

PINNACLE HEALTH GROUP
PINNACLE LOCUM TENENS

2015 ANNUAL PHYSICIAN COMPENSATION SURVEY



Pinnacle Health Group's compensation data is based on mean compensation and / or base salary for 174 surveyed doctors and 160 healthcare organizations, covering 59 specialties, from May to June 2015.

The healthcare facilities for which the searches were performed included affiliated practices, healthcare management systems and physician groups.

Learn more about Pinnacle Health Group (PHG) by visiting www.phg.com or calling 1-800-789-6684 (main) or 404-816-8831 (local).

Pinnacle Health Group is member of the National Association of Physician Recruiters (NAPR) since 1995.

COMPENSATION TRENDS. The most notable trends impacting compensation include an increase in overhead costs, particularly in meaningful use / EHR technology; additional incentives and benefits that are not cash-based; increased compensation for primary care physicians and gradual decrease for specialty care doctors. In addition, more and more healthcare facilities are using the pay-for-performance model to provide incentives to their physicians as well as incorporating quality metrics and indicators to determine compensation. There is also an increasing trend of varying compensation based on region / geographical area.

NEW ANCILLARY SERVICES. Most healthcare facilities set up new ancillary services as a way of generating more revenue. Many facilities are also increasing revenue by utilizing advanced practice providers such as nurses and physician assistants. The more prevalent ancillary services include:

- In-office services such as minimally invasive surgeries and infusion procedures;
- Imaging and diagnostic capabilities such as X-Ray, MRI, CT, PET, EMG, EEG, EKG, EBUS, EMN Bronchoscopy and Ultrasound-guided biopsies;
- In-house laboratory and screening services such as sleep testing, sonography, spirometry, urine screening and stress testing;
- Telemedicine and Remote Monitoring;
- Cosmetic procedures such as weight loss procedures, laser hair removal, tattoo removal, and other dermatological services;
- Pharmacy and Durable Medical Equipment dispensing;
- Concierge Medicine;
- Medical review services for lawyers and insurance carriers.

RECRUITMENT INCENTIVES. Due to physician shortages and the competitive marketplace, healthcare organizations are offering higher base salaries along with a variety of incentives including:

- Competitive compensation (guaranteed base salary higher than average compensation);
- Bonuses and benefits such as sign on bonus, relocation assistance (including expenses), productivity bonus (RVU and wRVU), paid CME, paid time off, student loan repayment programs, malpractice insurance coverage, 401k matching, stipend for residency and fellowship, and quicker partnership tracks (including profit-sharing);
- Work-life balance incentives such as flexible shifts, limited to no call coverage and added vacation time.

DIFFICULT SPECIALTIES TO RECRUIT. Physician recruitment is highly competitive for all specialties, and is more challenging for rural communities. Specialties that are more difficult to recruit include (in no particular order):

- Urology
- Neurology
- Neurological Surgery
- Dermatology
- Primary Care (Internal Medicine, Family Practice, Pediatrics)



COMPENSATION SURVEY

2013-2014		2014-2015	
Addiction Medicine	N/A	Addiction Medicine	\$225,000.00
Allergy and Immunology	\$284,166.37	Allergy and Immunology	\$220,000.00
Anesthesiology	\$355,333.33	Anesthesiology	\$400,857.14
Cardiology (invasive)	\$442,182.86	Cardiology (invasive)	\$570,000.00
Cardiology (non-invasive)	\$349,375.00	Cardiology (non-invasive)	\$302,500.00
Cardiothoracic Surgery	N/A	Cardiothoracic Surgery	\$627,500.00
Chief Medical Officer	N/A	Chief Medical Officer	\$312,500.00
Dermatology	\$368,459.17	Dermatology	\$454,166.67
Electrophysiology	\$491,666.67	Electrophysiology	\$430,000.00
Emergency Medicine	\$339,145.45	Emergency Medicine	\$291,400.00
Family Practice	\$200,195.69	Family Practice	\$207,430.00
Gastroenterology	\$381,368.75	Gastroenterology	\$571,000.00
General Surgery	\$341,051.16	General Surgery	\$404,583.33
Hand Surgery	N/A	Hand Surgery	\$410,000.00
Hematology-Oncology	\$420,900.00	Hematology-Oncology	\$332,222.22
Hospitalist	\$255,124.94	Hospitalist	\$268,571.43
Infectious Disease	\$195,820.00	Infectious Disease	\$227,500.00
Intensivist	\$351,250.00	Intensivist	\$328,750.00
Internal Medicine	\$204,968.69	Internal Medicine	\$215,000.00
Neonatology	\$376,666.67	Neonatology	\$335,000.00
Nephrology	\$232,142.86	Nephrology	\$247,500.00
Neurology	\$291,165.18	Neurology	\$309,777.78
Neurological Surgery	\$796,200.00	Neurological Surgery	\$675,000.00
Obstetrics/Gynecology	\$289,954.55	Obstetrics/Gynecology	\$268,228.70
Occupational Medicine	\$224,457.14	Occupational Medicine	\$266,250.00
Orthopedics	\$419,533.00	Orthopedics	\$515,000.00
Orthopedic Surgery	\$576,666.67	Orthopedic Surgery	\$502,500.00
Pain Medicine	N/A	Pain Medicine	\$512,750.00
Pathology	\$207,625.00	Pathology	\$210,000.00
Pediatrics	\$204,506.05	Pediatrics	\$192,111.11
Pediatric Gastroenterology	N/A	Pediatric Gastroenterology	\$310,000.00
Pediatric Psychiatry	N/A	Pediatric Psychiatry	\$240,333.33
Plastic Surgery	\$403,557.14	Plastic Surgery	\$402,500.00
Podiatry	N/A	Podiatry	\$209,333.33
Psychiatry	\$246,535.21	Psychiatry	\$203,800.00
Pulmonary Critical Care	\$266,666.67	Pulmonary Critical Care	\$337,666.67
Radiation Oncology	\$405,000.00	Radiation Oncology	\$342,500.00
Radiology	\$417,142.86	Radiology	\$476,000.00
Urgent Care	N/A	Urgent Care	\$239,300.00
Urology	\$393,061.29	Urology	\$457,000.00

**Data is based on mean compensation and/or base salary for 174 surveyed doctors and 160 healthcare organizations, including affiliated practices, healthcare management systems and physician groups. Pinnacle Health Group's survey covered 59 specialties and gathered sufficient data to report on 40 specialties. Contact Pinnacle Health Group for more information.*

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Pinnacle Health Group (PHG), established in 1994, is a full-service recruitment firm that has placed over a thousand physicians in opportunities nationwide. We offer permanent recruitment, locum tenens services, and advanced practice provider recruitment. PHG is a leader in the industry

and we help clients succeed through the consultative services of our experienced healthcare recruiters. Visit the PHG website for disclaimer / privacy policy page and further information. For comments, suggestions and questions, email us at info@phg.com, cabramson@phg.com for Carrie Abramson, jestialbo@phg.com for Andrew Estialbo, and mbroxterman@phg.com for COO Michael P. Broxterman. We can also be reached by phone at 1-800-789-6684 (main) or 404-816-8831 (local).



PINNACLE HEALTH GROUP

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WE HELP BRING HEALTHCARE TO COMMUNITIES THAT NEED IT!™

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OF PHYSICIAN RECRUITERS SINCE 1995

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