

# 2016 National Provider Compensation Survey

ECG's survey tool is the industry's most rigorous and accurate benchmarking resource for provider compensation planning.

## Survey Period and Report Date

Survey instruments will be distributed in February 2016, with submissions accepted through mid-March. Preliminary data will be available via ECGVault in July.

The final report will be published in October 2016.

In 2016, ECG Management Consultants continues to expand its surveys to include independent, integrated, and academic provider organizations from all regions and states. This expansion has provided member organizations with enhanced national, state, and region-specific data and benchmarks as well as specific benchmarks by medical group size, ownership, practice type, and teaching affiliation. ECG's surveys deliver an in-depth review of provider market trends, including provider compensation, production, benefit packages, compensation plan design and metrics by specialty, recruiting efforts and signing bonuses by specialty, CPT code physician profiling, and numerous other key data points.

The 2015 ECG surveys included data from 134 physician specialties and 15 advanced practice provider specialties from 111 physician organizations, representing more than 32,000 practitioners. Together, they contributed to what have been our most comprehensive reports to date.

## Contact Us

For more information about ECG's surveys, please contact:



**MARIA HAYDUK**  
Senior Manager, St. Louis  
(314) 448-4463  
[mhayduk@ecgmc.com](mailto:mhayduk@ecgmc.com)



**JIM LORD**  
Principal, St. Louis  
(314) 448-4455  
[jlord@ecgmc.com](mailto:jlord@ecgmc.com)

## Member Benefits

Members of ECG's 2016 National Provider Compensation Survey receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of state, regional, and national market trends, including the following:

- Detailed analysis of provider trends, issues, and opportunities by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- Detailed compensation metrics by specialty, including base, clinical, nonclinical, value-based (quality and patient satisfaction), and total compensation.
- Production metrics by specialty, including gross revenue, gross professional revenue, net collections, net professional collections, work and total relative value units (RVUs), and compensation-to-production ratios.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, benefits plan composition, continuing medical education days and dollars, and paid time off.

# SELECT 2015 MEMBERS

Adventist Health Medical Group  
Portland, OR

Advocate Medical Group  
Downers Grove, IL

Baylor College of Medicine  
Houston, TX

Beaumont Health Physician  
Partners/Beaumont Medical Group  
Southfield, MI

Catholic Health Initiatives  
Denver, CO

Carilion Clinic  
Roanoke, VA

Carle Physician Group  
Urbana, IL

HCA Healthcare  
Nashville, TN

Intermountain Medical Group Clinics  
Salt Lake City, UT

Maine Medical Center/Maine  
Medical Partners  
Scarborough, ME

Northeast Medical Group, Yale New  
Haven Health  
Stratford, CT

Norton Medical Group/Norton  
Healthcare, Inc.  
Louisville, KY

Palo Alto Medical Foundation  
Mountain View, CA

PeaceHealth Medical Group  
Vancouver, WA

Scott & White Clinic  
Temple, TX

Scripps Clinic  
La Jolla, CA



Strategy



Finance



Operations



Technology

- Additional metrics, such as primary care panel size, clinical weeks worked by specialty, recruiting efforts by specialty, and other operating statistics.
- Access to ECGVault, the online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider level.
- ECGVault allows for robust organization and market trending of provider performance by specialty, custom reporting, and downloading of benchmarks and related materials.

## Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2015 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.

*“ECG's commitment to quality is reflected in its annual surveys. We have been a participant in the survey since 2000 and rely on the complete and comprehensive information it provides to assess our competitiveness. I encourage all of our peer organizations to participate in ECG's survey and believe other markets would benefit from working with ECG to customize a survey in their local market.”*

MR. RICHARD H. COOPER,  
CHIEF EXECUTIVE OFFICER  
THE EVERETT CLINIC

## About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. With nearly 180 consultants, ECG is a national leader in the industry, providing specialized expertise to community hospitals, academic medical centers, health systems, and medical groups. For more than 40 years, our consultants have played an instrumental role in developing and implementing innovative and customized solutions that effectively address the issues confronting healthcare providers.

ECG's annual provider performance surveys include the *National Provider Compensation Survey* and the *National Pediatric Subspecialty Provider Compensation Survey*.