

2025 CMA (AAMA)® Compensation and Benefits Report

Employers are increasingly demanding that their medical assistants have a CMA (AAMA)® credential.¹ Every day the AAMA responds to 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.¹

Medical assistants and medical assisting educators across the country enthusiastically participated in the 2025 Compensation and Benefits Survey conducted by the American Association of Medical Assistants® (AAMA). More than 12,000 medical assistants completed the survey.

The AAMA emailed an electronic questionnaire to more than 425,000 individuals—including about 67,000 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 2% identified themselves as medical assisting educators. Approximately 3% of respondents identified themselves as medical practice

managers, while about 3% identified as both medical assistants and medical assisting educators. Most of the participants had earned the CMA (AAMA) credential (76%) and were members of the AAMA (57%).

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 12,596 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 97% of full-time medical assistants are paid hourly, while roughly 3% are paid by annual salary. Of the 8,648 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 \$23.55 per hour or an average annual salary of \$45,159. Non-CMA (AAMA)-certified medical assistants earn an average of \$22.61 per hour or an average annual salary of \$42,675. 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

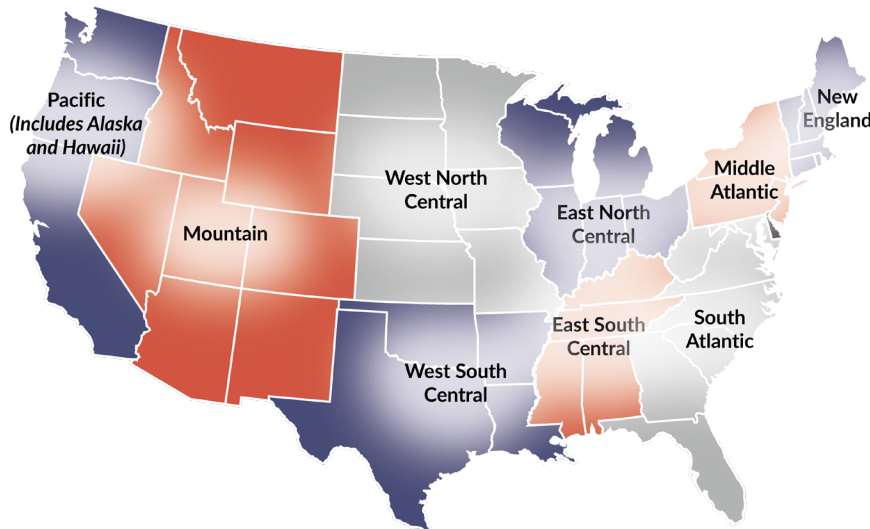
The average annual earnings and hourly wages were computed for geographic regions of the United States (Figure 1). The Pacific region showed the highest earnings for full-time current CMAs (AAMA), with averages of \$55,542 annually and \$26.67 hourly.

CMA (AAMA) overall average earnings

Hourly: \$23.55

Salary: \$45,159

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	19.15 37,261	23.09 42,913	24.27 45,000	26.02 51,199	26.81 53,757	24.90 48,237
Middle Atlantic	20.27 39,196	22.15 42,824	23.40 46,180	23.68 46,847	25.22 50,692	23.45 46,124
Midwest						
East North Central	20.45 37,958	21.48 38,910	22.81 41,633	23.79 44,475	24.92 47,821	23.21 43,182
West North Central	21.41 39,903	22.23 40,278	24.38 43,972	25.62 49,141	26.34 50,480	24.64 46,275
South						
South Atlantic	19.61 36,798	20.76 39,422	22.07 42,344	23.02 43,773	24.30 47,016	22.42 42,819
East South Central	19.11 35,121	19.75 37,844	21.08 39,039	21.79 40,695	22.70 43,949	21.00 39,678
West South Central	18.86 36,000	19.38 36,207	21.69 39,939	22.39 42,805	23.73 47,541	21.71 41,704
West						
Mountain	20.69 37,290	22.62 42,385	24.55 45,686	24.86 47,220	25.68 50,425	24.17 45,989
Pacific	24.54 45,669	25.63 50,894	26.84 53,479	27.28 58,873	27.47 60,852	26.67 55,542

Across the country, the New England region turned in the second-highest annual earnings (\$48,237) and second-highest hourly wages (\$24.90). 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. About 91% of medical assistant respondents are employed in that setting, with roughly 2% in ambulatory surgery and another 4% in “other.” Nearly 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 60% 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

Table 2.

* = insufficient data

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	20.60 38,357	22.00 41,244	23.28 43,826	24.29 47,021	25.21 49,618	23.57 45,164
Ambulatory surgery	* *	* 42,500	* *	24.01 42,740	25.58 49,333	23.53 45,096
Inpatient setting	21.58 39,475	21.41 39,521	22.78 39,625	23.84 46,953	25.19 53,708	23.02 43,685
Other	* *	21.55 42,429	24.40 47,417	23.69 45,429	25.80 53,413	23.87 47,130

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	20.37 38,168	21.96 41,005	23.13 43,335	24.09 46,747	25.13 49,454	23.37 44,729
All other medical and surgical specialties	21.01 38,828	21.99 41,985	23.49 44,424	24.52 47,342	25.36 50,406	23.85 45,959
Other	21.10 40,354	21.53 40,504	23.33 43,716	24.27 46,974	25.49 50,244	23.56 45,222

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	20.88 39,021	21.95 40,821	23.15 43,406	24.46 47,505	25.21 49,936	23.63 45,347
Multiple specialties	21.08 39,433	21.90 41,459	23.67 45,119	24.26 47,063	25.47 50,279	23.74 45,717
Other	* *	23.35 48,417	23.11 43,500	23.86 44,475	24.67 47,625	23.29 44,313

specialties. The income figures for practice specialty are shown in Table 3.

By Number of Specialties

About 52% of CMA (AAMA) respondents work in a single-specialty practice, while 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 85% receive dental coverage, while nearly 69% receive major medical coverage. Approximately 82% receive vision coverage, and about 64% 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 7% have their annual conference registration fees paid for in full, and nearly 5% have travel and lodging paid by their employers.

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

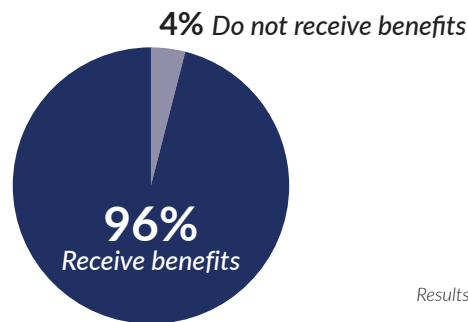
References

1. Balasa DA. Why more employers are hiring CMAs (AAMA). *CMA Today*. 2013;46(5):6-7. January 2007. Updated 2018. Accessed September 29, 2025. <https://www.aama-ntl.org/docs/default-source/employers/more-emps-hire-cma.pdf>
2. American Association of Medical Assistants. *CMA (AAMA) Fact Sheet*. Accessed September 29, 2025. [https://www.aama-ntl.org/docs/default-source/about-profession-and-credential/cma-\(aama\)-fact-sheet.pdf](https://www.aama-ntl.org/docs/default-source/about-profession-and-credential/cma-(aama)-fact-sheet.pdf)

Educator earnings are also available online in a separate report!

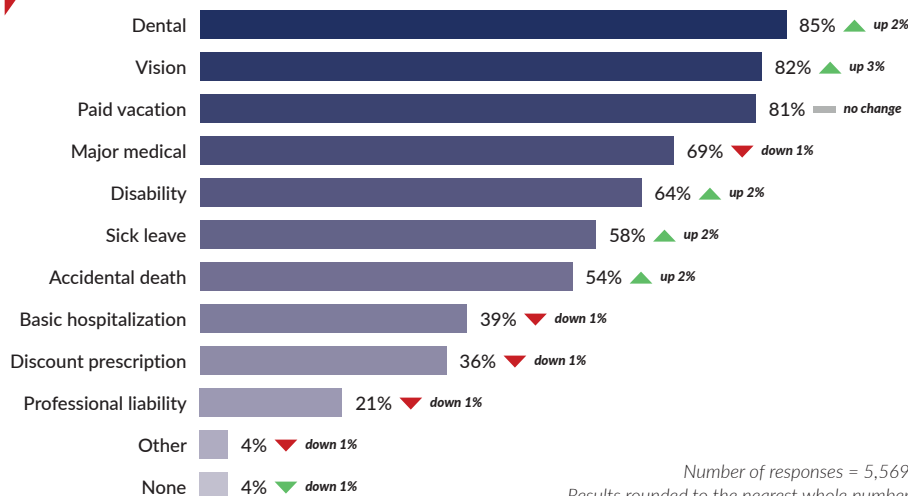
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Figure 2. Benefits received by full-time CMAs (AAMA)



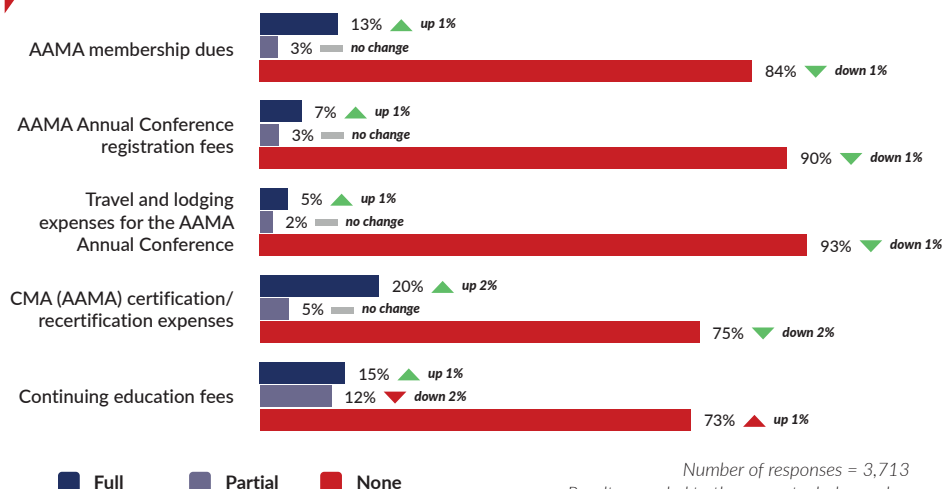
Number of responses = 5,569
Results rounded to the nearest whole number

Figure 3. Insurance benefits received by full-time CMAs (AAMA)



Number of responses = 5,569
Results rounded to the nearest whole number

Figure 4. Dues assistance received by full-time medical assistant AAMA members



Number of responses = 3,713
Results rounded to the nearest whole number