

2021 Physician and APP 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 or FY 2020
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until April 2, 2021
- Key benchmarks available in August 2021

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). In 2021, ECG will publish additional benchmarks that take into account the impact of COVID-19 on 2020 production and earnings, as well as benchmarks calculated using the 2020 and 2021 Medicare Physician Fee Schedules (PFSs). 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 2020 ECG survey included data from nearly 50,000 physicians and APPs across 159 physician specialties and 23 APP types. The typical ECG survey member has more than 350 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 2021 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 work relative value units [WRVUs]), as well as APP supervision and total compensation.
- **Production metrics** by specialty, including net collections, net professional collections, WRVUs 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.
- **Additional metrics**, such as primary care panel sizes, work standards by specialty, starting salaries, signing bonuses, and relocation allowances for new hires.

Select 2020 Members

BayCare Medical Group, Tampa Bay, FL

Baylor Scott & White Clinic, Dallas, TX

Bon Secours Mercy Health, Lorain, OH

CareMount Medical, Chappaqua, NY

Carilion Clinic, Roanoke, VA

Emory University, Oxford, GA

HealthPartners, Minneapolis, MN

Legacy Health, Portland, OR

Medical University of South Carolina,
Charleston, SC

Mercy Health – Trinity Health,
Grand Rapids, MI

Nebraska Medicine, Omaha, NE

Northwest Permanente,
Portland, OR

Novant Health, Charlotte, NC

OhioHealth, Columbus, Ohio

Palo Alto Medical Foundation
Mountain View, CA

Providence Northwest, Seattle, WA

Rutgers Health Group, Newark, NJ

SSM Health, St. Louis, MO

Stanford University School of Medicine,
Stanford, CA

Texas Health, Arlington, TX

The University of Kansas Health System,
Kansas City, KS

UCLA Health, Los Angeles, CA

University of Cincinnati, Cincinnati, OH

University of Rochester Medical Center,
Rochester, NY

UW Medical Foundation, Middleton, WI

Washington Permanente Medical Group,
Seattle, WA



Strategy



Finance



Technology



Operations

- **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, 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 and 2021 Medicare PFSs. 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.”

HARRIS FRANKEL, MD
SENIOR VICE PRESIDENT AND CHIEF MEDICAL OFFICER
NEBRASKA MEDICINE
OMAHA, NEBRASKA

About ECG

With knowledge and expertise built over the course of nearly 50 years, ECG is a national consulting firm that is leading healthcare forward. ECG offers a broad range of strategic, financial, operational, and technology-related consulting services to providers, building multidisciplinary teams to meet each client's unique needs—from discrete operational issues to enterprise-wide strategic and financial challenges.

ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, and healthcare payers. Part of Siemens Healthineers' global enterprise services practice, ECG's subject matter experts deliver smart counsel and pragmatic solutions.

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