



Recommended Minimum Per Diem Pay Rate: On-Site Athletic Training Medical Care

Certified Athletic Trainers (AT) are healthcare providers that possess a specialized set of health care skills. All athletic trainers must graduate from an accredited educational program and pass a comprehensive nationally recognized certification exam. ATs also maintain their knowledge and skills by participating in continuing education. ATs in California have a cost of living that is on average 34% higher than the national average¹. The varying cost of living across the state of California has led the CATA to adjust the recommended per diem rate from 2022, based on each region's average cost of living. Hiring a certified athletic trainer should be seen as an investment in your program/event. ATs can provide a peace of mind that your team member is in safe hands, no matter the environment.

CATA Regions	Cost of Living Average	Hourly Per Diem Rate
Region 1	112.5	\$59.50/hour
Region 2	165.2	\$87.50/hour
Region 3	107.6	\$57/hour
Region 4	154.1	\$81.75/hour
Region 5	138.2	\$73/hour
Region 6	126.9	\$67/hour

The above information was calculated utilizing The Best Places Cost of Living for California by County¹. Each region's county's cost of living was averaged to get the cost of living by region.

This minimum recommended per diem pay rate was determined through evaluation of several resources related to hourly pay for ATs throughout the country, and adjusted based on cost of living data for the state of California. This data included, but was not limited to:

- 2020 median pay across numerous states for per diem services, adjusted for inflation, of \$53.00/hour (NATA Salary Survey), however this does not reflect the higher cost of living in the state of California.
- Increased costs of professional liability services
- Cost of living adjustments compared to other states and by region in California¹

1. California Cost of Living. https://www.bestplaces.net/cost_of_living/state/california



This rate does NOT include any expenses related to health care supplies (e.g. athletic tape, crutches, or emergency equipment) that the host athletic or community-based event should make available to the certified AT. In the circumstance where the host athletic or community-based event cannot provide the appropriate amount of health care supplies, it is recommended for the certified AT to negotiate before the work for a higher pay rate and/or to be reimbursed for any additional expenses necessary for the AT to provide appropriate health care. CATA has created a tier system for the certified AT to use to negotiate their per diem rate based on services offered.

Current certified athletic trainers in California have increased liability exposure due to the lack of state regulation and must ensure that they follow state laws regarding concussions, automated external defibrillators (AEDs), emergency action plans, and other legal requirements. Therefore, the CATA recommends that all per diem athletic trainers purchase professional liability insurance.

Employers should hire only CERTIFIED athletic trainers. The CATA highly recommends that employers decrease their liability exposure by ensuring that athletic trainers have the appropriate education and certification to provide the best possible care. Employers are encouraged to request the ATs [BOC Certification Number](#) and verify if an applicant is certified as an athletic trainer by visiting the BOC website at www.bocatc.org.

There are numerous athletic or community-based athletic events where certified ATs are hired on a per diem basis to either supplement existing athletic training coverage or to be the sole provider of healthcare services. Certified ATs are the ideal health care provider for athletic and community-based events and can implement a variety of health care services including preventative wrapping and bracing, emergency care, injury evaluation and triage, treatment and rehabilitation, and referral to other appropriate health care providers as appropriate. The certified AT has educational competence in managing numerous emergency care situations including injuries related, but not limited, to: heat illness, concussion, cervical spine injury, musculoskeletal injuries, and preventing sudden death.

Level of Care Considerations	
<p><u>First Responder Level</u></p> <p><i>Acute Injury Care</i></p>	<p><u>Certified Athletic Trainer Level</u></p> <p><i>May include some or all services mentioned below, dependent on employment agreement</i></p>
<ul style="list-style-type: none"> ● Onsite emergency care ● Acute Injury Care ● Basic first aid (bandaids, etc.) 	<p><u>Includes all first responder level care.</u></p> <ul style="list-style-type: none"> ● Injury evaluation and assessment ● Advanced first aid (splint, ACE, wrap, etc) ● Preventative taping if needed ● Acute and chronic injury management ● Basic equipment provided (limited services) ● Includes arriving at an agreed time prior to the event, and staying long enough after the event to manage injuries that have occurred during the event.