

2024 Physician and APP Compensation Survey



KEY FEATURES

- ✔ **Data collected for CY or FY 2023**
- ✔ **Benchmarks available at no charge to all who submit data**
- ✔ **Streamlined data collection templates**
- ✔ **Survey submissions accepted until March 29, 2024**
- ✔ **Key benchmarks available in July 2024**

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 physician profiling, and numerous other key data points. In order to help provider organizations adopt benchmarks that align with their provider compensation plan methodologies, in 2024, ECG will publish relative value unit (RVU) benchmarks calculated using both the 2020, 2023, and 2024 Medicare Physician Fee Schedules.

Our 2023 survey included data from over 130,000 physicians and APPs across 190 physician specialties and 42 APP types. The typical ECG survey member has more than 350 providers practicing in its group.

MEMBER BENEFITS

Members of ECG's *2024 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 RVUs), 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.

SELECT MEMBERS

Adventist Health System
Advocate Health
Ascension Seton Family of Hospitals
Atlantic Medical Group
Banner Health/Banner Medical Group
BayCare Medical Group
Baylor Scott & White Clinic
Bon Secours Mercy Health
Carle Health
CHRISTUS Health
CommonSpirit
Cone Health Medical Group
Corewell Health
Hartford HealthCare
Intermountain Healthcare
Legacy Health
Massachusetts General Physicians Organization
Palo Alto Medical Foundation
Providence
SLUCare
Straub Clinic & Hospital
The Southeast Permanente Medical Group
UnitedHealth Group
UnityPoint Health
UW Medicine
Wellstar

- 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, 2023, and 2024 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

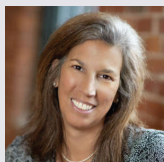
Senior Vice President and Chief Medical Officer
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WHO WE ARE

With knowledge and expertise built over the course of 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. ECG is an industry leader, offering specialized expertise to hospitals, health systems, medical groups, academic medical centers, children's hospitals, ambulatory surgery centers, investors, and payers/health plans. As an affiliated partner of Siemens Healthineers, ECG's subject matter experts have a proven track record of delivering results through pragmatic solutions.

ECG's annual provider performance surveys include the *Physician and APP Compensation Survey*, the *Pediatric Subspecialty Physician and APP Compensation Survey*, the *Faculty Compensation and Production Survey*, and the *Advanced Practice Provider Compensation Survey*.

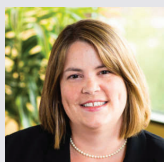
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