

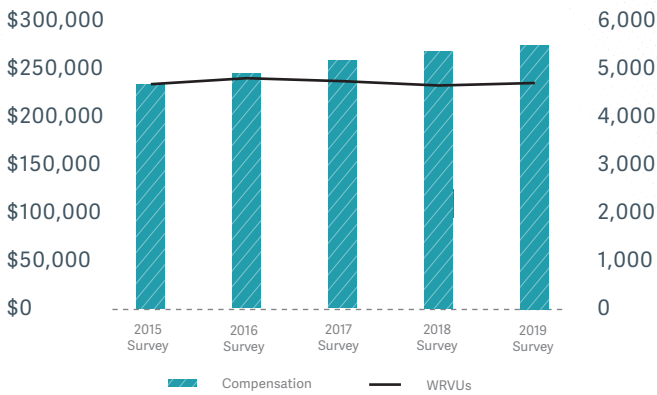
PEDIATRIC COMPENSATION and PRODUCTION TRENDS

COMPENSATION CONTINUES TO GROW, while production for pediatric physicians is stagnant.



Higher producing physicians' market rates differ from overall market rates.

COMPENSATION AND PRODUCTION TRENDS:
ALL PEDIATRIC PHYSICIANS



APP COMPENSATION
% CHANGE 2018-2019



	Market Median	Higher Producing Physicians	% Difference In Compensation per WRVU Median
Pediatric Primary Care	\$50.39	\$48.15	-4.4%
Pediatric Medicine	\$70.74	\$63.46	-10.3%
Pediatric Surgery	\$77.08	\$73.25	-5.0%
Pediatric Hospital-Based	\$66.40	\$60.96	-8.2%
All Pediatric Physicians	\$63.17	\$58.84	-6.9%

Note: Higher Producing Pediatric Physicians have WRVU production between the 50th and 75th percentile.

Compensation planning efforts should consider the impact on market benchmarks of lower producing pediatric physicians. Compensation per WRVU benchmarks for higher producing pediatric physicians are below the overall market median by **6.9%**.

PRODUCTION INCENTIVES REMAIN PREDOMINANT, BUT VALUE BASED COMPENSATION IS BECOMING MORE PREVALENT.

PERCENTAGE OF ORGANIZATIONS



	Percentage of Total Compensation	Median \$
WRVU Compensation	26.0%	\$26,803
Clinical Quality Compensation	4.6%	\$11,771
Patient Satisfaction Compensation	0.7%	\$10,594

37.1% is the average percentage of variable compensation across all types of pediatric physicians.

75% of pediatric physicians are paid under variable plans; 25% are paid under a straight salary plan.

PHYSICIAN BENEFITS ARE INCREASING

The employer portion of benefit costs for pediatric physicians increased to **\$50,478** per physician FTE in 2019, while APP benefit costs increased to **\$27,873**. The cost of benefits varies across specialty categories, with pediatric primary care having the lowest cost, and pediatric surgeons having the highest cost.



PEDIATRIC RECRUITMENT TRENDS

Organizations are recruiting an average of 10 physicians, with 41% of those in medical specialties.

