How do you compensate nurse practitioners?

Do you compensate nurse practitioners [NP] on an annual salary or hourly rate?
For those with nurse practitioners, are you paying them based on an annual salary or an hourly rate?

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We pay them an annual salary based on their specialty and their percentage full-time-equivalent physician.
Allan Norman, CMPE, Memorial Health University, Richmond Hill, Ga., normaal1@memorialhealth.com

I think it is a very bad idea to pay any midlevel provider (MLP) a salary. We roughly pay at 75th percentile, according to the Web site salary.com for our area.
The nurse practitioner is “at risk” for any additional compensation. The formula is:

1. The individual must cover [his/her] cost center with actual receipts from work [he/she] has done.
2. The cost center includes all compensation and benefits, especially those it has control over, such as continuing medical education.
3. We return 10 percent to 15 percent of the receipts above their cost center to the MLP to account for overhead, practice support, etc.

Frank J. Chapman, MBA, chief operating officer, Asheville Gastroenterology Associates PA, The Endoscopy Center, Asheville, N.C., frank.chapman@Ashevillegastro.com

Salary. In my previous clinic we did both hourly and salary. If I recall correctly, she wanted to be hourly so she was paid for the time she put in.
Wendy Peterson, CMPE, administrator, Women’s Health Specialists, Yuma, Ariz., wpeterson@whsaz.com

We have three NPs. Our two full-time NPs are paid on salary, and our part-time NP is hourly.
Diane Myers, CPA, CMPE, practice administrator, East Louisville Pediatrics, PSC, Louisville, Ky., dmyers@eastlouisvillepediatrics.com

Salary. Some get call pay; some have it considered in their salary.
Gar Reed, clinical services director, Watson Clinic LLP, Lakeland, Fla., cardioadm@yahoo.com

Ours have an annual base salary with a production incentive.
Jeffrey Geier, CMPE, administrator, Moscow Family Medicine PA, Moscow, Idaho, jgeier@moscowfamilymedicine.com

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