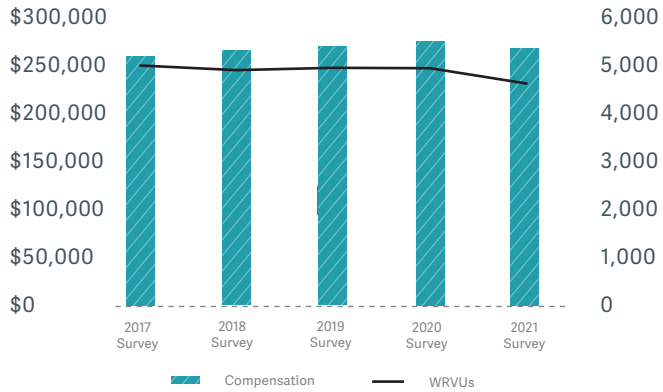


# PEDIATRIC COMPENSATION and PRODUCTION TRENDS

## SHARP DECLINES IN PRODUCTION

were met with a more modest decline in earnings.

COMPENSATION AND PRODUCTION TRENDS: ALL PEDIATRIC PHYSICIANS



APP COMPENSATION % CHANGE 2020-2021



## COVID-19 ADJUSTED BENCHMARKS

To account for the impact of COVID-19 on 2021 survey benchmarks, ECG has published 2021 adjusted benchmarks by applying a lag adjustment to 2020 results.

PERCENT ADJUSTMENTS COMPENSATION AND COMPENSATION PER WRVU<sup>1</sup>

SPECIALTY CATEGORY	ADULT SPECIALTIES	PEDIATRIC SPECIALTIES
Primary Care	3.5%	3.5%
Hospital-Based	2.3%	3.2%
Medicine	3.1%	2.9%
Surgery	3.4%	2.8%
APPs	2.5%	2.5%

<sup>1</sup> Calculated based on 5-year compounded growth rates for ECG surveys 2015-2020.

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

PERCENTAGE OF ORGANIZATIONS



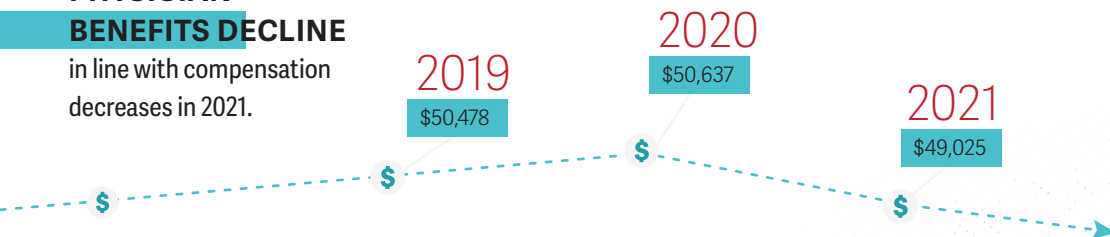
	Percentage of Total Compensation	Median \$
WRVU Compensation	12.7%	\$43,311
Clinical Quality Compensation	4.5%	\$13,216
Patient Satisfaction Compensation	3.9%	\$12,336

**91%** of total compensation is derived from clinical earnings across all types of pediatric physicians.

**74%** of pediatric physicians are paid under variable plans; 26% are paid under a straight salary plan.

## PHYSICIAN BENEFITS DECLINE

in line with compensation decreases in 2021.



The employer portion of benefit costs for pediatric physicians decreased to **\$49,025** per physician FTE in 2021, which is 16.6% of total compensation, while APP benefit costs remained stable at **\$28,431**. The cost of benefits varies greatly across specialty categories, with pediatric primary care having the lowest cost and pediatric surgeons having the highest cost.

APP BENEFITS EXPENSE **\$28,431** 2021 % of Total Compensation = 22.6%

Benefit per FTE Physician	
HOSPITAL BASED	<b>\$62,022</b>
MEDICINE	<b>\$55,213</b>
PRIMARY CARE	<b>\$36,311</b>
SURGERY	<b>\$72,964</b>