

2025 Physician and APP Compensation Survey

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

ECG offers market-leading data and information critical to provider compensation planning efforts across independent, integrated, and academic organizations. Our survey provides an in-depth review of physician and advanced practice provider (APP) market trends, including specialty-specific compensation, production, benefits, compensation plan design and incentives, recruiting efforts and signing bonuses, CPT code profiling, and numerous other key data points. In order to help provider organizations adopt benchmarks that align with their provider compensation plan methodologies, ECG will publish relative value unit (RVU) benchmarks calculated using the 2020, 2024, and 2025 Medicare Physician Fee Schedules.

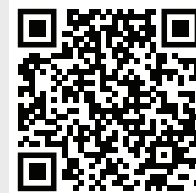
Our 2024 survey included data from over 160,000 physicians and APPs across 208 physician specialties and 21 APP types. The typical ECG survey member has more than 500 providers practicing in its group. ▶

KEY FEATURES

- Data collected for CY or FY 2024
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until March 7, 2025
- Key benchmarks available in July 2025



CONTACT US



SELECT MEMBERS

Advocate Health

Banner Health/Banner
Medical Group

BayCare Medical Group

Baylor Scott & White Health

Bon Secours Mercy Health

ChristianaCare

Christus Health

CommonSpirit

Cone Health Medical Group

Corewell Health

Envision Healthcare

Intermountain Healthcare

Lehigh Valley Health Network

Maine Health

Massachusetts General
Physicians Organization

NewYork-Presbyterian

Norton Medical Group/
Norton Healthcare, Inc.

OhioHealth

Palo Alto Medical Foundation

Providence

Straub Clinic & Hospital

Texas Health Resources

UnityPoint Health

Washington Permanente
Medical Group. P.C.

Wellstar Health System

UW Medicine

Wellstar Health System

MEMBER BENEFITS

Members of ECG's 2025 Physician and APP Compensation Survey receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of state, regional, and national market trends, including:

- ECG's expert assessment of provider trends, issues, and opportunities related to compensation, production, benefits, recruiting, and more.
- Detailed compensation metrics by specialty, including clinical, nonclinical, base, and incentive compensation (such as clinical quality, patient satisfaction, and production), as well as APP supervision and total compensation.
- Production metrics by specialty, including net professional collections, work and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, retirement expense, retirement as a percentage of compensation, and continuing medical education expense.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.
- ECGVault, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider levels. ECGVault allows for robust organization and market trending of physician and APP performance by specialty, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault's Dynamic Reports, which entitles them to an unlimited number of users and 24/7 access to reports and data.

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 2020, 2024, and 2025 Medicare Physician Fee Schedules. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.



We appreciate ECG's rigorous and thoughtful methodology to their compensation survey. The consistency with which they approach calculating work RVUs, for example, is most valuable and ensures confidence in the results. In addition, their online data portal, ECGVault, makes accessing their benchmarks easy and convenient, and we are able to customize the data set for the attributes that are important for us when we compare our physicians' performance to the market."

DR. HARRIS A. FRANKEL

Senior Vice President and
Chief Medical Officer

Nebraska Medicine,
Omaha, Nebraska

The Courage to Change Healthcare.™

Since its founding, ECG has kept pace with an ever-evolving industry, steadfast in its commitment to and passion for healthcare. Together with our clients, we're making healthcare more accessible, sustainable, and effective for the patients and communities they support.



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Learn more at
ecgmc.com

