

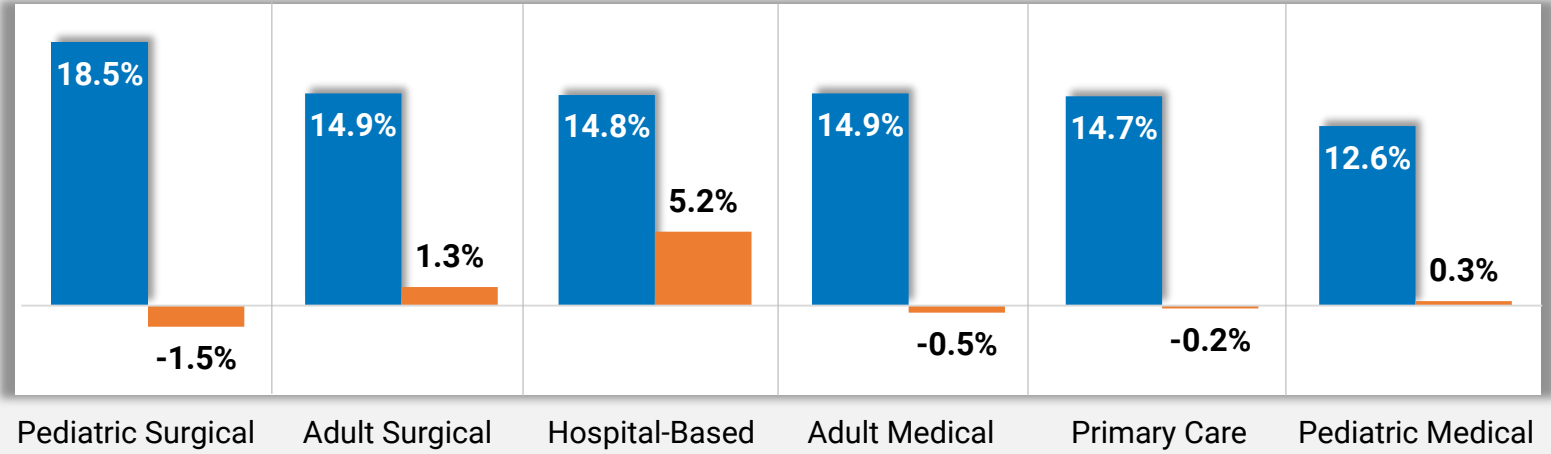


Physician total compensation programs are evolving to address changing models of care, the need for organizational alignment and a competitive talent market

Market supply and demand continues to drive physician compensation upwards without corresponding gains in productivity or reimbursement

## Median Percent Change (2014-2019)

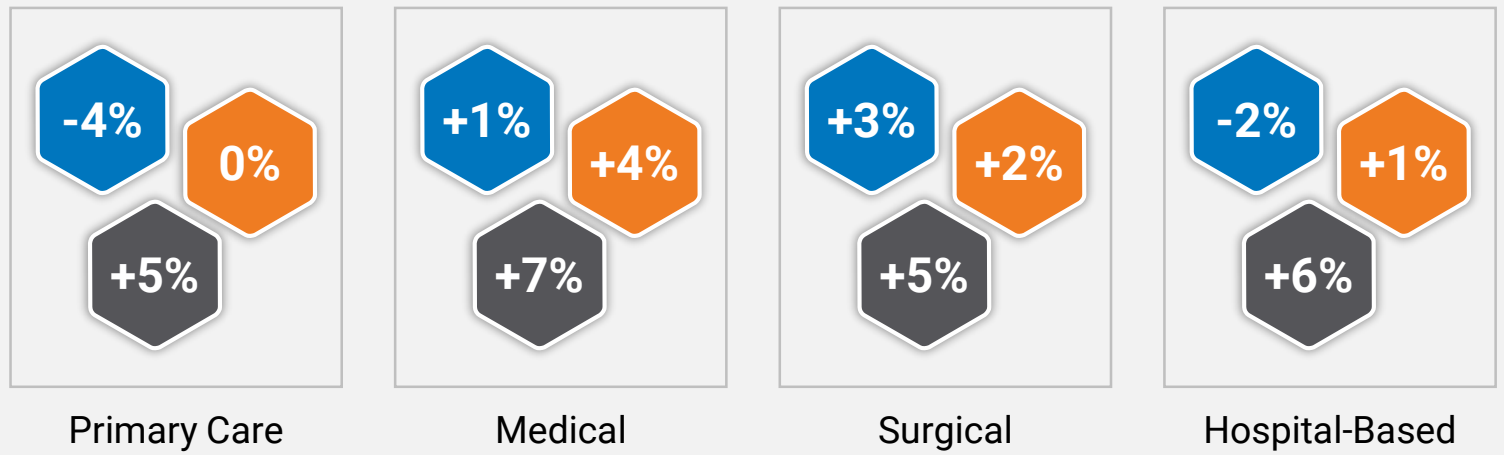
- Total Cash Compensation
- Work RVUs



Physician compensation plans are evolving to reward balanced scorecard performance and improvements in population health

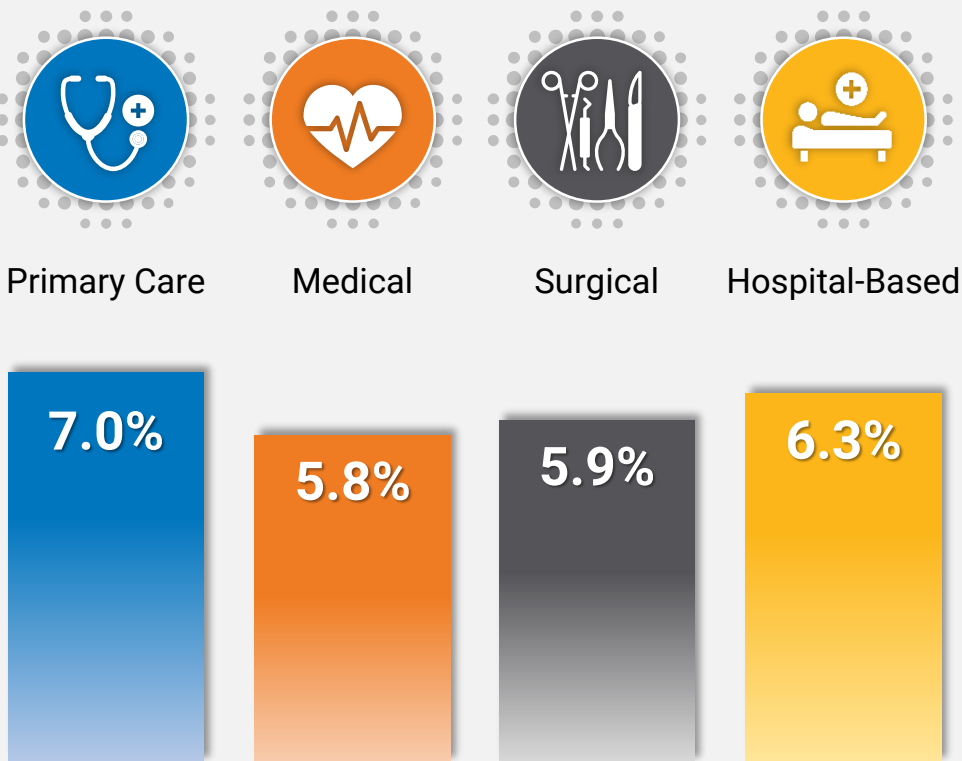
## Change in Prevalence of Compensation Plan Components (2018-2019)

- Base Salary
- Work RVUs
- Value-Based Incentives



While the prevalence of value-based incentives increased in 2019, the actual amounts paid for value-based performance remain relatively small

## Median Quality Incentive Payments as a Percentage of TCC



Organizations are strategically designing total rewards packages with key differentiating benefits to attract and retain top physicians

### Disability Programs

Prevalence of organizations offering different disability programs for employed physicians

61% Long-Term  
55% Short-Term



### Supplemental Retirement Deferrals

79% sponsor programs or nonqualified plans permitting voluntary employee deferrals  
23% of organizations contribute to these plans



### Paid Time Off

42% provide employed physicians with a different program  
30-36 days annually, based on service



Source: SullivanCotter 2014-2019 Physician Compensation and Productivity Survey Report

Learn More:  
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2020 Survey Open for Participation  
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