



Timely, Tough, or Tricky Physician Compensation and Fair Market Value Webinar Series

Physician Compensation Benchmarks –
Tracking Tricky Terms and Trends

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Speakers



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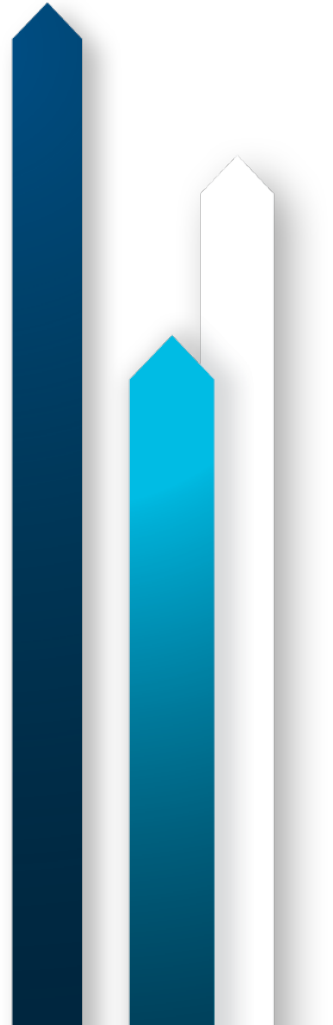
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Introduction

In 2023, PYA surveyed more than 50 physician compensation experts to understand their collective thoughts on timely and occasionally tough or tricky topics in physician compensation and fair market value. **The top 10 topics this year included:**

1. Advanced Practice Providers (Working in Collaboration with Physicians)
2. End to the Public Health Emergency
3. The 2023 Medicare Physician Fee Schedule
4. Advanced Practice Providers (Compensation Models/Structures/Trends)
5. Unique Call Coverage Scenarios
6. Medical Director Needs Assessments
7. Management Services Agreements
8. Benchmark Data
9. Transition to Value-Based or Other Alternative Compensation Models
10. Anesthesia and Other Hospital-Based Specialty Financial Arrangements



Glossary Nuances: What is Being Reported as Total Compensation?



AMGA



The total annual compensation of the individual provider, including base, variable, administrative, and teaching compensation plus all voluntary salary reductions.

MGMA



The amount reported as direct compensation on a W2, 1099, or K1 plus all voluntary salary reductions such as 401(k), 403(b), Section 125 Tax Savings Plan, and Medical Savings Plan.

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The sum of all cash compensation paid to the incumbent. Includes: clinical base salary, incentive compensation, advanced practice provider (APP) supervisory pay, extra shift pay, sign-on bonuses, retention bonuses, moonlighting, shared savings/ACO/CIN distribution payments, telehealth or eVisits, administrative, research, and teaching salary or stipend.

Glossary Nuances: What is Being Reported as Benefits?



AMGA



The cost of all health and welfare benefits provided for the provider by the employer. Includes: employer's share of all payroll taxes; health, disability, life and workers' compensation insurance; dues and memberships to professional organizations; professional development; state and local license fees; and employer payment to defined benefits and contribution, 401(k), 403(b), and unqualified retirement plans.

MGMA



The total benefits paid to the physician. Includes: employer's share of FICA, payroll, and unemployment insurance taxes; employer's share of health, disability, life, and worker's compensation insurance; employer's payments to defined benefit and contribution, 401(k), 403(b), and nonqualified retirement plans; deferred compensation paid or expensed during the year; dues and memberships in professional organizations, state, and local license fees; allowances for education, professional meetings, travel, and automobile; and entertainment, country/athletic club membership, and travel for spouse.

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The total annual employer benefits cost for employed incumbents. This includes the cost of health, life and disability insurances; employer contributions to qualified defined benefit and defined contribution plans and nonqualified retirement plans; continuing medical education expenses; FICA, payroll, and unemployment taxes; and professional license fees.

Glossary Nuances: What is Being Reported as wRVUs?



AMGA



Non-monetary unit of measure that indicates the professional value of services provided by a physician or allied healthcare professional. 2022 survey applies the 2021 Centers for Medicare & Medicaid Services (CMS) scale.

MGMA



Reflects wRVUs performed by the physician or the APP in the practice. Includes any adjustments made because of modifier usage.

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Provides the 2020 CMS Physician Fee Schedule (PFS) and 2021 CMS PFS wRVUs. The wRVUs personally performed by the incumbent during the most recently completed fiscal year reported including any adjustments made by modifier usage and not weighted by a conversion factor.

Trends In Various Specialties/Metrics Among Benchmark Data



Compensation



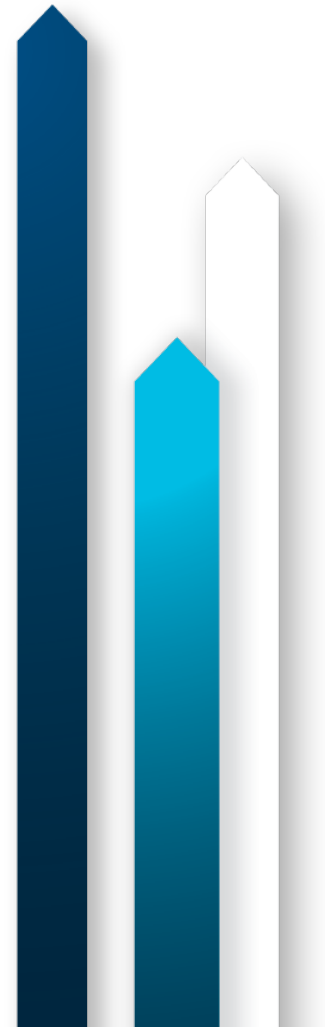
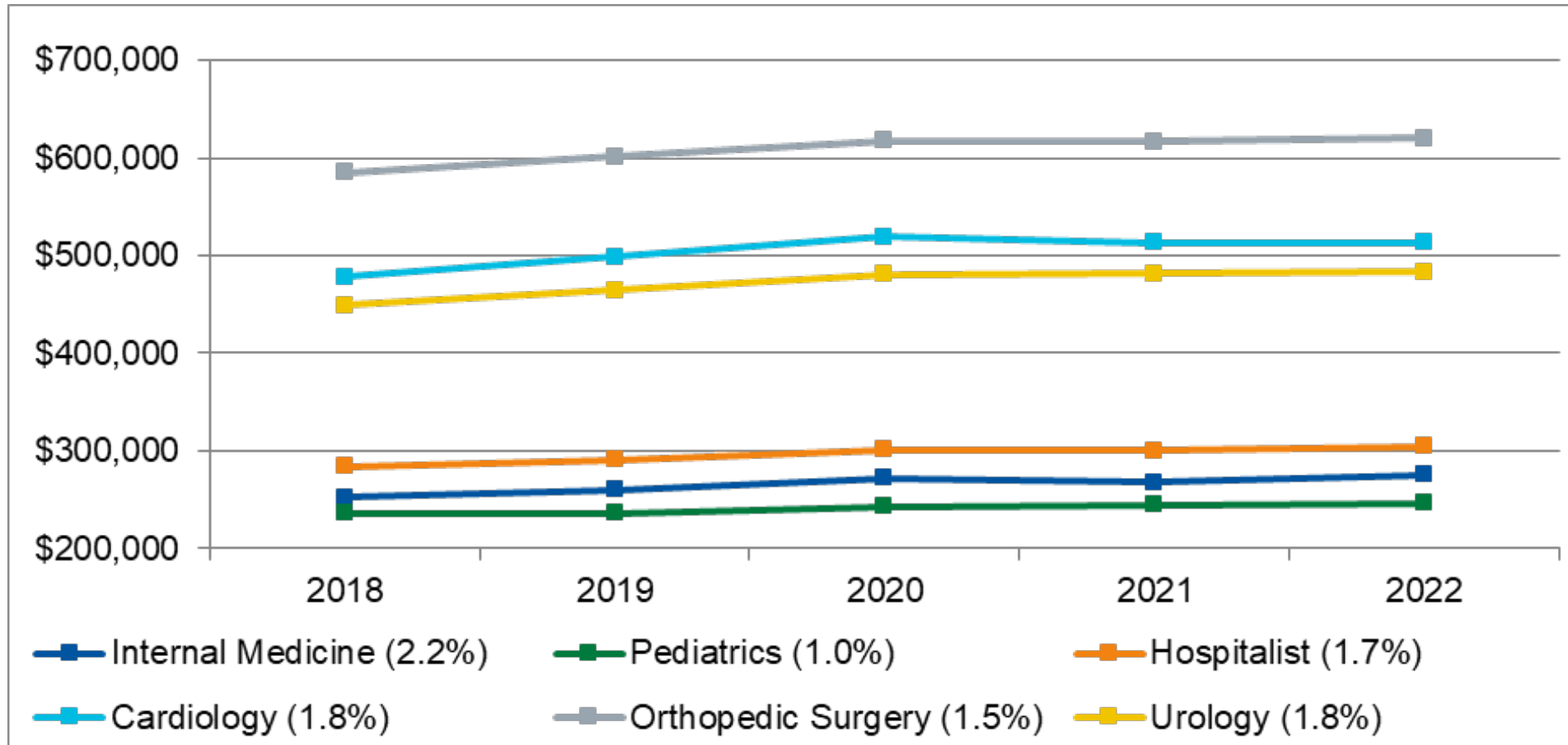
wRVUs



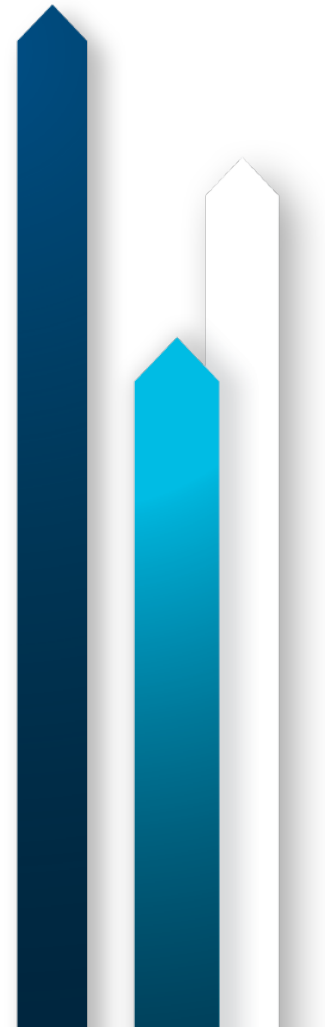
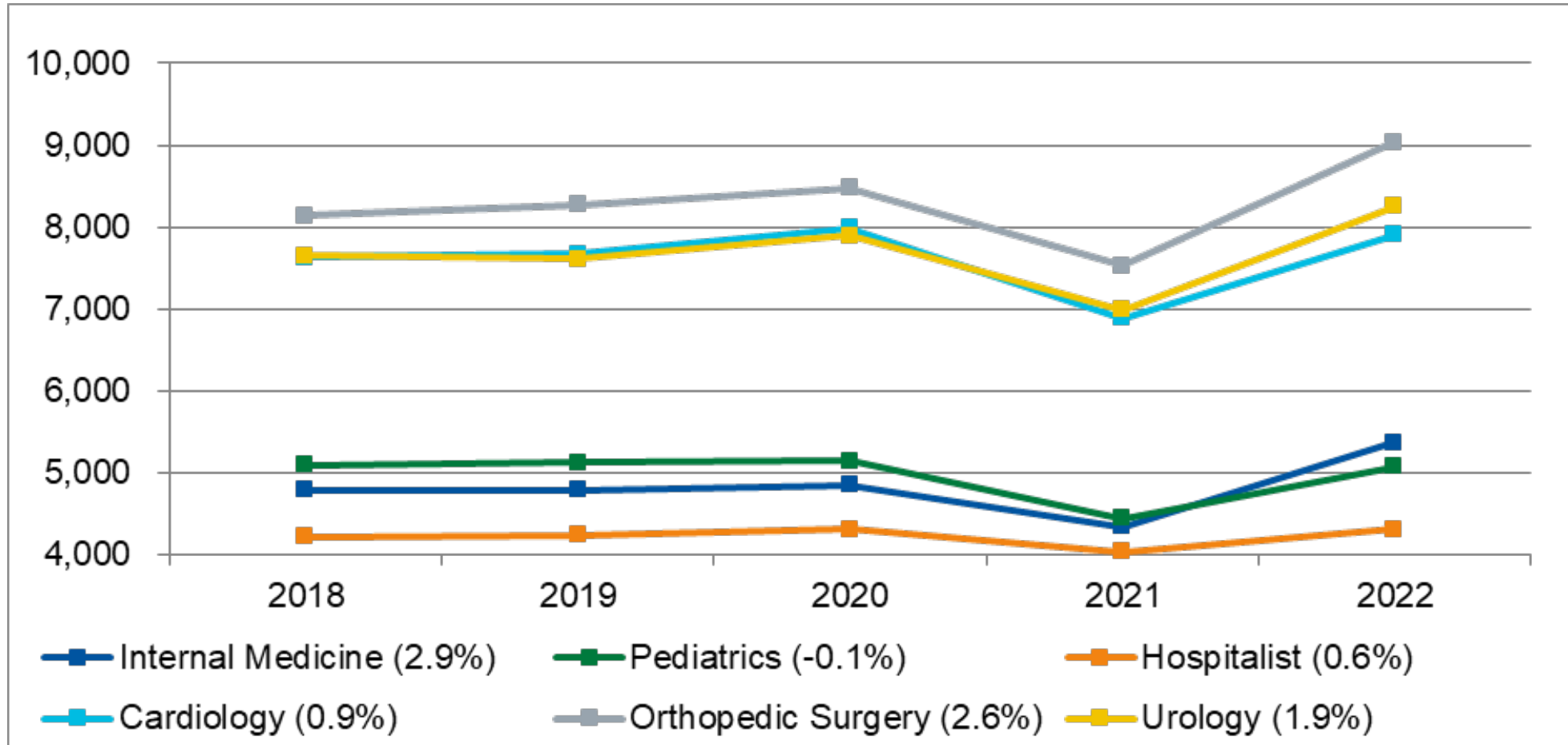
**Compensation
per wRVU**



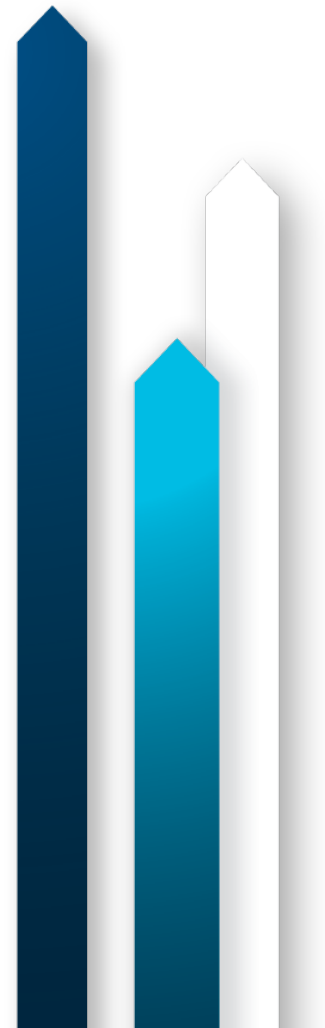
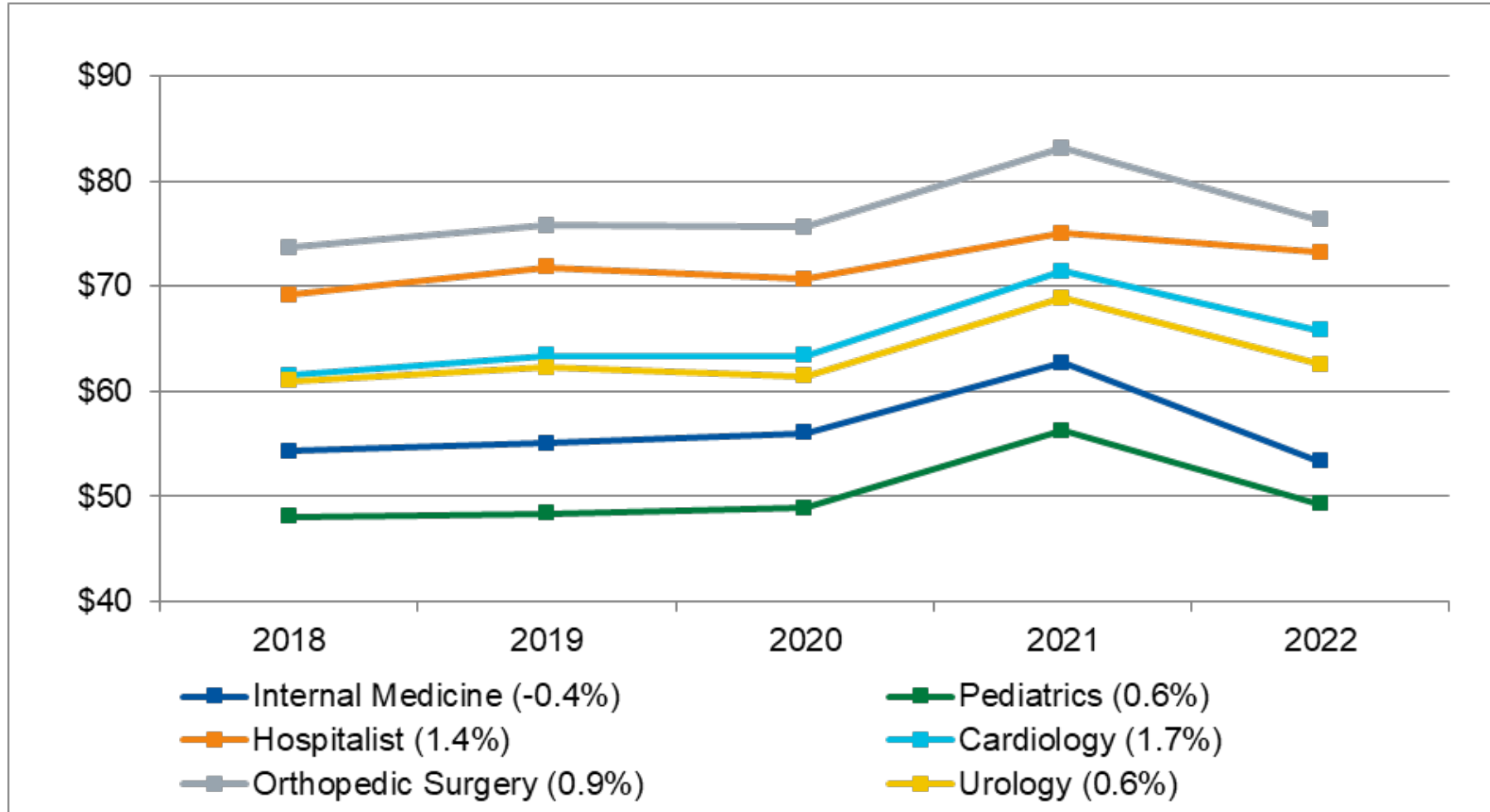
Average Median Annual Total Compensation from AMGA, MGMA, and SullivanCotter with Compound Annual Growth Rate (CAGR)



Average Median Annual wRVUs from AMGA, MGMA, and SullivanCotter with CAGR



Average Median Compensation per wRVU from AMGA, MGMA, and SullivanCotter with CAGR



Impact of Recent, Current, and Future Events – 2021 and 2023 Changes to MPFS and COVID-19



Key Impacts:

The impact of the COVID-19 pandemic on compensation and production of providers.

2021 MPFS Changes – there was varied adoption of the 2021 MPFS wRVU changes, with some organizations delaying transition.

2023 MPFS Changes – many organizations have taken a similar approach when assessing 2023 wRVU changes.

2024 MPFS Changes – potential impact to physicians who are paid on a wRVU-based model due to the G2211 E/M Visit Complexity Add-On Code.

Thank you!



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