

PA Compensation Varies by Multiple Factors

In 2018, 78.7% of full-time PAs were paid an annual salary and 17.5% received an hourly wage, while 3.8% were paid based on productivity, either entirely or in combination with a guaranteed minimum base compensation (Figure 7). The median annual salary was \$106,000, a small increase of \$1,000 from the previous year. The median hourly wage remained steady at \$60. Median productivity-based compensation was \$150,000, for a median compensation across the profession of \$107,500 (with annualized base wage). As reported in the front material of the 2017 AAPA Salary Report, Consumer Price Index (CPI)-adjusted wages show that while the year-over-year wages of PAs remained rather steady, wage growth in the PA profession over time is steadily outpacing inflation.³

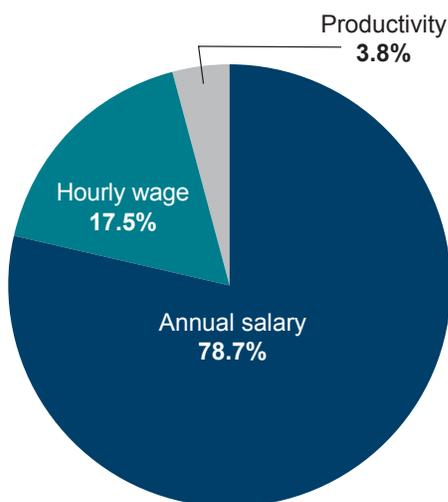
The amount of PA compensation, as well as the extent to which it increased from last year, varies by work setting, employer type, and major specialty area. (See Figures 8, 9, and 10.)

The State of PA Compensation

In 2018, the median annual salary for PAs working full time in the United States was \$106,000, and 78.7% of PAs were paid an annual salary. PAs who reported receiving an hourly wage rather than an annual salary reported earning a median of \$60 per hour, and productivity-compensated PAs reported a median of \$150,000. For the full profession, across compensation types, median compensation was \$107,500.

PAs working in emergency medicine, convenient care, or who are independent contractors or work for medical staffing agencies, are more likely to receive an hourly wage versus a salary. In addition to their base salary or hourly wage, 49.8% of full-time PAs received a bonus; half of these respondents reported a bonus of \$5,500 or more.

Figure 7. Distribution of PAs by Mode of Compensation



2018 Median PA Compensation:

- Base salary: \$106,000
- Hourly wage: \$60
- Productivity pay: \$150,000
- Profession-wide compensation: \$107,500
- Annual bonus: \$5,500

3. American Academy of PAs. 2017 AAPA Salary Report. Alexandria, VA.