
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.

Compensation by Demographic Classification

<table>
<thead>
<tr>
<th>Demographic Classification</th>
<th>Primary Care Physicians</th>
<th>Specialty Care Physicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nonmetropolitan (49,999 or Fewer)</td>
<td>$223,445</td>
<td>$337,456</td>
</tr>
<tr>
<td>Metropolitan (50,000 to 250,000)</td>
<td>$241,300</td>
<td>$421,591</td>
</tr>
<tr>
<td>Metropolitan (250,001 to 1,000,000)</td>
<td>$231,670</td>
<td>$393,206</td>
</tr>
<tr>
<td>Metropolitan (1,000,001 or More)</td>
<td>$232,107</td>
<td>$403,693</td>
</tr>
</tbody>
</table>
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

Primary Care Physicians

Specialty Care Physicians

3.57% 3.00%

2.00% 2.00%
Total Compensation Varies Across Geographic Sections

The southern section reports the highest total compensation for Specialty Care physicians ($433,990), whereas Primary Care physicians report their highest compensation ($238,968) in the western section. Both Primary and Specialty Care physicians report the lowest compensation amounts in the eastern geographic section ($222,300 and $363,997, respectively).

<table>
<thead>
<tr>
<th>Section</th>
<th>Primary Care Physicians</th>
<th>Specialty Care Physicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southern</td>
<td>$222,300</td>
<td>$433,990</td>
</tr>
<tr>
<td>Midwest</td>
<td>$238,611</td>
<td>$407,539</td>
</tr>
<tr>
<td>Western</td>
<td>$238,968</td>
<td>$401,352</td>
</tr>
<tr>
<td>Eastern</td>
<td>$222,300</td>
<td>$363,997</td>
</tr>
</tbody>
</table>

Key Findings

- An increase in total compensation from 2012 to 2013 is reported for both Primary Care (5.5%) and Specialty Care (1.5%) physicians.
- On-call Specialty Care physicians report 23% 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 Primary Care physicians, and 6% of total compensation for 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

PCMH 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.
**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**