



2026 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, 2025, and 2026 Medicare Physician Fee Schedules.

Our 2025 survey included data from more than 207,000 physicians and APPs across 212 physician specialties, 27 types of APPs, and 25 types of allied health professionals. The typical ECG survey member has more than 500 providers practicing in its group. ▶

KEY FEATURES

- Data collected for CY of FY 2025
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted January-March 2026
- Results available July 2026 for all participants



CONTACT US



SELECT MEMBERS

Adventist Health

Advocate Health

Banner Health/Banner Medical Group

Baylor Scott & White Health

Bon Secours Mercy Health

ChristianaCare

CommonSpirit

Corewell Health

Indiana University - IU Health

Intermountain Healthcare

Lehigh Valley Health Network

Massachusetts General Physicians Organization

Mayo Clinic

NewYork-Presbyterian

Norton Medical Group/
Norton Healthcare, Inc.

Novant Health

OhioHealth

Palo Alto Medical Foundation

Providence

UCSF Health

University of Colorado

UPMC

US Anesthesia Partners

UW Medicine

Washington Permanente Medical Group. P.C.

Wellstar Health System

MEMBER BENEFITS

Members of ECG's *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 multiple years of the Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.

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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 our founding, ECG has kept pace with an ever-evolving industry, steadfast in our 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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