	2,900	10,000	20,000	45,000
	Base salary	9	82,000	93,000	97,500	100,000	114,000
Indiana	Bonus	7	500	7,000	11,500	23,000	40,000
	Base salary	18	64,000	77,000	83,670	94,000	110,000
Iowa	Bonus	13	4,000	6,000	18,000	30,000	60,000
12	Base salary	14	80,000	81,000	89,500	108,000	111,600
Kansas	Bonus	7	675	5,000	11,000	25,000	28,000
	Base salary	8	73,000	79,930	89,750	99,500	120,000
Kentucky	Bonus	<5	*	*	*	*	*
Landeterra	Base salary	8	82,000	84,500	91,500	104,500	136,000
Louisiana	Bonus	<5	*	*	*	*	*
	Base salary	14	75,705	80,000	87,500	100,000	103,000
Maine	Bonus	8	500	3,000	6,500	12,000	50,000
	Base salary	24	72,000	80,000	93,500	101,000	118,000
Maryland	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 SPECIALT	TY AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	24	85,000	88,500	95,000	109,000	146,000
Massachusetts	Bonus	17	1,000	5,000	6,000	14,000	21,000
B.41 - 1.1	Base salary	51	80,000	85,000	90,000	96,000	105,800
Michigan	Bonus	29	1,000	2,500	8,000	10,000	25,000
N.4"	Base salary	25	80,600	92,500	99,670	104,000	113,000
Minnesota	Bonus	14	3,000	4,500	8,308	13,500	15,000
Minanusi	Base salary	9	77,500	88,400	90,000	97,500	104,000
Missouri	Bonus	7	900	1,000	4,000	10,000	28,000
Mantana	Base salary	9	83,000	88,000	100,000	111,000	125,000
Montana	Bonus	<5	*	*	*	*	*
Nobraska	Base salary	23	78,000	84,000	90,000	103,000	110,000
Nebraska	Bonus	12	1,000	8,200	20,500	28,500	37,500
Novada	Base salary	6	95,000	96,000	106,700	120,000	145,000
Nevada	Bonus	<5	*	*	*	*	*
New Homenshine	Base salary	9	88,895	93,400	103,000	105,000	117,000
New Hampshire	Bonus	5	2,666	3,000	3,000	4,000	9,200
Now Jaraou	Base salary	11	80,000	88,000	95,000	100,000	105,000
New Jersey	Bonus	8	1,000	3,000	4,000	6,250	30,000
Now Maying	Base salary	15	75,000	84,000	100,000	107,000	110,000
New Mexico	Bonus	9	500	600	3,000	10,000	12,000
Now Vork	Base salary	61	80,000	88,000	97,000	107,000	130,000
New York	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
North Carolina	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
Ohio	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
Okianoma	Bonus	9	500	2,000	3,800	10,000	60,000
Orogon	Base salary	35	85,000	90,000	100,000	112,000	126,400
Oregon	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
rennsylvania	Bonus	27	750	1,500	2,500	5,500	10,000
Dhodo laland	Base salary	6	92,000	100,000	107,000	110,000	148,000
Rhode Island	Bonus	<5	*	*	*	*	*
Courth Corolina	Base salary	18	80,000	85,000	93,435	102,850	130,000
South Carolina	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 SPECIALT STATE	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
South Dakota	Base salary	13	78,000	85,000	93,000	105,000	140,000
South Dakota	Bonus	<5	*	*	*	*	*
Tennessee	Base salary	18	70,500	78,500	85,500	96,000	120,000
Termessee	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
Техаз	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
Otan	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
Virgiriia	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
vvasilingtori	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
vvest viigiilia	Bonus	<5	*	*	*	*	*
Wisconsin	Base salary	36	85,000	88,000	98,500	107,500	120,000
VVISCOLISILI	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	Base salary	621	83,406	91,000	100,000	115,000	128,000
subspecialties	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
Alizolia	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
Camornia	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
Colorado	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
Comicolicat	Bonus	5	500	1,000	4,000	6,400	15,000
District of	Base salary	7	92,500	100,500	120,000	146,000	150,000
Columbia	Bonus	<5	*	*	*	*	*
Florida	Base salary	31	85,000	89,000	96,000	118,000	130,000
Tiorida	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
Ocorgia	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
IIIIIIOIS	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 SPECIALT STATE	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
lowa	Base salary	6	82,000	97,600	120,000	125,000	130,000
IOWa	Bonus	<5	*	*	*	*	*
Kentucky	Base salary	5	80,000	85,000	89,900	97,000	127,000
Rentucky	Bonus	<5	*	*	*	*	*
Louisiana	Base salary	12	82,500	88,000	93,500	96,600	110,000
Louisiaria	Bonus	<5	*	*	*	*	*
Maryland	Base salary	17	67,000	82,000	101,000	112,000	120,000
iviai yiai iu	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
Massachuseus	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
Michigan	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
Minnesota	Bonus	6	2,000	2,400	2,500	4,000	5,000
Minanuri	Base salary	9	78,000	86,500	90,854	98,000	108,000
Missouri	Bonus	<5	*	*	*	*	*
Nahwaaka	Base salary	5	84,000	88,000	103,000	104,000	109,000
Nebraska	Bonus	<5	*	*	*	*	*
Now Jorgov	Base salary	8	90,000	95,500	100,000	113,500	130,000
New Jersey	Bonus	<5	*	*	*	*	*
New Maries	Base salary	5	90,000	95,000	100,000	108,958	110,000
New Mexico	Bonus	<5	*	*	*	*	*
Nov. Vouls	Base salary	50	87,000	92,000	102,500	118,000	150,000
New York	Bonus	23	1,100	2,000	4,720	10,000	29,000
North Couling	Base salary	47	85,000	91,000	100,000	110,000	112,000
North Carolina	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
Ohio	Bonus	5	500	1,500	1,500	3,750	20,000
Oldahama	Base salary	7	92,500	92,500	100,000	115,000	154,000
Oklahoma	Bonus	<5	*	*	*	*	*
Oragon	Base salary	12	94,000	99,500	107,500	118,000	125,000
Oregon	Bonus	6	400	2,500	4,650	12,500	15,000
Dennesdirerie	Base salary	54	75,000	83,000	91,000	100,000	119,800
Pennsylvania	Bonus	23	600	1,500	3,000	10,000	14,000
Courtle Courtline	Base salary	10	85,000	86,000	92,500	105,000	119,500
South Carolina	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 SPECIAL STATE	TY AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	6	77,000	85,000	92,500	103,000	130,000
Tennessee	Bonus	<5	*	*	*	*	*
-	Base salary	43	90,000	98,900	110,000	129,000	140,000
Texas	Bonus	21	1,500	3,500	5,000	7,000	24,000
I II - I	Base salary	8	81,000	99,560	106,500	122,100	130,000
Utah	Bonus	<5	*	*	*	*	*
\ /ii-i-	Base salary	8	84,000	88,500	96,500	103,500	105,000
Virginia	Bonus	<5	*	*	*	*	*
10/	Base salary	16	108,000	113,500	120,000	122,837	153,400
Washington	Bonus	7	3,000	4,000	10,000	12,000	15,000
Missonsin	Base salary	26	80,000	90,000	96,000	100,000	109,400
Wisconsin	Bonus	7	1,000	2,000	4,000	5,500	6,000
Pediatric	Base salary	68	84,000	93,250	103,000	112,500	125,000
subspecialties	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
Colorado	Bonus	<5	*	*	*	*	*
Coorgia	Base salary	6	77,000	92,500	102,320	113,000	132,000
Georgia	Bonus	<5	*	*	*	*	*
Donnovlyania	Base salary	6	96,500	102,000	109,000	120,000	135,000
Pennsylvania	Bonus	<5	*	*	*	*	*
Texas	Base salary	8	90,000	94,250	105,500	121,150	137,000
Texas	Bonus	<5	*	*	*	*	*
Surgical	Base salary	1,537	86,400	95,000	105,560	122,000	142,000
subspecialties	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
Alabama	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
Alaska	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
Alizolia	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
Alkalisas	Bonus	<5	*	*	*	*	*
California	Base salary	77	100,000	103,500	130,000	160,000	177,000
Jamorria	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
Colorado	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

MA IOD CDECIALS	MAJOR SPECIALTY AREA 10TH 25TH 50TH 75TH 90TH									
STATE	TAREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)			
Connecticut	Base salary	40	98,150	105,580	115,000	130,000	159,500			
Connecticut	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			
Delaware	Bonus	<5	*	*	*	*	*			
Florida	Base salary	69	85,000	92,000	105,000	120,000	160,000			
FIORICA	Bonus	34	1,000	2,500	8,000	20,000	75,000			
Coorgia	Base salary	38	80,000	96,000	102,000	110,000	130,000			
Georgia	Bonus	25	3,000	5,000	10,000	20,000	72,000			
11	Base salary	5	114,000	128,500	147,000	150,000	181,200			
Hawaii	Bonus	<5	*	*	*	*	*			
l d a la a	Base salary	10	88,000	97,000	100,205	108,000	115,000			
Idaho	Bonus	6	1,200	5,000	13,700	20,000	30,000			
	Base salary	56	85,000	91,250	104,702	115,000	135,000			
Illinois	Bonus	32	1,000	2,100	4,250	7,575	25,000			
	Base salary	31	90,000	95,000	104,000	122,000	131,040			
Indiana	Bonus	15	1,000	2,000	7,000	10,000	20,000			
	Base salary	11	85,000	95,000	114,382	129,000	150,000			
Iowa	Bonus	6	750	6,000	8,500	15,000	30,000			
	Base salary	9	82,000	95,000	100,000	115,000	124,800			
Kansas	Bonus	5	1,500	10,000	12,000	12,000	18,000			
	Base salary	9	80,000	87,880	105,000	121,000	135,000			
Kentucky	Bonus	5	1,000	2,250	8,000	14,000	80,000			
	Base salary	11	84,000	89,500	95,000	114,000	160,000			
Louisiana	Bonus	<5	*	*	*	*	*			
	Base salary	17	95,000	96,795	110,000	112,500	140,000			
Maine	Bonus	<5	*	*	*	*	*			
	Base salary	36	92,000	100,000	110,000	120.000	135,000			
Maryland	Bonus	15	700	4,000	8,000	10,000	20,000			
	Base salary	39	90,850	100,000	110,000	126,000	150,000			
Massachusetts	Bonus	23	2,000	2,500	5,000	10,000	18,500			
	Base salary	69	90,000	96,545	105,000	119,000	133,000			
Michigan	Bonus	26	1,000	2,000	5,000	6,000	23,400			
	Base salary	51	91,500	95,000	108,000	120,000	133,000			
Minnesota	Bonus	25	1,500	2,200	6,750	9,400	15,000			
	Base salary	5	80,000	95,000	101,000	132,500	155,000			
Mississippi	Bonus	5	1,000	3,000	4,000	11,000	16,000			
	Base salary	25	84,000	90,000	98,000	104,800	124,000			
Missouri	Bonus	14	3,000	4,500	6,875	16,000	45,000			
			3,000	.,000	5,510	. 5,000	10,000			

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

MAJOR SPECIALT STATE	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Montono	Base salary	6	100,250	110,000	131,604	140,000	155,000
Montana	Bonus	<5	*	*	*	*	*
Nebraska	Base salary	22	80,000	89,045	100,500	112,000	116,000
Nebraska	Bonus	15	3,000	5,000	10,000	20,000	26,000
Now Hampahira	Base salary	22	91,000	101,000	110,500	130,000	134,000
New Hampshire	Bonus	8	500	3,600	7,500	12,500	22,000
Now Jorgov	Base salary	34	95,000	100,000	120,000	147,000	170,000
New Jersey	Bonus	16	800	1,250	5,500	10,000	18,000
Now Movies	Base salary	10	87,500	90,000	94,500	101,000	108,070
New Mexico	Bonus	7	4,000	10,000	10,000	20,000	25,000
Now York	Base salary	110	88,900	97,000	109,500	125,000	141,000
New York	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
North Carolina	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
Ohio	Bonus	26	1,500	5,000	5,000	8,000	23,000
Oklahama	Base salary	13	90,000	93,000	96,000	120,000	150,000
Oklahoma	Bonus	12	1,200	3,500	10,000	18,000	45,000
0	Base salary	38	91,000	96,000	108,500	120,000	142,000
Oregon	Bonus	18	1,200	5,000	11,500	20,000	42,000
Denneudvenie	Base salary	98	75,504	88,712	98,000	110,000	129,921
Pennsylvania	Bonus	43	800	1,100	4,500	10,000	15,000
Dhada laland	Base salary	7	100,000	104,000	130,000	135,000	143,000
Rhode Island	Bonus	<5	*	*	*	*	*
0	Base salary	28	80,000	92,500	100,000	113,000	135,000
South Carolina	Bonus	16	500	2,750	6,000	22,000	75,000
0. (6.0)	Base salary	7	78,000	82,000	93,500	115,500	140,000
South Dakota	Bonus	7	700	4,000	4,527	12,000	20,000
T	Base salary	16	82,687	85,500	94,785	103,075	120,000
Tennessee	Bonus	7	3,710	5,000	9,500	20,000	40,000
_	Base salary	87	94,224	100,000	110,500	122,000	144,000
Texas	Bonus	52	1,000	3,500	5,000	12,500	28,000
111.1	Base salary	22	87,000	94,000	127,500	150,000	165,000
Utah	Bonus	5	2,500	6,000	20,000	40,000	65,000
.,	Base salary	7	91,500	104,000	120,000	123,000	149,000
Vermont	Bonus	<5	*	*	*	*	*
\ <i>r</i>	Base salary	48	84,500	89,000	100,500	125,375	140,000
Virginia							

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

MAJOR SPECIAL	TY AREA		10TH	25TH	50TH	75TH	90TH
STATE		N	PERCENTILE (\$)	PERCENTILE (\$)		PERCENTILE (\$)	PERCENTILE (\$)
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
J	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	Base salary	192	91,500	98,700	110,000	125,000	140,000
medicine	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
7 (1120114	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
Camorna	Bonus	34	1,500	5,000	10,000	12,000	40,000
Colorado	Base salary	<5	*	*	*	*	*
Colorado	Bonus	11	1,100	1,583	6,000	10,000	10,000
0	Base salary	5	112,000	115,000	130,000	135,000	155,000
Connecticut	Bonus	8	2,000	5,000	10,000	12,500	16,000
District of	Base salary	7	95,300	98,900	110,000	119,500	265,000
Columbia	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
Florida	Bonus	17	1,500	2,000	10,000	15,000	50,000
	Base salary	<5	*	*	*	*	*
Georgia	Bonus	5	4,000	7,000	12,000	25,000	26,400
	Base salary	5	100,080	103,000	108,000	127,000	135,000
Illinois	Bonus	12	1,500	2,750	5,175	13,500	18,000
	Base salary	<5	*	*	*	*	*
Indiana	Bonus	6	2,000	2,500	7,500	11,000	15,000
	Base salary	<5	*	*	*	*	*
Iowa	Bonus	5	1,000	4,500	7,000	13,000	40,000
	Base salary	5	97,300	100,000	106,000	120,000	125,000
Maine	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
Maryland	Bonus	6	600	6,500	16,469	30,000	45,000
	Base salary	8	94,000	100,500	116,633	136,250	160,000
Massachusetts	Bonus	10	2,500	4,000	5,000	15,000	22,500
	Base salary	6	96,763	110,000	112,425	120,000	123,000
Michigan	Bonus	12	1,500	3,000	10,000	31,000	37,035
	Base salary						
Minnesota		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 SPECIALT STATE	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	5	95,000	104,000	115,000	116,000	186,000
Nebraska	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
New Jersey	Bonus	9	5,000	8,000	12,000	20,000	47,680
NI V/- d-	Base salary	33	85,000	96,000	113,000	124,000	150,000
New York	Bonus	26	2,925	4,000	5,500	10,000	14,000
North Corolina	Base salary	5	93,000	105,000	108,000	136,000	136,000
North Carolina	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
Ohio	Bonus	15	2,000	5,000	8,000	10,000	60,000
Dannauluania	Base salary	10	82,500	104,000	105,000	109,500	119,500
Pennsylvania	Bonus	13	1,500	1,500	2,500	5,000	5,000
Tayes	Base salary	7	80,000	91,415	111,000	115,000	130,000
Texas	Bonus	13	600	6,000	15,000	20,000	24,000
Vincinia	Base salary	<5	*	*	*	*	*
Virginia	Bonus	6	1,500	2,500	7,000	13,376	15,000
Machinaton	Base salary	<5	*	*	*	*	*
Washington	Bonus	5	1,500	8,500	10,000	12,000	25,000
Missonsia	Base salary	6	91,500	91,500	101,750	119,500	130,000
Wisconsin	Bonus	5	2,000	3,000	3,500	6,000	50,000
All other encoialties	Base salary	1,262	85,000	91,500	103,000	117,000	131,000
All other specialties	Bonus	770	1,000	2,500	6,000	15,000	37,753
Alahama	Base salary	7	80,000	84,000	87,500	90,000	116,000
Alabama	Bonus	<5	*	*	*	*	*
Alaska	Base salary	8	86,000	100,000	129,000	137,500	150,500
Alaska	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
Alizolia	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
Alkalisas	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
California	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
Colorado	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
Comedical	Bonus	12	1,000	1,875	2,500	14,000	24,000
District of	Base salary	8	91,000	98,000	103,798	109,500	160,000
Columbia	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 SPECIAL STATE	ΓY AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Florido	Base salary	61	85,000	90,000	102,000	118,000	130,000
Florida	Bonus	35	1,000	3,000	10,000	30,000	50,000
Coordia	Base salary	40	90,000	91,000	102,370	115,500	138,000
Georgia	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
iuario	Bonus	12	1,800	3,500	7,990	31,000	50,000
Illinoio	Base salary	51	84,000	87,500	95,000	110,000	115,000
Illinois	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
Indiana	Bonus	12	500	775	4,500	8,000	10,000
louro	Base salary	13	88,400	103,000	107,000	120,000	126,000
Iowa	Bonus	10	700	1,200	7,500	16,000	52,500
Vanaa	Base salary	10	83,500	90,000	95,138	100,000	110,500
Kansas	Bonus	<5	*	*	*	*	*
Kontuolov	Base salary	7	87,000	101,803	104,000	128,000	168,000
Kentucky	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
Louisiana	Bonus	8	500	500	1,750	3,000	8,000
Maine	Base salary	8	87,000	89,250	96,500	107,250	122,000
ivialitie	Bonus	<5	*	*	*	*	*
Mandand	Base salary	42	90,000	100,000	110,000	123,000	136,800
Maryland	Bonus	31	1,300	2,500	8,000	20,000	45,000
Magaaahuaatta	Base salary	36	85,000	91,000	104,176	120,000	135,200
Massachusetts	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
Michigan	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
wiiririesota	Bonus	27	2,000	3,000	5,200	11,500	30,000
Minanusi	Base salary	8	87,500	100,000	112,294	118,544	160,000
Missouri	Bonus	6	2,000	3,000	9,650	12,000	25,000
Montono	Base salary	13	72,000	80,000	91,166	104,000	125,000
Montana	Bonus	10	500	800	5,100	10,000	32,500
Nobraska	Base salary	5	80,000	98,000	105,000	111,000	135,000
Nebraska	Bonus	<5	*	*	*	*	*
Novada	Base salary	14	85,000	90,000	107,500	120,000	170,000
Nevada	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 SPECIALT	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
	Base salary	10	89,500	92,374	100,000	130,000	145,000
New Hampshire	Bonus	<5	*	*	*	*	*
N. L.	Base salary	20	87,250	97,500	106,000	117,500	122,900
New Jersey	Bonus	11	2,000	5,000	8,000	29,000	30,000
NI. M. S.	Base salary	9	79,000	93,000	100,000	110,000	143,000
New Mexico	Bonus	<5	*	*	*	*	*
Na Vaul	Base salary	104	84,000	90,000	105,000	122,650	135,000
New York	Bonus	48	1,500	3,000	5,000	12,000	40,000
North Couling	Base salary	57	85,000	90,000	100,000	115,000	135,000
North Carolina	Bonus	35	2,000	5,000	8,500	15,000	25,000
North Dolonto	Base salary	<5	*	*	*	*	*
North Dakota	Bonus	<5	*	*	*	*	*
Ob:	Base salary	37	80,000	91,000	97,000	102,000	122,500
Ohio	Bonus	17	500	1,000	5,000	10,000	36,500
Oblahana	Base salary	12	90,000	92,500	95,500	114,000	120,000
Oklahoma	Bonus	11	1,600	5,000	10,000	32,000	65,000
0,,,,,,,	Base salary	19	84,800	103,000	115,000	125,000	135,000
Oregon	Bonus	17	1,100	5,000	8,000	10,000	25,000
Donnovlyania	Base salary	84	77,000	84,000	93,000	103,500	111,000
Pennsylvania	Bonus	43	1,500	3,500	6,000	10,000	24,000
Dhada laland	Base salary	6	92,000	98,000	112,500	124,000	156,000
Rhode Island	Bonus	<5	*	*	*	*	*
South Carolina	Base salary	8	82,000	90,125	103,000	120,750	122,000
South Carolina	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
South Dakota	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
Termessee	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
lexas	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
Otali	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
viigiilia	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
vvasilington	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 SPECIALT STATE	Y AREA	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Most Virginia	Base salary	10	87,501	90,000	94,500	135,000	202,500
West Virginia	Bonus	6	1,500	1,650	6,250	16,000	130,000
Missonsin	Base salary	26	88,000	92,000	99,200	116,480	145,000
Wisconsin	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

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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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
Iowa	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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

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

EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Other healthcare	Base salary	91	90,000	97,000	110,000	120,000	135,000
related corporation	Bonus	66	1,000	1,600	5,500	12,000	30,000
Non-healthcare	Base salary	8	97,500	105,000	124,500	132,000	180,000
related corporation	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
Other	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
Research organization	<5	*	*	*	*	*
Hospice	<5	*	*	*	*	*
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

Hourly wage is the base hourly wage for those respondents who indicated they received an hourly wage.

 $^{^{\}star}$ 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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Alabama							
Hospital (including	Base salary	5	65,000	75,000	79,000	144,000	155,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	14	75,000	85,000	88,750	102,000	116,000
Single specialty group	Bonus	8	1,000	2,500	4,250	12,500	20,000
Alaska							
Physician practice:	Base salary	9	80,000	95,000	100,000	130,000	180,000
Single specialty group	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
Government	Bonus	5	12,000	12,000	15,000	30,000	30,992
Federally Qualified	Base salary	6	89,000	92,500	106,500	124,000	144,000
Health Center	Bonus	<5	*	*	*	*	*
Arizona							
Hospital (including	Base salary	28	98,000	104,000	113,150	128,250	141,000
acad. medical center)	Bonus	9	1,000	4,500	12,000	20,000	68,000
Physician practice:	Base salary	15	92,000	95,000	104,000	115,000	122,400
Multispecialty group	Bonus	11	3,000	3,000	5,000	38,900	40,000
Physician practice:	Base salary	42	80,000	90,000	101,500	120,000	132,000
Single specialty group	Bonus	32	1,000	2,000	6,000	12,500	30,000
Physician practice:	Base salary	11	80,000	82,000	90,000	100,000	105,000
Solo practice	Bonus	7	1,200	2,500	5,000	14,000	30,000
Arkansas							
Hospital (including	Base salary	5	81,600	93,480	105,000	105,000	125,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice: Multispecialty group	Base salary	<5	*	*	*	*	*
	Bonus	6	500	2,500	7,375	14,000	35,000
Physician practice:	Base salary	5	80,000	85,000	100,000	115,000	170,000
Single specialty group	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
California							
Hospital (including	Base salary	34	101,000	117,000	146,000	169,000	204,000
acad. medical center)	Bonus	32	1,000	2,400	6,500	10,000	16,875
Physician practice:	Base salary	46	95,000	110,000	120,000	138,000	156,000
Multispecialty group	Bonus	42	1,200	3,000	8,500	12,000	35,000
Physician practice:	Base salary	64	94,500	100,000	114,000	135,100	168,000
Single specialty group	Bonus	51	1,000	2,400	5,000	16,000	40,000
Physician practice:	Base salary	19	88,000	100,000	118,000	140,000	155,000
Solo practice	Bonus	18	600	1,500	5,000	10,000	20,000
LIMO	Base salary	6	110,000	120,000	171,500	185,000	198,000
НМО	Bonus	15	800	900	2,000	6,000	7,000
Community health	Base salary	7	97,500	99,800	117,000	135,000	150,000
clinic	Bonus	6	400	3,000	3,038	6,000	16,000
0	Base salary	12	89,000	96,885	104,250	125,000	130,526
Government	Bonus	<5	*	*	*	*	*
Federally Qualified	Base salary	32	94,000	104,500	110,500	120,000	127,000
Health Center	Bonus	24	1,200	3,000	10,800	22,500	44,160
0 11 11	Base salary	15	80,000	87,000	106,000	150,000	164,000
College or university	Bonus	<5	*	*	*	*	*
Other healthcare	Base salary	10	109,250	110,000	119,250	135,000	155,000
related corporation	Bonus	7	1,000	3,000	15,000	24,000	45,000
Colorado							
Hospital (including	Base salary	52	86,000	95,000	103,250	115,000	120,000
acad. medical center)	Bonus	23	1,583	2,500	6,000	11,000	25,000
Physician practice:	Base salary	18	80,000	85,000	89,850	104,000	120,000
Multispecialty group	Bonus	18	1,800	2,000	9,000	20,000	28,000
Physician practice:	Base salary	69	75,000	85,000	95,000	105,000	123,000
Single specialty group	Bonus	59	1,000	2,000	5,750	10,000	25,000
Physician practice:	Base salary	12	72,000	81,000	87,500	101,500	120,000
Solo practice	Bonus	5	500	5,000	5,000	15,600	20,000
	Base salary	<5	*	*	*	*	*
НМО	Bonus	6	1,200	1,200	1,500	1,800	2,000
Federally Qualified	Base salary	14	80,000	91,325	107,091	110,000	119,000
Health Center	Bonus	<5	*	*	*	*	*
	Base salary	9	64,000	88,000	97,000	102,000	121,000
College or university	Bonus	<5	*	*	*	*	*

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

STATE EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Connecticut			T EROEITHEE (4)	T EROEITHEE (4)	T EROEITHEE (4)	T EROEITHEE (4)	TEROERTIEE (V)
Hospital (including	Base salary	53	101,000	107,000	115,000	130,000	149,000
acad. medical center)	Bonus	19	500	2,000	2,500	13,000	20,000
Physician practice:	Base salary	12	90,000	93,350	104,500	123,457	145,000
Multispecialty group	Bonus	6	2,000	2,500	10,000	25,000	32,000
Physician practice:	Base salary	21	88,000	98,000	104,000	115,000	140,000
Single specialty group	Bonus	16	1,000	1,625	2,750	9,000	20,000
Physician practice:	Base salary	10	93,000	95,000	105,000	125,000	181,700
Solo practice	Bonus	6	500	2,500	3,250	10,000	15,000
	Base salary	8	97,000	104,500	126,000	149,000	180,000
College or university	Bonus	<5	*	*	*	*	*
Delaware							
Hospital (including	Base salary	11	85,000	90,000	94,000	120,000	120,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	5	72,000	73,000	102,000	120,000	125,000
Single specialty group	Bonus	<5	*	*	*	*	*
District of Columbia							
Hospital (including	Base salary	18	94,000	98,551	104,750	119,500	160,000
acad. medical center)	Bonus	6	650	750	1,350	2,000	5,000
Covernment	Base salary	5	107,595	110,000	110,000	123,000	162,000
Government	Bonus	5	800	1,000	5,000	12,300	25,000
Federally Qualified	Base salary	5	80,000	97,000	99,840	109,498	118,000
Health Center	Bonus	<5	*	*	*	*	*
Florida							
Hospital (including	Base salary	45	89,000	96,000	107,000	120,120	127,000
acad. medical center)	Bonus	19	1,000	2,000	7,000	15,000	31,200
Physician practice:	Base salary	37	80,000	85,000	90,000	107,000	130,000
Multispecialty group	Bonus	22	2,000	7,000	15,500	30,000	55,000
Physician practice:	Base salary	82	80,080	89,000	99,000	120,000	135,000
Single specialty group	Bonus	59	1,000	2,500	6,000	20,000	50,000
Physician practice:	Base salary	24	80,000	85,000	90,000	112,500	130,000
Solo practice	Bonus	14	2,000	3,000	9,000	25,000	45,000
Covernment	Base salary	14	86,400	87,000	97,150	105,000	111,560
Government	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
College of university	Bonus	<5	*	*	*	*	*
Other healthcare	Base salary	8	102,000	109,000	112,000	115,000	136,000
related corporation	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

Hospital (Including acad. medical center) Base salary 33 90,000 98,800 113,000 125,000 125,000 25,000 Physician practice: Base salary 18 71,430 86,000 100,000 115,000 126,000 Multispecialty group Bonus 14 2,500 4,000 8,000 30,000 72,000 Physician practice: Base salary 53 85,000 90,000 95,000 105,000 105,000 105,000 45,000 Physician practice: Base salary 10 80,500 90,000 90,000 104,000 116,000 127,000 Physician practice: Base salary 10 80,500 90,000 104,000 116,000 127,000 Physician practice: Base salary 10 80,500 90,000 104,000 116,000 127,000 Physician practice: Bonus 6 2,000 2,800 8,750 20,000 125,000 125,000 Physician practice: Bonus 5 1,250 1,500 10,001 15,000 18,000 Physician practice: Base salary 6 65,000 83,750 87,000 98,000 113,000 130,000 120,000 130,000 120,000 130,000 120,000 130,	STATE EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Real Redical Center Bonus 17 3,500 10,000 12,000 16,000 25,000	Georgia							
Physician practice: Base salary 18	Hospital (including	Base salary	33	90,000	98,800	113,000	125,000	132,000
Multispecialty group Bonus 14 2,500 4,000 8,000 30,000 72,000 Physician practice: Base salary 53 85,000 90,000 95,000 105,000 110,000 Single specialty group Bonus 38 1,000 3,000 6,777 20,000 45,000 Physician practice: 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 Federally Qualified Base salary 6 65,000 83,750 87,000 98,000 113,000 Hawaii Government Base salary 5 5 5 * <td< td=""><td>acad. medical center)</td><td>Bonus</td><td>17</td><td>3,500</td><td>10,000</td><td>12,000</td><td>16,000</td><td>25,000</td></td<>	acad. medical center)	Bonus	17	3,500	10,000	12,000	16,000	25,000
Physician practice: Single specialty group Sonus 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 Solo practice Base salary 7 77,000 100,000 103,000 112,000 126,700 Solo practice Base salary 7 77,000 100,000 103,000 112,000 126,700 Solo practice Solo practice Base salary 6 65,000 83,750 87,000 98,000 113,000	Physician practice:	Base salary	18	71,430	86,000	100,000	115,000	126,000
Single specialty group Bonus 38 1,000 3,000 6,077 20,000 45,000 Physician practice: Solo practice Base salary 10 80,500 90,000 104,000 116,000 127,000 125,000 1	Multispecialty group	Bonus	14	2,500	4,000	8,000	30,000	72,000
Physician practice: Base salary 10 80,500 90,000 104,000 116,000 127,000 Solo practice Bonus 6 2,000 2,800 8,750 20,000 125,000 126,700 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 Base salary 6 65,000 83,750 87,000 98,000 113,000 Base salary 6 65,000 83,750 87,000 98,000 113,000 Base salary 7 7 7 7 7 7 7 7 7	Physician practice:	Base salary	53	85,000	90,000	95,000	105,000	110,000
Solo practice Bonus 6 2,000 2,800 8,750 20,000 125,000 126,700 100,000 103,000 112,000 126,700 100,000 103,000 112,000 126,700 126	Single specialty group	Bonus	38	1,000	3,000	6,077	20,000	45,000
Base salary 7 77,000 100,000 103,000 112,000 126,700	Physician practice:	Base salary	10	80,500	90,000	104,000	116,000	127,000
Bonus 5	Solo practice	Bonus	6	2,000	2,800	8,750	20,000	125,000
Federally Qualified Base salary 6 65,000 83,750 87,000 98,000 113,000	Covernment	Base salary	7	77,000	100,000	103,000	112,000	126,700
Health Center Bonus <5 *	Government	Bonus	5	1,250	1,500	10,001	15,000	18,000
Base salary Section	Federally Qualified	Base salary	6	65,000	83,750	87,000	98,000	113,000
Base salary Company	Health Center	Bonus	<5	*	*	*	*	*
Bonus 5 5,000 15,000 17,000 26,000 36,000 36,000 Idaho	Hawaii							
Hospital (including acad. medical center) Base salary 8 92,000 97,450 101,905 114,000 120,000	Covernment	Base salary	<5	*	*	*	*	*
Hospital (including acad. medical center) Bonus 5 5,000 5,000 6,000 9,981 10,400	Government	Bonus	5	5,000	15,000	17,000	26,000	36,000
acad. medical center) Bonus 5 5,000 5,000 6,000 9,981 10,400 Physician practice: Base salary 45 *	Idaho							
Physician practice: Base salary <5 * <th< td=""><td>Hospital (including</td><td>Base salary</td><td>8</td><td>92,000</td><td>97,450</td><td>101,905</td><td>114,000</td><td>120,000</td></th<>	Hospital (including	Base salary	8	92,000	97,450	101,905	114,000	120,000
Multispecialty group Bonus 5 1,000 3,000 4,000 17,000 25,000 Physician practice: Single specialty group Base salary 8 86,000 88,680 97,500 106,000 125,000 Single specialty group Bonus <5	acad. medical center)	Bonus	5	5,000	5,000	6,000	9,981	10,400
Physician practice: Base salary 8 86,000 88,680 97,500 106,000 125,000 Single specialty group Bonus <5 * * * * * * * Illinois Hospital (including acad. medical center) Base salary 63 85,000 91,500 100,000 113,000 135,000 Physician practice: Base salary 40 1,927 3,250 5,000 9,000 20,000 Physician practice: Base salary 22 86,500 91,000 102,000 110,000 115,000 Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Physician practice: Base salary 51 83,500 85,000 92,500 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice: Bonus 9 2,000 9,000<	Physician practice:	Base salary	<5	*	*	*	*	*
Single specialty group Bonus <5	Multispecialty group	Bonus	5	1,000	3,000	4,000	17,000	25,000
Hospital (including acad. medical center) Base salary 63 85,000 91,500 100,000 113,000 135,000 135,000 140,000 100,000 113,000 135,000 100,000 100,000 100,000 100,000 100,000 100,000 100,000 115,000 100,000 115,000 100	Physician practice:	Base salary	8	86,000	88,680	97,500	106,000	125,000
Hospital (including acad. medical center) Base salary 63 85,000 91,500 100,000 113,000 135,000 Physician practice: Bonus 40 1,927 3,250 5,000 9,000 20,000 Physician practice: Base salary 22 86,500 91,000 102,000 110,000 115,000 Multispecialty group Bonus 19 1,500 3,800 6,000 20,000 45,000 Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Heal	Single specialty group	Bonus	<5	*	*	*	*	*
acad. medical center) Bonus 40 1,927 3,250 5,000 9,000 20,000 Physician practice: Base salary 22 86,500 91,000 102,000 110,000 115,000 Multispecialty group Bonus 19 1,500 3,800 6,000 20,000 45,000 Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base s	Illinois							
Physician practice: Base salary 22 86,500 91,000 102,000 110,000 115,000 Multispecialty group Bonus 19 1,500 3,800 6,000 20,000 45,000 Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Hospital (including	Base salary	63	85,000	91,500	100,000	113,000	135,000
Multispecialty group Bonus 19 1,500 3,800 6,000 20,000 45,000 Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	acad. medical center)	Bonus	40	1,927	3,250	5,000	9,000	20,000
Physician practice: Base salary 51 80,000 85,000 95,000 107,500 115,000 Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Physician practice:	Base salary	22	86,500	91,000	102,000	110,000	115,000
Single specialty group Bonus 35 1,000 2,000 4,000 10,000 20,000 Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Multispecialty group	Bonus	19	1,500	3,800	6,000	20,000	45,000
Physician practice: Base salary 10 83,500 85,000 92,500 100,000 120,000 Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Physician practice:	Base salary	51	80,000	85,000	95,000	107,500	115,000
Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Single specialty group	Bonus	35	1,000	2,000	4,000	10,000	20,000
Solo practice Bonus 9 2,000 9,000 20,000 70,000 111,000 Federally Qualified Base salary 7 80,000 85,000 90,000 95,000 140,000 Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Physician practice:	Base salary	10	83,500	85,000	92,500	100,000	120,000
Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	•	Bonus	9	2,000	9,000	20,000	70,000	111,000
Health Center Bonus 5 800 2,500 2,600 7,000 60,000 Certified Rural Health Base salary 8 69,000 75,500 90,000 105,000 114,000	Federally Qualified	Base salary	7	80,000	85,000	90,000	95,000	140,000
	·	Bonus	5	800	2,500	2,600	7,000	60,000
Clinic Bonus 7 500 3,000 20,000 36,000 70,000	Certified Rural Health	Base salary	8	69,000	75,500	90,000	105,000	114,000
	Clinic	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 EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Indiana							
Hospital (including	Base salary	21	93,500	95,572	100,000	117,000	130,000
acad. medical center)	Bonus	12	2,000	2,000	6,000	10,750	15,000
Physician practice:	Base salary	13	90,000	95,000	107,100	114,000	122,000
Multispecialty group	Bonus	7	800	1,000	10,000	20,000	40,000
Physician practice:	Base salary	16	80,000	83,000	97,500	107,600	125,000
Single specialty group	Bonus	14	600	2,500	6,000	10,000	15,000
Physician practice:	Base salary	5	75,000	85,000	89,000	90,000	100,000
Solo practice	Bonus	<5	*	*	*	*	*
lowa							
Hospital (including	Base salary	16	97,600	104,500	109,291	120,000	126,000
acad. medical center)	Bonus	9	1,000	8,000	13,000	16,000	60,000
Physician practice:	Base salary	9	64,000	85,000	94,000	107,665	225,000
Multispecialty group	Bonus	8	1,000	8,500	12,000	35,500	60,000
Physician practice:	Base salary	12	75,281	79,500	97,700	129,500	150,000
Single specialty group	Bonus	10	800	4,500	13,500	30,000	52,500
Callaga an university	Base salary	5	82,000	95,000	114,382	125,000	130,000
College or university	Bonus	<5	*	*	*	*	*
Kansas							
Hospital (including	Base salary	6	85,000	95,000	105,500	113,600	115,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	8	81,000	86,000	95,000	115,800	124,800
Single specialty group	Bonus	<5	*	*	*	*	*
Certified Rural Health	Base salary	5	83,000	97,500	102,000	108,000	111,000
Clinic	Bonus	<5	*	*	*	*	*
Kentucky							
Hospital (including	Base salary	11	80,000	85,000	100,000	107,000	110,000
acad. medical center)	Bonus	5	1,000	1,500	2,700	3,000	38,000
Physician practice:	Base salary	5	87,880	104,000	105,000	121,000	135,000
Multispecialty group	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	7	73,000	80,859	95,000	125,000	128,000
Single specialty group	Bonus	5	2,000	2,250	6,000	16,000	80,000
Louisiana							
Hospital (including	Base salary	18	84,000	90,000	94,000	98,000	106,000
acad. medical center)	Bonus	6	1,000	1,400	2,250	8,000	20,000
Physician practice:	Base salary	12	84,000	87,500	95,000	106,000	160,000
Single specialty group	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Maine							
Hospital (including	Base salary	28	85,000	94,250	100,000	115,557	140,000
acad. medical center)	Bonus	5	2,500	4,000	5,000	8,000	10,000
Physician practice:	Base salary	7	79,000	88,000	95,000	112,500	117,500
Single specialty group	Bonus	<5	*	*	*	*	*
Maryland							
Hospital (including	Base salary	46	92,000	100,000	106,625	115,000	129,000
acad. medical center)	Bonus	20	650	1,900	5,000	10,000	14,000
Physician practice:	Base salary	8	72,000	92,035	106,500	118,500	136,800
Multispecialty group	Bonus	5	11,000	13,000	20,000	20,000	45,000
Physician practice:	Base salary	40	80,000	88,750	101,500	120,000	134,750
Single specialty group	Bonus	31	1,000	2,400	7,000	18,000	36,000
Physician practice:	Base salary	10	66,375	77,500	92,500	105,000	122,500
Solo practice	Bonus	6	1,000	1,200	2,000	4,000	6,000
0	Base salary	11	102,000	107,000	119,794	126,000	136,265
Government	Bonus	5	1,200	4,000	6,000	7,000	20,000
Massachusetts							
Hospital (including	Base salary	74	90,850	95,250	107,100	123,000	141,000
acad. medical center)	Bonus	29	1,000	2,000	4,000	6,000	13,400
Physician practice:	Base salary	21	92,000	99,797	105,000	119,000	135,500
Multispecialty group	Bonus	17	2,000	3,000	6,000	10,000	20,000
Physician practice:	Base salary	20	84,000	90,000	100,000	116,050	142,000
Single specialty group	Bonus	19	2,000	3,500	5,000	11,000	25,000
Physician practice:	Base salary	6	70,000	88,000	90,000	95,000	200,000
Solo practice	Bonus	5	5,000	5,000	15,000	20,000	32,000
Michigan							
Hospital (including	Base salary	95	88,000	95,000	104,000	119,000	128,960
acad. medical center)	Bonus	34	2,000	3,000	5,000	10,000	15,000
Physician practice:	Base salary	26	80,000	86,000	96,500	105,000	125,000
Multispecialty group	Bonus	18	1,000	5,000	9,500	25,000	50,000
Physician practice:	Base salary	57	85,000	90,000	105,000	115,000	125,000
Single specialty group	Bonus	42	1,300	3,000	5,000	16,000	37,035
Physician practice:	Base salary	11	75,000	75,000	90,000	100,000	115,000
Solo practice	Bonus	6	1,000	2,000	2,000	3,000	5,000
Certified Rural Health	Base salary	7	79,817	88,900	96,408	115,000	120,000
Clinic	Bonus	5	2,000	10,000	10,000	10,000	26,379
	Base salary	6	84,000	84,000	90,500	93,872	104,000
College or university	Bonus	<5	*	*	*	*	*

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

STATE EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Minnesota							
Hospital (including	Base salary	55	94,000	102,000	112,000	122,000	133,000
acad. medical center)	Bonus	23	2,500	3,000	5,000	13,500	16,000
Physician practice:	Base salary	30	85,500	91,500	100,000	108,000	120,000
Multispecialty group	Bonus	22	2,000	2,200	5,000	14,000	16,000
Physician practice:	Base salary	28	85,000	92,618	99,700	111,000	142,000
Single specialty group	Bonus	19	1,000	2,000	5,000	9,400	26,000
Missouri							
Hospital (including	Base salary	22	84,000	90,000	98,000	107,500	140,000
acad. medical center)	Bonus	10	2,650	4,000	7,250	12,000	48,000
Physician practice:	Base salary	6	78,000	97,760	102,000	105,000	105,000
Multispecialty group	Bonus	5	2,500	6,750	10,000	15,000	25,000
Physician practice:	Base salary	10	87,500	90,000	93,500	102,000	106,000
Single specialty group	Bonus	7	3,000	3,000	10,000	28,000	45,000
Physician practice:	Base salary	6	77,500	85,000	90,750	100,000	124,000
Solo practice	Bonus	<5	*	*	*	*	*
Montana							
Hospital (including	Base salary	12	87,700	91,583	102,001	108,750	140,000
acad. medical center)	Bonus	6	500	2,000	5,500	13,000	15,000
Physician practice:	Base salary	6	80,000	85,000	96,125	125,000	133,208
Multispecialty group	Bonus	6	4,000	5,000	7,000	19,000	24,000
Nebraska							
Hospital (including	Base salary	22	93,600	97,000	104,530	112,000	116,000
acad. medical center)	Bonus	8	1,200	3,200	5,500	15,000	25,000
Physician practice:	Base salary	10	73,500	84,000	100,500	114,000	115,500
Multispecialty group	Bonus	5	4,000	4,800	5,000	17,071	32,000
Physician practice:	Base salary	16	80,000	89,023	100,000	107,500	174,000
Single specialty group	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:	Base salary	11	85,000	90,000	105,000	115,400	150,000
Single specialty group	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
New Hampshire							
Hospital (including	Base salary	23	94,000	96,000	104,000	120,000	133,000
acad. medical center)	Bonus	8	1,200	3,500	4,500	12,500	60,000
Physician practice:	Base salary	9	88,895	93,400	110,000	130,000	150,000
Multispecialty group	Bonus	5	1,000	2,666	3,500	4,000	22,000
Physician practice:	Base salary	10	90,000	90,000	98,250	111,000	139,000
Single specialty group	Bonus	5	500	3,000	3,200	10,000	32,000
New Jersey							
Hospital (including	Base salary	19	97,600	108,000	130,000	147,000	150,000
acad. medical center)	Bonus	11	2,000	4,500	6,000	10,000	12,000
Physician practice:	Base salary	12	92,000	97,500	100,000	121,000	135,000
Multispecialty group	Bonus	9	1,000	3,000	7,500	10,000	50,000
Physician practice:	Base salary	30	80,000	90,000	100,000	112,320	136,250
Single specialty group	Bonus	21	1,000	2,000	5,000	20,800	40,000
New Mexico							
Hospital (including	Base salary	12	84,000	91,500	104,500	109,479	115,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	6	90,000	95,000	100,000	100,000	110,000
Single specialty group	Bonus	<5	*	*	*	*	*
0	Base salary	5	93,000	95,000	105,000	123,545	143,000
Government	Bonus	<5	*	*	*	*	*
New York							
Hospital (including	Base salary	189	87,550	95,000	106,000	121,000	142,000
acad. medical center)	Bonus	65	2,000	3,000	6,000	10,000	21,500
Physician practice:	Base salary	47	80,000	90,000	103,000	131,000	150,000
Multispecialty group	Bonus	28	1,600	4,550	6,000	17,500	34,824
Physician practice:	Base salary	63	84,000	90,000	100,500	120,750	130,000
Single specialty group	Bonus	56	1,000	2,750	5,000	10,000	20,000
Physician practice:	Base salary	20	84,500	87,000	98,600	107,500	132,500
Solo practice	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
Government	Bonus	<5	*	*	*	*	*
Federally Qualified	Base salary	5	78,000	84,000	100,000	106,000	110,000
Health Center	Bonus	<5	*	*	*	*	*
College or university	Base salary	14	88,600	100,000	104,000	115,000	150,000
College or university	Bonus	<5	*	*	*	*	*
Other healthcare	Base salary	5	80,000	90,000	123,300	135,000	135,000
related corporation	Bonus	<5	*	*	*	*	*

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

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

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

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

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

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

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

STATE EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Texas							
Hospital (including	Base salary	88	93,500	100,500	111,500	126,000	140,000
acad. medical center)	Bonus	44	700	2,000	5,000	10,000	15,000
Physician practice:	Base salary	41	86,320	100,000	110,500	120,000	130,500
Multispecialty group	Bonus	26	1,000	5,000	6,000	12,000	25,000
Physician practice:	Base salary	78	89,000	95,000	105,000	124,992	136,000
Single specialty group	Bonus	50	1,000	2,500	6,000	15,000	36,000
Physician practice:	Base salary	34	85,000	90,000	95,000	109,000	120,000
Solo practice	Bonus	19	1,000	5,000	15,000	25,000	57,000
Community health	Base salary	6	78,000	89,000	100,000	109,702	114,090
clinic	Bonus	<5	*	*	*	*	*
0	Base salary	21	75,000	84,000	103,547	115,000	128,000
Government	Bonus	16	1,000	2,750	10,500	17,500	23,861
Federally Qualified	Base salary	9	50,000	92,000	105,000	112,000	156,000
Health Center	Bonus	5	800	900	3,000	5,000	13,000
Certified Rural Health	Base salary	6	78,000	118,000	125,500	150,000	195,000
Clinic	Bonus	<5	*	*	*	*	*
O !! : '!	Base salary	14	89,000	99,800	108,750	117,300	133,000
College or university	Bonus	<5	*	*	*	*	*
Other healthcare	Base salary	10	90,000	91,000	106,500	110,000	131,550
related corporation	Bonus	7	1,250	1,600	2,000	8,000	50,000
•	Base salary	5	98,817	100,000	120,000	171,000	180,000
Other	Bonus	<5	*	*	*	*	*
Utah							
Hospital (including	Base salary	16	86,061	91,560	114,000	143,000	150,000
acad. medical center)	Bonus	<5	*	*	*	*	*
Physician practice:	Base salary	14	75,000	81,000	99,500	118,000	150,000
Multispecialty group	Bonus	8	956	2,000	10,000	27,500	57,500
Physician practice:	Base salary	21	85,000	92,000	96,000	115,000	130,000
Single specialty group	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	Base salary	11	91,500	96,000	110,000	122,000	123,000
acad. medical center)	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 EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Virginia							
Hospital (including	Base salary	23	87,000	90,000	101,000	114,400	140,000
acad. medical center)	Bonus	16	1,300	2,650	6,000	14,188	92,730
Physician practice:	Base salary	31	75,000	85,000	100,100	112,000	125,000
Multispecialty group	Bonus	23	2,000	3,000	7,000	15,700	38,000
Physician practice:	Base salary	39	84,000	92,000	104,000	110,000	130,000
Single specialty group	Bonus	29	1,500	3,000	10,000	20,000	28,000
Physician practice:	Base salary	8	80,000	84,250	92,125	95,500	107,000
Solo practice	Bonus	7	2,000	3,000	5,500	25,000	50,000
Covernment	Base salary	8	69,816	92,000	112,300	129,000	180,000
Government	Bonus	<5	*	*	*	*	*
Callaga or university	Base salary	5	86,500	98,000	112,000	130,000	190,000
College or university	Bonus	<5	*	*	*	*	*
Washington							
Hospital (including	Base salary	49	100,000	110,000	120,000	130,000	150,000
acad. medical center)	Bonus	30	2,250	5,000	10,650	20,000	38,280
Physician practice:	Base salary	27	97,000	105,000	120,000	130,000	156,400
Multispecialty group	Bonus	20	1,800	4,250	9,500	17,500	41,000
Physician practice:	Base salary	15	85,500	98,500	112,000	120,000	156,000
Single specialty group	Bonus	17	1,000	3,000	6,000	10,000	25,000
LIMO	Base salary	6	91,000	92,000	102,500	108,000	126,000
НМО	Bonus	5	3,000	3,500	3,500	5,000	10,000
0	Base salary	10	100,500	105,000	110,500	115,000	126,000
Government	Bonus	<5	*	*	*	*	*
Federally Qualified	Base salary	10	89,000	92,000	96,000	100,000	103,000
Health Center	Bonus	<5	*	*	*	*	*
0.11	Base salary	5	78,000	90,000	120,000	122,500	129,600
College or university	Bonus	<5	*	*	*	*	*
Other healthcare	Base salary	5	115,000	115,000	115,000	120,000	153,400
related corporation	Bonus	5	1,000	4,000	5,000	7,000	10,000
West Virginia							
Hospital (including	Base salary	9	85,275	93,500	105,000	128,000	160,000
acad. medical center)	Bonus	9	1,000	4,000	5,000	15,000	35,000
Physician practice:	Base salary	8	85,000	89,664	99,750	122,500	250,000
Single specialty group	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 EMPLOYER TYPE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Wisconsin							
Hospital (including	Base salary	55	88,000	92,000	102,000	119,000	132,000
acad. medical center)	Bonus	20	1,750	2,250	5,000	6,250	17,500
Physician practice:	Base salary	36	88,000	95,500	103,250	119,000	135,000
Multispecialty group	Bonus	15	1,100	3,000	10,000	30,000	45,000
Physician practice:	Base salary	21	86,700	90,000	95,000	100,000	120,000
Single specialty group	Bonus	19	1,000	2,500	5,500	15,000	40,000
Callaga an university	Base salary	7	89,000	92,000	95,600	98,000	101,000
College or university	Bonus	<5	*	*	*	*	*
Base sala	Base salary	5,137	83,000	90,000	102,000	117,000	134,000
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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 YEARS OF EXPERIE	ENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Hospital (including	Base salary	1,431	87,000	95,000	105,000	120,000	137,000
acad. medical center)	Bonus	637	1,000	2,600	5,000	11,500	20,000
01:4	Base salary	194	83,000	87,000	92,000	99,521	110,240
0 to 1 year	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
2 to 4 years	Bonus	128	1,000	2,300	5,000	11,500	20,000
E to O vooro	Base salary	313	91,166	98,000	105,000	114,421	125,000
5 to 9 years	Bonus	147	1,000	2,600	5,000	11,000	19,000
10 to 14 voors	Base salary	214	92,500	101,000	111,000	123,000	139,381
10 to 14 years	Bonus	106	1,000	2,900	5,000	10,000	20,000
15 to 10 veers	Base salary	163	98,000	105,000	119,000	133,000	158,000
15 to 19 years	Bonus	79	2,000	4,000	7,000	11,500	25,000
20 or more veers	Base salary	244	93,000	108,080	121,405	137,500	160,000
20 or more years	Bonus	95	1,000	2,000	5,000	15,000	22,619
Physician practice:	Base salary	594	80,000	91,000	102,000	120,000	135,000
Multispecialty group	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
o to i year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
10 to 19 years	Bonus	58	1,000	2,500	5,500	20,700	40,000
20 or more vegre	Base salary	131	85,000	100,000	116,000	130,000	150,000
20 or more years	Bonus	93	1,000	2,500	5,600	11,000	38,000

 $\hbox{ Table 19 cont. } \hbox{ Base Salary and Bonus From Primary Employer by Employer } \hbox{ Type and Years of Experience}$

EMPLOYER TYPE YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Physician practice:	Base salary	1,104	80,000	88,000	100,000	112,500	130,000
Single specialty group	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
0 to 1 year	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
2 to 4 years	Bonus	190	1,000	2,000	5,000	11,000	25,000
E to O voors	Base salary	232	80,000	89,023	97,500	107,750	123,000
5 to 9 years	Bonus	195	1,000	2,500	7,000	15,000	30,000
10 to 14 veers	Base salary	183	84,000	93,000	105,040	120,000	140,000
10 to 14 years	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
15 to 19 years	Bonus	124	1,300	4,000	10,000	20,000	50,000
20 or more veers	Base salary	206	77,000	93,000	107,000	124,000	140,000
20 or more years	Bonus	162	1,250	3,000	5,000	15,000	30,000
Physician practice:	Base salary	266	75,000	85,000	93,000	110,000	125,000
Solo practice	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
0 to 1 year	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
2 to 4 years	Bonus	42	650	2,000	5,000	14,000	40,000
E to O voors	Base salary	69	75,000	85,000	96,000	110,000	125,000
5 to 9 years	Bonus	55	1,200	2,500	6,000	17,200	37,000
10 to 14 voors	Base salary	35	74,328	90,000	100,000	116,000	130,000
10 to 14 years	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
10 to 19 years	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
20 of more years	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 YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
НМО	Base salary	29	78,000	100,000	110,000	120,640	181,200
TIIVIO	Bonus	34	900	1,500	3,750	9,000	10,000
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	7	75,000	78,000	113,300	120,640	128,500
5 to 9 years	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
10 to 14 years	Bonus	9	900	1,200	3,500	4,000	12,000
15 to 19 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	6	100,000	110,000	118,240	181,200	185,000
20 or more years	Bonus	10	850	1,200	1,900	5,000	7,500
Community health	Base salary	52	77,000	85,000	95,000	107,351	114,090
clinic	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
o to i year	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
2 to 4 years	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
5 to 9 years	Bonus	7	3,000	3,600	6,000	16,000	30,000
10 to 14 voors	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	8	70,000	91,250	104,000	110,851	150,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	7	70,000	78,000	90,000	110,000	114,090
20 or more years	Bonus	<5	*	*	*	*	*

 $\hbox{ Table 19 cont. } \hbox{ Base Salary and Bonus From Primary Employer by Employer } \hbox{ Type and Years of Experience}$

EMPLOYER TYPE YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Covernment	Base salary	180	80,000	90,893	104,000	115,000	129,961
Government	Bonus	97	800	1,500	10,001	18,000	25,000
O to 1 year	Base salary	8	77,019	82,000	85,000	106,544	17,088
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	22	69,816	77,000	88,298	95,000	100,000
2 to 4 years	Bonus	11	4,000	11,000	11,000	12,000	12,000
E to O years	Base salary	28	78,000	86,000	97,000	104,500	110,000
5 to 9 years	Bonus	19	800	12,000	18,500	25,000	31,000
10 to 14 veers	Base salary	27	80,000	86,500	105,000	112,000	123,000
10 to 14 years	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
15 to 19 years	Bonus	16	700	1,250	5,500	21,931	30,000
20 or more veers	Base salary	66	87,351	99,300	108,000	124,000	132,000
20 or more years	Bonus	33	750	1,000	3,200	12,000	23,000
Federally Qualified	Base salary	159	83,000	90,000	102,500	112,000	120,000
Health Center	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
0 to 1 year	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
2 to 4 years	Bonus	18	600	2,000	3,400	10,000	20,000
E to O years	Base salary	38	78,000	91,000	102,250	110,000	119,000
5 to 9 years	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
10 to 14 years	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
10 to 19 years	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
20 of filore years	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 YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Certified Rural Health	Base salary	85	79,817	86,000	95,347	108,000	120,000
Clinic	Bonus	53	1,000	2,750	8,000	20,356	30,000
O to 1 year	Base salary	9	60,000	85,000	88,900	90,000	96,408
0 to 1 year	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
2 to 4 years	Bonus	12	1,000	2,000	6,750	10,000	14,000
E to O years	Base salary	14	80,000	85,000	91,000	108,000	110,000
5 to 9 years	Bonus	9	650	2,000	5,000	20,000	26,379
10 to 11 veers	Base salary	8	39,000	95,250	102,500	109,000	145,000
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 10 years	Base salary	11	94,000	95,000	103,000	114,000	120,000
15 to 19 years	Bonus	8	5,000	5,922	9,725	25,178	36,000
20	Base salary	23	80,000	90,000	100,000	120,000	128,000
20 or more years	Bonus	14	2,500	5,000	20,000	25,000	33,000
Callaga ar university	Base salary	191	83,000	90,000	103,200	124,000	148,000
College or university	Bonus	30	500	2,000	8,750	12,000	22,500
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	9	83,225	87,500	90,000	91,520	99,225
2 to 4 years	Bonus	<5	*	*	*	*	*
E to O years	Base salary	28	85,000	90,500	97,500	105,000	120,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	42	83,000	89,011	104,500	120,000	131,000
10 to 14 years	Bonus	9	350	2,500	9,000	14,000	60,461
15 to 10 years	Base salary	25	80,000	95,000	104,000	130,000	150,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more years	Base salary	83	80,000	93,000	112,500	132,000	164,000
20 or more years	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 YEARS OF EXPERIE	ENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Other healthcare	Base salary	77	83,200	94,000	110,000	120,000	135,000
related corporation	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
o to i year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	11	4,000	5,000	15,000	24,000	43,000
20 or more veers	Base salary	11	88,000	100,000	112,000	120,000	123,300
20 or more years	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
Other	Bonus	20	1,300	5,000	14,800	44,000	79,000
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	<5	*	*	*	*	*
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	5	82,000	84,000	87,000	110,000	115,000
5 to 9 years	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
10 to 14 years	Bonus	<5	*	*	*	*	*
45 to 40 years	Base salary	<5	*	*	*	*	*
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	15	84,000	95,000	120,000	130,000	157,000
20 or more years	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Physician office/clinic	Base salary	2,379	80,000	88,000	98,900	112,000	130,000
T Trysician onice/clinic	Bonus	1,523	1,000	2,666	6,000	15,000	32,000
Hospital: Outpatient	Base salary	334	86,000	93,500	105,000	115,000	130,000
unit	Bonus	125	800	2,000	5,000	11,500	25,000
Hospital: Inpatient unit	Base salary	535	86,700	93,000	104,000	117,000	130,540
not ICU/CCU)	Bonus	206	1,000	2,000	5,000	10,000	15,000
Hospital: Emergency	Base salary	186	90,000	97,500	109,250	124,000	140,000
department	Bonus	277	1,500	3,000	8,000	15,000	25,000
Hospital: Operating	Base salary	379	89,800	98,000	110,000	130,000	152,000
room	Bonus	197	1,000	2,500	6,000	10,400	22,000
Hospital: Intensive	Base salary	144	90,000	98,000	110,000	125,000	150,000
care/critical care unit	Bonus	60	1,000	2,300	5,000	15,000	25,000
Hospital: Other unit	Base salary	161	93,000	100,000	109,640	122,000	145,000
not specified	Bonus	73	1,000	2,000	5,000	10,000	20,000
Hospital: Critical	Base salary	60	90,500	100,000	111,000	132,000	155,000
access	Bonus	33	1,500	3,889	6,885	12,000	25,000
Urgant care center	Base salary	177	86,000	92,000	102,000	115,000	125,000
Urgent care center	Bonus	168	1,000	2,200	5,000	11,500	36,000
Ambulatory surgical	Base salary	24	84,000	87,000	98,500	105,750	115,000
center	Bonus	16	900	1,600	3,100	10,650	72,000
Other freestanding	Base salary	117	84,000	90,000	100,000	113,000	130,000
outpatient facility	Bonus	61	1,500	3,200	7,000	12,000	30,000
School/college/	Base salary	139	82,000	90,000	103,000	125,000	148,000
university	Bonus	24	500	1,250	4,500	10,000	15,000
Industrial facility/work	Base salary	21	96,000	103,000	108,000	123,300	140,000
site	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
Correctional facility	Bonus	7	500	1,250	15,000	16,000	23,000
Dobabilitation facility	Base salary	24	85,000	89,400	96,250	111,044	135,262
Rehabilitation facility	Bonus	10	983	2,000	12,500	20,000	37,500
Extended care facility/	Base salary	23	64,500	85,000	95,000	115,000	117,088
nursing home	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Patient home	Base salary	16	78,589	90,000	100,000	107,000	120,000
ratient nome	Bonus	10	875	3,000	5,000	10,000	17,500
Convenient care	Base salary	13	93,000	97,900	109,000	113,500	121,000
(including retail clinics)	Bonus	15	1,000	2,068	5,000	8,000	46,000
Othor	Base salary	110	86,700	95,000	106,469	129,000	149,000
Other	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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	10TH PERCENTILE (\$)	25TH	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
Other freestanding outpatient facility	28	37.00	50.99	56.50	63.25	70.00
School/college/university	<5	*	*	*	*	*
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	<5	*	*	*	*	*
Patient home	<5	*	*	*	*	*
Mobile health unit	<5	*	*	*	*	*
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

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 WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Alabama							
Physician office/	Base salary	14	65,000	80,000	87,500	103,000	116,000
clinic	Bonus	8	2,500	2,500	6,200	17,000	60,000
Hospital: Operating	Base salary	6	75,000	77,000	96,500	125,000	144,000
room	Bonus	<5	*	*	*	*	*
Alaska							
Physician office/	Base salary	19	80,000	89,000	96,000	124,000	150,000
clinic	Bonus	15	2,500	8,000	10,000	25,000	50,000
Arizona							
Physician office/	Base salary	70	81,000	90,000	100,000	115,000	125,000
clinic	Bonus	40	1,000	2,000	5,000	17,000	30,000
Hospital: Outpatient	Base salary	5	99,486	103,000	105,000	111,000	126,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	9	98,000	104,000	109,000	120,000	200,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Operating	Base salary	10	88,000	110,000	114,500	126,500	137,500
room	Bonus	8	3,000	3,250	5,400	13,000	50,000
Umant core contor	Base salary	5	96,500	97,291	101,000	105,000	107,000
Urgent care center	Bonus	9	1,000	7,000	10,000	14,000	25,000
Arkansas							
Physician office/	Base salary	11	70,000	72,000	90,000	120,000	150,000
clinic	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 WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
California							
Physician office/	Base salary	138	95,000	103,500	115,000	130,000	150,000
clinic	Bonus	110	800	2,000	6,000	16,000	40,000
Hospital: Outpatient	Base salary	15	89,000	110,000	139,360	180,000	230,000
unit	Bonus	8	500	2,000	7,000	20,500	40,000
Hospital: Inpatient	Base salary	12	115,000	119,475	139,000	156,500	167,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	31	1,500	3,700	10,000	12,000	33,000
Hospital: Operating	Base salary	21	124,000	130,526	156,000	177,000	198,000
room	Bonus	15	650	1,000	5,000	10,000	32,000
Umant som sonton	Base salary	11	91,520	98,800	112,400	122,000	123,500
Urgent care center	Bonus	10	1,400	2,400	8,250	45,000	70,000
Other freestanding	Base salary	13	97,770	99,800	110,000	135,000	152,000
outpatient facility	Bonus	7	1,000	3,000	5,000	14,359	20,000
School/college/	Base salary	12	80,000	84,250	100,500	140,000	164,000
university	Bonus	<5	*	*	*	*	*
Other	Base salary	5	96,000	105,000	132,567	144,000	300,000
Other	Bonus	<5	*	*	*	*	*

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

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

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

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

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

STATE WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Georgia							
Physician office/	Base salary	67	79,000	89,000	95,000	108,000	130,000
clinic	Bonus	43	2,500	4,000	10,000	30,000	50,000
Hospital: Outpatient	Base salary	6	96,000	100,000	110,850	121,000	126,700
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	8	89,600	89,800	92,000	105,500	130,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Operating	Base salary	12	90,000	94,250	102,500	108,591	115,000
room	Bonus	9	1,000	5,000	7,000	10,000	30,000
Hospital: Intensive	Base salary	8	103,500	119,750	130,000	141,000	190,000
care/critical care unit	Bonus	8	2,000	6,750	12,000	15,750	18,000
Hospital: Other unit	Base salary	10	100,750	109,640	115,000	117,500	124,000
not specified	Bonus	5	2,000	4,000	5,000	6,000	13,000
Harris Commence Commen	Base salary	6	90,000	91,000	104,500	120,000	156,000
Urgent care center	Bonus	7	1,000	1,500	3,000	40,000	85,000
Hawaii							
Physician office/	Base salary	6	80,000	85,000	102,000	128,500	147,000
clinic	Bonus	<5	*	*	*	*	*
Idaho							
Physician office/	Base salary	20	85,000	93,250	100,000	104,000	115,000
clinic	Bonus	10	2,500	5,000	6,000	30,000	43,500
Illinois							
Physician office/	Base salary	94	80,000	86,000	95,908	108,000	116,438
clinic	Bonus	65	1,000	3,000	6,000	20,000	50,000
Hospital: Outpatient	Base salary	15	85,000	87,500	96,000	102,000	121,000
unit	Bonus	7	1,000	2,500	5,000	16,300	20,000
Hospital: Inpatient	Base salary	23	85,000	90,000	97,000	114,000	135,000
unit (not ICU/CCU)	Bonus	8	2,000	2,100	4,350	4,925	7,000
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	10	1,450	3,500	6,175	15,000	19,000
Hospital: Operating	Base salary	17	85,000	87,000	105,000	108,000	120,000
room	Bonus	13	1,000	2,000	4,000	6,020	8,650
University and the second of	Base salary	5	94,000	100,000	105,000	110,000	135,000
Urgent care center	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 WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Indiana							
Physician office/	Base salary	25	80,000	91,520	97,000	108,000	118,000
clinic	Bonus	15	500	4,000	10,000	20,000	37,000
Hospital: Inpatient	Base salary	10	86,376	92,000	100,000	110,000	118,500
unit (not ICU/CCU)	Bonus	6	1,000	2,000	7,500	11,500	15,000
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	7	2,000	2,500	10,000	11,000	15,000
Hospital: Operating	Base salary	10	90,000	90,000	100,000	110,000	123,566
room	Bonus	<5	*	*	*	*	*
lowa							
Physician office/	Base salary	27	70,000	80,000	93,500	110,000	130,000
clinic	Bonus	22	1,120	4,500	15,000	30,000	60,000
Hospital: Outpatient	Base salary	6	95,000	97,600	111,482	114,382	115,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	5	1,000	4,500	7,000	13,000	40,000
Hospital: Operating	Base salary	5	85,000	97,600	105,000	120,000	225,000
room	Bonus	<5	*	*	*	*	*
Kansas							
Physician office/	Base salary	16	81,000	87,156	94,000	109,500	113,600
clinic	Bonus	7	675	1,500	11,000	20,000	20,000
Hospital: Critical	Base salary	<5	*	*	*	*	*
access	Bonus	5	500	6,000	12,000	25,000	28,000
Kentucky							
Physician office/	Base salary	16	80,000	85,500	96,000	120,000	135,000
clinic	Bonus	11	2,000	2,000	6,000	14,000	20,000
Louisiana							
Physician office/	Base salary	20	81,000	85,000	90,000	98,750	125,500
clinic	Bonus	11	500	500	800	5,500	10,000
Hospital: Outpatient	Base salary	6	84,000	90,000	91,000	98,000	114,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	<5	*	*	*	*	*
unit (not ICU/CCU)	Bonus	5	1,500	2,000	2,500	8,000	9,000
Hospital: Intensive	Base salary	6	90,000	93,000	95,100	97,000	110,000
care/critical care unit	Bonus	<5	*	*	*	*	*

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

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

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

STATE WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Massachusetts							
Physician office/	Base salary	41	85,000	91,000	102,000	118,000	135,500
clinic	Bonus	33	2,000	5,000	8,000	15,000	25,000
Hospital: Outpatient	Base salary	21	89,000	93,000	100,000	112,000	120,000
unit	Bonus	5	1,000	2,000	5,000	5,000	10,000
Hospital: Inpatient	Base salary	28	88,900	92,000	105,000	120,000	135,200
unit (not ICU/CCU)	Bonus	11	825	1,000	2,000	5,000	6,000
Hospital: Emergency	Base salary	8	94,000	100,500	116,633	136,250	160,000
department	Bonus	10	2,500	4,000	5,000	15,000	22,500
Hospital: Operating	Base salary	7	94,000	100,000	110,000	132,000	216,000
room	Bonus	<5	*	*	*	*	*
Hospital: Intensive	Base salary	5	95,000	110,000	120,000	121,680	154,000
care/critical care unit	Bonus	<5	*	*	*	*	*
Hospital: Other unit	Base salary	5	82,500	90,000	119,000	123,000	150,000
not specified	Bonus	<5	*	*	*	*	*
Other freestanding	Base salary	5	95,000	95,000	99,797	121,680	154,000
outpatient facility	Bonus	<5	*	*	*	*	*
Michigan							
Physician office/	Base salary	107	80,000	87,000	97,000	106,000	117,000
clinic	Bonus	59	1,000	2,500	7,000	10,000	30,000
Hospital: Outpatient	Base salary	10	86,500	91,000	107,500	117,000	125,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	41	90,000	95,000	104,000	112,000	125,000
unit (not ICU/CCU)	Bonus	15	2,000	3,000	5,000	7,000	12,000
Hospital: Emergency	Base salary	6	90,000	96,763	111,000	112,850	120,000
department	Bonus	11	1,500	2,500	10,000	26,000	37,035
Hospital: Operating	Base salary	11	85,000	104,000	133,000	151,000	164,350
room	Bonus	5	1,000	2,000	5,000	20,000	23,400
Hospital: Intensive	Base salary	8	98,000	110,000	123,000	153,250	169,490
care/critical care unit	Bonus	<5	*	*	*	*	*
Hospital: Other unit	Base salary	10	89,590	97,000	102,000	110,000	125,000
not specified	Bonus	5	2,000	4,500	4,500	10,000	12,000
Unwant agency of	Base salary	9	88,900	108,000	117,000	120,000	124,000
Urgent care center	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Minnesota							
Physician office/	Base salary	60	86,500	93,500	104,000	111,000	120,000
clinic	Bonus	34	1,500	2,500	5,000	10,000	15,000
Hospital: Inpatient	Base salary	24	97,600	103,750	110,000	120,507	123,000
unit (not ICU/CCU)	Bonus	10	2,500	4,500	4,900	6,000	10,000
Hospital: Emergency	Base salary	9	85,000	105,000	132,000	144,000	201,000
department	Bonus	6	5,000	5,000	15,500	20,000	60,300
Hospital: Operating	Base salary	14	91,500	100,400	114,500	122,218	149,000
room	Bonus	7	2,000	6,750	7,000	10,000	11,500
Umant core contor	Base salary	5	86,000	86,000	97,856	104,000	105,000
Urgent care center	Bonus	6	1,500	2,000	3,000	10,000	17,000
Othor	Base salary	5	92,735	113,300	118,000	130,000	154,000
Other	Bonus	<5	*	*	*	*	*
Mississippi							
Physician office/	Base salary	7	90,000	90,000	96,000	101,000	132,500
clinic	Bonus	<5	*	*	*	*	*
Missouri							
Physician office/	Base salary	29	85,000	88,400	95,000	100,000	120,000
clinic	Bonus	22	2,000	3,000	7,125	15,000	25,000
Montana							
Physician office/	Base salary	17	80,000	85,000	100,000	111,000	133,208
clinic	Bonus	10	2,600	5,000	6,500	15,000	34,500
Hannat same samtan	Base salary	6	72,000	85,000	98,083	125,000	125,000
Urgent care center	Bonus	<5	*	*	*	*	*
Nebraska							
Physician office/	Base salary	38	78,000	84,000	94,300	105,000	115,000
clinic	Bonus	23	1,000	5,000	10,000	21,205	26,000
Hospital: Outpatient	Base salary	5	67,000	98,000	104,000	109,000	111,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Emergency	Base salary	6	85,000	95,000	109,500	116,000	186,000
department	Bonus	<5	*	*	*	*	*
Nevada							
Physician office/	Base salary	15	85,000	90,000	98,000	120,000	170,000
clinic	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
New Hampshire							
Physician office/	Base salary	26	90,000	92,374	103,500	117,000	138,000
clinic	Bonus	14	1,000	2,666	3,600	10,000	22,000
Hospital: Inpatient	Base salary	9	95,000	100,000	102,700	130,000	150,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
New Jersey							
Physician office/	Base salary	32	80,000	90,000	99,000	114,500	150,000
clinic	Bonus	19	1,000	4,000	6,500	18,000	40,000
Hospital: Inpatient	Base salary	7	93,000	97,600	100,000	145,000	150,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	9	5,000	8,000	12,000	20,000	47,680
Hospital: Operating	Base salary	11	100,000	100,000	120,000	147,000	150,000
room	Bonus	<5	*	*	*	*	*
New Mexico							
Physician office/	Base salary	20	76,950	88,000	95,500	100,000	104,500
clinic	Bonus	12	500	1,800	7,250	11,000	20,000
New York							
Physician office/	Base salary	129	84,000	90,000	100,000	110,000	140,000
clinic	Bonus	90	1,000	3,000	5,650	15,000	30,000
Hospital: Outpatient	Base salary	29	87,500	96,000	104,000	117,000	123,000
unit	Bonus	13	2,000	5,000	7,000	10,300	31,000
Hospital: Inpatient	Base salary	55	88,000	95,000	105,000	121,000	142,000
unit (not ICU/CCU)	Bonus	9	500	1,100	3,000	8,000	8,000
Hospital: Emergency	Base salary	30	83,000	93,000	113,240	124,000	153,500
department	Bonus	22	3,000	4,000	5,500	10,000	10,500
Hospital: Operating	Base salary	30	91,400	100,000	117,500	128,000	154,000
room	Bonus	10	875	2,000	5,000	10,000	18,000
Hospital: Intensive	Base salary	10	98,000	106,000	113,500	131,000	150,000
care/critical care unit	Bonus	<5	*	*	*	*	*
Hospital: Other unit	Base salary	24	98,000	110,000	119,000	147,500	162,500
not specified	Bonus	9	1,500	3,000	5,000	6,000	10,000
Urgant agra sants	Base salary	15	85,000	92,500	105,000	130,000	135,000
Urgent care center	Bonus	14	2,500	3,000	4,000	10,000	12,000
School/college/	Base salary	12	83,400	90,800	104,000	113,500	115,000
university	Bonus	<5	*	*	*	*	*
Othor	Base salary	8	72,000	85,000	100,500	119,500	140,000
Other	Bonus	<5	*	*	*	*	*

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

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

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

STATE WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Ohio			75.000	00.000	00.005	400.000	440.000
Physician office/	Base salary	55	75,000	80,000	90,005	100,000	110,000
clinic	Bonus	30	625	3,000	5,100	12,000	53,000
Hospital: Outpatient	Base salary	11	84,000	85,000	95,680	114,000	122,500
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	12	83,200	87,428	94,450	103,000	110,000
unit (not ICU/CCU)	Bonus	5	1,250	1,500	5,000	10,000	10,000
Hospital: Emergency	Base salary	8	87,360	93,500	98,000	109,250	125,000
department	Bonus	14	5,000	5,000	9,000	10,000	60,000
Hospital: Operating	Base salary	21	89,046	96,000	104,000	117,000	135,000
room	Bonus	8	2,500	3,750	5,000	6,000	10,000
Hospital: Other unit	Base salary	5	91,000	97,809	100,000	100,000	103,000
not specified	Bonus	<5	*	*	*	*	*
I I (Base salary	7	91,000	95,000	99,000	105,000	129,000
Urgent care center	Bonus	<5	*	*	*	*	*
School/college/	Base salary	5	95,000	98,000	108,000	132,000	169,000
university	Bonus	<5	*	*	*	*	*
Oklahoma							
Physician office/	Base salary	31	84,200	90,000	98,000	116,000	130,000
clinic	Bonus	21	1,500	3,000	10,000	24,000	60,000
Hospital: Inpatient	Base salary	6	90,000	92,500	96,000	100,000	115,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
Urgent care center	Bonus	5	1,600	8,000	10,000	14,361	15,000
Oregon							
Physician office/	Base salary	63	85,000	95,000	104,000	115,000	130,000
clinic	Bonus	50	1,100	4,000	6,000	12,000	20,500
Hospital: Inpatient	Base salary	7	92,438	95,700	110,000	115,000	120,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Operating	Base salary	12	94,000	103,500	108,500	133,000	142,000
room	Bonus	<5	*	*	*	*	*
	Base salary	<5	*	*	*	*	*
Urgent care center	Bonus	6	1,000	1,100	5,750	19,000	25,000
		0	1,000	1,100	0,100	10,000	_0,000

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

STATE WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Pennsylvania							
Physician office/	Base salary	143	74,880	80,000	89,500	99,000	110,000
clinic	Bonus	77	700	2,000	5,000	10,000	24,000
Hospital: Outpatient	Base salary	23	81,000	87,500	100,000	109,408	129,921
unit	Bonus	5	900	1,500	1,500	5,000	9,000
Hospital: Inpatient	Base salary	47	80,000	85,000	93,000	105,000	114,421
unit (not ICU/CCU)	Bonus	18	1,000	2,000	4,000	8,000	11,800
Hospital: Emergency	Base salary	9	80,000	104,000	104,000	109,500	125,000
department	Bonus	12	1,500	1,500	2,250	4,000	5,000
Hospital: Operating	Base salary	23	82,000	93,400	98,000	110,000	164,000
room	Bonus	10	775	2,000	4,750	10,000	11,000
Hospital: Intensive	Base salary	15	96,500	100,000	104,000	123,000	135,000
care/critical care unit	Bonus	<5	*	*	*	*	*
Hospital: Other unit	Base salary	7	82,000	100,000	107,000	107,500	160,000
not specified	Bonus	5	1,500	1,500	5,850	10,000	14,000
Hospital: Critical	Base salary	5	83,000	90,000	100,000	140,000	148,900
access	Bonus	<5	*	*	*	*	*
	Base salary	12	80,640	86,180	92,500	109,000	111,000
Urgent care center	Bonus	6	1,100	3,500	4,000	4,800	6,000
School/college/	Base salary	12	80,000	85,500	99,500	122,500	131,000
university	Bonus	<5	*	*	*	*	*
Rhode Island							
Physician office/	Base salary	7	92,000	98,000	105,000	110,000	156,000
clinic	Bonus	<5	*	*	*	*	*
South Carolina							
Physician office/	Base salary	29	80,000	85,000	93,870	107,000	125,000
clinic	Bonus	21	500	3,000	4,000	10,000	40,000
Hospital: Outpatient	Base salary	5	83,000	86,000	93,000	110,000	141,550
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	10	90,575	96,000	98,500	116,000	122,500
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
South Dakota							
Physician office/	Base salary	20	78,000	83,500	93,750	114,500	145,000
clinic	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Tennessee							
Physician office/	Base salary	32	73,000	81,375	86,000	95,500	105,000
clinic	Bonus	21	2,000	2,000	5,000	10,000	25,000
Hospital: Inpatient	Base salary	6	80,000	85,000	106,352	120,000	125,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Hospital: Operating	Base salary	5	90,000	95,000	102,000	107,000	120,000
room	Bonus	<5	*	*	*	*	*
Texas							
Physician office/	Base salary	172	87,000	95,000	105,000	120,000	135,300
clinic	Bonus	104	1,000	2,000	5,500	14,000	41,000
Hospital: Outpatient	Base salary	24	90,000	99,000	113,500	126,500	131,000
unit	Bonus	10	1,150	2,700	4,500	5,000	21,500
Hospital: Inpatient	Base salary	24	95,000	104,500	111,000	120,000	130,000
unit (not ICU/CCU)	Bonus	10	2,000	3,000	4,000	7,000	20,000
Hospital: Emergency	Base salary	9	80,000	88,596	103,547	111,000	130,000
department	Bonus	15	600	1,200	7,200	20,000	24,000
Hospital: Operating	Base salary	21	95,000	100,000	105,000	122,000	146,000
room	Bonus	11	1,000	1,000	1,500	13,000	22,000
Hospital: Intensive	Base salary	8	90,000	101,500	107,500	122,500	145,000
care/critical care unit	Bonus	<5	*	*	*	*	*
Hospital: Critical	Base salary	5	120,000	132,000	150,000	160,000	195,000
access	Bonus	<5	*	*	*	*	*
Liverant core contor	Base salary	11	86,320	91,000	108,000	125,000	130,000
Urgent care center	Bonus	7	500	2,000	3,000	11,000	35,000
Other freestanding	Base salary	8	67,080	86,500	98,500	119,500	150,000
outpatient facility	Bonus	5	5,000	7,000	10,000	15,000	30,116
School/college/	Base salary	14	89,000	91,415	107,500	117,300	128,000
university	Bonus	5	1,500	2,500	4,000	7,500	23,861
Othor	Base salary	7	90,000	106,688	123,000	133,000	180,000
Other	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Utah							
Physician office/	Base salary	42	75,000	85,000	94,500	105,000	130,000
clinic	Bonus	25	956	2,000	7,000	20,000	32,000
Hospital: Outpatient	Base salary	7	82,000	95,119	108,000	112,000	129,200
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	6	86,061	86,700	104,000	146,000	176,000
unit (not ICU/CCU)	Bonus	<5	*	*	*	*	*
Other freestanding	Base salary	6	84,000	92,000	98,495	105,000	117,000
outpatient facility	Bonus	<5	*	*	*	*	*
Vermont							
Physician office/	Base salary	5	77,000	91,500	97,760	120,000	122,000
clinic	Bonus	<5	*	*	*	*	*
Virginia							
Physician office/	Base salary	62	78,000	87,000	98,618	107,000	125,750
clinic	Bonus	46	2,500	4,000	10,000	20,000	38,000
Hospital: Outpatient	Base salary	8	85,000	99,000	100,000	117,500	130,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	15	85,000	89,000	100,000	111,000	140,000
unit (not ICU/CCU)	Bonus	10	1,300	3,500	8,500	12,000	86,500
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	7	1,000	1,500	4,000	13,376	15,000
Hospital: Operating	Base salary	5	101,000	120,000	130,000	130,000	152,000
room	Bonus	<5	*	*	*	*	*
Hospital: Other unit	Base salary	5	91.750	106,000	112.429	113,000	142,000
not specified	Bonus	<5	*	*	*	*	*
•	Base salary	6	80,000	90,270	96,800	104,000	114,400
Urgent care center	Bonus	<5	*	*	*	*	*
School/college/	Base salary	6	86,500	87,500	121,000	135,000	190,000
university	Bonus	<5	*	*	*	*	*
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Table 22 cont. Base Salary and Bonus From Primary Employer by State and Work Setting

STATE WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Washington							
Physician office/	Base salary	72	88,000	97,000	110,000	125,000	145,000
clinic	Bonus	52	1,600	3,750	7,750	14,050	38,000
Hospital: Outpatient	Base salary	9	98,500	104,955	110,000	120,000	157,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	16	100,000	110,000	119,000	120,337	130,000
unit (not ICU/CCU)	Bonus	10	1,250	4,000	10,050	15,000	20,000
Hospital: Emergency	Base salary	<5	*	*	*	*	*
department	Bonus	5	1,500	8,500	10,000	12,000	25,000
Hospital: Operating	Base salary	7	100,000	101,000	123,000	131,000	150,000
room	Bonus	<5	*	*	*	*	*
Hospital: Intensive	Base salary	5	116,000	120,000	165,000	165,360	185,475
care/critical care unit	Bonus	<5	*	*	*	*	*
Urgant care center	Base salary	5	70,000	72,000	110,000	120,000	140,000
Urgent care center	Bonus	8	5,000	5,000	7,500	20,000	75,000
West Virginia							
Physician office/	Base salary	15	80,000	85,000	99,990	110,000	135,000
clinic	Bonus	10	750	1,300	6,000	20,000	82,500
Wisconsin							
Physician office/	Base salary	66	83,000	90,000	98,000	111,000	120,000
clinic	Bonus	35	1,000	4,000	7,500	20,356	36,000
Hospital: Outpatient	Base salary	12	88,000	89,542	96,450	116,500	119,000
unit	Bonus	<5	*	*	*	*	*
Hospital: Inpatient	Base salary	16	83,000	91,900	96,500	104,000	113,681
unit (not ICU/CCU)	Bonus	5	600	1,500	2,000	3,500	5,500
Hospital: Emergency	Base salary	8	91,500	94,500	107,500	122,250	130,000
department	Bonus	5	2,000	3,000	3,500	6,000	50,000
Hospital: Operating	Base salary	16	103,500	110,000	128,000	138,000	167,000
room	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 WORK SETTING		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Wyoming							
Physician office/	Base salary	13	75,000	93,750	104,000	125,000	132,000
clinic	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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 EXPERIE	NCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Diamaiaia a affica /aliaia	Base salary	2,089	78,000	87,000	99,000	112,000	129,000
Physician office/clinic	Bonus	1,364	1,000	2,500	6,000	15,000	32,000
O to 4 year	Base salary	238	78,000	83,000	90,000	96,408	105,000
0 to 1 year	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
2 to 4 years	Bonus	281	1,000	2,000	5,000	12,000	30,000
E to O voore	Base salary	487	78,000	89,000	98,000	109,200	121,200
5 to 9 years	Bonus	322	1,000	2,800	7,250	15,000	30,538
10 to 14 veers	Base salary	303	80,000	91,000	104,000	117,000	131,040
10 to 14 years	Bonus	206	1,000	2,000	5,750	20,000	32,000
15 to 10 veers	Base salary	263	80,000	95,000	108,000	124,800	140,545
15 to 19 years	Bonus	192	1,200	4,000	7,500	20,000	45,000
20	Base salary	377	80,000	94,000	110,000	123,000	145,000
20 or more years	Bonus	246	1,000	3,000	6,000	18,000	42,000
Hospital: Outpatient	Base salary	293	85,000	93,000	105,000	115,000	130,000
unit	Bonus	111	800	2,000	5,000	11,500	21,500
O to 1 year	Base salary	23	75,000	85,300	87,500	90,000	104,955
0 to 1 year	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
2 to 4 years	Bonus	12	1,000	2,000	7,900	16,000	20,000
E to O voors	Base salary	53	85,000	93,500	101,000	111,000	120,000
5 to 9 years	Bonus	22	800	2,000	9,000	21,500	25,000
10 to 14 veers	Base salary	48	80,000	96,602	108,979	117,500	139,360
10 to 14 years	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
10 to 18 years	Bonus	22	1,000	2,400	6,000	10,000	17,071
20 or more veers	Base salary	77	92,000	105,000	114,000	127,000	135,200
20 or more years	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 YEARS OF EXPERIE	WORK SETTING YEARS OF EXPERIENCE		10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Hospital: Inpatient unit	Base salary	460	86,248	93,600	104,000	118,000	131,707
(not ICU/CCU)	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	13	1,100	5,000	7,000	10,000	15,000
20 or more veers	Base salary	68	92,000	109,000	125,000	139,000	150,000
20 or more years	Bonus	21	1,200	1,500	2,000	9,000	20,000
Hospital: Emergency	Base salary	179	88,000	96,000	108,000	121,000	140,000
department	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
13 to 13 years	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
20 or more years	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 YEARS OF EXPERI	ENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Hospital: Operating	Base salary	310	89,423	98,000	110,000	130,000	152,752
room	Bonus	163	1,000	2,500	6,000	11,000	24,000
O to 1 year	Base salary	47	85,000	89,046	92,000	100,000	114,000
0 to 1 year	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
2 to 4 years	Bonus	26	1,000	2,500	6,000	10,400	20,000
E to O voore	Base salary	66	93,000	100,000	107,341	118,000	131,000
5 to 9 years	Bonus	39	1,000	3,000	5,000	9,850	15,000
10 to 14 veers	Base salary	59	98,500	106,000	120,000	135,000	153,504
10 to 14 years	Bonus	30	950	1,500	7,000	11,500	22,000
15 to 10 years	Base salary	41	110,000	121,000	132,000	150,000	170,000
15 to 19 years	Bonus	26	2,000	5,000	7,250	30,000	60,000
20	Base salary	45	95,000	120,000	130,000	154,000	181,200
20 or more years	Bonus	21	800	1,500	3,500	10,000	20,000
Hospital: Intensive	Base salary	129	90,000	97,000	110,000	125,000	150,000
care/critical care unit	Bonus	48	900	2,000	4,750	14,500	25,000
O to 1 year	Base salary	24	56,000	90,000	94,800	99,000	107,500
0 to 1 year	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
2 to 4 years	Bonus	11	2,200	2,400	4,000	19,000	20,000
E to O voore	Base salary	26	97,000	101,000	105,000	117,500	125,000
5 to 9 years	Bonus	9	750	1,000	8,000	16,000	40,560
10 to 14 veers	Base salary	18	90,000	110,000	118,000	130,000	178,900
10 to 14 years	Bonus	8	2,000	3,750	5,750	8,750	25,000
15 to 10 years	Base salary	12	116,000	124,000	140,000	163,680	170,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veges	Base salary	19	98,000	117,000	130,000	150,000	169,490
20 or more years	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 YEARS OF EXPERIENCE		N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Hospital: Other unit	Base salary	139	91,750	100,000	110,000	123,545	145,000
not specified	Bonus	63	1,000	2,000	5,000	8,000	20,000
0 to 4 year	Base salary	7	77,019	83,500	94,410	98,000	110,000
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 veers	Base salary	21	84,770	90,000	97,000	106,000	120,000
2 to 4 years	Bonus	7	600	2,000	3,000	7,000	15,000
E to O voore	Base salary	31	97,000	100,000	106,000	113,500	122,500
5 to 9 years	Bonus	15	1,000	1,500	5,000	12,000	25,000
10 to 14 veers	Base salary	20	93,000	100,000	110,500	125,000	137,500
10 to 14 years	Bonus	10	1,250	2,000	7,500	20,000	29,000
15 to 10 veers	Base salary	24	105,000	108,570	113,715	124,000	145,000
15 to 19 years	Bonus	8	1,000	1,500	2,750	6,500	10,000
20	Base salary	36	100,000	105,500	122,773	140,000	160,000
20 or more years	Bonus	20	1,250	3,000	5,000	6,000	11,250
Hospital: Critical	Base salary	48	90,000	101,000	115,000	132,000	155,000
access	Bonus	29	500	2,500	6,000	12,000	25,000
O to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	6	90,000	91,000	100,000	103,000	113,846
2 to 4 years	Bonus	6	500	500	5,943	12,000	20,000
E to O vooro	Base salary	9	83,000	92,500	108,000	120,000	132,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 veers	Base salary	<5	*	*	*	*	*
10 to 14 years	Bonus	<5	*	*	*	*	*
15 to 19 years	Base salary	6	110,000	140,000	140,500	158,000	160,000
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	19	102,000	115,000	127,000	145,000	157,000
20 or more years	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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Urgant care contar	Base salary	147	85,000	91,000	104,000	118,000	129,000
Urgent care center	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
0 to 1 year	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
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
15 to 19 years	Bonus	13	2,500	4,000	8,000	10,000	25,000
20 or more veers	Base salary	29	72,000	100,000	111,000	123,000	131,000
20 or more years	Bonus	32	600	1,900	4,500	10,000	38,000
Other freestanding	Base salary	97	85,000	91,000	101,920	114,000	134,000
outpatient facility	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
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	14	89,000	92,000	94,500	100,000	110,000
2 to 4 years	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
5 to 9 years	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
10 to 14 years	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
10 to 19 years	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
20 of filole years	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 YEARS OF EXPERIE	ENCE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
School/college/	Base salary	128	80,000	89,000	103,500	129,000	150,000
university	Bonus	20	500	1,250	4,500	10,000	19,431
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	6	79,000	83,225	85,750	87,500	89,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	14	84,000	89,000	91,500	97,000	105,000
5 to 9 years	Bonus	<5	*	*	*	*	*
10 to 14 years	Base salary	33	89,000	92,387	107,000	121,500	133,322
10 to 14 years	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
15 to 19 years	Bonus	<5	*	*	*	*	*
20 or more veers	Base salary	57	72,000	95,000	120,000	142,000	168,000
20 or more years	Bonus	8	500	750	7,500	12,500	40,000
Other	Base salary	111	85,000	93,600	105,000	126,000	140,000
Other	Bonus	59	1,000	2,600	10,000	17,000	37,500
0 to 1 year	Base salary	<5	*	*	*	*	*
0 to 1 year	Bonus	<5	*	*	*	*	*
2 to 4 years	Base salary	12	82,000	88,200	95,073	104,500	118,000
2 to 4 years	Bonus	<5	*	*	*	*	*
5 to 9 years	Base salary	23	90,000	92,735	100,000	113,300	121,000
5 to 9 years	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
10 to 14 years	Bonus	11	10,000	10,000	14,000	17,000	20,000
15 to 10 years	Base salary	13	85,000	90,586	112,000	133,000	165,000
15 to 19 years	Bonus	6	800	1,500	5,000	15,000	24,000
20 or more vegra	Base salary	44	84,000	95,500	111,000	130,500	160,000
20 or more years	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
NATIONAL TOTAL	Bonus	3,042	1,000	2,500	6,000	14,000	30,000

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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Voo	Base salary	41	94,000	110,000	120,000	140,400	175,000
165	Yes		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
No	Bonus	2,093	1,000	2,500	6,000	14,000	29,000

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

		DID NOT TAKE CALL	TOOK SOME CALL	TOOK SOME CALL, DO NOT KNOW HOURS	ALWAYS ON CALL
STATE	N		PERCENT OF RE	SPONDENTS (%)	
Alabama	26	65.4	15.4	7.7	11.5
Alaska	36	50.0	25.0	8.3	16.7
Arizona	127	59.8	29.1	10.2	0.8
Arkansas	20	75.0	15.0	10.0	0.0
California	368	73.9	16.0	7.1	3.0
Colorado	197	56.9	30.5	9.1	3.6
Connecticut	108	65.7	25.9	5.6	2.8
District of Columbia	35	80.0	14.3	0.0	5.7
Delaware	23	73.9	13.0	8.7	4.3
Florida	237	56.1	26.6	13.9	3.4
Georgia	121	65.3	16.5	13.2	5.0
Hawaii	14	50.0	35.7	14.3	0.0
Idaho	43	69.8	27.9	2.3	0.0
Illinois	192	71.4	18.2	8.3	2.1
Indiana	71	66.2	22.5	5.6	5.6
Iowa	59	62.7	22.0	6.8	8.5
Kansas	41	53.7	22.0	19.5	4.9
Kentucky	36	66.7	27.8	2.8	2.8
Louisiana	40	72.5	20.0	5.0	2.5
Maine	39	56.4	35.9	5.1	2.6
Maryland	142	69.7	19.0	9.2	2.1
Massachusetts	135	72.6	15.6	6.7	5.2
Michigan	218	67.4	25.2	5.5	1.8
Minnesota	136	77.2	15.4	5.9	1.5
Mississippi	15	53.3	20.0	13.3	13.3
Missouri	55	58.2	25.5	9.1	7.3
Montana	35	62.9	20.0	8.6	8.6
Nebraska	61	45.9	32.8	13.1	8.2
Nevada	29	55.2	31.0	10.3	3.4
New Hampshire	42	78.6	11.9	9.5	0.0
New Jersey	74	63.5	24.3	2.7	9.5
New Mexico	52	65.4	21.2	7.7	5.8
New York	376	74.7	17.0	6.6	1.6
North Carolina	257	60.7	26.5	11.7	1.2
North Dakota	16	56.3	31.3	6.3	6.3
Ohio	149	67.1	22.8	6.7	3.4

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

		DID NOT TAKE CALL	TOOK SOME CALL	TOOK SOME CALL, DO NOT KNOW HOURS	ALWAYS ON CALL
STATE	N		PERCENT OF RE	SPONDENTS (%)	
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

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

STATE 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 MODE OF COMPENSATION	N	PERCENT OF RESPONDENTS (%)
Hawaii		
I was not given additional pay for taking call; it is part of my annual compensation package	5	71.4
Total	7	100.0
Idaho		
I was not given additional pay for taking call; it is part of my annual compensation package	5	45.5
Total	11	100.0
Illinois		
I was not given additional pay for taking call; it is part of my annual compensation package	34	69.4
I was paid daily	8	16.3
Total	49	100.0
Indiana		
I was not given additional pay for taking call; it is part of my annual compensation package	13	56.5
Total	23	100.0
Iowa		
I was not given additional pay for taking call; it is part of my annual compensation package	14	70.0
Total	20	100.0
Kansas		
I was not given additional pay for taking call; it is part of my annual compensation package	13	72.2
Total	18	100.0
Kentucky		
I was not given additional pay for taking call; it is part of my annual compensation package	5	50.0
Total	10	100.0
Louisiana		
I was not given additional pay for taking call; it is part of my annual compensation package	6	54.5
Total	11	100.0
Maine		
I was not given additional pay for taking call; it is part of my annual compensation package	8	50.0
Total	16	100.0
Maryland		
I was not given additional pay for taking call; it is part of my annual compensation package	24	64.9
I was paid hourly	8	21.6
Total	37	100.0
Massachusetts		
I was not given additional pay for taking call; it is part of my annual compensation package	13	39.4
I was paid daily	7	21.2
I was paid hourly	10	30.3
Total	33	100.0

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

STATE 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

I was not given additional pay for taking call; it is part of my annual compensation package 61 64.2 1 was paid daily 13 13.7 1 was paid daily 14 14.7 7.7 1 was paid hourly 14 14.7 7.7 1 was paid hourly 14 14.7 7.7 1 was paid hourly 15 10.0 1.0	STATE MODE OF COMPENSATION	N	PERCENT OF RESPONDENTS (%)
I was paid daily	North Carolina		
I was compensated through benefits or time off	I was not given additional pay for taking call; it is part of my annual compensation package	61	64.2
North Dakota	I was paid daily	13	13.7
Total 95 100.0 North Dakota I was paid hourly 5 7 100.0 Ohio I was not given additional pay for taking call; it is part of my annual compensation package 1 was paid daily 1 23.9 I was not given additional pay for taking call; it is part of my annual compensation package 2 8 60.9 I was paid hourly 1 1 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 1 3 100.0 Oregon I was not given additional pay for taking call; it is part of my annual compensation package 1 2 30.0 I was paid daily 1 2 30.0 Total 40 100.0 Ponnsylvania I was not given additional pay for taking call; it is part of my annual compensation package 5 8 59.8 I was paid daily 1 1 11.3 I was paid hourly 2 2 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 97 100.0 South Carolina 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 Dakota I was not given additional pay for taking call; it is part of my annual compensation package 5 71.4 Total 30 100.0 South Dakota I was not given additional pay for taking call; it is part of my annual compensation package 5 6 50.0 Total 30 100.0 Fennessee I was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 30 100.0	I was compensated through benefits or time off	7	7.4
North Dakota I was paid hourly 5 7 110.0 Ohio I was not given additional pay for taking call; it is part of my annual compensation package 28 60.9 I was paid hourly 5 10.9 I was paid hourly 11 23.9 I was paid hourly 11 23.9 I was paid hourly 11 23.9 I was not given additional pay for taking call; it is part of my annual compensation package 9 69.2 Total 9 69.2 Total 10 8 66.0 I was not given additional pay for taking call; it is part of my annual compensation package 12 30.0 I was paid daily 12 30.0 I was paid daily 12 30.0 Total 40 100.0 Pennsylvania 1 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 not given additional pay for taking call; it is part of my annual compensation package 58 59.8 I was paid hourly 22 22.7 Total 97 100.0 Rhode Island 1 I was not given additional pay for taking call; it is part of my annual compensation package 5 71.4 Total 97 100.0 South Carolina 1 was not given additional pay for taking call; it is part of my annual compensation package 5 71.4 Total 7 100.0 South Dakota 1 I was not given additional pay for taking call; it is part of my annual compensation package 2 73.3 I was paid hourly 5 16.7 Total 30 100.0 South Dakota 1 I was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 30 100.0	I was paid hourly	14	14.7
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 8 60.9 I was paid daily 11 23.9 Total 46 100.0 Oklahoma 1 was not given additional pay for taking call; it is part of my annual compensation package 9 69.2 Total 9 69.2 Total 10 10 10 10 10 10 10 10 10 10 10 10 10	Total	95	100.0
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 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 40 100.0 Pennsylvania 1 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 not given additional pay for taking call; it is part of my annual compensation package 58 59.8 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 97 100.0 South Carolina I was not given additional pay for taking call; it is part of my annual compensation package 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 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 30 100.0	North Dakota		
I was not given additional pay for taking call; it is part of my annual compensation package 28 60.9 1 was paid daily 5 10.9 1	I was paid hourly	5	71.4
I was not given additional pay for taking call; it is part of my annual compensation package I was paid daily I was paid hourly I1 23.9 Total 46 100.0 Oklahoma I was not given additional pay for taking call; it is part of my annual compensation package Total 13 100.0 Oregon I was not given additional pay for taking call; it is part of my annual compensation package 46 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 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 57 71.4 Total 97 100.0 South Carolina I was not given additional pay for taking call; it is part of my annual compensation package 5 71.4 Total 5 7 100.0 South Dakota I was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 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 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 10 10 10 10 10 10 10 10 10 10 10 10 10	Total	7	100.0
I was paid daily I was paid hourly I was paid hourly I was paid hourly I total Oklahoma I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was paid daily I was paid hourly I was paid hourly I was paid hourly I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package	Ohio		
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Total 46 100.0 Oklahoma I was not given additional pay for taking call; it is part of my annual compensation package 75 13 100.0 Oregon I was not given additional pay for taking call; it is part of my annual compensation package 86 65.0 I was paid daily 12 30.0 Total 40 100.0 Pennsylvania 11 11.3 I was not given additional pay for taking call; it is part of my annual compensation package 88 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 97 100.0 South Carolina 1 was not given additional pay for taking call; it is part of my annual compensation package 5 73.3 I was paid hourly 5 16.7 Total 97 100.0 South Dakota 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 12 100.0 Tennessee 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 12 100.0	I was paid daily	5	10.9
I was not given additional pay for taking call; it is part of my annual compensation package 9 69.2 Total	I was paid hourly	11	23.9
I was not given additional pay for taking call; it is part of my annual compensation package Total 13 100.0 Oregon I was not given additional pay for taking call; it is part of my annual compensation package I was paid daily Total 40 100.0 Pennsylvania I was not given additional pay for taking call; it is part of my annual compensation package I was paid daily I was paid daily I was paid daily I was paid hourly 22 22.7 Total I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package Total I was not given additional pay for taking call; it is part of my annual compensation package Total I was paid hourly Total 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 I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package	Total	46	100.0
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 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 1 was paid hourly 5 16.7 Total 30 100.0 South Carolina 1 was paid hourly 5 16.7 Total 30 100.0 South Dakota 1 was not given additional pay for taking call; it is part of my annual compensation package 5 6 50.0 Total 30 100.0 Total 10 10 10 10 10 10 10 10 10 10 10 10 10	Oklahoma		
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	9	69.2
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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 1 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 1 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 1 was not given additional pay for taking call; it is part of my annual compensation package 6 50.0 Total 1	I was paid daily	12	30.0
I was not given additional pay for taking call; it is part of my annual compensation package I was paid daily I was paid hourly 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 Total I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly Total South Dakota I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package	Total	40	100.0
I was paid daily I was paid hourly I was paid hourly I was paid hourly I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly I was paid hourly I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package	Pennsylvania		
I was paid hourly 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 I was not given additional pay for taking call; it is part of my annual compensation package 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	I was not given additional pay for taking call; it is part of my annual compensation package	58	59.8
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	I was paid daily	11	11.3
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	I was paid hourly	22	22.7
I was not given additional pay for taking call; it is part of my annual compensation package Total Total 7 100.0 South Carolina I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly Total South Dakota I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package Total Tennessee I was not given additional pay for taking call; it is part of my annual compensation package 13 76.5	Total	97	100.0
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	Rhode Island		
I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly I was paid hourly I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package I was not given additional pay for taking call; it is part of my annual compensation package	I was not given additional pay for taking call; it is part of my annual compensation package	5	71.4
I was not given additional pay for taking call; it is part of my annual compensation package I was paid hourly Total South Dakota I was not given additional pay for taking call; it is part of my annual compensation package Total Total Total Total I was not given additional pay for taking call; it is part of my annual compensation package Total Tennessee I was not given additional pay for taking call; it is part of my annual compensation package 13 76.5	Total	7	100.0
I was paid hourly 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	South Carolina		
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	I was not given additional pay for taking call; it is part of my annual compensation package	22	73.3
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	I was paid hourly	5	16.7
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	30	100.0
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	South Dakota		
Tennessee I was not given additional pay for taking call; it is part of my annual compensation package 13 76.5	I was not given additional pay for taking call; it is part of my annual compensation package	6	50.0
I was not given additional pay for taking call; it is part of my annual compensation package 13 76.5	Total	12	100.0
	Tennessee		
Total 17 100.0	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 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

		10TH	25TH	50TH	75TH	90TH
STATE	N	PERCENTILE *	PERCENTILE *	PERCENTILE	PERCENTILE	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
Oregon	29	10.00	30.00	00.00	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		10TH	25TH	50TH	75TH	90TH
MODE OF COMPENSATION	N	PERCENTILE (\$)				
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		55155		101100		
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		00.00	02.00	00.00	, 66.66	
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	<5	*	*	*	*	*
Daily rate of pay for call services	5	300.00	500.00	500.00	600.00	750.00
Michigan	5	000.00	000.00	000.00	000.00	700.00
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		50.74	71.25	75.00	80.00
Daily rate of pay for call availability		47.86				
, , , , , ,	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 MODE OF COMPENSATION	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
Minnesota		· · ·	· ·	(1)	· ·	
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 MODE OF COMPENSATION	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	<5	*	*	*	*	*
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	<5	*	*	*	*	*
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

		PARTICIPATED IN PROFIT SHARING	DID NOT PARTICIPATE IN PROFIT SHARING	
STATE	N	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

		PARTICIPATED IN PROFIT SHARING	DID NOT PARTICIPATE IN PROFIT SHARING
STATE	N	PERCENT OF RE	SPONDENTS (%)
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

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

		STOCK	FOURTY	DONING	OTUED
		OPTIONS	EQUITY	BONUS	OTHER
STATE	N		PERCENT OF RE	· · · · · ·	
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

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

STATE		10TH	25TH	50TH	75TH	90TH
ADDITIONAL COMPENSATION	N	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 ADDITIONAL COMPENSATION	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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		10TH	25TH	50TH	75TH	90TH
ADDITIONAL COMPENSATION	N	PERCENTILE (\$)				
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 ADDITIONAL COMPENSATION	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

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.

Table 32. Profesional Development Funds From Primary Employer by State

		RECEIVED PROFESSIONAL DEVELOPMENT FUNDS	DID NOT RECEIVE PROFESSIONAL DEVELOPMENT FUNDS
STATE	N	PERCENT OF RE	SPONDENTS (%)
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
daho	41	95.1	4.9
llinois	183	88.0	12.0
ndiana	69	92.8	7.2
owa	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

		RECEIVED PROFESSIONAL DEVELOPMENT FUNDS	DID NOT RECEIVE PROFESSIONAL DEVELOPMENT FUNDS
STATE	N	PERCENT OF RE	SPONDENTS (%)
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

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

STATE	N	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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	10TH PERCENTILE (\$)	25TH PERCENTILE (\$)	50TH PERCENTILE (\$)	75TH PERCENTILE (\$)	90TH PERCENTILE (\$)
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

			PROPORTION OF PROFESSIONAL EXPENSE PAID					
TYPE OF PROFESSIONAL	N	NONE	LESS THAN HALF	MORE THAN HALF	ALL	LUMP SUM	DO NOT KNOW	NOT APPLICABLE/ DO NOT NEED
DEVELOPMENT EXPENSE			PE	RCENT OF	RESPONI	DENTS (%))	
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	8.0	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

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

	PROPORTION OF INSURANCE BENEFITS PAID BY EMPLOY						Y EMPLOYER
	N	NONE	LESS THAN HALF	MORE THAN HALF	ALL	DO NOT KNOW	NOT APPLICABLE/ DO NOT NEED
INSURANCE			PERCE	NT OF RES	PONDENT	S (%)	
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

Table 36. Retirement Benefits Provided by Primary Employer

RETIREMENT BENEFITS	N	PERCENT OF RESPONDENTS (%)
Employer did not contribute to my retirement	721	15.6
Employer provided a 401k/403b option, but did not contribute	318	6.9
Employer contributed a set amount to my 401k/403b	570	12.3
Employer matched 3% or less of my 401k/403b contribution	1,163	25.2
Employer matched between 3% and 7% of my 401k/403b contribution	1,454	31.5
Employer matched more than 7% of my 401k/403b contributions	272	5.9
Employer provided a pension	338	7.3
I am unsure what my employer contributed	138	3.0
NATIONAL TOTAL	4,623	100.0

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

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

STATE 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 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
Hawaii						
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 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
Iowa						
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 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 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 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	8.0	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 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 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 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

Paid days off is only included for those who indicated that they received that type of day off. For example, if a O was provided for sick, then their data (O) 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
СМЕ						
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

Paid days off is only included for those who indicated that they received that type of day off. For example, if a O was provided for sick, then their data (O) is not included in the table.

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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.