

2023 CMA (AAMA)® Compensation and Benefits Report

The CMA (AAMA)

Employers are increasingly demanding that their medical assistants have a CMA (AAMA)® credential.¹ Every day the AAMA responds to more than 100 employer requests for CMA (AAMA) certification verification—for both current and potential employees.² Such demand is often due to the pressures of potential malpractice suits and the certification mandates placed on employers by managed care organizations.³

Medical assistants and medical assisting educators across the country enthusiastically participated in the 2023 Compensation and Benefits Survey conducted by the American Association of Medical Assistants® (AAMA). More than 11,000 medical assistants completed the survey.

The AAMA emailed an electronic questionnaire to nearly 250,000 individuals—including almost 75,000 CMAs (AAMA)—and announced the survey via the AAMA Facebook page (about 52,000 followers). The majority of respondents (77%) were

medical assistants, while about 4% identified themselves as medical assisting educators. Approximately 3% of respondents identified themselves as medical practice managers, while about 8% identified as both medical assistants and medical assisting educators. Most of the participants had earned the CMA (AAMA) credential (81%) and were members of the AAMA (62%).

Statistical Significance and Terms Used

The large number of participants ensures that the results have a high degree of statistical significance. The overall margin of error for the 11,803 responses is $\pm 0.9\%$ at the 95% confidence level. Margin of error describes the statistical significance of the sample as an estimate of the population. The margin of error should be treated only as an approximation, since margin of error calculations are based on pure random selection, which is not achievable in traditional survey settings where response is voluntary. The $\pm 0.9\%$ margin of error applies to overall statistics based on the total respondents to the survey; smaller breakout groups presented throughout the report have higher margins of error. Judgments based on statistics with very low sample sizes should be made with caution. Statistics are rounded to the nearest whole number.

Employee Pay Rate and Status

Both hourly pay rates and annual gross salaries were collected from the survey. Approximately 98% of full-time medical assistants are paid hourly, while roughly 2% are paid by annual salary. Of the 7,905 respondents who are practicing medical assistants, approximately 90% work full time while nearly 10% work part time. For the purposes of this report, results represent compensation and benefits for the full-time employee population.

Compensation

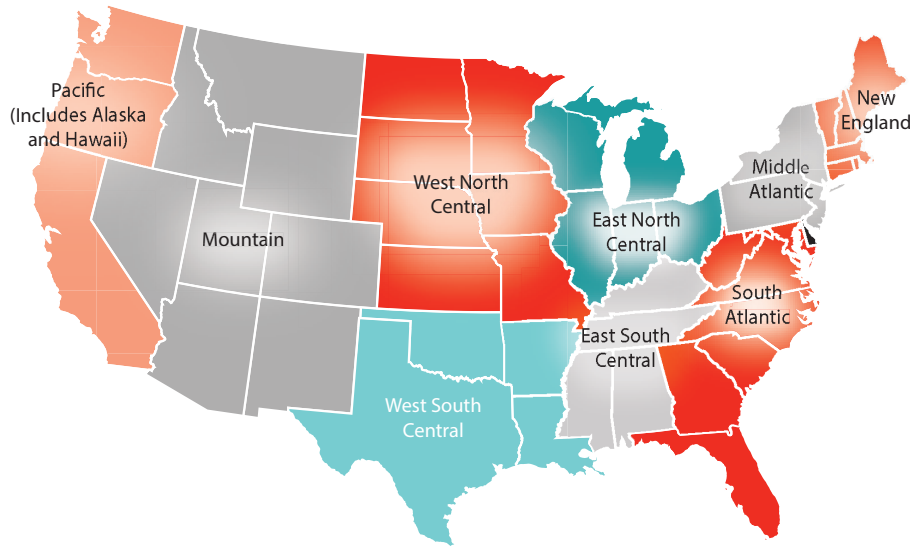
Overall, of those surveyed, full-time medical assistants holding a current CMA (AAMA) certification earn an average of \$21.64 per hour or an average annual salary of \$40,658.22. Non-CMA (AAMA)-certified medical assistants earn an average of \$20.84 per hour or an average annual salary of \$39,053.95. Average hourly wages and salary varied for CMAs (AAMA) according to years of experience and other factors, which are broken down as follows.

By Geographic Region

The average annual earnings and hourly wages were computed for geographic regions of the United States (Figure 1). The Pacific region showed the highest earnings for full-

CMA (AAMA) overall
 average earnings
 Hourly: \$21.64
 Salary: \$40,658.22

Figure 1. Regions Based on the United States Census Divisions



Note: Data presented in this report represent current-dollar values (i.e., dollar amounts are not adjusted for cost of living by region). To learn more about constant-dollar values in your region, search online to view cost-of-living adjustments for individual locations.

Table 1.

Geographic Region	Average Full-Time CMA (AAMA) Pay by Years of Experience (\$)					
	0–2 years	3–5 years	6–9 years	10–15 years	16 years+	Overall
Northeast						
New England	17.84 32,091	20.83 41,040	23.02 44,388	24.13 46,910	24.99 48,848	22.29 42,637
Middle Atlantic	18.08 33,292	19.52 37,798	21.12 41,417	22.39 43,296	23.11 47,500	20.82 40,369
Midwest						
East North Central	18.79 35,230	20.03 36,445	21.00 38,202	21.91 40,809	23.27 43,329	21.15 39,029
West North Central	19.58 35,577	21.00 37,147	22.90 40,766	23.67 43,784	25.18 47,023	22.91 41,768
South						
South Atlantic	18.36 34,117	18.83 34,938	20.25 38,294	21.15 39,727	22.68 43,155	20.49 38,442
East South Central	17.42 33,663	18.31 34,029	19.59 37,857	20.68 38,895	21.52 40,398	19.46 36,715
West South Central	17.33 31,487	18.42 38,078	18.38 34,071	20.36 37,743	21.81 43,645	19.56 37,538
West						
Mountain	19.70 34,622	19.95 37,157	21.83 41,255	23.92 44,606	24.35 48,055	22.06 41,346
Pacific	23.51 43,705	24.48 47,704	25.83 50,348	26.66 53,056	26.91 56,467	25.41 50,010

time current CMAs (AAMA), with averages of \$50,009.76 annually and \$25.41 hourly. Across the country, the New England region turned in the second-highest annual earnings (\$42,637.43), while the West North Central region had the second-highest hourly wages (\$22.91). The full comparison is shown in Table 1.

By Work Setting

The overwhelming majority of CMA

(AAMA)–certified medical assistants surveyed work in physicians’ practices. More than 92% of medical assistant respondents are employed in that setting, with roughly 2% in ambulatory surgery and another 3% in “other.” About 3% of respondents work in inpatient settings. The breakdown of wages and earnings by work setting is shown in Table 2. Figures for home health settings are not listed due to insufficient response numbers.

By Practice Specialty

About 62% of medical assistant respondents who are CMA (AAMA) certified work in a primary care practice. Another 33% work in practices with other medical and surgical specialties. The income figures for practice specialty are shown in Table 3.

By Number of Specialties

Almost 53% of CMA (AAMA) respondents work in a single-specialty practice, while

Table 2.

* = fewer than 12 responses

Work Setting	Average Full-Time CMA (AAMA) Pay by Years of Experience (\$)					
	0–2 years	3–5 years	6–9 years	10–15 years	16 years+	Overall
Physician practice	19.32	20.29	21.62	22.58	23.79	21.67
	35,613	37,882	40,441	42,704	45,583	40,667
Ambulatory surgery	19.43	16.37	19.41	*	23.23	20.31
	34,900	31,100	37,537	43,833	47,154	38,274
Inpatient setting	17.55	20.71	21.83	23.72	23.54	21.15
	35,793	41,300	38,658	43,781	48,375	40,840
Other	19.22	21.54	22.01	22.41	24.13	22.07
	35,469	38,920	42,729	40,922	48,129	41,884

Table 3.

Practice Specialty	Average Full-Time CMA (AAMA) Pay by Years of Experience (\$)					
	0–2 years	3–5 years	6–9 years	10–15 years	16 years+	Overall
Primary care	19.28	20.18	21.36	22.39	23.62	21.43
	35,596	37,508	39,763	41,917	45,199	39,978
All other medical and surgical specialties	19.36	20.44	21.89	23.12	24.03	22.08
	35,643	38,417	41,284	44,218	46,700	41,940
Other	19.18	20.37	22.10	22.77	23.70	21.72
	35,539	38,078	41,626	43,678	45,347	41,019

Table 4.

Number of Specialties	Average Full-Time CMA (AAMA) Pay by Years of Experience (\$)					
	0–2 years	3–5 years	6–9 years	10–15 years	16 years+	Overall
Single specialty	19.51	20.28	21.50	22.47	23.91	21.72
	36,087	37,950	40,100	42,682	45,899	40,821
Multiple specialties	19.72	20.60	21.90	23.03	23.80	21.89
	36,283	38,672	41,318	43,001	45,735	41,101
Other	19.15	20.13	21.05	21.63	23.59	21.34
	36,458	37,233	40,180	41,519	45,714	40,778

about 45% work in a multispecialty setting. The income figures for full-time current CMAs (AAMA) by number of specialties are listed in Table 4.

Employment Benefits

Roughly 96% of all full-time CMAs (AAMA) receive some form of benefits package from their employer.

Insurance

About 81% of full-time CMAs (AAMA) receive paid vacation. More than 83% receive dental coverage, while nearly 70% receive major medical coverage. Approximately 78% receive vision coverage, and about 63% receive disability coverage. The full range of benefits for full-time CMAs (AAMA) is shown in Figure 3.

AAMA Membership and Conference

When asked whether employers offer to help pay for various AAMA expenses, about 13% of full-time medical assistants who are AAMA members responded that their employers pay their membership dues in full (Figure 4). In addition, approximately 6% have their annual conference registration fees paid for in full, and nearly 4% have travel and lodging paid by their employers. ♦

The American Association of Medical Assistants thanks all the participants who made this survey possible.

References

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