

2024 CMA (AAMA)® Compensation and Benefits Report

The CMA (AAMA)

Employers are increasingly demanding that their medical assistants have a CMA (AAMA)® credential.¹ Such demand is often due to the pressures of potential malpractice suits and the certification mandates placed on employers by managed care organizations.²

Medical assistants and medical assisting educators across the country enthusiastically participated in the 2024 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 230,000 individuals—including about 71,000 CMAs (AAMA)—and announced the survey via the AAMA Facebook page (about 52,000 followers). The majority of respondents (81%) were medical assistants, while about 3% identified themselves as medical assisting educators. Approximately 3% of respondents identified themselves as medical practice managers, while about 4% identified as both medical

assistants and medical assisting educators. Most of the participants had earned the CMA (AAMA) credential (84%) and were members of the AAMA (64%).

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 11,615 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 on the survey. Approximately 97% of full-time medical

assistants are paid hourly, while roughly 3% are paid by annual salary. Of the 8,321 respondents who are practicing medical assistants, approximately 91% work full time while nearly 9% work part time. For the purposes of this report, results represent compensation and benefits for the full-time employee population.

Compensation

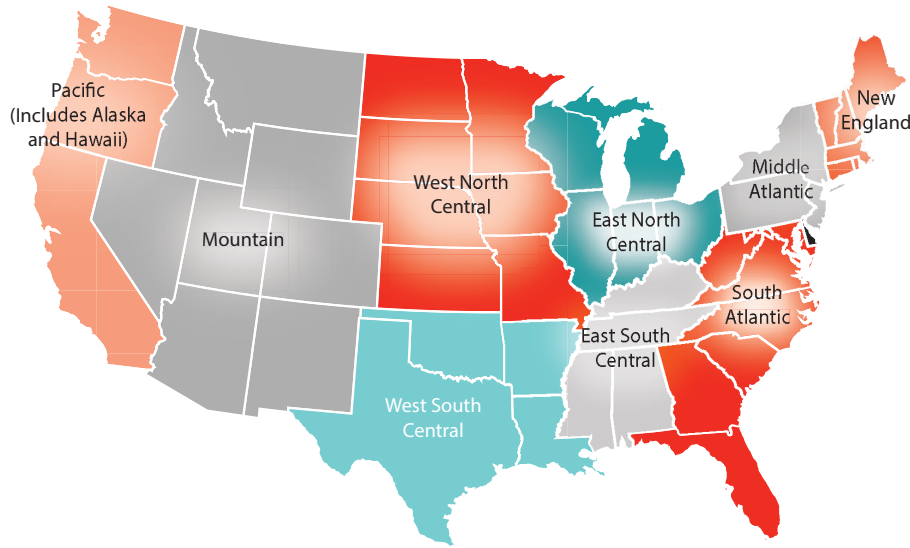
Overall, of those surveyed, full-time medical assistants holding a current CMA (AAMA) certification earn an average of \$22.69 per hour or an average annual salary of \$42,963.09. Non-CMA (AAMA)-certified medical assistants earn an average of \$21.46 per hour or an average annual salary of \$39,913.18. 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-time current CMAs (AAMA), with averages of \$52,837.73 annually and \$26.16 hourly. Across the country, the New England region turned in the second-highest annual earnings (\$47,260.16) and second-highest

CMA (AAMA) overall
 average earnings
 Hourly: \$22.69
 Salary: \$42,963.09

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 | 21.48 40,265 | 22.15 42,620 | 24.25 46,921 | 24.96 48,694 | 25.95 52,024 | 24.25 47,260 |
| Middle Atlantic | 20.51 37,378 | 21.55 40,368 | 22.21 43,174 | 23.18 44,946 | 24.47 48,913 | 22.70 43,565 |
| Midwest | | | | | | |
| East North Central | 20.15 36,616 | 20.69 37,984 | 22.05 40,898 | 22.96 42,472 | 23.98 44,999 | 22.22 41,146 |
| West North Central | 20.68 38,661 | 21.33 39,225 | 23.20 42,631 | 24.48 44,780 | 25.68 49,932 | 23.68 44,159 |
| South | | | | | | |
| South Atlantic | 19.17 34,837 | 20.03 37,066 | 20.96 39,225 | 22.36 42,102 | 23.65 46,074 | 21.62 40,786 |
| East South Central | 17.35 31,129 | 18.23 34,522 | 19.66 36,917 | 20.00 37,622 | 22.31 43,609 | 19.72 37,150 |
| West South Central | 18.14 33,109 | 19.59 36,489 | 19.98 38,379 | 22.51 41,550 | 22.76 44,250 | 20.87 38,996 |
| West | | | | | | |
| Mountain | 20.53 37,570 | 21.64 38,837 | 23.06 42,033 | 24.71 48,924 | 25.10 48,115 | 23.12 43,536 |
| Pacific | 24.19 45,755 | 25.57 48,476 | 26.45 52,708 | 27.25 57,409 | 27.21 59,511 | 26.16 52,837 |

hourly wages (\$24.25). 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. Nearly 92% of medical assistant respondents are

employed in that setting, with roughly 2% in ambulatory surgery and another 4% in "other." About 2% 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 61% of medical assistant respondents who are CMA (AAMA) certified work in a primary care practice. Another 34% work in practices with other medical and surgical specialties. The income figures for practice specialty are shown in Table 3.

Table 2.

| 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 | 20.43 | 21.22 | 22.35 | 23.49 | 24.58 | 22.69 |
| | 37,468 | 39,161 | 41,879 | 44,614 | 47,999 | 42,842 |
| Ambulatory surgery | 20.98 | 21.14 | 22.55 | 24.61 | 24.88 | 22.92 |
| | 42,893 | 42,750 | 47,250 | 48,604 | 53,857 | 46,477 |
| Inpatient setting | 20.04 | 20.46 | 22.74 | 23.11 | 23.89 | 22.07 |
| | 40,053 | 38,758 | 43,375 | 43,042 | 46,293 | 42,188 |
| Other | 21.13 | 21.41 | 22.72 | 23.92 | 24.11 | 23.10 |
| | 36,656 | 40,045 | 43,520 | 45,344 | 50,538 | 44,669 |

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 | 20.40 | 21.01 | 22.28 | 23.49 | 24.53 | 22.57 |
| | 37,266 | 39,303 | 41,904 | 44,139 | 47,501 | 42,468 |
| All other medical and surgical specialties | 20.77 | 21.30 | 22.56 | 23.80 | 24.72 | 23.02 |
| | 39,237 | 39,363 | 42,383 | 46,130 | 49,349 | 44,159 |
| Other | 19.71 | 21.66 | 22.60 | 23.00 | 24.52 | 22.48 |
| | 36,117 | 39,451 | 43,103 | 43,376 | 48,347 | 42,531 |

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 | 20.55 | 21.13 | 22.39 | 23.42 | 24.42 | 22.69 |
| | 37,717 | 39,403 | 41,757 | 44,250 | 47,727 | 42,902 |
| Multiple specialties | 20.48 | 21.24 | 22.45 | 23.86 | 24.90 | 22.85 |
| | 37,749 | 39,453 | 42,270 | 45,558 | 48,977 | 43,306 |
| Other | 19.70 | 21.79 | 23.03 | 23.19 | 24.15 | 22.69 |
| | 34,275 | 41,565 | 43,933 | 42,359 | 47,486 | 42,512 |

By Number of Specialties

Almost 53% of CMA (AAMA) respondents work in a single-specialty practice, while about 44% 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 95% 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 79% receive vision coverage, and about 62% receive disability coverage. The full range of benefits for full-time CMAs (AAMA) is shown in Figure 3.

AAMA Membership and Conference

When asked if employers offer to help pay for various AAMA expenses, about 12% 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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- Balasa DA. Why more employers are hiring CMAs (AAMA). *CMA Today*. 2013;46(5):6-7. January 2007. Updated September 2013. Accessed October 28, 2024. <https://www.aama-ntl.org/medical-assisting-today/archives/article?id=b286d24a-4840-6a90-a81c-ff00003b2c18>

