

2018 Pediatric Subspecialty Physician Compensation Survey

ECG's survey is the industry's most rigorous and accurate benchmarking resource for pediatric subspecialty providers.

Survey Period and Report Date

Survey instruments will be distributed in February, with submissions accepted through mid-March.

Data will be available via ECGVault in August. The final report will be published in October.

ECG's 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, and numerous other key data points.

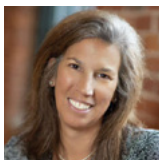
The 2017 survey included 64 of the nation's premier children's organizations and over 9,000 providers in more than 50 pediatric subspecialties.

Member Benefits

Members of ECG's *Pediatric Subspecialty Physician Compensation Survey* receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of regional and national market trends, including the following:

Contact Us

For more information about ECG's surveys, please contact:



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- **Detailed analysis of provider trends, issues, and opportunities** by ECG's experts, including an analysis of important compensation, production, benefits, and recruiting statistics.
- **Detailed compensation metrics** by specialty, including base and variable/incentive compensation, value-based (quality and patient satisfaction) compensation, and stipends for medical directors and supervision of advanced practice providers (APPs) compensation.
- **Production metrics** by specialty, including gross revenue, gross professional revenue, net collections, net professional collections, work and total relative value units (RVUs), and compensation-to-production ratios.
- **Benefits information**, including benefits expense (and as a percentage of compensation) by specialty, benefits plan composition, continuing medical education days and dollars, and paid time off.
- **Additional metrics**, such as work standards by specialty, recruiting efforts by specialty, APP utilization statistics, and compensation plan design and incentives.

SELECT 2017 MEMBERS

Advocate Medical Group, Oakbrook, IL

Akron Children's Hospital, Akron, OH

Baylor Scott & White Clinic, Temple, TX

Children's Health System of Texas,
Dallas, TX

Children's Healthcare of Atlanta,
Atlanta, GA

**Children's Hospitals and Clinics of
Minnesota**, Minneapolis, MN

Children's National Health System,
Washington, D.C.

Children's University Medical Group,
Seattle, WA

CHOC Children's Specialists, Orange, CA

**Cincinnati Children's Hospital
Medical Center**, Cincinnati, OH

Intermountain Medical Group,
Salt Lake City, UT

Johns Hopkins All Children's Hospital,
St. Petersburg, FL

Nebraska Pediatric Practice, Omaha, NE

**Orlando Health/Arnold Palmer Hospital
for Children**, Orlando, FL

Phoenix Children's Hospital, Phoenix, AZ

Seattle Children's Hospital, Seattle, WA

Stanford University, School of Medicine,
Palo Alto, CA

**University Hospitals Medical Group/
Rainbow Babies & Children's Hospital**,
Cleveland, OH

University of Rochester Medical Center,
Rochester, NY

UT LeBonheur Pediatric Specialists, Inc.,
Memphis, TN



Strategy



Finance



Operations



Technology

- **Access to ECGVault**, the online data portal that allows for robust organization and market trending of provider performance by specialty, using current and historical survey data. ECGVault is available to all current survey member organizations, without restrictions on the number of users or licenses per organization.

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 2017 CMS Medicare Physician Fee Schedule. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are captured in detail by ECG.

“ECG's survey has provided us with the pediatric benchmarks we need 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

About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. With nearly 250 consultants, ECG is a national leader in the industry, providing specialized expertise to community hospitals, academic medical centers, health systems, and medical groups. For more than 40 years, our consultants have played an instrumental role in developing and implementing innovative and customized solutions that effectively address the issues confronting healthcare providers.

ECG's annual provider performance surveys include the *Physician Compensation Survey* and the *Pediatric Subspecialty Physician Compensation Survey*.

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Data as of October 2017.