

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

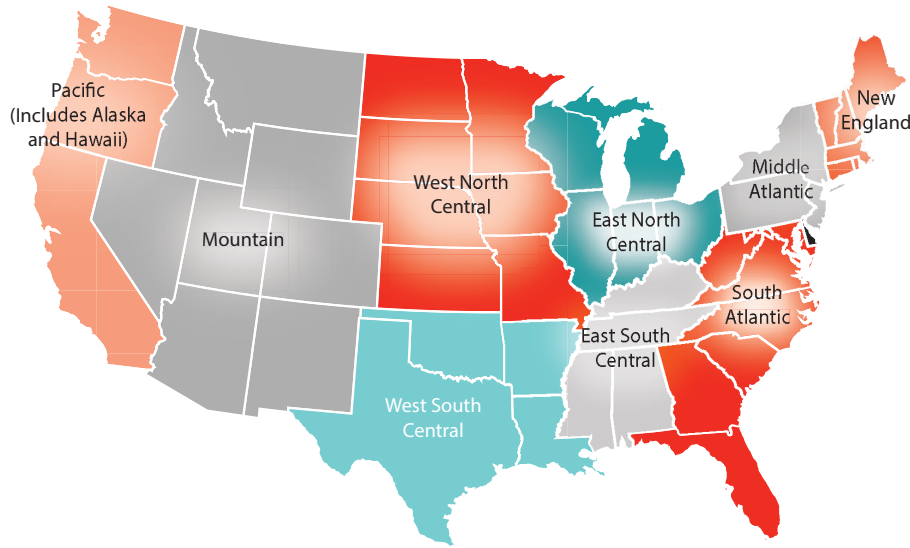
Overall, of those surveyed, full-time medical assistants holding a current CMA (AAMA) certification earn an average of \$22.69 per hour or an average annual salary of \$42,963.09. Non-CMA (AAMA)-certified medical assistants earn an average of \$21.46 per hour or an average annual salary of \$39,913.18. 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

- Balasa DA, Johnson A. CMA (AAMA) certification: why it is the premier credential. *CMA Today*. 2015;48(6):6-7. November 2015. Accessed October 28, 2024. <https://www.aama-ntl.org/docs/default-source/other/nd-pa.pdf?sfvrsn=4>
- 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>

