

## National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey

YEAR 2015 *Based on 2014 Data*

### Survey Period and Report Date

Survey Instruments will be distributed February 2015, with submissions accepted through mid-March.

Preliminary data will be available via [ECGVault.com](http://ECGVault.com) in July. The final report will be published in October 2015.

The pediatric survey is recognized as the leading industry source of provider compensation and production benchmarks in the pediatric subspecialty market. ECG Management Consultants, Inc.'s pediatric survey provides an in-depth review of pediatric subspecialty market trends, including provider compensation, production, benefit packages, compensation plan design and metrics, recruiting efforts and signing bonuses by specialty, malpractice premiums by specialty, and numerous other key data points.

The 2014 survey included 40 of the nation's premier children's organizations, representing more than 6,000 providers in more than 40 pediatric subspecialties.

### Select 2014 Members

Akron Children's Hospital	Akron, OH	Miami Children's Hospital	Miami, FL
All Children's Specialty Physicians	St. Petersburg, FL	MultiCare Health System	Tacoma, WA
Children's Healthcare of Atlanta	Atlanta, GA	Packard Children's Health Alliance	Menlo Park, CA
Children's Hospitals and Clinics of Minnesota	Minneapolis, MN	Parkside Pediatrics	Simpsonville, SC
Children's Hospital Los Angeles Medical Group	Los Angeles, CA	Pediatric Multi-Specialty Medical Group/Children's Hospital Oakland	Oakland, CA
Children's Medical Group, Inc. and Children's Surgical Specialty Group Inc./CHKD	Norfolk, VA	Peyton Manning Children's Hospital at St. Vincent	Indianapolis, IN
Children's National Medical Center	Washington, D.C.	Phoenix Children's Hospital	Phoenix, AZ
Children's Specialty Group/Medical College of Wisconsin	Milwaukee, WI	Providence Medical Group – Spokane	Spokane, WA
Children's Specialty Group, PLLC	Norfolk, VA	Rady Children's Specialists of San Diego	San Diego, CA
Children's University Medical Group	Seattle, WA	Rockford Health Physicians	Rockford, IL
CHOC Children's Specialists	Orange, CA	Scott and White Memorial Hospital	Temple, TX
Cincinnati Children's Hospital Medical Center	Cincinnati, OH	SIU Healthcare	Springfield, IL
Connecticut Children's Specialty Group, Inc.	Hartford, CT	Specialty Medical Group Central California	Madera, CA
Cook Children's Medical Center	Fort Worth, TX	University of Oklahoma College of Medicine	Oklahoma City, OK
Gillette Children's Specialty Healthcare	St. Paul, MN	University of Rochester	Rochester, NY
Helen DeVos Children's Hospital	Grand Rapids, MI	University of Vermont Medical Group	Burlington, VT
Legacy Health	Portland, OR	Vanderbilt University Medical Center	Nashville, TN
Maimonides Infants & Children's Hospital of Brooklyn	Brooklyn, NY	Wake Forest Baptist Health	Winston-Salem, NC
Maine Medical Center/Maine Medical Partners	Scarborough, ME	Warren Clinic	Tulsa, OK
MedStar Health	Columbia, MD	Weill Medical College of Cornell University	New York, NY

## Member Benefits

As a member of ECG's *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey*, participants receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of market trends within pediatric subspecialties, including the following:

- **Detailed analysis of pediatric trends, issues, and opportunities** by ECG's experts, including analysis of important compensation, production, benefits, and recruiting statistics for more than 40 pediatric specialties.
- **Detailed compensation and production metrics** by specialty and rank/title, including total compensation, gross professional charges, net professional collections, and work and total RVUs.
- **Benefits information**, including benefits expense by specialty, benefits as a percentage of compensation, composition of benefits plans, continuing medical education (CME) days and dollars, and paid time off (PTO).
- **Additional metrics** include clinical weeks worked, recruiting efforts by specialty, malpractice premiums by specialty, work standards, and other operating statistics.
- **Exclusive access to ECGVault** ([www.ECGVault.com](http://www.ECGVault.com)), the online data portal that contains current and historical survey benchmarks at the market, organization, and provider level. ECGVault allows for robust organization and market trending of provider performance benchmarks by specialty, standard and custom reporting, and downloading of benchmarks and related materials (e.g., graphs, tables).

## Straight Talk

*"ECG's survey has provided us with pediatric benchmarks we need in order to assist in our assessment of physician compensation and production issues. Plus, with the launch of ECGVault, we are able to refine the benchmarks based on specific demographic filters, such as region or type of children's hospital, in order to customize the data for our needs and analysis."*

Mark Sadamitsu  
Chief Financial Officer, Children's Hospital Los Angeles Medical Group (Los Angeles, California), a 500-physician medical group that leads the multidisciplinary clinical team at the world-renowned Children's Hospital Los Angeles.

## Survey Methodology

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform participant responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2014 and 2015 CMS Medicare Physician Fee Schedules. To ensure data accuracy, five components of the full-time equivalent (FTE) are defined in detail by ECG: clinical, research, teaching, hospital/medical direction, and other.

## About ECG

ECG offers a broad range of strategic, operational, financial, and technology-related consulting services to healthcare providers. For more than 40 years, we have assisted numerous children's hospitals and pediatric organizations through operations improvement, strategy development, and incentive design. In recognition of their unique business, organizational, and financial challenges, we have helped our pediatric clients formulate fundamental strategies to revise hospital/physician relationships, strengthen financial performance, improve clinical productivity, and enhance clinical programs.

ECG's annual provider performance surveys include the *National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey* and the *National Provider Compensation, Production, and Benefits Survey*. In 2014, these surveys included data for more than 24,000 providers. ECG also conducts custom studies, including the *Cardiac Service Line Best Practices Survey* and the *Faculty Practice Plan Physician Reimbursement Survey*.

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