

Benchmarking Resources for the Medical Group Workforce



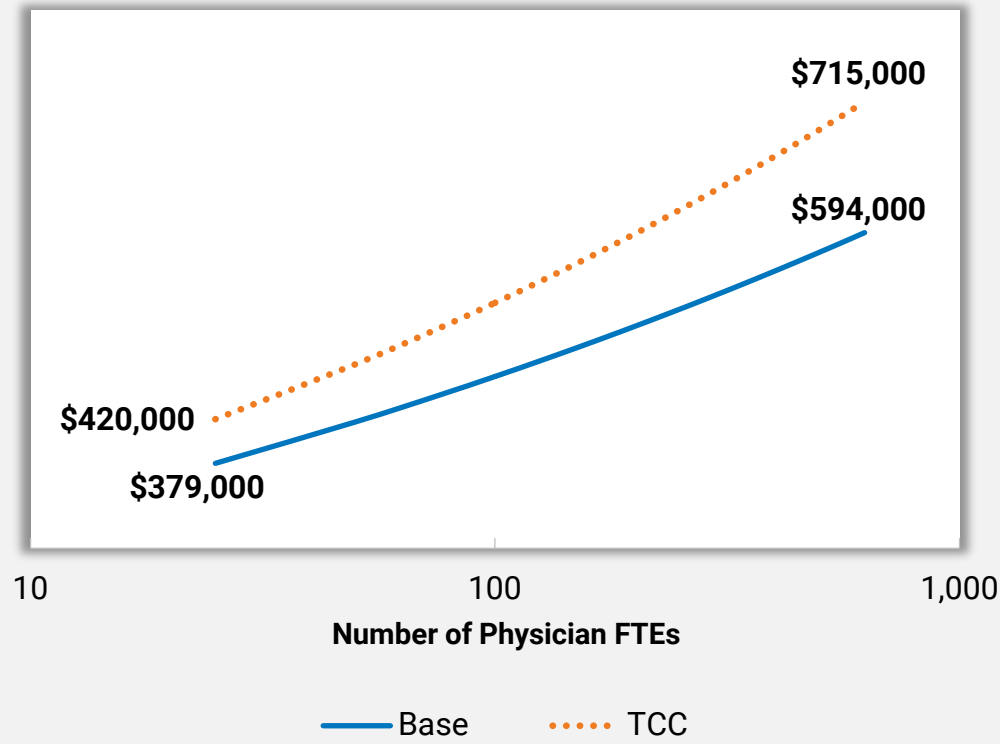
This year more than ever, **medical groups require access to critical data-driven insights** as they look to address the **impact of COVID-19** on workforce compensation and productivity, prepare for the **2021 Physician Fee Schedule changes**, and balance the need for **competitive total reward programs** against pressure on operating margins.

Learn more about **SullivanCotter's growing suite of medical group benchmarking resources for all your workforce needs** – including annual compensation data and incentive award opportunities for **executives**, detailed productivity reporting for **physicians and APPs**, and market data by organization size, region, state and more for other **health care staff positions**.

Annual Compensation

Base salary and total cash compensation (TCC) for medical group CEOs/Executive Directors (MD) **varies by size of the organization** based on the number of physician FTEs.

2020 Average Base Salary and TCC by Organization Size
Medical Group CEO/Executive Director (MD)

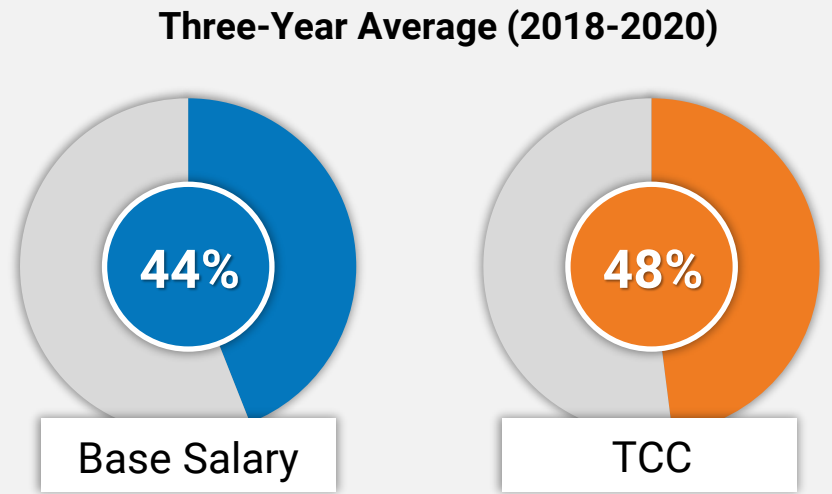


Premiums for Physicians in CEO Roles

Compensation also varies by **MD/non-MD status**. The prevalence of physicians in medical group CEO/Executive Director positions is currently 68%. This has grown by 8% from 2018.

Physician CEOs command a **premium in base salary and TCC** when compared to their non-MD counterparts.

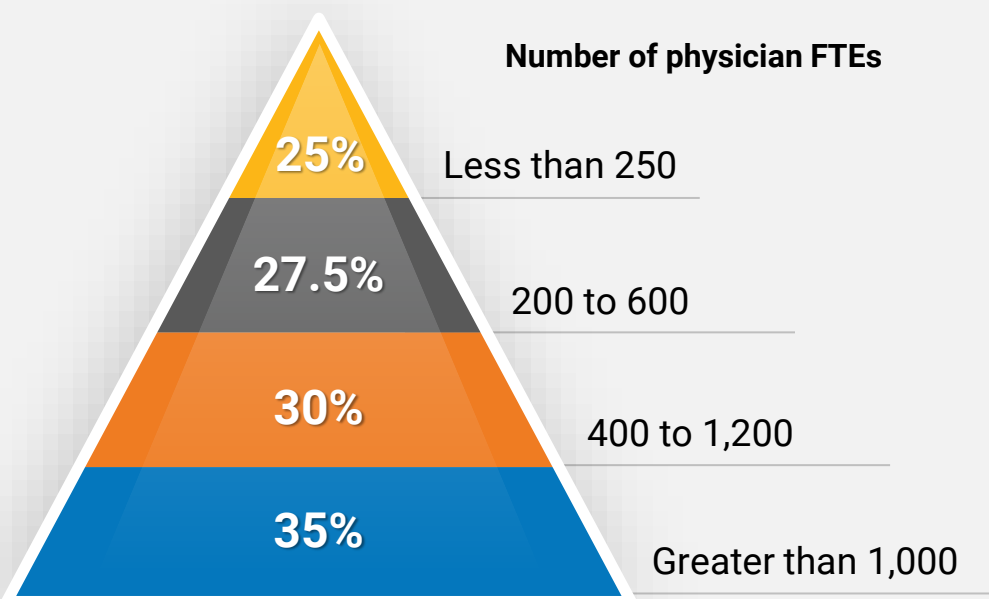
Percentage Difference in Median Compensation
Medical Group CEO/Executive Director (MD) difference from Medical Group CEO/Executive Director (Non-MD)



Incentive Opportunity

Target **annual incentive award opportunity amounts** for medical group CEOs/Executive Directors (MD) correlates with the **number of physician FTEs** within the organization.

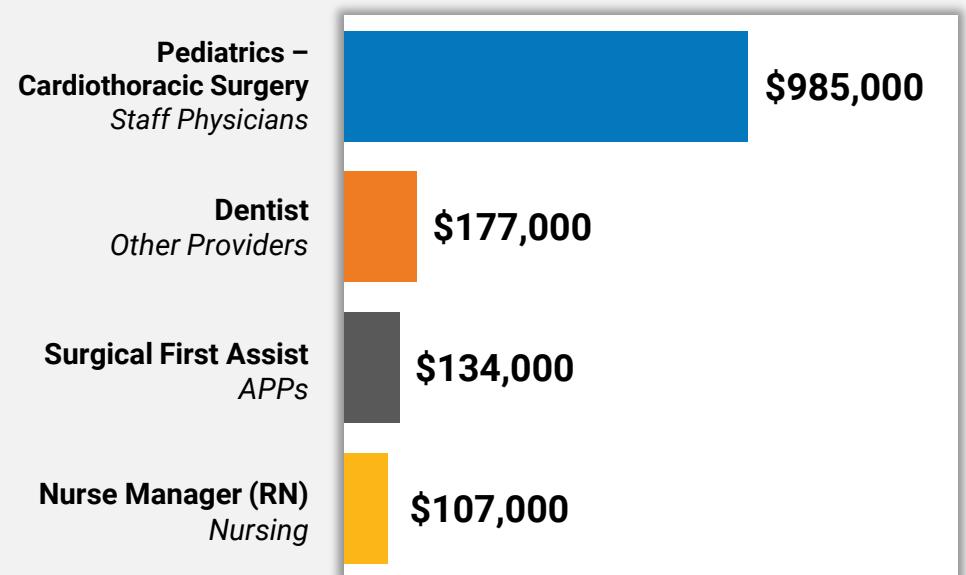
2020 Median Target Annual Incentive Award Opportunity
Medical Group CEO/Executive Director (MD)



Clinical Workforce

SullivanCotter's suite of **medical group-specific data** also includes information on physicians, advanced practice providers, nurses and other clinicians – **helping you to benchmark your entire health care workforce**.

2020 Median Annual Total Cash Compensation
Top Paid Clinician in Each Category



Sources: SullivanCotter 2018-2020 Medical Group Executive Compensation Survey
SullivanCotter 2020 Physician Compensation and Productivity Survey
SullivanCotter 2020 Advanced Practice Provider Compensation and Pay Practices Survey
SullivanCotter 2020 Health Care Staff Compensation Survey

Want to learn more?

Contact-Us@sullivancotter.com

Gain access to critical medical group benchmarking data when you participate in our suite of surveys.
Contact SullivanCotter to learn more!

