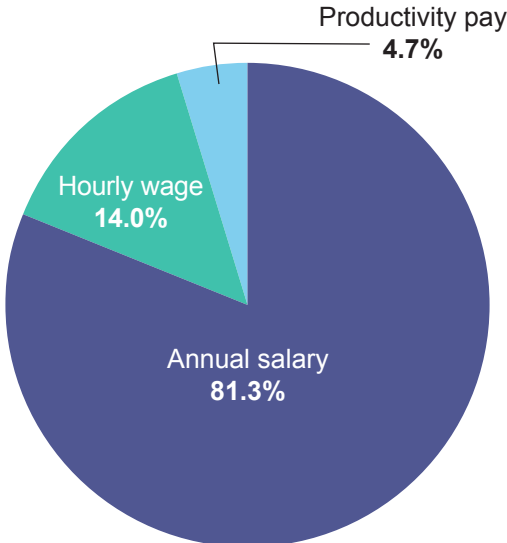


PA Compensation Varies by Multiple Factors

In 2024, four in five full-time PAs (81%) reported that they were paid an annual base salary; 14% received an hourly wage, while almost 5% were paid based on productivity, either entirely or in combination with a guaranteed minimum base compensation (Figure 9). The median annual base salary was \$130,000, reflecting an increase from \$125,000 in 2023. The median hourly wage was \$75, up from \$70 in 2023. Median productivity-based compensation was \$175,000, slightly lower than the reported 50th percentile in 2023 (\$200,000). Overall, the total

median compensation across all earning types was \$134,000 (with annualized hourly wages), a 5.5% increase from \$127,000 in 2023. Among full-time PAs, more than half (57%, up from 55% in 2022) received a bonus, and for those that did, the median bonus was \$7,500 – an increase compared to \$6,000 in 2023. The amount a PA is compensated, as well as the extent to which it increased from last year, varies by work setting, employer type, and major specialty area. (See Figures 10, 11, and 12.)

FIGURE 9. Distribution of PAs by Mode of Compensation



2024 Median PA Compensation:

- Base salary: \$130,000
- Hourly wage: \$75.00
- Productivity pay: \$175,000
- Profession-wide compensation: \$134,000
- Annual bonus: \$7,500

Note: The data reflect PAs who worked 32 hours or more per week in 2024.

Where a PA works (Figure 10), and for whom a PA works (Figure 11), are related to their compensation. PAs who work in hospitals (regardless of type) reported median compensation of \$140,000, up from \$131,610 in 2023. However, compensation can vary between hospital settings. For example, PAs whose work setting was a critical access hospital (\$149,880) or emergency department (\$145,600) had higher median compensations than peers working in outpatient or intensive care units (\$140,000; Figure 10).

PAs in a school/college/university as a full-time educator (\$120,000) or working in health clinics (\$123,500) and those in physician offices/clinics (\$123,000) had the lowest median compensation. PAs in critical access hospitals (\$149,880), hospital emergency departments (\$145,600), and rehabilitation centers (\$144,000) reported the highest median compensation (Figure 10). See Table 15 of the Salary Report for more information.