

# 2019 Physician Compensation Survey



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

## Key Features

- Data collected for CY/FY 2018
- Benchmarks available to all who submit data at no charge
- Streamlined data collection templates
- Survey submissions accepted until May 1, 2019
- Key benchmarks available August 2019

ECG offers market-leading data and information critical to provider compensation planning efforts across independent, integrated, and academic organizations. ECG delivers the only survey with access to a comprehensive data set that can be customized for region- and state-specific data, medical group size, ownership, practice type, and teaching affiliation (including faculty rank). ECG's 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 physician profiling, and numerous other key data points.

The 2018 ECG survey included data from over 45,000 providers across 160 physician specialties and 20 types of APPs. The typical ECG survey member has approximately 450 providers practicing in its group.

## Contact Us

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



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## Member Benefits

Members of ECG's 2019 Physician 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 base, clinical, nonclinical, and value-based (quality and patient satisfaction) compensation, stipends for medical directorships, compensation for APP supervision, and total compensation.
- **Production metrics** by specialty, including including net collections, net professional collections, work and total relative value units (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.

## Select 2018 Members

**Adventist Health**, Roseville, CA

**Adventist Health System**,  
Altamonte Springs, FL

**Advocate Medical Group**, Des Plaines, IL

**Banner Health**, Phoenix, AZ

**Baylor Scott & White Health**, Dallas, TX

**Cambridge Health Alliance Physician  
Organization**, Cambridge, MA

**Catholic Health Initiatives**,  
Englewood, CO

**Colorado Permanente Medical Group**,  
Denver, CO

**Dignity Health**, San Francisco, CA

**HealthPartners**, Bloomington, MN

**Legacy Health**, Portland, OR

**Maine Medical Center/Maine  
Medical Partners**, Scarborough, ME

**Nebraska Medicine**, Omaha, NE

**Northwest Permanente**, Portland, OR

**OhioHealth**, Columbus, OH

**PeaceHealth Medical Group**,  
Vancouver, WA

**Rutgers Health Group**, Newark, NJ

**Spectrum Health Medical Group**,  
Grand Rapids, MI

**SSM Health**, St. Louis, MO

**Stanford University School of Medicine**,  
Stanford, CA

**The Iowa Clinic**, West Des Moines, IA

**University of Rochester Medical Center**,  
Rochester, NY

**Washington Permanente Medical Group**,  
Renton, WA

**WellStar Medical Group**, Marietta, GA



Strategy



Finance



Technology



Operations

- **Additional metrics**, such as primary care panel sizes, work standards by specialty, starting salaries, signing bonuses, relocation allowances for new hires, and other operating statistics.
- **ECGVault**, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider level. ECGVault allows for robust organization and market trending of provider performance by specialty, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault, 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 2018 CMS Medicare Physician Fee Schedule. 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 wRVUs, 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 dataset 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

## About ECG

ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to healthcare providers. With more than 200 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 45 years, ECG's 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*.