



2024 ORTHOPEDIC SALARY GUIDE

EXECUTIVE SUMMARY

- ▶ **NATIONWIDE AVERAGES**
- ▶ **BREAKDOWN BY EXPERIENCE (JUNIOR TO SENIOR)**
- ▶ **BREAKDOWN BY STATE (HIGHEST TO LOWEST PAY)**
- ▶ **BREAKDOWN BY CITY (TOP HIGHEST PAY)**
- ▶ **WAGE BY GENDER, EDUCATION, & RACE**
- ▶ **KEY TAKEAWAYS**
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2024 ORTHOPAEDIC SALARY GUIDE

NATIONWIDE AVERAGES

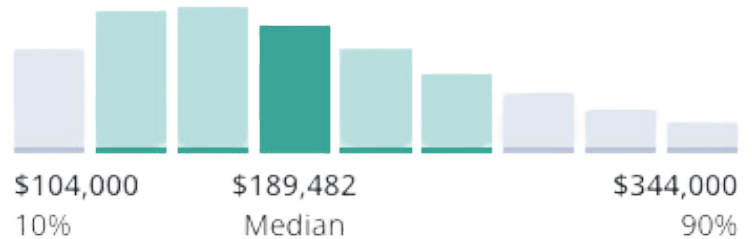
Average Orthopaedic Physician Assistant Salary

\$189,482 Per Year

\$91.1 hourly rate

Entry-Level Orthopaedic Physician Assistant Salary
\$104,000 yearly salary

Updated June 25, 2024



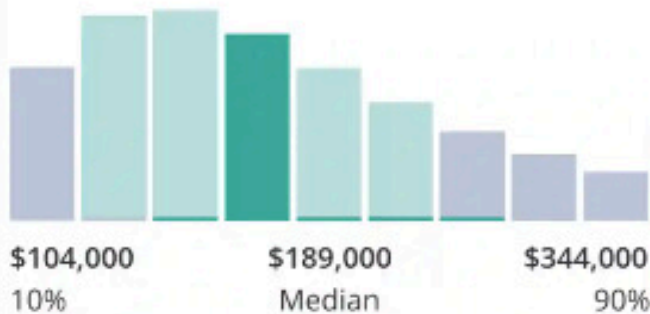
BREAKDOWN BY EXPERIENCE (JUNIOR TO SENIOR)

ORTHOPAEDIC PHYSICIAN ASSISTANT

Average Salary

\$189,000 yearly

\$91.1 hourly



Updated August 18, 2021

Junior Level 25th Percentile

\$138,000

Yearly Salary

\$66.35

Hourly Salary

Mid Level 50th Percentile

\$189,482

Yearly Salary

\$91.1

Hourly Salary

Senior Level 75th Percentile

\$259,000

Yearly Salary

\$124.52

Hourly Salary



BREAKDOWN BY STATE (HIGHEST TO LOWEST PAY)

Highest Paying States For Orthopaedic Physician Assistants

Rank ↕	State ↕	Avg. Salary ↕	Hourly Rate
1	New Mexico	\$192,322	\$92.46
2	North Dakota	\$185,386	\$89.13
3	South Dakota	\$179,101	\$86.11
4	Minnesota	\$189,190	\$90.96
5	Nevada	\$182,477	\$87.73
6	Nebraska	\$193,939	\$93.24
7	Iowa	\$183,594	\$88.27
8	Oregon	\$180,748	\$86.90
9	Vermont	\$177,303	\$85.24
10	Arizona	\$174,471	\$83.88
11	Wisconsin	\$169,254	\$81.37
12	Montana	\$171,944	\$82.67
13	Indiana	\$169,492	\$81.49
14	Wyoming	\$174,166	\$83.73
15	Washington	\$176,818	\$85.01
16	Alaska	\$172,919	\$83.13
17	Texas	\$172,947	\$83.15
18	California	\$187,665	\$90.22
19	Illinois	\$174,424	\$83.86
20	Massachusetts	\$178,366	\$85.75



21	Tennessee	\$166,813	\$80.20
22	Utah	\$175,094	\$84.18
23	New York	\$171,552	\$82.48
24	Hawaii	\$170,811	\$82.12
25	West Virginia	\$163,086	\$78.41
26	Colorado	\$176,467	\$84.84
27	South Carolina	\$163,648	\$78.68
28	North Carolina	\$164,926	\$79.29
29	Louisiana	\$164,667	\$79.17
30	Arkansas	\$167,974	\$80.76
31	Kansas	\$166,546	\$80.07
32	Oklahoma	\$161,007	\$77.41
33	Michigan	\$162,648	\$78.20
34	Maine	\$159,164	\$76.52
35	Ohio	\$164,523	\$79.10
36	Pennsylvania	\$157,706	\$75.82
37	Georgia	\$164,511	\$79.09
38	Florida	\$162,154	\$77.96
39	Kentucky	\$156,028	\$75.01
40	Connecticut	\$157,161	\$75.56
41	New Jersey	\$157,662	\$75.80
42	Alabama	\$156,065	\$75.03



43	New Hampshire	\$140,373	\$67.49
44	Maryland	\$157,939	\$75.93
45	Missouri	\$153,348	\$73.72
46	District of Columbia	\$163,435	\$78.57
47	Rhode Island	\$150,063	\$72.15
48	Virginia	\$147,782	\$71.05
49	Delaware	\$155,243	\$74.64
50	Idaho	\$148,137	\$71.22
51	Mississippi	\$136,040	\$65.40

BREAKDOWN BY CITY (TOP HIGHEST PAY)

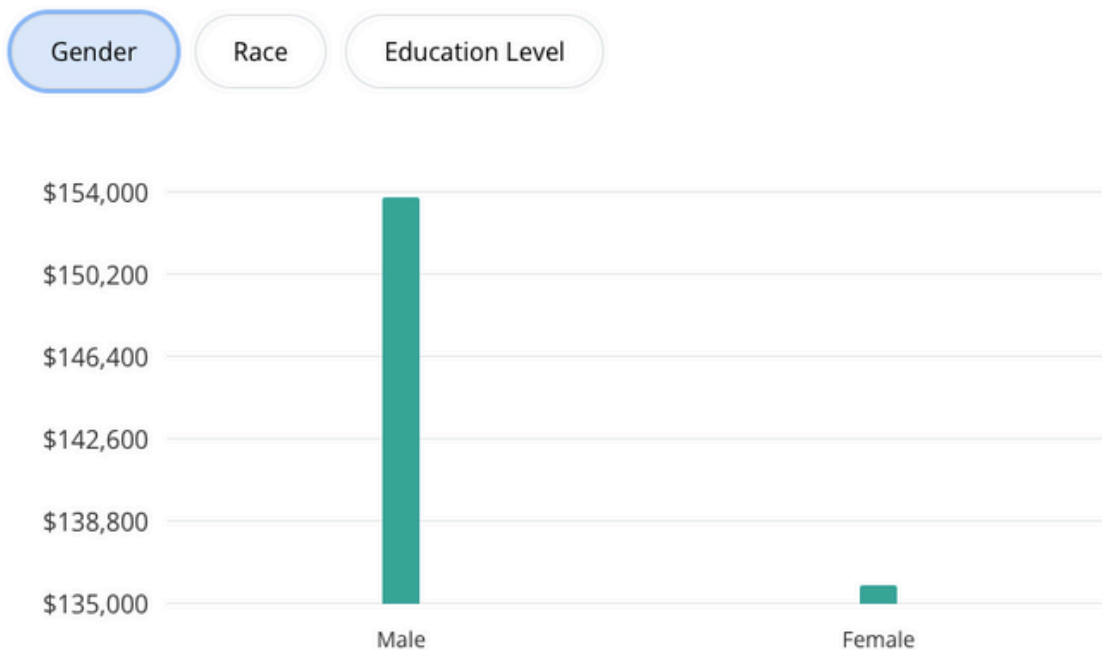
1	Omaha, NE	\$271,379	\$130.47
2	Albuquerque, NM	\$254,592	\$122.40
3	Minneapolis, MN	\$249,383	\$119.90
4	Fresno, CA	\$236,808	\$113.85
5	Vancouver, WA	\$224,927	\$108.14
6	Greeley, CO	\$221,098	\$106.30
7	Chicago, IL	\$207,255	\$99.64
8	Tucson, AZ	\$206,428	\$99.24
9	Peabody, MA	\$205,882	\$98.98
10	Houston, TX	\$198,887	\$95.62
11	Watertown, NY	\$197,146	\$94.78



BREAKDOWN BY CITY (TOP HIGHEST PAY)

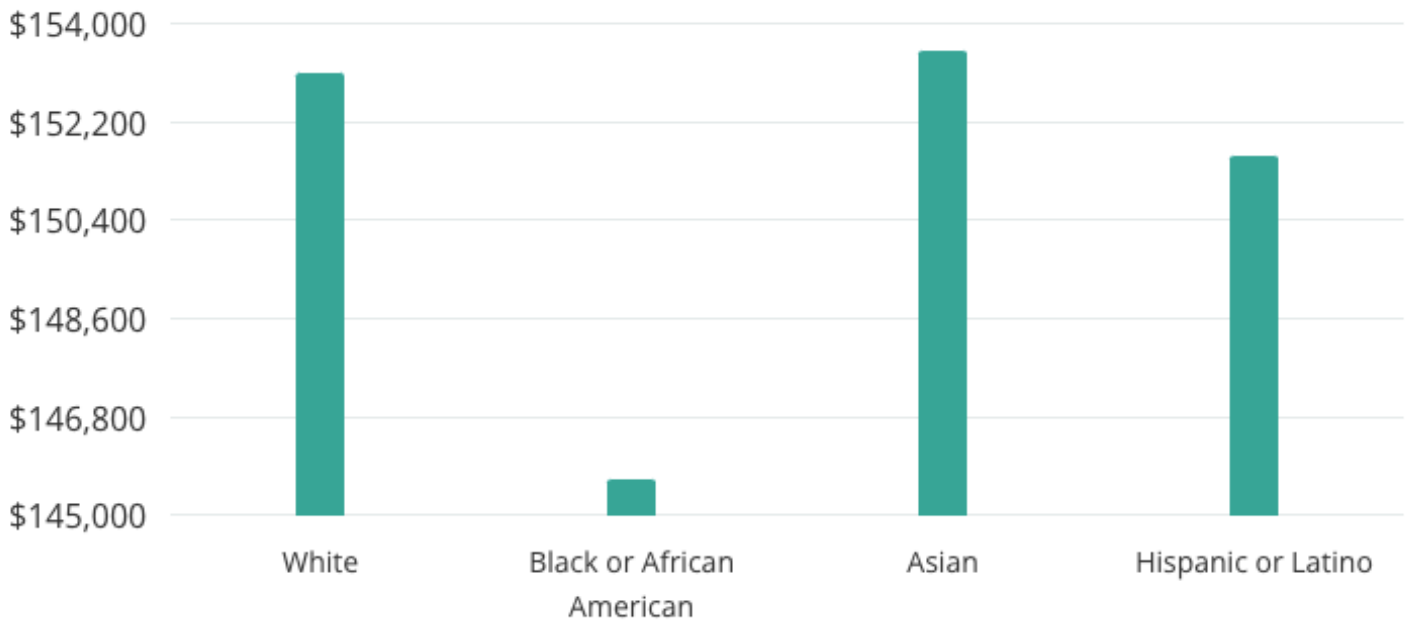
12	Chattanooga, TN	\$188,805	\$90.77
13	Toledo, OH	\$184,471	\$88.69
14	Alexandria, LA	\$183,380	\$88.16
15	Raleigh, NC	\$181,096	\$87.07
16	Spartanburg, SC	\$180,517	\$86.79
17	Palm Beach Gardens, FL	\$177,587	\$85.38
18	Scranton, PA	\$171,144	\$82.28
19	Towson, MD	\$170,427	\$81.94
20	Saint Louis, MO	\$169,640	\$81.56

WAGE BY GENDER, EDUCATION, & RACE

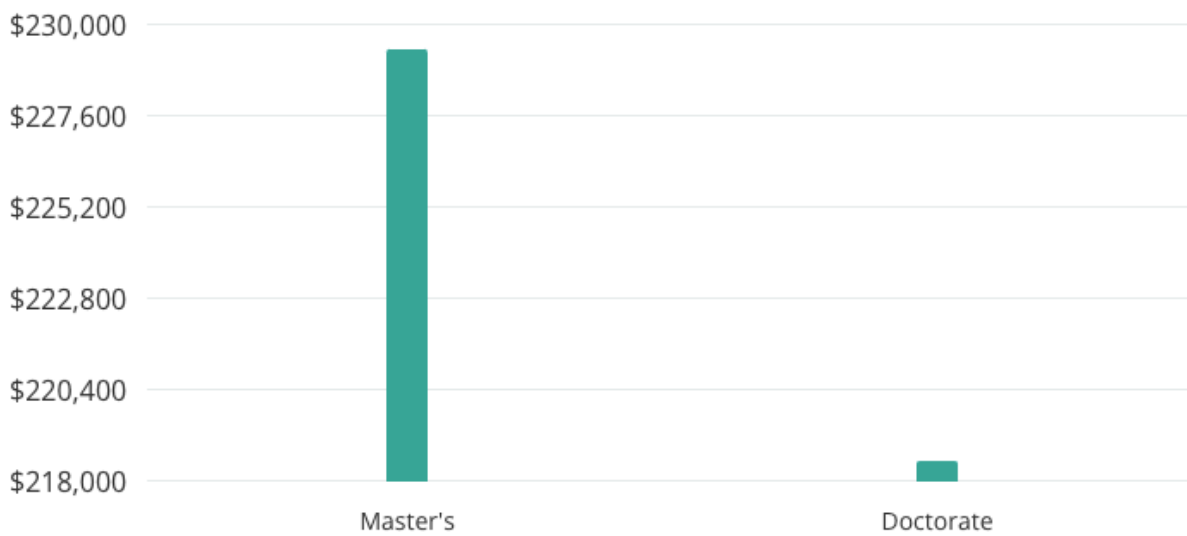


WAGE BY GENDER, EDUCATION & RACE

Gender
 Race
 Education Level



Gender
 Race
 Education Level





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KEY TAKEAWAYS

- INFLATION CONTINUES TO DRIVE UP SALARY RANGES.
- PRIVATE PRACTICES CONTINUE TO BE LOWER IN PAY VERSUS HOSPITAL SYSTEMS.
- THERE IS A SUBSTANTIAL PAY GAP BETWEEN RACE AND GENDER.

ACTION ITEMS

- YOU MUST BE AGILE AND PROACTIVE IN TALENT ACQUISITION EFFORTS.
- YOU MUST OFFER FAIR PAY TO ALL BASED ON EXPERIENCE VERSUS GENDER OR RACE.
- YOU HAVE TO FORECAST HIRING NEEDS AS A PRIVATE PRACTICE TO COMPETE AGAINST LARGER HEALTHCARE SYSTEMS.
- YOU HAVE TO FIND WAYS TO MITIGATE COMPRESSION AS NEW PROVIDERS ARE HIRED AGAINST CURRENT EMPLOYEE'S PAY.
- YOU MUST BE AWARE OF LEGAL HIRING REQUIRMENTS AND COMPLIANCE.
- YOU MUST BE ABLE TO FIND PASSIVE TALENT VERSUS ACTIVE JOBSEEKERS.

AKA, HIRE PROFESSIONALS.

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