

AAPA SALARY REPORT

NEW GRADUATE PAs



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MESSAGE FROM THE CEO

Dear PAs,

As you practice medicine, you count on cutting-edge tools and research to ensure the best possible outcomes for your patients. It's also important to make sure you're ahead of the curve when it comes to career resources. That's why AAPA is pleased to offer the latest AAPA Salary Report for new graduate PAs. Free to AAPA fellow members, this report provides a detailed look at data culled from the AAPA Annual Survey.

You can use this report to determine where you stand when it comes to compensation and benefits. Employers will use it to establish market pricing and benchmark compensation packages. The report covers salary information by state, specialty and subspecialty, broken out by the first and second year of practice and more. Plus, it offers in-depth information about benefits commonly offered to PAs, including paid days off, professional development and expenses covered by employers.

My sincerest thanks to each of you for your many contributions to the health of our nation. We hope you find this report useful as you continue to pursue your PA career.

With warm regards,



Jennifer L. Dorn
CEO, American Academy of Physician Assistants

PA FACTS

America Needs PAs

PAs are healthcare providers who are nationally certified and state licensed to practice medicine and prescribe medication in every medical and surgical specialty and setting. PAs practice and prescribe in all 50 states, the District of Columbia and all U.S. territories with the exception of Puerto Rico. PAs are educated at the graduate level, with most PAs receiving a master's degree or higher. In order to maintain national certification, PAs are required to recertify as medical generalists every 10 years and complete 100 hours of continuing medical education every two years. With a strong foundation in general medicine, PAs are able to adapt to changing healthcare needs. Because of this flexibility, PAs usually change specialties two to three times during their careers.

What Do PAs Do?

- PAs practice medicine.
- PAs practice in every medical and surgical specialty and setting.
- PAs manage the full scope of patient care, often handling patients with multiple comorbidities.
- PAs conduct physical exams, assist in surgery, diagnose and treat illnesses, order and interpret tests, counsel on preventive healthcare, prescribe medications and more.

How Do PAs Work?

- PAs' scope of practice is determined by their education and experience. Scope of practice is also subject to state laws and facility policy. In optimal settings, PAs practice at the top of their education, training and experience, and the scope is determined at the practice level.
- PAs work on healthcare teams to provide medical care.
- PAs collaborate with physicians and all members of the healthcare team.

PAs obtain medical histories, perform physical examinations, diagnose and treat illnesses, order and interpret lab tests, assist in surgery, prescribe medications, provide patient education and counseling, and make rounds in nursing homes and hospitals.

PA FACTS CONTINUED

How Are PAs Educated?

PAs are graduates of nationally accredited PA education programs, whose exacting curriculum is modeled on that of medical schools. PAs go through intensive training that includes a year of classroom instruction followed by more than 2,000 hours of clinical experience. The average length of a PA program is 26 months. Nearly all PA programs award a master's degree.

Admission to PA school is extremely competitive, with the majority of programs requiring applicants to have previous healthcare experience in addition to stellar academic transcripts. The typical entering student has a bachelor's degree and approximately four years of healthcare experience. PA programs are found in both large metropolitan areas as well as local communities. PA students receive their education in a variety of settings, including major universities, small colleges, community colleges, and academic health centers.

PA students take more than 400 hours in basic sciences, with more than 75 hours in pharmacology, plus approximately 175 hours in behavioral sciences and nearly 580 hours in clinical medicine.

Subjects include:

- Anatomy
- Pathology
- Pharmacology
- Biochemistry
- Clinical laboratory sciences
- Microbiology
- Physical diagnosis
- Differential diagnosis
- Pathophysiology
- Medical ethics
- Behavioral sciences
- Physiology

PA FACTS CONTINUED

PA students participate in more than 2,000 hours of clinical rotations, with an emphasis on primary care in ambulatory clinics, physicians' offices and acute/long-term care facilities. Rotations include:

- Family medicine
 - General surgery
 - Pediatrics
 - Psychiatry
 - Emergency medicine
 - Obstetrics/gynecology
 - Internal medicine
-

How Are PAs Certified?

- Individuals must pass a national PA certification exam (administered by the National Commission on Certification of Physician Assistants) and obtain a state license.
- All PAs must complete 100 hours of continuing medical education over a two-year cycle. Of those hours, 20 of them must be Category 1 credits of performance improvement CME (PI-CME) and/or self-assessment CME.
- To maintain national certification, PAs must pass a recertification exam every 10 years.

PA FACTS CONTINUED

Where Do PAs Practice?

More than 100,000 certified* PAs work in every medical and surgical setting across the country. More than one-third (36.5%) practice in hospital settings, and forty percent (40%) work in a group practice or solo physician office*. The remaining PAs work in a variety of settings, including community health centers, freestanding surgical facilities, nursing homes, school or college-based facilities, industrial settings and correctional institutions. PAs practice in all states, the District of Columbia and all U.S. territories except Puerto Rico.

COMMON WORK SETTINGS

SOURCE: 2013 AAPA ANNUAL SURVEY

Hospital Inpatient	20.7%
Specialty Physician Groups	27.8%
Solo Physician Practices	10.3%
Federally Qualified & Community Health Centers	5.1%
Certified Rural Health Clinics	3.3%

PAs WORK IN VIRTUALLY EVERY AREA OF MEDICINE AND SURGERY

SOURCE: 2013 NCCPA STATISTICAL PROFILE*

General Surgery & Surgical Subspecialties	21.3%
Family / General Practice	20.53%
Other	18.4%
General Internal Medicine & IM Subspecialties	15.3%
Emergency Medicine	10.6%
General Pediatrics & Pediatric Subspecialties	2.9%
Obstetrics and Gynecology	1.5%
Occupational Medicine	1.3%

*2013 Statistical Profile of Certified Physicians Assistants, An Annual Report of the National Commission on Certification of Physician Assistants

PA FACTS CONTINUED

Does Insurance Reimburse for Services Provided by PAs?

PAs offer great value to their employers by providing high-quality medical and surgical care, for which most public and private third-party payers reimburse. Services provided by a PA are billed with the PA's name or under the name of the collaborating physician, depending on the policies of the third-party payer. Nearly all federal and state healthcare reform initiatives recognize and include PAs as vital members of the healthcare team and make PA services eligible for reimbursement.

Facts and Figures: New Data from the Latest AAPA Annual Survey

As the healthcare paradigm shifts, PAs are positioned at the forefront. Results from the latest AAPA Annual Survey indicate that the expanding PA role reflects evolving demands on the healthcare system, brought about by new legislation and the ever-changing marketplace. Since 2006, the PA profession has grown 34 percent, and is expected to continue this upward trajectory, with more than 7,000 PAs entering the profession annually. This complements the growing need for providers. New models of care, such as accountable care organizations and patient-centered medical homes, are ideally suited for PAs, who have a generalist education, team-based practice and a strong focus on wellness and prevention.

PAs Are Skilled Healthcare Providers

Every year, a typical PA treats 3,500 patients:

- 80 percent provide acute care management.
- 64 percent provide chronic disease management.
- 52 percent perform minor surgical procedures.

The typical PA writes 2,600 to 5,200 prescriptions each year.

Most PAs see patients with multiple chronic diseases.

PA FACTS CONTINUED

PA's Deliver Patient-Centered Care in a Team Environment

PA's deliver the full scope of patient care across all medical and surgical specialties.

For example, every week, the typical PA:

- Treats 16 patients with coronary artery disease, 10 patients with chronic obstructive pulmonary disease (COPD) and 15 patients for pain management.
- Manages patient care coordination and provides clinical preventive services.

As a member of a healthcare team, PA's work with an average of four physicians, three other PA's and one (nurse practitioner) NP.

PA's Increase America's Access to Healthcare

Thirty-seven percent of PA's work in medically underserved counties in the U.S.* PA's report that, on average, 23 percent of their patients are on Medicaid and 14 percent are dual eligible.

Additionally, 16 percent of their patients are uninsured, compared with only 8 percent of patients seen by physicians.**

Nearly one-third of PA's practice in primary care, of which family medicine is the largest segment.

Reflecting changes in the healthcare marketplace, a growing number of PA's are practicing in newer models of care, such as patient-centered medical homes and freestanding urgent care facilities.

* Including the Health Resources and Services Administration's "medically underserved areas" and "medically underserved populations" designations.

**Source: The Physicians Foundation, A Survey of America's Physicians: Practice Patterns and Perspectives, Merritt Hawkins, 2012

METHODOLOGY

Information in this Salary Report was collected as part of the 2013 AAPA Annual Survey. This voluntary survey was administered online to AAPA members and nonmembers between March and July 2013. More than 18,000 PAs responded to the survey. Of those respondents, 2,700 are new graduate PAs in practice less than 2 years. Unless otherwise specified, the tables in this report include information about new graduate PAs who work at least 32 hours per week for their primary clinical employer, are not self-employed and have two years or less of clinical experience.

The national-level tables in this report provide compensation information about two groups of PAs: those who are paid a base salary only and those who receive a base salary plus a bonus.

Pay amounts and the number of respondents are reported separately for these two groups in the national tables. The sample sizes in most states were not large enough to report PA compensation for each of the two groups separately.

In the tables that follow:

“**Base salary**” refers to fixed annual income for PAs from their primary clinical employer, and was measured with the survey question, “In calendar year 2012, 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, and was measured with the question, “How much did you receive in bonus or incentive pay in 2012?”

“**Median**” earnings are those at the 50th percentile.

“**New graduate**” refers to PAs with 0 to 2 years of clinical experience as self-reported.

“**Years of experience**” refers to total years of experience as a PA.

Only data based on 10 or more respondents are included in this report. No data are imputed in this report.

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SUMMARY OF NATIONAL FINDINGS

New Graduate PA Compensation

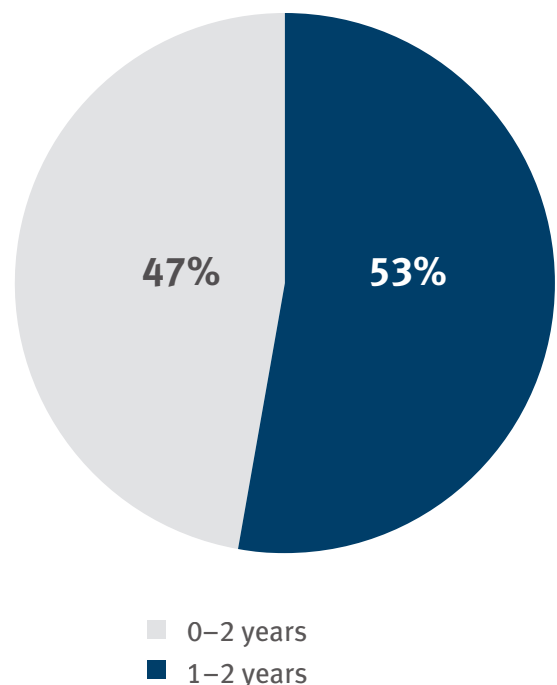
As in other health professions, a new graduate PA's compensation can vary based on a number of factors. The following analyses take a closer look at some of those factors and the differences in new graduate PA salaries nationwide, presenting new graduate PA compensation data across specialty areas and practice settings. These analyses highlight the variety of compensation packages currently being offered to new graduate PAs, as well as the compensation variations by specialty and setting.

Data in this report reflects a point in time. AAPA will continue to collect data and monitor changes in PA compensation to assess trends.

Who Are the New Graduates of PA Programs?

Those PAs with 0 to 2 years of clinical experience include 47 percent who have 0 to 1 year of clinical experience and 53 percent with 2 years of clinical experience.

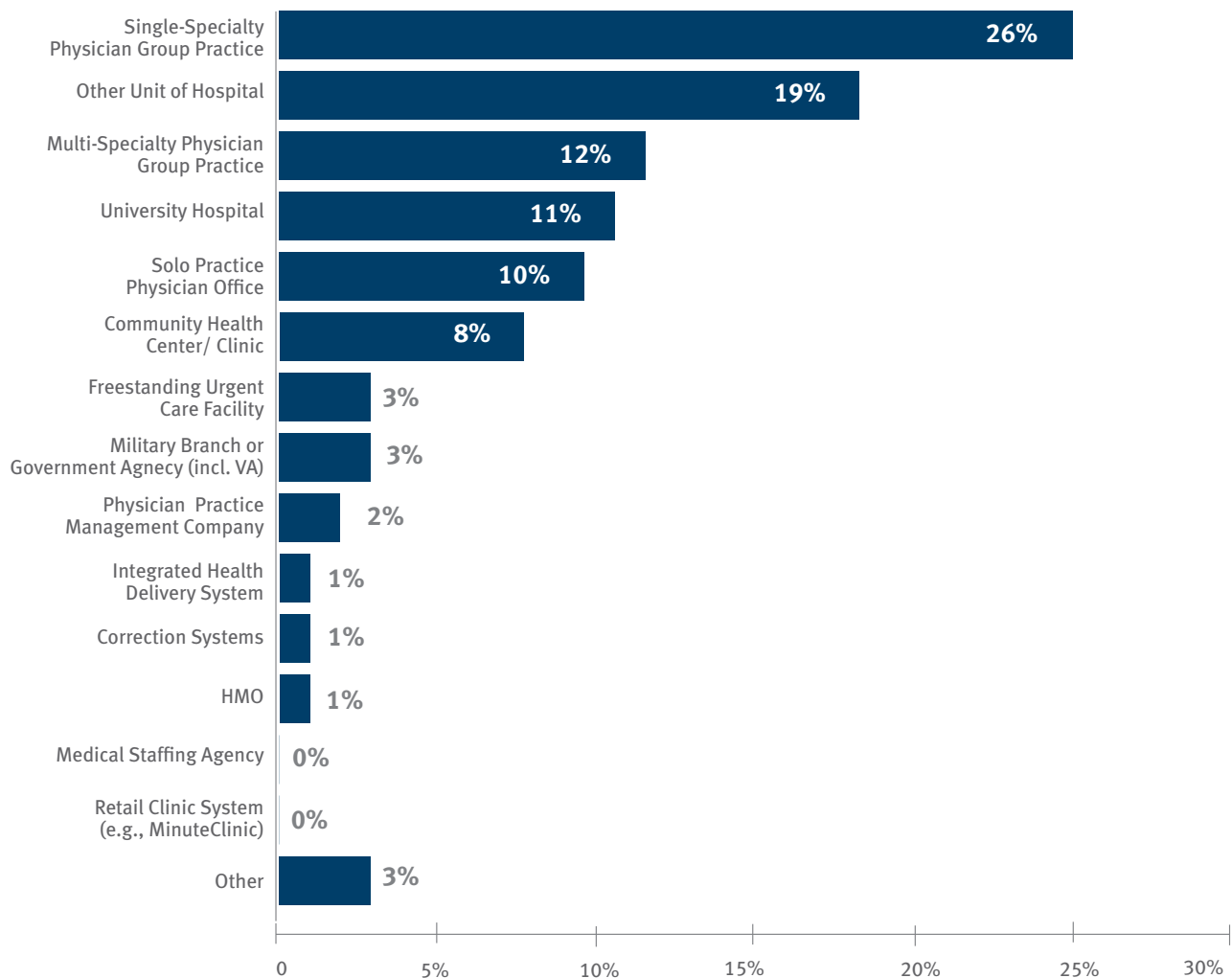
Figure 1. Number of Years of Clinical Experience for New Graduate PAs



SUMMARY OF NATIONAL FINDINGS CONTINUED

New graduate PAs are working in single-specialty (26%) and multi-specialty (12%) physician groups, as well as in hospitals (university, 11%; other hospitals, 19%) and solo physician practices (10%). These top five employers encompass 78 percent of all new graduate PAs.

Figure 2. Primary Clinical Employers for New Graduate PAs



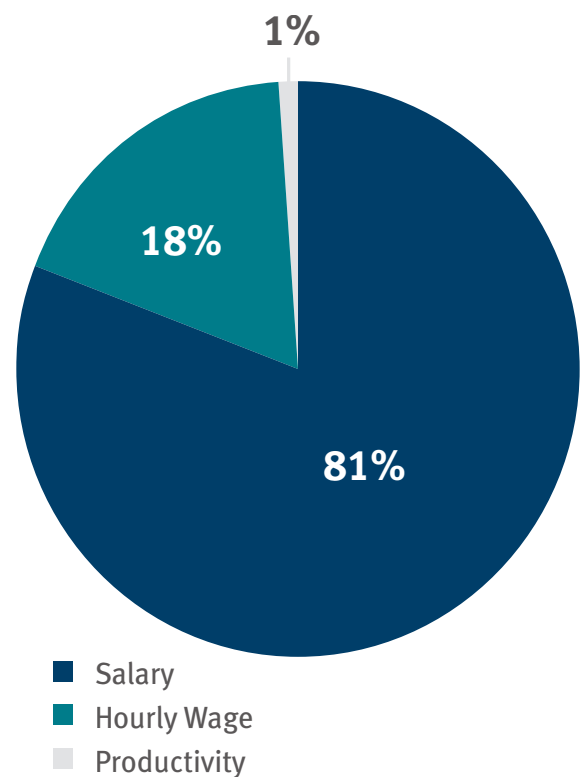
SUMMARY OF NATIONAL FINDINGS CONTINUED

Nationally, new graduate PA base pay is predominantly salary (81%). A much smaller percentage of PAs receive hourly pay (18%) or pay based on productivity (1%) for their base pay (see Figure 3).

However, overall compensation for all PAs is evolving into a complex blend of pay sources, some fixed and some based on care related metrics. This approach is consistent with changes in other healthcare provider compensation packages and is partly a result of pay-for-performance initiatives designed to improve the quality of healthcare.

A 2013 report on physician compensation from Physicians Practice* indicates that two-thirds of physicians have some compensation tied to productivity or other performance measures, and 28 percent of physicians report that their entire compensation package is based on productivity.

Figure 3. Primary Type of Base Pay From Primary Clinical Employer for New Graduate PAs



*PhysiciansPractice.com, 2013 Physician Compensation, November 2013

SUMMARY OF NATIONAL FINDINGS CONTINUED

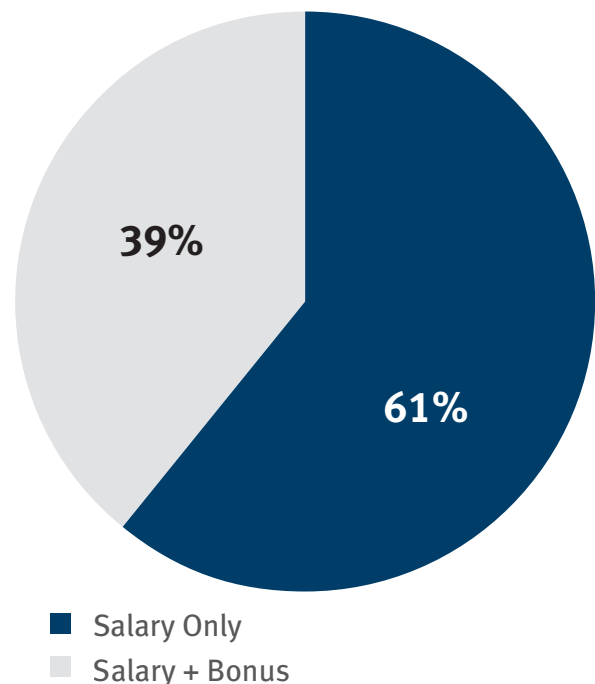
PAs are offered a wide range of compensation packages. The information included in this report focuses on the two most prevalent approaches: salary plus bonus and salary only.

New graduate PAs are more likely to receive a salary alone (61%) versus a salary with a bonus (39%) (see Figure 4). The less experienced cohort of PAs, those with two or fewer years of experience, report receiving a bonus in addition to their salary less often than all PAs working 32 or more hours a week who are not self-employed.

The data indicate that, in terms of total compensation, new graduate PAs who do not have the opportunity to receive a bonus will make from \$600 to more than \$10,000 less than new graduate PAs who do receive a bonus (Figure 5).

New graduate PAs across all specialty areas are earning a base pay of \$80,000 to \$84,200. When bonuses are taken into account, those in primary care and internal medicine earn less than new graduate PAs in other specialties because there are far fewer receiving bonuses.

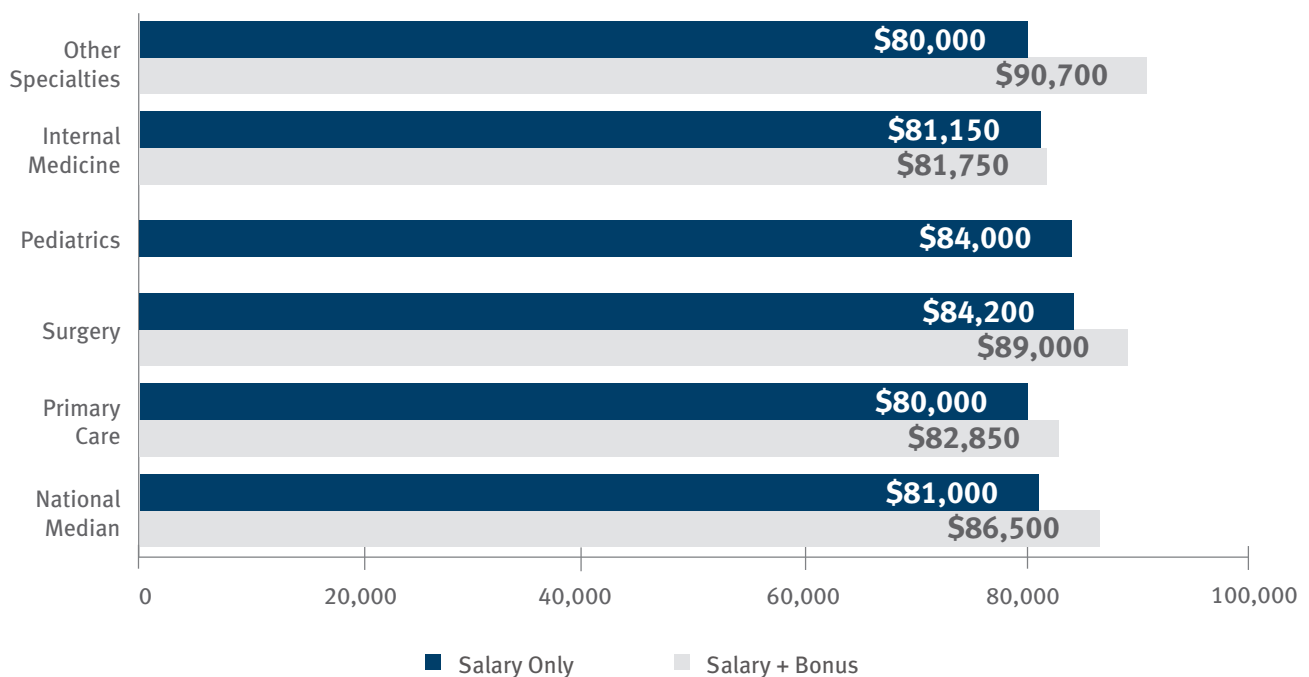
Figure 4. Proportion of New Graduate PAs Receiving Salary Only Versus Salary Plus Bonus Salary Only



SUMMARY OF NATIONAL FINDINGS CONTINUED

Figure 5 (below) presents the nationwide median compensation for new graduate PAs, along with a comparison of pay within the major specialty areas.

Figure 5. New Graduate PA Compensation: National Median and Major Specialty Area



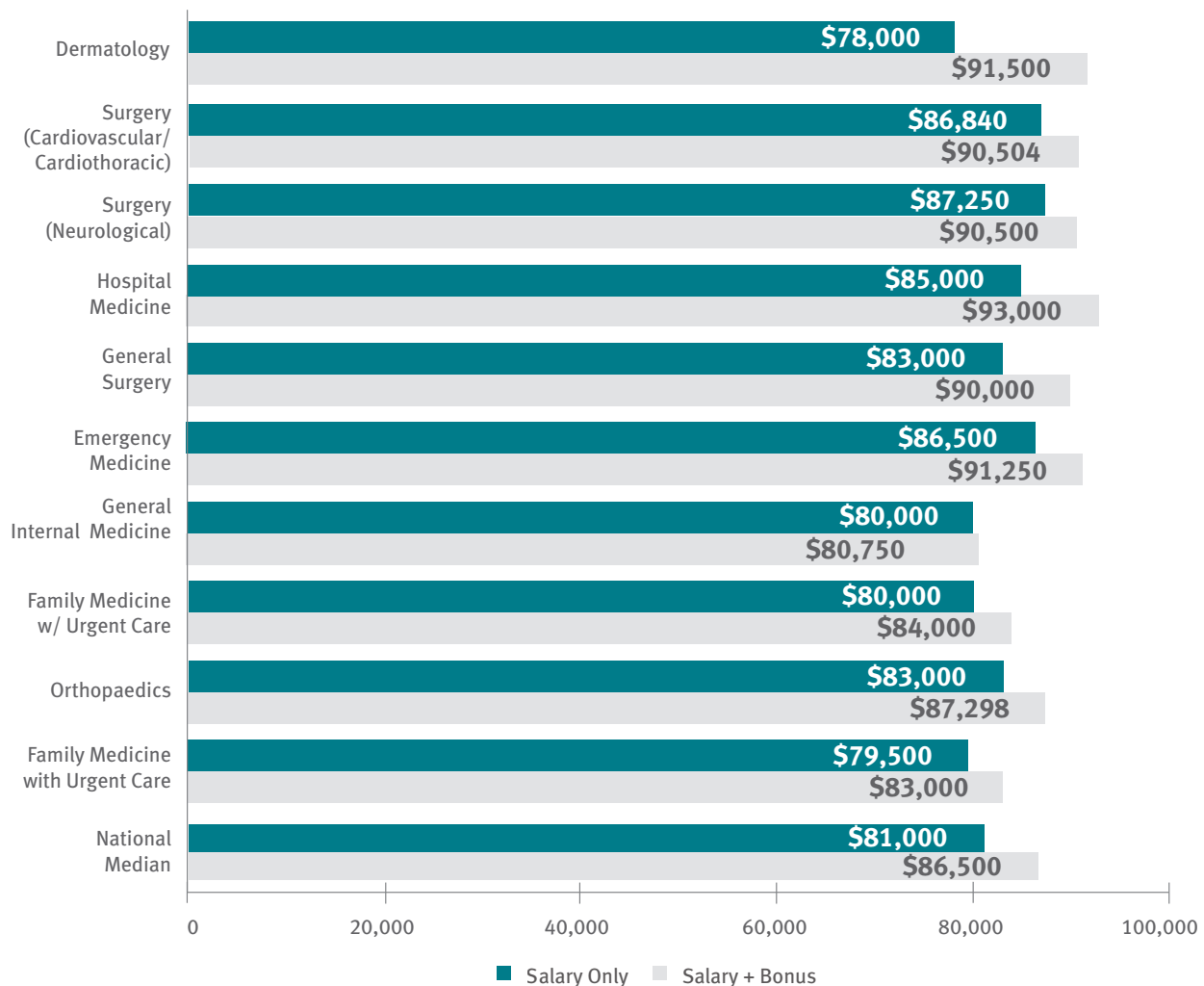
* Due to a small sample size, data for new graduate PAs in pediatrics who receive a salary plus bonus are not displayed.

SUMMARY OF NATIONAL FINDINGS CONTINUED

A closer look at the largest new graduate PA specialty and subspecialty areas indicates further variation in the size of bonuses received (see Figure 6).

For instance, new graduate PAs in hospital medicine who do receive a bonus are receiving \$6,500 more than the overall national median for new graduate PAs receiving salary plus bonus.

Figure 6. New Graduate PA Compensation: National Median and Common Subspecialties

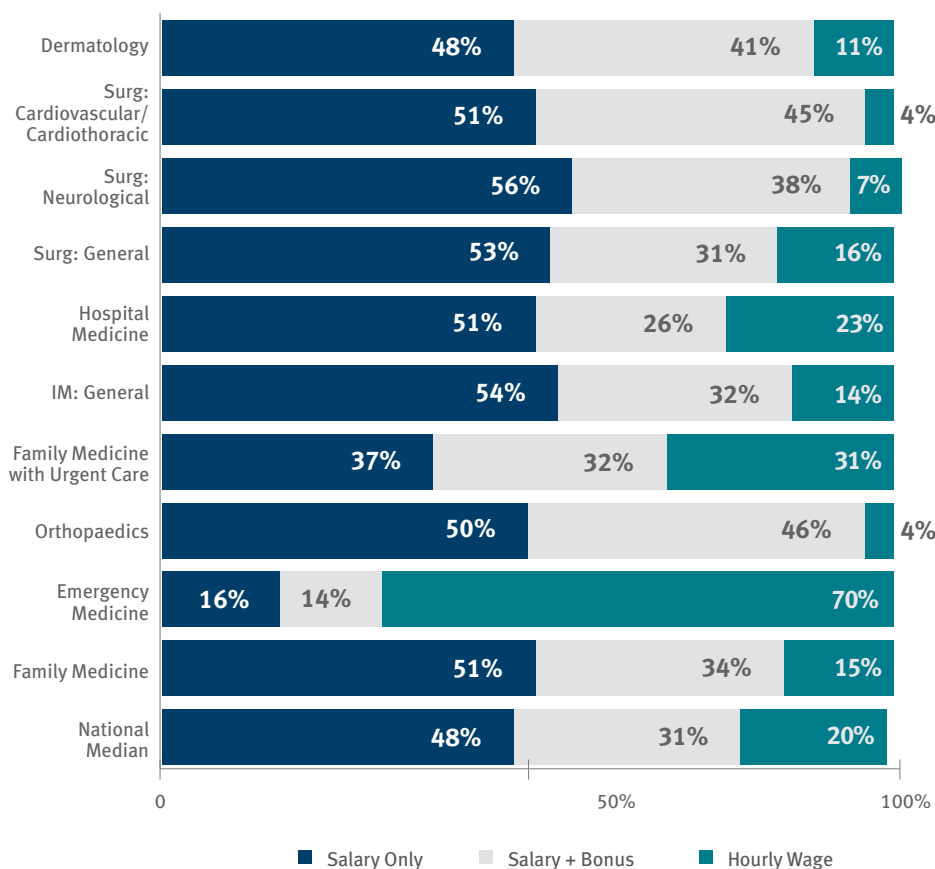


SUMMARY OF NATIONAL FINDINGS CONTINUED

Within the most popular specialty areas for new graduate PAs, there are clear differences in the most common compensation packages. Figure 7 presents the percentages of new graduate PAs by specialty and subspecialty who receive base salary only, salary plus bonus, and hourly wage.

New graduate PAs in emergency medicine are far more likely to report being paid mainly by hourly wage, compared with new graduate PAs in other specialty areas. New graduate PAs in orthopaedics and cardiovascular and cardiothoracic surgery are the most likely to report receiving a bonus in addition to their main salary, compared to other new graduate PAs.

Figure 7. Type of Compensation by Common Specialty and Subspecialty Area

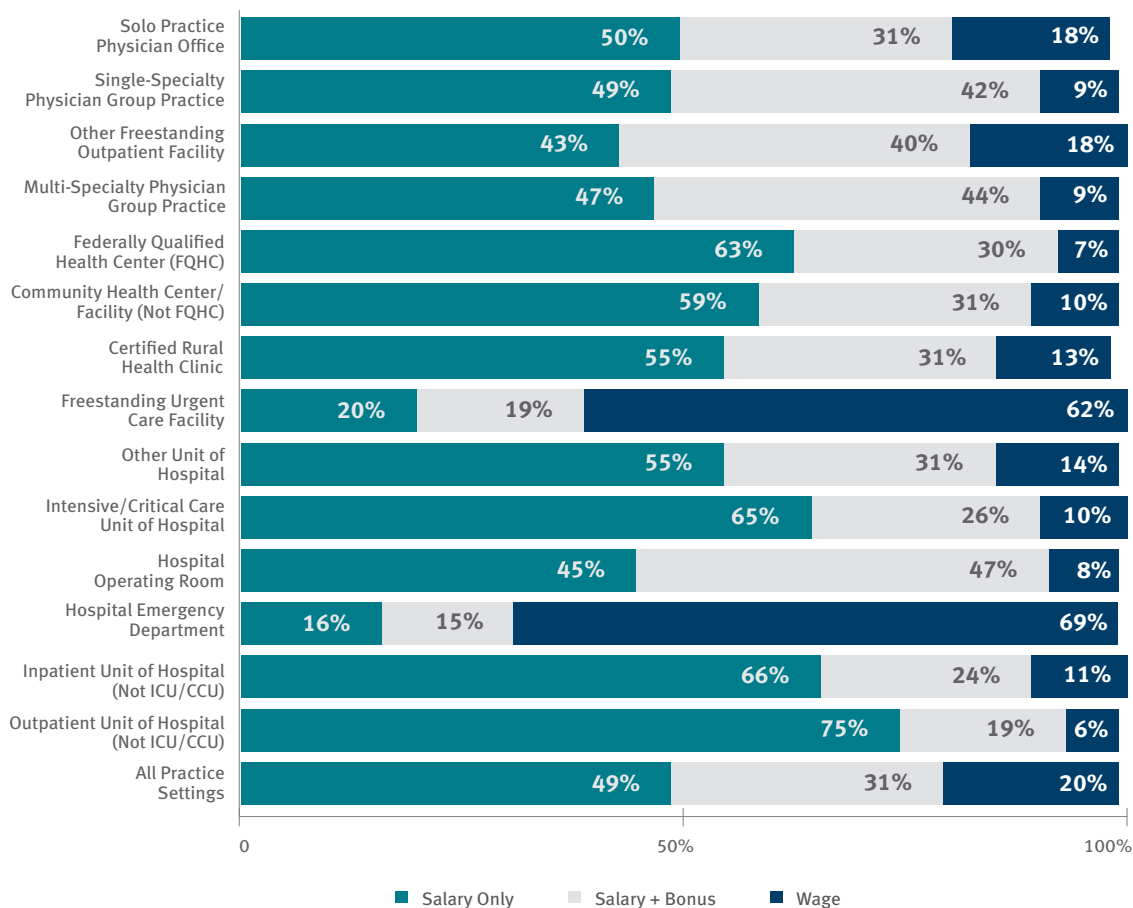


SUMMARY OF NATIONAL FINDINGS CONTINUED

Figure 8, organized by practice setting, presents the percentage of new graduate PAs paid by base salary only, salary plus bonus, and hourly wage.

Emergency departments and freestanding urgent care facilities are more likely to pay new graduate PAs based on hourly wages. This is in line with the finding that new graduate PAs specializing in emergency medicine are more likely to receive an hourly wage. A slightly higher proportion of new graduate PAs working in hospital operating rooms receive a salary plus bonus, compared with other practice settings. Hospital units, other than an operating room, generally have the highest proportion of new graduate PAs receiving only salary, instead of salary plus bonus.

Figure 8. Type of Compensation by Practice Setting



NATIONAL DATA TABLES

Table 1. National Median Earnings

EXPERIENCE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Base Salary Only	1,989	75,000	81,000	88,400
Base Salary + Bonus	660	80,000	86,500	96,000

Table 2. National Median Earnings by State

STATE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Alabama	13	72,000	73,000	75,000
Alaska	8	*	*	*
Arizona	40	80,000	85,000	93,350
Arkansas	14	75,000	80,150	90,000
California	82	80,000	90,000	98,568
Colorado	52	67,750	75,000	80,000
Connecticut	26	84,595	87,500	93,500
Delaware	5	*	*	*
District of Columbia	13	80,000	85,000	93,000
Florida	94	72,000	80,000	85,000
Georgia	58	75,000	80,500	89,000
Hawaii	3	*	*	*
Idaho	13	70,000	78,000	82,000
Illinois	76	75,000	80,000	85,000
Indiana	34	77,000	83,256	86,800
Iowa	18	75,504	78,308	80,000
Kansas	20	78,500	80,000	87,850
Kentucky	15	70,000	80,000	90,000
Louisiana	34	75,000	80,000	86,000
Maine	14	75,000	82,300	92,900
Maryland	28	79,000	82,000	85,500
Massachusetts	49	80,000	85,000	88,000
Michigan	79	78,000	83,000	87,000
Minnesota	81	85,000	89,990	95,000
Mississippi	4	*	*	*
Missouri	16	75,000	80,000	86,250
Montana	7	*	*	*
Nebraska	29	74,000	78,000	82,000
Nevada	14	80,000	85,000	86,000
New Hampshire	11	80,000	82,500	90,000
New Jersey	34	80,000	86,500	97,000
New Mexico	11	74,500	81,000	92,000

Table 2. National Median Earnings by State (cont'd.)

STATE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
New York	107	75,000	80,700	86,112
North Carolina	93	73,000	76,000	83,000
North Dakota	8	*	*	*
Ohio	52	74,000	78,750	82,800
Oklahoma	24	79,000	88,500	90,000
Oregon	28	80,000	84,500	85,750
Pennsylvania	115	67,200	74,500	83,000
Rhode Island	14	80,000	90,000	95,000
South Carolina	30	75,000	80,000	85,000
South Dakota	8	*	*	*
Tennessee	25	75,000	80,000	90,000
Texas	126	80,000	85,000	92,000
Utah	26	76,000	80,000	90,000
Vermont	3	*	*	*
Virginia	61	70,000	78,000	84,000
Washington	34	76,000	85,000	96,000
West Virginia	7	*	*	*
Wisconsin	47	74,500	78,000	84,000
Wyoming	2	*	*	*
NATIONAL TOTAL	1,805	75,000	80,000	88,000

*Data are not shown for states with less than 10 responding PAs

Table 3. Total Earnings by Employer Type

EMPLOYER TYPE	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Solo Physician Practice	Base Salary Only	219	75,000	80,000	85,000
	Base Salary + Bonus	71	79,000	84,000	91,500
Single-Specialty Physician Group Practice	Base Salary Only	548	74,690	80,000	85,000
	Base Salary + Bonus	227	78,000	85,000	93,000
Multi-Specialty Physician Group Practice	Base Salary Only	245	75,000	82,000	90,000
	Base Salary + Bonus	96	81,600	88,250	95,650
University Hospital	Base Salary Only	242	78,000	82,923	90,000
	Base Salary + Bonus	44	82,125	88,000	97,000
Other Hospital	Base Salary Only	336	80,000	85,000	92,950
	Base Salary + Bonus	88	85,000	92,000	98,500
Freestanding Urgent Care Center	Base Salary Only	27	80,000	85,000	90,000
HMO	Base Salary Only	11	78,000	95,000	109,500
Community Health Center/Clinic	Base Salary Only	176	73,500	80,000	84,000
	Base Salary + Bonus	45	76,000	85,000	98,000
Physician Practice Management Company	Base Salary Only	30	80,000	89,000	91,000
	Base Salary + Bonus	13	85,000	91,000	96,000
Integrated Health Delivery System	Base Salary Only	26	75,000	85,338	90,000
Corrections System	Base Salary Only	12	61,000	72,694	80,857
Military Branch or Government Agency (Including VA)	Base Salary Only	59	61,500	71,500	85,000
	Base Salary + Bonus	32	68,629	81,000	97,500
Other Employer	Base Salary Only	42	75,000	83,500	90,000
	Base Salary + Bonus	16	83,703	90,000	96,000
NATIONAL TOTAL	BASE SALARY ONLY	1,975	75,000	81,000	88,400
	BASE SALARY + BONUS	653	80,000	86,500	96,000

*National totals reflect the number of respondents for each question

Table 4. Total Earnings by Practice Setting

PRACTICE SETTING	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Outpatient Unit of Hospital (Not ICU/CCU)	Base Salary Only	141	76,000	81,000	87,500
	Base Salary + Bonus	25	82,000	87,500	94,000
Inpatient Unit of Hospital (Not ICU/CCU)	Base Salary Only	273	79,000	84,000	90,000
	Base Salary + Bonus	66	83,000	89,750	98,512
Hospital Emergency Department	Base Salary Only	84	80,000	86,306	95,000
	Base Salary + Bonus	36	85,400	91,000	96,556
Hospital Operating Room	Base Salary Only	152	76,750	85,000	92,800
	Base Salary + Bonus	62	82,500	91,475	97,000
Intensive/Critical Care Unit of Hospital	Base Salary Only	59	80,000	85,000	94,000
	Base Salary + Bonus	16	88,250	90,000	97,532
Other Unit of Hospital	Base Salary Only	47	78,000	84,000	89,000
	Base Salary + Bonus	16	79,150	88,250	97,500
Freestanding Urgent Care Facility	Base Salary Only	46	75,000	83,923	90,000
	Base Salary + Bonus	16	80,750	87,173	98,250
Nursing Home or Long-Term Care Facility	Base Salary Only	16	70,000	79,250	86,250
Certified Rural Health Clinic	Base Salary Only	71	75,000	80,000	85,000
	Base Salary + Bonus	21	80,100	90,000	96,000
Critical Access Hospital	Base Salary Only	15	83,000	90,000	100,000
Retail Clinic (e.g. MinuteClinic)	Base Salary Only	10	95,000	100,000	105,000
Correctional Facility	Base Salary Only	12	65,250	74,694	80,857
Federally Qualified Health Center (FQHC)	Base Salary Only	78	70,000	76,900	80,000
	Base Salary + Bonus	22	75,000	81,779	88,000
Community Health Center/Facility (Not FQHC)	Base Salary Only	80	75,000	80,000	85,000
	Base Salary + Bonus	22	76,000	84,600	93,000
Multi-Specialty Physician Group Practice	Base Salary Only	168	75,000	80,000	87,000
	Base Salary + Bonus	66	80,000	85,800	96,000
Other Freestanding Outpatient Facility	Base Salary Only	88	73,200	82,250	90,000
	Base Salary + Bonus	36	77,500	86,750	98,250
Single-Specialty Physician Group Practice	Base Salary Only	391	74,500	80,000	85,000
	Base Salary + Bonus	149	78,000	83,000	92,000

Table 4. Total Earnings by Practice Setting (cont'd.)

PRACTICE SETTING	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Solo Practice Physician Office	Base Salary Only	220	74,250	80,000	85,000
	Base Salary + Bonus	69	76,500	85,000	92,500
NATIONAL TOTAL	BASE SALARY ONLY	1,975	75,000	81,000	88,400
	BASE SALARY + BONUS	653	80,000	86,500	96,000

Table 5. Total Earnings by Specialty

SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Primary Care Specialties*	Base Salary Only	623	73,333	80,000	85,000
	Base Salary + Bonus	212	75,500	82,850	90,600
Internal Medicine Specialties	Base Salary Only	211	75,000	81,150	88,000
	Base Salary + Bonus	48	77,500	81,750	88,250
Pediatric Subspecialties	Base Salary Only	36	80,000	84,000	89,065
Surgical Specialties	Base Salary Only	679	78,000	84,200	90,000
	Base Salary + Bonus	235	81,750	89,000	96,100
Other Specialties	Base Salary Only	347	75,000	80,000	89,440
	Base Salary + Bonus	122	80,725	90,700	100,000
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

*Primary Care includes Family Medicine with and without Urgent Care, General Internal Medicine, General Pediatrics and Obstetrics/Gynecology.

Table 6. Total Earnings by Primary Care Specialty Area

PRIMARY CARE SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Family Medicine	Base Salary Only	293	74,000	79,500	85,000
	Base Salary + Bonus	97	75,000	83,000	91,000
Family Medicine with Urgent Care	Base Salary Only	170	73,070	80,000	85,000
	Base Salary + Bonus	62	79,000	84,000	95,000
Obstetrics/Gynecology	Base Salary Only	33	74,000	80,000	84,500
General Pediatrics	Base Salary Only	33	70,000	75,000	81,000
	Base Salary + Bonus	16	72,600	78,100	94,400
General Internal Medicine	Base Salary Only	94	75,000	80,000	85,000
	Base Salary + Bonus	29	76,000	80,750	86,500
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

Table 7. Total Earnings by Internal Medicine Specialty Area

INTERNAL MEDICINE SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
IM: General	Base Salary Only	94	75,000	80,000	85,000
	Base Salary + Bonus	29	76,000	80,750	86,500
IM: Cardiology	Base Salary Only	46	76,000	82,250	87,000
IM: Critical Care	Base Salary Only	22	83,000	86,500	91,600
IM: Endocrinology	Base Salary Only	12	75,660	78,300	82,500
IM: Gastroenterology	Base Salary Only	35	74,000	80,000	85,000
	Base Salary + Bonus	12	76,500	81,150	86,000
IM: Nephrology	Base Salary Only	11	70,000	80,000	84,000
IM: Neurology	Base Salary Only	21	75,000	80,000	86,000
IM: Pulmonology	Base Salary Only	11	73,640	80,000	90,000
IM: Oncology	Base Salary Only	34	78,000	85,000	90,000
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

Table 8. Total Earnings by Surgical Specialty Area

SURGICAL SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Surg: General	Base Salary Only	72	76,750	83,000	88,500
	Base Salary + Bonus	23	82,500	90,000	97,700
Surg: Cardiovascular/ Cardiothoracic	Base Salary Only	61	81,000	86,840	96,000
	Base Salary + Bonus	25	85,000	90,504	96,100
Surg: Neurology	Base Salary Only	66	81,000	87,250	96,000
	Base Salary + Bonus	23	86,000	90,500	101,000
Orthopaedics*	Base Salary Only	280	76,750	83,000	90,000
	Base Salary + Bonus	110	82,000	87,298	95,000
Surg: Otolaryngology	Base Salary Only	28	75,000	80,000	84,500
Surg: Plastic	Base Salary Only	20	72,250	80,000	85,000
Surg: Thoracic	Base Salary Only	11	84,000	90,000	97,500
Surg: Transplant	Base Salary Only	12	82,500	86,500	94,232
Surg: Trauma	Base Salary Only	18	80,000	85,850	95,000
Surg: Urology	Base Salary Only	40	73,900	80,000	85,000
	Base Salary + Bonus	13	77,000	83,000	89,000
Surg: Vascular	Base Salary Only	15	81,000	84,000	87,500
Surg: Bariatric	Base Salary Only	10	75,000	82,900	98,000
Other Surgical	Base Salary Only	21	80,000	86,000	90,000
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

* Not all PAs in orthopaedics practice surgery.

Table 9. Total Earnings by Pediatric Specialty Area

PEDIATRIC SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Ped: General	Base Salary Only	33	70,000	75,000	81,000
	Base Salary + Bonus	16	72,600	78,100	94,400
Ped: Critical Care	Base Salary Only	11	80,000	88,000	92,000
Ped: Other Pediatric	Base Salary Only	10	80,000	83,000	84,000
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

Table 10. Total Earnings by Other Specialty Area

OTHER SPECIALTY	PAY TYPE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Allergy	Base Salary Only	15	73,000	78,000	85,000
Dermatology	Base Salary Only	59	70,000	78,000	85,000
	Base Salary + Bonus	19	85,000	91,500	102,000
Emergency Medicine	Base Salary Only	91	77,181	86,500	95,000
	Base Salary + Bonus	38	85,000	91,250	97,500
Geriatrics	Base Salary Only	11	70,000	80,000	85,000
Pain Management	Base Salary Only	31	75,000	82,500	90,000
	Base Salary + Bonus	12	84,500	87,500	99,000
Physical Medicine/ Rehabilitation	Base Salary Only	17	78,000	80,000	83,000
Psychiatry	Base Salary Only	20	77,050	84,250	87,000
Interventional Radiology	Base Salary Only	22	78,000	85,000	94,000
Hospital Medicine	Base Salary Only	67	77,500	85,000	90,000
	Base Salary + Bonus	21	85,000	93,000	98,000
Other	Base Salary Only	83	75,000	82,300	90,000
	Base Salary + Bonus	33	77,500	86,000	94,000
NATIONAL TOTAL	BASE SALARY ONLY	1,987	75,000	81,000	88,500
	BASE SALARY + BONUS	660	80,000	86,500	96,000

Table 11. Hourly Wage for PAs

TYPE OF EMPLOYMENT	RATE/HOURS	NUMBER OF RESPONDENTS	25 TH PERCENTILE	50 TH PERCENTILE	75 TH PERCENTILE
Part Time (<32 Hours)	Hourly Rate (\$)	78	38.0	41.25	50.0
	Hours Per Week	138	20.0	25.0	30.0
Full Time	Hourly Rate (\$)	424	40.0	45.0	50.0
	Hours Per Week	2,640	40.00	40.0	50.0

Table 12. Types of Insurance Coverage Offered by Employers

INSURANCE	NUMBER OF RESPONDENTS	NONE (%)	LESS THAN HALF (%)	MORE THAN HALF BUT NOT ALL (%)	ALL (%)
Professional Liability	2,682	2.0	0.3	1.2	96.4
Individual Health	2,520	14.4	10.8	43.2	31.6
Family Health	2,045	39.3	13.6	33.7	13.5
Dental Insurance	2,485	30.5	11.5	36.7	21.4
Disability Insurance	2,118	35.1	8.1	23.2	33.6
Term Life Insurance	2,141	40.1	9.0	19.1	31.9

Table 13. Proportion of Expenses Directly Covered by Employers*

EXPENSES	NUMBER OF RESPONDENTS	NONE (%)	LESS THAN HALF (%)	MORE THAN HALF BUT NOT ALL (%)	ALL (%)	THIS IS COVERED BY AN ALLOWANCE FOR PROFESSIONAL DEVELOPMENT (%)
State License Fees	2,735	21.5	0.7	0.7	54.4	22.7
DEA Registration Fees	2,678	18.4	0.5	0.6	59.5	21.1
NCCPA Fees	2,678	29.7	0.6	0.6	39.2	29.9
AAPA Membership	2,724	30.6	0.6	0.7	32.2	35.8
AAPA Annual Conference	2,611	29.8	1.7	1.9	13.1	53.4
Other Professional Organization Fees	2,564	33.4	1.4	1.2	22.1	42.0
CME Expenses	2,765	9.1	5.2	8.1	15.5	62.1
Academic Journals	2,506	42.2	1.1	1.4	11.9	43.5
Relocation Expenses	2,238	75.4	2.9	5.5	10.8	5.5
Travel Reimbursement	2,524	54.9	4.0	4.3	13.2	23.6
Up-to-Date Technology	2,572	52.7	7.2	6.8	19.0	14.3

*Percentages in this table represent the proportion of PAs among total respondents whose employers directly cover expenses. This proportion is less than 100%; respondents not included here are those PAs whose professional development allowance is intended to cover these expenses.

Table 14. Number of Paid Days Off Offered by Employers by Type of Leave

TYPE OF LEAVE	NUMBER OF RESPONDENTS	25 TH PERCENTILE	50 TH PERCENTILE	75 TH PERCENTILE
Maternity/Paternity	1,004	0.0	0.0	0.0
Vacation	1,670	5.0	14.0	20.0
Sick Days	1,270	0.0	2.0	6.0
CME	1,467	0.0	5.0	5.0
Bereavement	958	0.0	0.0	0.0
Paid Holidays	1,369	0.0	5.0	7.0
Paid Leave not Distinguished by Type	824	0.0	15.0	23.0

Table 15. Amount of Bonus and Incentive Pay

TYPE OF COMPENSATION	NUMBER OF RESPONDENTS	25 TH PERCENTILE	50 TH PERCENTILE	75 TH PERCENTILE
Salary + Bonus	656	2,000	5,000	10,000

Table 16. Amount of Bonus and Incentive Pay by State

STATE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Alabama	3	*	*	*
Alaska	3	*	*	*
Arizona	15	2,000	5,000	10,000
Arkansas	6	*	*	*
California	42	1,800	3,000	7,500
Colorado	17	2,000	5,000	9,000
Connecticut	9	*	*	*
Delaware	2	*	*	*
District of Columbia	1	*	*	*
Florida	33	1,200	3,100	9,000
Georgia	28	2,250	5,000	10,000
Hawaii	2	*	*	*
Idaho	4	*	*	*
Illinois	33	3,000	5,300	10,000
Indiana	16	1,250	5,500	9,000
Iowa	10	5,000	12,500	22,000
Kansas	8	*	*	*
Kentucky	10	1,100	4,000	10,000
Louisiana	10	800	3,750	7,000
Maine	6	*	*	*
Maryland	16	1,350	3,500	9,500
Massachusetts	15	1,300	3,000	4,500
Michigan	26	1,500	5,000	6,000
Minnesota	23	2,500	5,000	8,000
Mississippi	1	*	*	*
Missouri	8	*	*	*
Montana	3	*	*	*
Nebraska	11	1,000	4,000	10,000
Nevada	7	*	*	*
New Hampshire	4	*	*	*
New Jersey	17	2,000	5,000	10,000
New Mexico	2	*	*	*
New York	29	3,000	5,000	9,000
North Carolina	34	2,000	4,750	7,000
North Dakota	2	*	*	*
Ohio	28	1,750	4,750	10,000
Oklahoma	14	5,000	10,750	16,000

Table 16. Amount of Bonus and Incentive Pay by State (cont'd.)

STATE	NUMBER OF RESPONDENTS	25 TH PERCENTILE (\$)	50 TH PERCENTILE (\$)	75 TH PERCENTILE (\$)
Oregon	8	*	*	*
Pennsylvania	43	1,000	5,000	6,000
Rhode Island	4	*	*	*
South Carolina	13	2,500	3,750	10,000
South Dakota	4	*	*	*
Tennessee	12	3,125	7,750	10,000
Texas	54	2,000	3,750	8,400
Utah	6	*	*	*
Vermont	1	*	*	*
Virginia	35	1,000	2,500	6,000
Washington	11	3,000	5,000	10,000
West Virginia	3	*	*	*
Wisconsin	13	2,200	11,000	13,000
Wyoming	0	*	*	*
TOTAL	705	2,000	5,000	10,000

*Data are not shown for states with less than 10 responding PAs

Table 17. Source of Bonus and Incentive

SOURCE	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS (%)
Holiday	264	20.5
Incentives	279	21.5
Milestone Acievements	113	8.7
Performing Extra Duties (Administrative, Supervisory, etc.)	123	9.5
Productivity	768	59.3
Profit Sharing	144	11.1
Quality Improvement Metrics	146	11.3
Other	181	14.0

Table 18. Number of PAs Who Take Call

	NUMBER OF RESPONDENTS	NO (%)	YES (%)
Base Salary Only	652	53.7	46.3
Base Salary + Bonus	1,007	66.8	33.2

Table 19. Average Hours Per Month PAs Take Call

	NUMBER OF RESPONDENTS	25 TH PERCENTILE	50 TH PERCENTILE	75 TH PERCENTILE
Hours Per Month	785	24	56	112

Table 20. Mode of Compensation for PAs Who Take Call

TYPE OF LEAVE	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
I am not given additional pay for taking call; it is part of my annual compensation package	642	74.1
I am paid hourly	160	18.5
I am compensated through benefits or time off	43	5.0
I have a choice in how I am compensated	21	2.4

Table 21. Hourly Wage for Call Availability and Call Service

	NUMBER OF RESPONDENTS	25 TH PERCENTILE	50 TH PERCENTILE	75 TH PERCENTILE
Call Availability	98	5.00	15.00	42.00
Call Services or Events	88	41.00	50.00	65.50



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