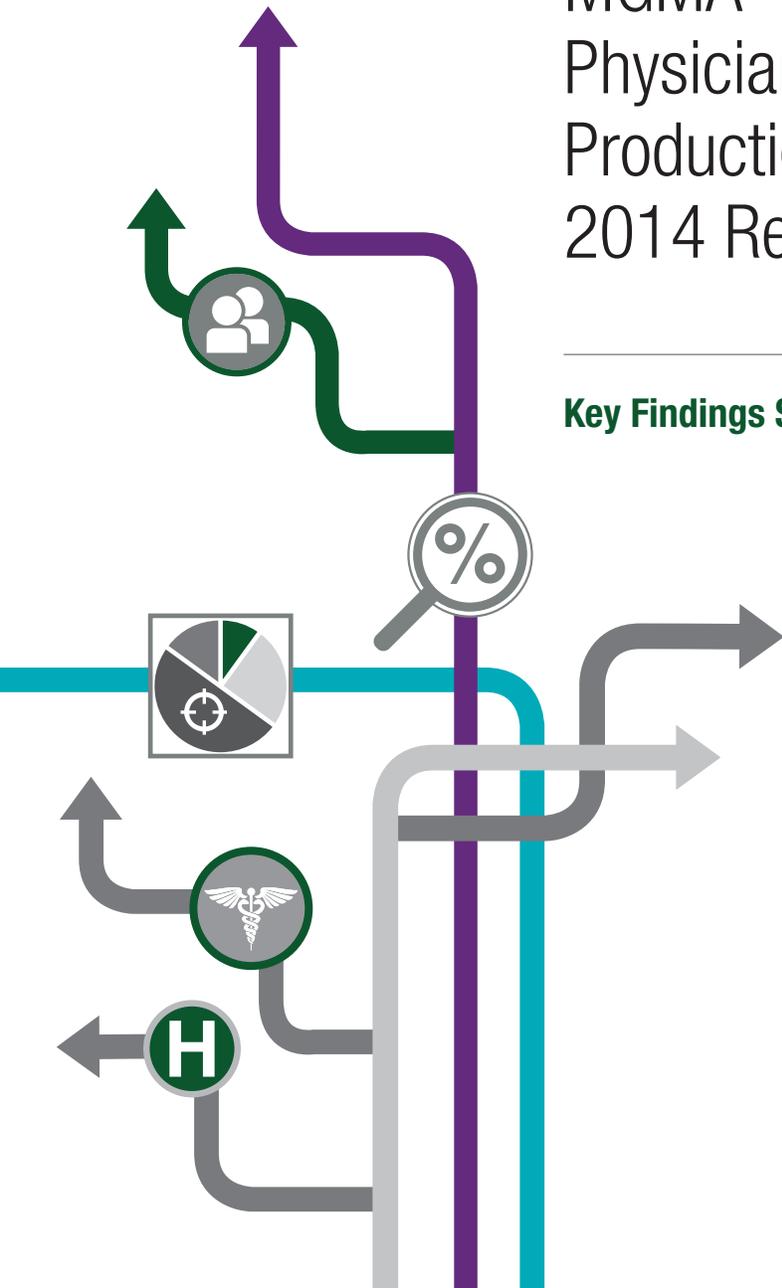




MGMA Physician Compensation and Production Survey: 2014 Report Based on 2013 Data

Key Findings Summary Report



MGMA Physician Compensation and Production Survey: 2014 Report Based on 2013 Data

Each year, MGMA surveys its members and nonmembers to obtain the most recent provider compensation and production data. This year's survey remains the gold standard for benchmarking data, representing:

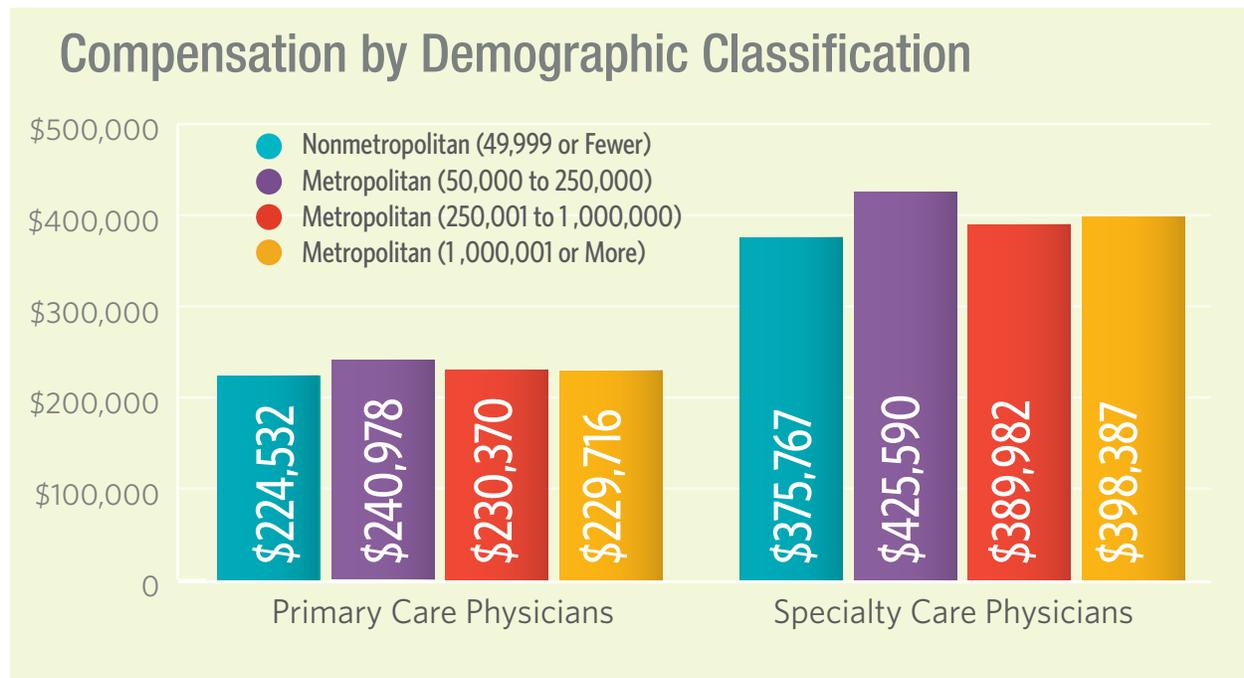
4,197 groups and
66,299 providers.

The Data Solutions staff reached the following results and conclusions by historical and current-year trend analyses. These analyses provide insight about factors that influence compensation and productivity measures. The median is used in the analysis, and the report reflects data submitted for the 2013 fiscal year.

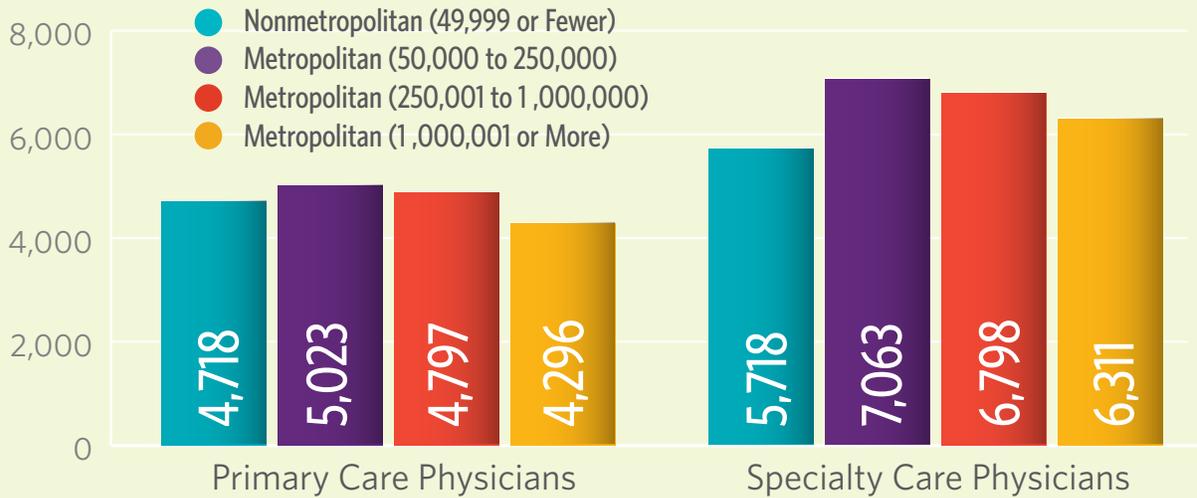
Factors Influencing Compensation and Production

Compensation Based on Population versus Production

Metropolitan areas with a population size of 50,000 to 250,000 report the **highest compensation levels among Primary and Specialty Care physicians**. Specialty Care physicians in this same category also report the highest annual work RVUs. The lowest compensation amounts reported are found in nonmetropolitan areas, however these areas are also among the lowest in annual work RVUs.



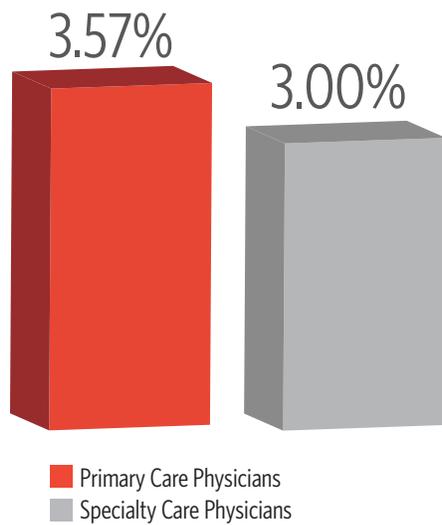
Work RVUs by Demographic Classification



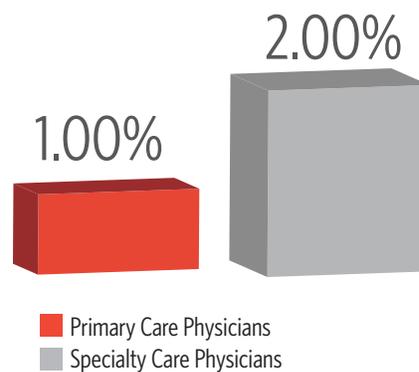
Value Over Volume

Out of the physicians who report that greater than 0% of their compensation was attributed to **value-based metrics**, both **Primary and Specialty Care physicians report an increase in the percentage of compensation** based on quality compared to 2012. Specialty Care physicians reporting on patient satisfaction as a percentage of their total compensation also report an increase from 2012. The aforementioned physicians are not from an accountable care organization (ACO) or patient-centered medical home (PCMH).

Quality

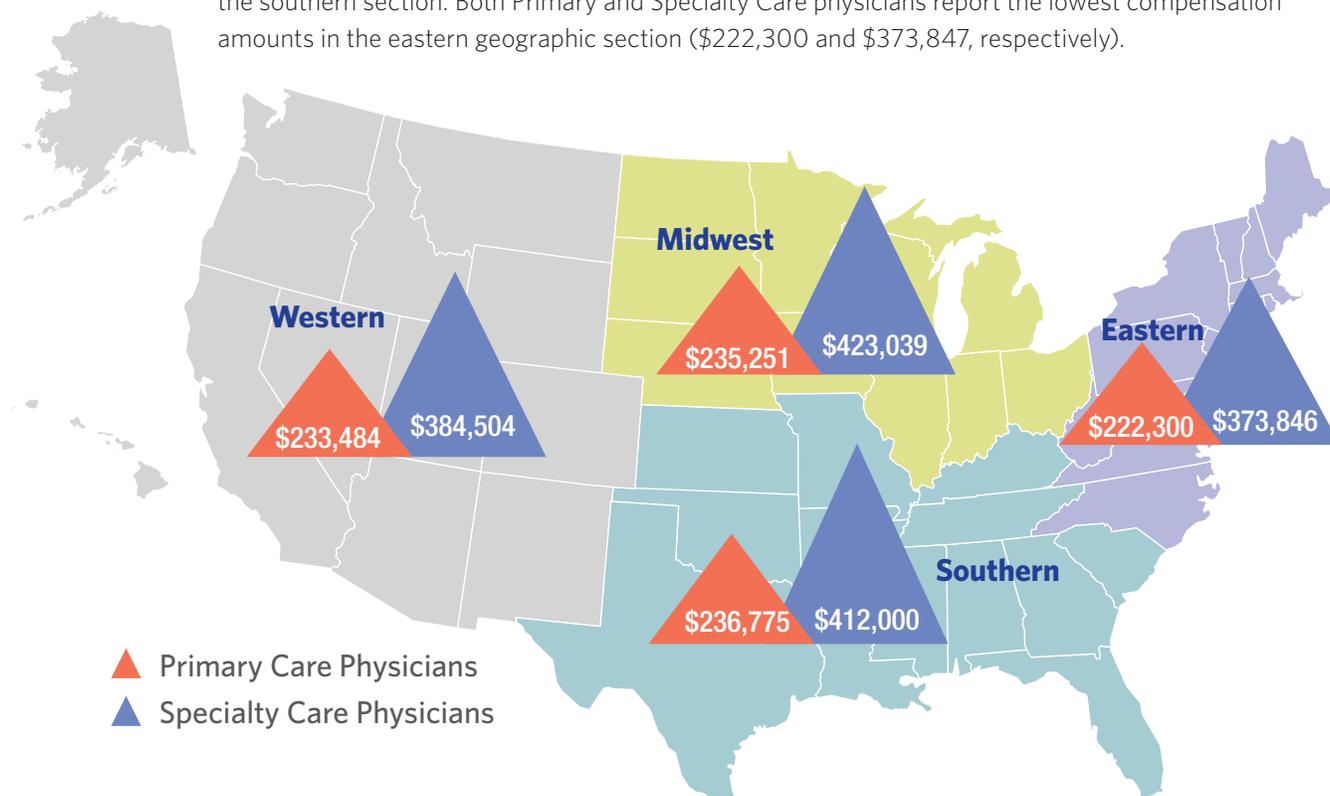


Patient Satisfaction



Total Compensation Varies Across Geographic Sections

The **midwest** section reports the **highest total compensation** for **Specialty Care** physicians (\$423,039), whereas Primary Care physicians report their highest compensation (\$236,775) in the southern section. Both Primary and Specialty Care physicians report the lowest compensation amounts in the eastern geographic section (\$222,300 and \$373,847, respectively).



Key Findings

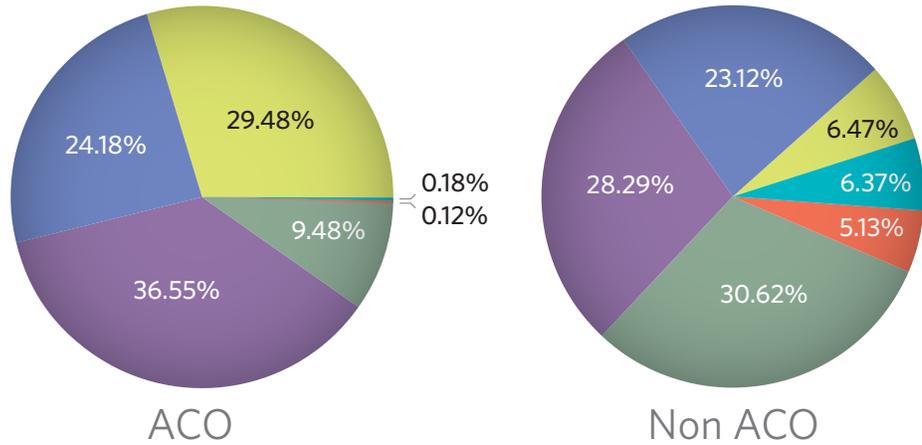
- ➔ An **increase in total compensation** from 2012 to 2013 is reported for both **Primary Care** (5.1%) and **Specialty Care** (1.4%) physicians.
- ➔ **On-call Specialty Care physicians** report 27.5% **higher total compensation** than Specialty Care physicians without on-call duties.
- ➔ Both Primary and Specialty Care physicians report **bonus/incentive** amounts as 9% of their total compensation.
- ➔ **Retirement benefits** are 7% of total compensation for both Primary Care physicians and Specialty Care physicians.

ACO and PCMH Groups

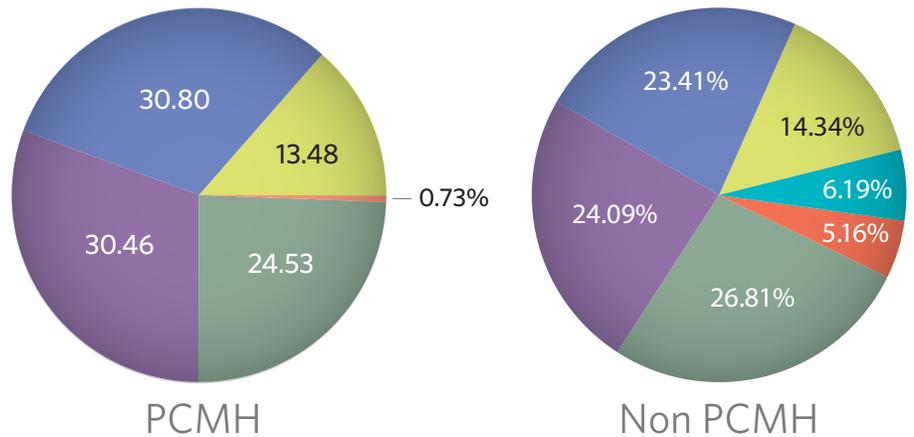
How Staffing and Compensation Plans Compare

The **majority of participating ACOs report using 50% or more salary plus incentives** as their providers' compensation plan. PCMH groups also had a high percentage of providers with this compensation plan, but slightly more PCMH providers are compensated with 50% or more production payments plus incentives.

Compensation Plans by ACO Status



Compensation Plans by PCMH Status



Key Findings

Both ACO and PCMH groups report high use of nonphysician providers (NPPs). [Read more about the industrywide use of NPPs](#)

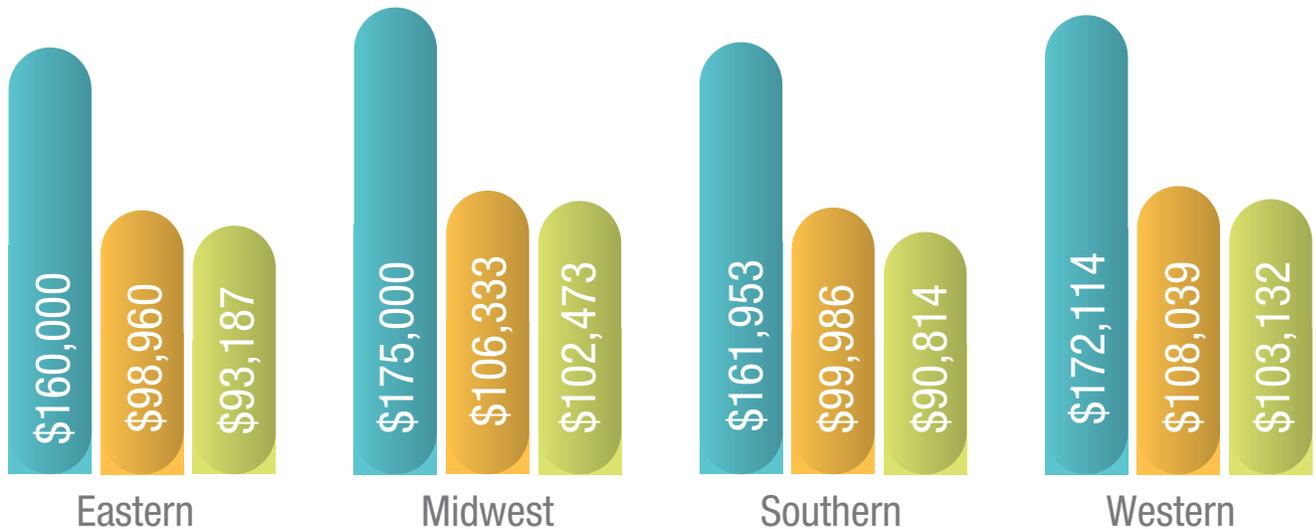
- 100% Salary
- 100% Equal Share
- 100% Productivity
- 50% or More Salary Plus Incentive
- 50% or More Production Plus Incentive
- Other

NPP Key Findings

Compensation and Production Trends

Certified Registered Nurse Anesthetists (CRNAs) in the midwest geographic section report the highest total compensation at \$175,000, while the western section reports the highest total compensation for both Physician Assistants (PAs) and Nurse Practitioners (NPs) (\$108,039 and \$103,132, respectively). The **midwest** and **western sections** are also on **top in productivity**, with PAs having the highest collections (\$182,391) in the midwest section and NPs having the highest collections (\$183,763) in the western section.

Compensation by Geographic Section



- CRNAs
- Physician Assistants
- Nurse Practitioners

2014 MGMA Survey Reports

Use the detailed data found in the MGMA reports to power your important decisions.

Physician Compensation and Production

MGMA DataDive - item 8751

MGMA DataDive (physician compensation with management compensation) - item 8752

Printed report - item 8750

Management Compensation

MGMA DataDive - item 8754

Printed report - item 8753

Physician Placement Starting Salary

MGMA DataDive - item 8746

Printed report - item 8745

Medical Directorship and On-call Compensation

MGMA DataDive for Medical Directorship - item 8748

MGMA DataDive for On-Call - item 8749

Printed report (medical directorship and on-call data) - item 8747

Academic Practice Compensation and Production Survey for Faculty and Management

MGMA DataDive - item 8744

Printed report - item 8743

Cost and Revenue

MGMA DataDive (single-specialty and multispecialty data) - item 8757

Printed report for single-specialty practices - item 8755

Printed report for multispecialty practices - item 8756

Cost and Revenue for Primary Care Practices

MGMA DataDive (primary care data only) - item 8759

MGMA DataDive (full cost and revenue module plus primary care data) item 8760

Printed report - item 8758

Cost and Revenue for Orthopedic Practices

MGMA DataDive (orthopedic data only) - item 8762

MGMA DataDive (full cost and revenue module plus orthopedic data) item 8763

Printed report - item 8761

Cost and Revenue for Anesthesia and Pain Management Practices

MGMA DataDive (anesthesia and pain management data only) - item 8765

MGMA DataDive (full cost and revenue module plus anesthesia and pain management data) - item 8766

Cost and Revenue for Cardiology

MGMA DataDive (full cost and revenue module plus cardiology data) item 8770

Cost and Revenue for Hospitals and IDS Practices

MGMA DataDive (full cost and revenue module plus hospital/IDS data) item 8771

Performance and Practices of Successful Medical Groups

Printed report - item 8774

Procedural Profile

MGMA DataDive for one specialty - item 8775

MGMA DataDive for multiple specialties - item 8776