



2021 ANNUAL PHYSICIAN COMPENSATION SURVEY

Pinnacle Health Group's compensation data is based on mean compensation and / or base salary for 155 surveyed doctors and 166 healthcare organizations, covering 40 specialties, from May 1 to June 7, 2021. The healthcare facilities for which the searches were performed included affiliated practices, healthcare management systems, and physician groups.



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Trends in physician compensation

The notable trends affecting physician compensation today are:

- Salary increases in primary care (internal medicine, family medicine, and pediatrics) and specialties such as radiology oncology
- Notable use of advance practice providers (e.g., nurses, physician assistants) to augment healthcare services, especially in regions with significant physician shortages
- Locum tenens physicians and job-sharing arrangements were increasingly used to fill gaps in healthcare services
- Telemedicine/telehealth became more prominent due to the pandemic

While the COVID-19 pandemic had an obvious impact on the workloads of physicians and capacity of healthcare facilities to provide care, it also had a significant effect on compensation. Volatility and uncertainty in reimbursements and salaries were observed at the height of the pandemic, as many elective procedures, routine examinations, and ancillary services were canceled or postponed. Telemedicine/telehealth or remote medical services and concierge medicine became more prominent.

With the pervasive physician shortages (particularly in rural regions) and the ongoing pandemic, healthcare facilities notably leveraged locum tenens and advanced practice providers to augment their capabilities to provide healthcare. Of note are job-sharing arrangements and schedules that medical groups started to use as an incentive to recruit new physicians.

When looking for new opportunities, physicians are looking into the practice's location, work-life balance, and financial stability. Unlike last year, however, some of the surveyed physicians, especially those coming out of residency or fellowship, are eschewing partnership tracks or leadership roles in favor of higher compensation and less work hours.

Salaries notably increased in specialties like primary care, radiation oncology, gastroenterology, and psychiatry. Many compensation models are tied to geographic locations and lean on patient satisfaction and clinical quality and outcomes. As usual, recruiting physicians for suburban areas remains a challenge.

Ancillary services

Physicians and healthcare organizations provide ancillary services to generate additional revenue. Many of these once-lucrative services have lessened because of the pandemic. Conversely, there was a significant surge in telehealth or remote medical services like remote patient monitoring, telepsychiatry, and remote therapy services. Physicians that are employed full-time supplement their income by practicing as a locum tenens physician, serving as an independent consultant, or conducting medical reviews.

On the other hand, healthcare facilities and medical groups increasingly employed advanced practice providers (e.g., nurses, physician assistants, technologists) to generate more revenue while also trying to decrease physician-related expenses.

Concierge medicine also surged during this time as a way to address evolving patient demands and restrictions brought about by the pandemic. Concierge medicine has since expanded beyond internal and family medicine, with specialty groups adopting a similar model.

The most notable ancillary services reported by the surveyed physicians and healthcare facilities were: COVID testing and swab tests for travel purposes; high frequency jet ventilation; hospice care; ultrasound procedures; digital radiography; and laser treatments.

Incentives used to recruit physicians

The pandemic exacerbated an already competitive landscape experiencing a widespread shortage in physicians. To help with hiring and retaining physicians, healthcare facilities and medical groups are providing the following:

1. Higher compensation (i.e., 50 to 70th percentile) and guaranteed salary, benefits, and bonuses
2. Work-life balance incentives such as longer vacation time and paid time off; flexible schedules; shorter work weeks; reduced to no call coverage; job-sharing arrangements and coverage/support from nocturnists, locum tenens, and advanced practice providers
3. Reimbursements and similar financial benefits, which include sign-on and annual bonuses; loan repayment or forgiveness; relocation assistance; travel expenses; and paid CME among others

Toughest specialties to recruit

While there is an observed difficulty in recruiting physicians in many specialties, it was especially challenging for Primary Care (Family Medicine, Internal Medicine and Pediatrics), Gastroenterology, Neurology, Psychiatry, and Urology

Specialty	2019-2020	2020-2021
Anesthesiology	\$352,785	\$350,000
Cardiology (non-invasive)	\$650,000.00	\$500,000
Cardiothoracic Surgery	N/A	\$975,000
Emergency Medicine	\$313,000	\$310,000
Family Practitioner	\$240,230	\$240,875
Gastroenterology	\$424,000	\$498,333
General Surgery	\$415,000	\$396,667
Hospitalist	\$278,666	\$243,750
Intensivist (Critical Care Medicine)	\$361,666	\$385,714
Internal Medicine	\$242,533	\$276,363
Internal Medicine - Hospitalist	\$233,750	\$325,000
Medical Oncology (including Hematology)	\$421,666	\$425,000
Neurological Surgery	N/A	\$1,125,000
Nocturnist	\$217,500	\$225,000

Specialty	2019-2020	2020-2021
Obstetrics/ Gynecology	\$237,000	\$600,000
Ophthalmology	\$260,000	\$285,000
Orthopedic Surgery	\$689,000	\$600,000
Palliative Medicine	N/A	\$230,000
Pathology	\$307,500	\$300,000
Pediatrics	\$274,166	\$231,000
Plastic Surgery	\$383,333	\$437,500
Podiatry	N/A	\$162,500
Pulmonary Critical Care	\$312,500	\$385,714
Pulmonary Medicine	N/A	\$200,000
Psychiatry	\$287,125	\$347,667
Radiation Oncology	\$341,666	\$500,000
Radiology	\$517,500	\$462,500

Data is based on mean compensation and / or base salary for 155 surveyed doctors and 166 healthcare organizations, including affiliated practices, healthcare management systems and physician groups. Pinnacle Health Group's survey covered 40 specialties and gathered sufficient data to report on 28 specialties.





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Physician Compensation Reports

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Total Compensation

Specialty	All Practice Types						
	Mean	Std Dev	10th %tile	25th %tile	Median	75th %tile	90th %tile
Allergy/Immunology	\$361,665	\$148,159	\$194,529	\$258,049	\$328,077	\$473,046	\$555,260
Anesthesiology	\$472,091	\$140,629	\$320,608	\$400,000	\$462,917	\$533,316	\$631,431
Anesthesiology: Pain Management	\$538,718	\$177,790	\$363,866	\$417,259	\$494,488	\$603,397	\$825,798
Bariatrics (Nonsurgical)/Obesity Medicine	\$291,972	\$126,986	\$200,011	\$225,204	\$263,960	\$285,730	\$544,903
Cardiology: Electrophysiology	\$715,309	\$269,477	\$442,494	\$545,527	\$670,956	\$842,467	\$1,067,279
Cardiology: Invasive	\$639,951	\$223,745	\$412,544	\$503,029	\$600,995	\$726,353	\$938,430
Cardiology: Invasive-Interventional	\$710,651	\$278,370	\$419,210	\$533,060	\$664,579	\$825,934	\$1,054,024
Cardiology: Noninvasive	\$545,550	\$206,019	\$316,347	\$417,182	\$521,248	\$638,467	\$804,626
Clinical Pharmacology	*	*	*	*	*	*	*
Critical Care: Intensivist	\$454,184	\$155,224	\$320,119	\$385,008	\$440,000	\$495,747	\$588,850
Dentistry	\$195,851	\$62,269	\$138,560	\$153,972	\$175,584	\$241,456	\$290,742
Dermatology	\$498,125	\$208,722	\$292,150	\$360,678	\$449,782	\$580,520	\$783,554
Dermatology: Dermatopathology	\$543,067	\$155,000	\$397,057	\$431,674	\$519,647	\$599,572	\$807,931
Dermatology: Mohs Surgery	\$836,060	\$368,936	\$515,834	\$623,526	\$722,468	\$946,928	\$1,406,330
Emergency Medicine	\$368,074	\$98,561	\$267,054	\$316,553	\$360,771	\$415,034	\$468,342
Endocrinology/Metabolism	\$280,912	\$99,690	\$191,745	\$225,405	\$263,281	\$309,146	\$387,714
Family Medicine (with OB)	\$279,331	\$97,432	\$185,896	\$220,001	\$259,787	\$326,878	\$398,815
Family Medicine (without OB)	\$290,133	\$120,238	\$188,829	\$220,776	\$264,698	\$327,941	\$418,295
Family Medicine: Ambulatory Only (No Inpatient Work)	\$264,280	\$94,235	\$180,000	\$211,913	\$249,470	\$299,246	\$364,701
Family Medicine: Sports Medicine	\$311,439	\$101,680	\$203,111	\$253,658	\$300,125	\$350,022	\$429,598
Family Medicine: Urgent Care	\$258,961	\$66,224	\$190,382	\$221,518	\$248,186	\$282,586	\$324,509
Gastroenterology	\$577,313	\$230,724	\$339,124	\$442,108	\$539,961	\$677,899	\$884,256
Gastroenterology: Hepatology	\$549,331	\$98,294	\$395,002	\$489,278	\$610,251	\$610,251	\$617,051
Genetics	\$264,610	\$72,341	\$197,010	\$212,910	\$261,653	\$280,005	\$339,334
Geriatrics	\$257,500	\$82,322	\$191,295	\$218,749	\$239,200	\$276,361	\$335,075
Hematology/Oncology	\$535,492	\$210,017	\$328,540	\$399,764	\$481,250	\$622,141	\$810,850
Hematology/Oncology: Oncology (Only)	\$526,043	\$227,712	\$274,750	\$382,049	\$495,292	\$632,449	\$853,617
Hospice/Palliative Care	\$255,615	\$69,125	\$195,544	\$219,578	\$245,003	\$275,000	\$334,145

Hospitalist: Family Medicine	\$347,191	\$88,332	\$255,730	\$283,115	\$328,934	\$390,697	\$471,066
Hospitalist: Internal Medicine	\$318,402	\$88,982	\$229,986	\$267,830	\$307,532	\$358,196	\$422,301
Hospitalist: OB/GYN	\$315,973	\$92,544	\$223,383	\$261,352	\$299,328	\$351,253	\$422,079
Hyperbaric Medicine/Wound Care	\$307,241	\$99,014	\$205,980	\$248,526	\$284,158	\$354,200	\$437,353
Infectious Disease	\$330,890	\$128,306	\$213,599	\$250,793	\$297,003	\$372,003	\$497,819
Internal Medicine: General	\$298,971	\$135,635	\$189,050	\$225,987	\$276,000	\$335,098	\$429,205
Internal Medicine: Ambulatory Only (No Inpatient Work)	\$300,966	\$117,995	\$194,095	\$228,293	\$275,521	\$341,142	\$434,894
Nephrology	\$400,713	\$153,258	\$240,303	\$300,860	\$375,678	\$465,169	\$612,283
Nephrology: Transplant	*	*	*	*	*	*	*
Neurology	\$364,519	\$166,148	\$224,192	\$273,935	\$330,756	\$407,991	\$554,783
Neurology: Epilepsy/EEG	\$383,041	\$126,283	\$208,447	\$289,924	\$351,202	\$472,713	\$579,343
Neurology: Neuromuscular	\$289,262	\$105,894	\$206,466	\$224,505	\$264,290	\$311,248	\$455,880
Neurology: Stroke Medicine	\$441,436	\$153,282	\$302,502	\$339,800	\$392,418	\$500,001	\$669,895
Obstetrics/Gynecology: General	\$377,416	\$141,532	\$240,000	\$289,792	\$354,885	\$434,257	\$540,632
OB/GYN: Gynecology (Only)	\$280,044	\$123,965	\$146,030	\$196,065	\$258,799	\$329,508	\$428,251
OB/GYN: Gynecological Oncology	\$459,103	\$219,834	\$220,000	\$249,278	\$449,044	\$572,644	\$766,961
OB/GYN: Maternal and Fetal Medicine	\$520,783	\$225,597	\$277,727	\$389,261	\$494,817	\$610,375	\$822,508
OB/GYN: Minimally Invasive Gynecologic Surgery	*	*	*	*	*	*	*
OB/GYN: Reproductive Endocrinology	\$493,464	\$245,612	\$225,002	\$326,765	\$461,997	\$577,499	\$733,793
OB/GYN: Urogynecology	\$409,655	\$186,836	\$207,972	\$299,989	\$375,704	\$463,215	\$606,136
Occupational Medicine	\$296,344	\$111,816	\$220,225	\$240,759	\$271,383	\$314,334	\$376,270
Ophthalmology	\$417,858	\$214,338	\$202,613	\$281,310	\$385,169	\$503,649	\$643,902
Ophthalmology: Corneal and Refractive Surgery	\$462,988	\$211,931	\$261,454	\$375,464	\$421,689	\$475,496	\$702,873
Ophthalmology: Glaucoma	\$382,341	\$157,745	\$206,709	\$325,802	\$375,765	\$415,034	\$515,683
Ophthalmology: Neurology	*	*	*	*	*	*	*
Ophthalmology: Oculoplastic and Reconstructive Surgery	\$372,340	\$85,416	\$232,482	\$309,125	\$378,155	\$417,222	\$505,161
Ophthalmology: Retina	\$510,370	\$268,238	\$252,228	\$329,686	\$473,746	\$576,300	\$749,552
Orthopedic (Nonsurgical)	\$448,727	\$186,467	\$214,645	\$288,681	\$435,468	\$584,809	\$716,320
Orthopedic Surgery: General	\$669,331	\$299,628	\$341,032	\$472,998	\$629,360	\$805,106	\$1,045,590
Orthopedic Surgery: Foot and Ankle	\$626,717	\$288,928	\$284,109	\$407,069	\$599,758	\$783,563	\$1,001,062
Orthopedic Surgery: Hand	\$656,095	\$249,539	\$380,898	\$486,558	\$620,307	\$795,109	\$992,136

Orthopedic Surgery: Hip and Joint	\$767,125	\$302,230	\$440,817	\$554,141	\$711,836	\$930,355	\$1,151,210
Orthopedic Surgery: Oncology	\$651,927	\$166,769	\$463,698	\$532,408	\$592,791	\$749,217	\$958,743
Orthopedic Surgery: Shoulder/Elbow	\$711,999	\$237,641	\$359,568	\$541,350	\$681,001	\$851,885	\$1,032,972
Orthopedic Surgery: Spine	\$821,045	\$400,508	\$364,241	\$522,805	\$784,247	\$1,008,121	\$1,434,398
Orthopedic Surgery: Trauma	\$756,982	\$244,593	\$462,166	\$610,593	\$724,162	\$875,134	\$1,088,286
Orthopedic Surgery: Sports Medicine	\$666,360	\$321,499	\$291,368	\$436,352	\$631,346	\$834,357	\$1,105,671
Otorhinolaryngology	\$482,138	\$210,400	\$279,921	\$361,973	\$449,387	\$549,763	\$706,774
Pain Management: Nonanesthesia	\$497,101	\$203,871	\$310,641	\$377,948	\$437,869	\$559,999	\$805,759
Pathology: Anatomic and Clinical	\$382,349	\$112,314	\$261,689	\$319,557	\$368,299	\$430,747	\$501,072
Pathology: Anatomic	\$325,192	\$110,987	\$210,994	\$243,560	\$318,901	\$370,721	\$457,526
Pathology: Anatomic-Autopsy	*	*	*	*	*	*	*
Pathology: Anatomic-Cytopathology	*	*	*	*	*	*	*
Pathology: Clinical	\$351,427	\$150,968	\$192,141	\$264,753	\$332,499	\$398,783	\$501,258
Pathology: Clinical-Hematopathology	\$404,937	\$73,401	\$300,762	\$352,295	\$403,881	\$444,863	\$529,139
Pathology: Clinical-Transfusion Medicine	*	*	*	*	*	*	*
Pathology: Surgical	\$452,536	\$50,597	\$381,405	\$429,081	\$476,757	\$476,757	\$483,557
Pediatrics: General	\$269,825	\$117,775	\$163,045	\$198,664	\$246,357	\$312,074	\$400,145
Pediatrics: Adolescent Medicine	\$211,688	\$73,044	\$141,400	\$166,608	\$205,000	\$239,090	\$282,506
Pediatrics: Allergy/Immunology	\$291,716	\$81,405	\$198,497	\$218,653	\$290,016	\$362,502	\$385,694
Pediatrics: Anesthesiology	\$455,027	\$102,357	\$351,056	\$395,822	\$458,153	\$520,815	\$578,925
Pediatrics: Bone Marrow Transplant	*	*	*	*	*	*	*
Pediatrics: Cardiology	\$366,115	\$140,600	\$233,818	\$279,990	\$335,000	\$420,000	\$533,105
Pediatrics: Cardiovascular Surgery	\$956,621	\$519,115	\$496,699	\$554,175	\$809,889	\$1,094,346	\$2,036,844
Pediatrics: Child Development	\$221,040	\$84,672	\$129,811	\$166,009	\$206,979	\$248,392	\$340,811
Pediatrics: Critical Care/Intensivist	\$353,835	\$86,726	\$253,437	\$295,000	\$338,940	\$394,916	\$494,372
Pediatrics: Dermatology	\$379,729	\$176,267	\$233,100	\$270,502	\$311,026	\$454,072	\$761,973
Pediatrics: Emergency Medicine	\$310,632	\$92,779	\$207,640	\$253,435	\$297,785	\$356,660	\$425,646
Pediatrics: Endocrinology	\$237,895	\$64,389	\$168,342	\$196,434	\$224,062	\$265,223	\$345,386

Pediatrics: Gastroenterology	\$309,258	\$93,915	\$209,318	\$245,303	\$290,461	\$369,414	\$421,246
Pediatrics: Genetics	\$206,795	\$60,683	\$129,195	\$161,037	\$200,004	\$263,727	\$289,534
Pediatrics: Hematology/Oncology	\$268,836	\$95,642	\$176,182	\$211,896	\$245,293	\$292,531	\$400,798
Pediatrics: Hospitalist	\$265,865	\$129,807	\$172,140	\$195,615	\$225,836	\$267,224	\$457,199
Pediatrics: Hospitalist-Internal Medicine	\$234,490	\$81,000	\$150,577	\$173,025	\$209,548	\$286,992	\$367,457
Pediatrics: Infectious Disease	\$248,632	\$77,630	\$170,452	\$194,425	\$223,932	\$284,599	\$389,662
Pediatrics: Internal Medicine	\$272,462	\$101,510	\$158,464	\$212,048	\$253,293	\$327,848	\$379,985
Pediatrics: Neonatal Medicine	\$371,372	\$125,621	\$234,219	\$287,075	\$345,330	\$428,005	\$535,606
Pediatrics: Nephrology	\$277,898	\$85,048	\$192,780	\$220,717	\$260,937	\$309,556	\$396,521
Pediatrics: Neurology	\$295,761	\$93,296	\$207,720	\$232,586	\$273,345	\$341,000	\$442,882
Pediatrics: Neurosurgery	\$820,771	\$280,057	\$434,733	\$631,142	\$792,995	\$974,740	\$1,116,278
Pediatrics: Ophthalmology	\$370,993	\$146,527	\$147,509	\$291,269	\$373,657	\$462,864	\$559,164
Pediatrics: Orthopedic Surgery	\$584,545	\$227,871	\$275,335	\$434,617	\$551,386	\$742,220	\$872,467
Pediatrics: Otorhinolaryngology	\$512,138	\$175,792	\$294,162	\$401,386	\$459,563	\$630,580	\$785,732
Pediatrics: Plastic and Reconstruction Surgery	\$470,262	\$189,550	\$244,152	\$303,507	\$417,519	\$649,591	\$768,185
Pediatrics: Pulmonology	\$298,007	\$121,300	\$184,239	\$220,154	\$257,949	\$340,275	\$511,690
Pediatrics: Radiology	\$495,283	\$84,486	\$401,069	\$437,496	\$503,044	\$562,333	\$589,708
Pediatrics: Rheumatology	\$237,177	\$92,675	\$149,586	\$167,019	\$221,070	\$268,284	\$363,670
Pediatrics: Sports Medicine	*	*	*	*	*	*	*
Pediatrics: Surgery	\$664,842	\$227,185	\$443,753	\$543,724	\$658,744	\$753,045	\$979,909
Pediatrics: Urgent Care	\$206,073	\$77,522	\$124,188	\$154,474	\$194,483	\$239,085	\$318,119
Pediatrics: Urology	\$531,617	\$111,632	\$402,908	\$455,254	\$521,892	\$598,500	\$681,265
Physiatry (Physical Medicine and Rehabilitation)	\$342,432	\$139,424	\$222,148	\$260,758	\$313,183	\$394,768	\$481,458
Podiatry: General	\$287,932	\$129,522	\$157,282	\$195,700	\$265,200	\$351,826	\$430,874
Podiatry: Surgery-Foot and Ankle	\$311,580	\$110,475	\$194,425	\$234,083	\$287,856	\$368,106	\$465,709
Podiatry: Surgery-Forefoot Only	*	*	*	*	*	*	*
Psychiatry: General	\$292,190	\$126,482	\$163,925	\$229,884	\$277,808	\$326,407	\$425,618
Psychiatry: Addiction Medicine	\$264,161	\$56,673	\$188,187	\$224,319	\$272,026	\$310,123	\$335,732
Psychiatry: Chemical Dependency	*	*	*	*	*	*	*
Psychiatry: Child and Adolescent	\$279,187	\$94,148	\$188,300	\$233,989	\$272,979	\$316,742	\$362,018

Psychiatry: Forensic	*	*	*	*	*	*	*
Psychiatry: Geriatric	\$249,229	\$45,235	\$186,605	\$207,857	\$252,000	\$284,432	\$320,918
Pulmonary Medicine: General	\$445,680	\$188,855	\$260,254	\$324,403	\$405,011	\$528,857	\$686,979
Pulmonary Medicine: Critical Care	\$462,426	\$154,914	\$314,157	\$360,000	\$418,915	\$524,443	\$707,482
Pulmonary Medicine: General and Critical Care	\$501,740	\$168,541	\$325,830	\$400,005	\$465,812	\$583,552	\$694,862
Radiation Oncology	\$581,128	\$213,666	\$348,052	\$464,027	\$551,328	\$654,388	\$842,315
Radiology: Interventional	\$546,795	\$205,584	\$293,221	\$427,594	\$517,811	\$653,920	\$808,953
Radiology: Diagnostic	\$505,644	\$175,311	\$264,446	\$400,561	\$509,990	\$620,106	\$681,896
Radiology: Neurological	\$523,498	\$170,638	\$364,115	\$431,256	\$508,704	\$599,039	\$664,733
Radiology: Nuclear Medicine	\$409,768	\$108,215	\$306,930	\$341,264	\$389,417	\$468,241	\$561,931
Rheumatology	\$310,494	\$149,493	\$197,440	\$227,952	\$267,509	\$329,535	\$481,531
Sleep Medicine	\$334,902	\$150,262	\$212,625	\$263,848	\$309,686	\$360,256	\$499,503
Surgery: General	\$481,016	\$191,772	\$297,410	\$365,495	\$442,508	\$552,266	\$692,817
Surgery: Bariatric	\$576,461	\$213,552	\$330,000	\$428,764	\$526,135	\$708,811	\$862,578
Surgery: Breast	\$423,635	\$139,372	\$292,158	\$345,227	\$388,646	\$484,359	\$609,309
Surgery: Cardiovascular	\$833,376	\$325,148	\$491,367	\$649,141	\$799,663	\$969,278	\$1,210,638
Surgery: Colon and Rectal	\$461,656	\$145,107	\$301,479	\$359,436	\$444,436	\$540,010	\$624,637
Surgery: Endocrine	*	*	*	*	*	*	*
Surgery: Endovascular (Primary)	*	*	*	*	*	*	*
Surgery: Neurological	\$937,881	\$455,358	\$450,008	\$693,034	\$869,385	\$1,146,291	\$1,393,600
Surgery: Oncology	\$490,127	\$190,348	\$272,727	\$363,895	\$443,807	\$604,830	\$719,560
Surgery: Oral	\$440,980	\$155,949	\$228,372	\$315,763	\$452,963	\$577,509	\$614,154
Surgery: Plastic and Reconstruction	\$588,531	\$279,979	\$315,514	\$401,098	\$542,671	\$680,199	\$948,083
Surgery: Plastic and Reconstruction-Hand	\$501,879	\$184,434	\$185,461	\$401,919	\$479,317	\$647,424	\$774,327
Surgery: Thoracic (Primary)	\$680,723	\$288,640	\$342,699	\$471,474	\$650,000	\$856,942	\$1,030,000
Surgery: Transplant	\$580,014	\$269,199	\$359,496	\$421,265	\$548,775	\$606,828	\$927,823
Surgery: Transplant-Heart	\$541,607	\$251,221	\$297,917	\$436,425	\$474,108	\$566,630	\$1,072,501
Surgery: Transplant-Kidney	\$467,280	\$192,394	\$336,269	\$356,251	\$426,000	\$490,406	\$664,072
Surgery: Transplant-Liver	*	*	*	*	*	*	*
Surgery: Trauma	\$527,360	\$175,791	\$358,565	\$426,792	\$491,063	\$593,448	\$762,183
Surgery: Trauma-Burn	\$588,277	\$177,301	\$372,500	\$422,036	\$552,950	\$711,651	\$878,052
Surgery: Vascular (Primary)	\$578,991	\$229,149	\$334,556	\$430,631	\$532,722	\$684,491	\$838,731
Urgent Care	\$280,651	\$91,740	\$189,040	\$231,450	\$270,361	\$321,911	\$383,794
Urology	\$522,211	\$240,494	\$320,005	\$390,000	\$494,317	\$612,650	\$742,391
Anesthesia Assistant	\$183,580	\$35,967	\$137,104	\$167,534	\$185,013	\$205,956	\$229,401
Audiologist	\$95,909	\$33,217	\$62,136	\$71,579	\$88,627	\$107,830	\$146,528

Certified Registered Nurse Anesthetist	\$193,239	\$40,144	\$152,948	\$170,370	\$192,338	\$213,119	\$234,574
Chiropractor	\$154,880	\$69,214	\$94,451	\$112,637	\$136,341	\$168,885	\$281,096
Clinical Nurse Specialist	\$121,235	\$42,400	\$69,597	\$94,148	\$119,195	\$139,374	\$159,553
Dietician/Nutritionist	\$62,408	\$18,147	\$43,665	\$53,223	\$60,849	\$70,307	\$85,008
Licensed Clinical Social Worker	\$75,219	\$17,601	\$54,516	\$64,453	\$73,322	\$85,394	\$96,842
Nurse Midwife: Outpatient/Inpatient Deliveries	\$127,020	\$56,458	\$94,427	\$106,832	\$121,310	\$139,421	\$158,576
Nurse Midwife: Outpatient (Only)	\$116,528	\$23,999	\$97,178	\$103,135	\$115,003	\$129,869	\$148,799
Nurse Midwife: Inpatient (Only)	\$115,699	\$19,006	\$96,352	\$99,577	\$109,574	\$128,083	\$145,374
NP: Acute Care	\$132,737	\$55,340	\$102,881	\$111,321	\$124,264	\$143,036	\$161,879
NP: Adult	\$109,836	\$22,779	\$82,478	\$95,761	\$110,329	\$120,665	\$137,508
NP: Allergy/Immunology	\$101,230	\$14,905	\$78,142	\$90,000	\$101,942	\$113,645	\$120,155
NP: Anesthesiology	\$152,114	\$65,027	\$91,338	\$99,223	\$113,194	\$227,713	\$242,609
NP: Cardiology	\$117,933	\$46,403	\$92,271	\$103,194	\$114,082	\$126,669	\$142,409
NP: Cardiothoracic Surgery	\$127,228	\$26,794	\$97,677	\$112,777	\$125,209	\$139,572	\$163,390
NP: Dermatology	\$127,740	\$36,479	\$92,044	\$104,484	\$116,697	\$140,179	\$162,150
NP: Emergency Medicine	\$126,422	\$30,471	\$99,969	\$107,700	\$120,876	\$141,344	\$163,567
NP: Endocrinology	\$112,217	\$27,074	\$88,003	\$99,145	\$111,222	\$122,049	\$137,133
NP: Family Medicine (with OB)	\$106,319	\$19,253	\$87,363	\$95,512	\$106,016	\$114,920	\$124,586
NP: Family Medicine (without OB)	\$117,713	\$46,627	\$88,496	\$99,075	\$110,957	\$127,177	\$150,336
NP: Gastroenterology	\$116,648	\$45,350	\$88,290	\$100,200	\$110,509	\$125,278	\$141,000
NP: Gerontology/Elder Health	\$116,662	\$22,336	\$96,804	\$105,698	\$115,000	\$123,150	\$133,634
NP: Hematology/Oncology	\$116,119	\$28,108	\$93,826	\$102,944	\$114,307	\$126,784	\$139,241
NP: Hospitalist (Nonsurgical/Nonprimary Care)	\$128,055	\$33,624	\$99,224	\$110,067	\$123,155	\$142,414	\$155,610
NP: Hospice/Palliative Care	\$111,442	\$24,064	\$85,293	\$100,952	\$114,236	\$127,226	\$135,319
NP: Hospitalist (Primary Care)	\$128,028	\$38,726	\$99,935	\$110,331	\$122,989	\$137,618	\$165,519
NP: Infectious Disease	\$121,976	\$31,395	\$99,376	\$103,718	\$111,041	\$124,709	\$167,721
NP: Internal Medicine	\$120,691	\$42,179	\$90,795	\$100,548	\$114,730	\$128,834	\$151,587
NP: Neonatal/Perinatal	\$144,086	\$46,907	\$104,477	\$119,752	\$135,449	\$155,328	\$187,201
NP: Neurology	\$111,575	\$24,336	\$89,620	\$98,894	\$109,754	\$123,015	\$136,671
NP: Neurosurgery	\$122,177	\$25,528	\$96,827	\$107,601	\$117,825	\$133,712	\$148,490
NP: Nephrology	\$104,984	\$16,253	\$86,639	\$95,588	\$102,925	\$114,436	\$125,692
NP: Pediatric/Child Health	\$114,624	\$26,779	\$85,238	\$98,261	\$111,434	\$127,434	\$146,129
NP: Physiatry	\$104,895	\$21,780	\$71,167	\$92,924	\$105,372	\$117,591	\$139,665

NP: Psychiatry	\$127,107	\$38,134	\$92,533	\$110,174	\$126,031	\$140,336	\$162,238
NP: OB/GYN/Women's Health	\$115,330	\$41,781	\$85,505	\$96,828	\$110,424	\$125,744	\$141,777
NP: Orthopedics (Surgical)	\$121,509	\$23,890	\$91,132	\$108,000	\$119,722	\$136,117	\$151,942
NP: Orthopedics (Nonsurgical/Nonprimary Care)	\$112,459	\$22,452	\$86,750	\$99,187	\$109,869	\$122,775	\$135,347
NP: Otorhinolaryngology	\$111,783	\$43,526	\$78,958	\$95,582	\$104,460	\$119,686	\$127,711
NP: Pulmonary Medicine	\$120,906	\$40,638	\$93,036	\$104,188	\$116,151	\$127,772	\$150,933
NP: Rheumatology	\$116,738	\$31,403	\$85,192	\$99,408	\$113,165	\$131,639	\$160,080
NP: Surgery: General	\$119,329	\$22,872	\$94,302	\$106,313	\$116,894	\$131,049	\$148,688
NP: Urgent Care (Nonsurgical/Nonprimary Care)	\$116,706	\$33,259	\$79,589	\$97,552	\$115,033	\$131,621	\$155,413
NP: Urgent Care (Primary Care)	\$125,617	\$44,604	\$92,967	\$103,739	\$117,153	\$136,515	\$168,999
NP: Urology	\$113,992	\$25,583	\$90,333	\$101,202	\$112,489	\$122,916	\$138,137
NP (Surgical)	\$120,644	\$33,434	\$94,015	\$105,274	\$118,130	\$133,878	\$149,246
NP (Primary Care)	\$117,004	\$52,014	\$85,798	\$99,451	\$111,746	\$127,673	\$146,588
NP (Nonsurgical/Nonprimary Care)	\$115,555	\$34,281	\$89,851	\$99,581	\$110,906	\$126,771	\$145,786
Occupational Therapist	\$88,764	\$29,752	\$62,316	\$73,812	\$85,412	\$95,387	\$111,340
Optometrist	\$165,396	\$61,054	\$110,860	\$131,710	\$154,145	\$184,475	\$224,847
Orthotist/Prosthetist	*	*	*	*	*	*	*
Perfusionist	\$180,318	\$47,901	\$131,991	\$134,731	\$175,248	\$217,333	\$266,391
PhD	\$213,220	\$80,875	\$100,019	\$124,962	\$235,546	\$283,254	\$303,992
Physical Therapist	\$92,077	\$40,761	\$63,975	\$71,349	\$83,051	\$98,169	\$113,571
PA (Surgical)	\$130,940	\$49,759	\$96,866	\$108,424	\$123,675	\$142,938	\$168,560
PA: Acute Care	\$111,681	\$20,833	\$79,730	\$97,000	\$113,582	\$119,595	\$144,911
PA: Adult	*	*	*	*	*	*	*
PA: Allergy	*	*	*	*	*	*	*
PA: Anesthesiology	*	*	*	*	*	*	*
PA: Orthopedic (Surgical)	\$133,125	\$39,104	\$98,917	\$111,791	\$128,475	\$149,042	\$171,413
PA: Otorhinolaryngology	\$116,543	\$25,865	\$89,567	\$98,293	\$112,634	\$124,953	\$155,056
PA: Surgery: General	\$127,025	\$30,106	\$95,865	\$108,831	\$122,207	\$142,012	\$164,707
PA: Cardiothoracic Surgery	\$153,560	\$37,907	\$106,135	\$126,910	\$150,744	\$179,954	\$199,841
PA: Neurosurgery	\$143,367	\$32,086	\$102,653	\$119,673	\$141,750	\$160,009	\$184,226
PA: Urology	\$123,779	\$29,147	\$92,138	\$103,718	\$116,067	\$137,576	\$156,417
PA (Primary Care)	\$120,547	\$43,500	\$90,505	\$100,501	\$113,519	\$131,577	\$149,446
PA: Family Medicine (with OB)	\$114,826	\$32,847	\$84,034	\$94,731	\$110,364	\$128,627	\$158,048
PA: Family Medicine (without OB)	\$123,233	\$43,672	\$90,422	\$102,198	\$115,297	\$134,951	\$161,859

PA: Gerontology/Elder Health	*	*	*	*	*	*	*
PA: Hospice/Palliative Care	*	*	*	*	*	*	*
PA: Hospitalist (Primary Care)	\$133,036	\$36,202	\$101,394	\$112,923	\$126,966	\$144,960	\$166,736
PA: Internal Medicine	\$117,573	\$26,942	\$90,767	\$100,703	\$114,176	\$132,165	\$148,454
PA: Pediatric	\$117,760	\$37,045	\$87,378	\$97,211	\$107,067	\$130,029	\$161,643
PA: Urgent Care (Primary Care)	\$136,628	\$45,053	\$100,668	\$112,539	\$124,683	\$146,349	\$186,999
PA: OB/GYN/Women's Health	\$114,360	\$34,719	\$85,000	\$99,751	\$105,867	\$123,901	\$144,119
PA (Nonsurgical/Nonprimary Care)	\$121,878	\$27,492	\$96,821	\$105,195	\$118,273	\$132,619	\$151,354
PA: Cardiology	\$124,453	\$47,536	\$95,288	\$105,078	\$117,741	\$132,668	\$154,308
PA: Dermatology	\$146,602	\$53,404	\$94,166	\$108,833	\$127,123	\$169,785	\$233,923
PA: Emergency Medicine	\$127,582	\$30,015	\$99,320	\$106,536	\$122,794	\$142,659	\$163,223
PA: Endocrinology	\$116,615	\$27,144	\$88,161	\$98,264	\$108,403	\$135,387	\$150,833
PA: Gastroenterology	\$114,710	\$26,265	\$84,661	\$97,925	\$112,169	\$130,370	\$146,336
PA: Hematology/Oncology	\$131,711	\$34,924	\$99,707	\$110,606	\$119,762	\$135,575	\$187,537
PA: Hospitalist (Nonsurgical/Nonprimary Care)	\$120,946	\$21,070	\$100,319	\$108,882	\$119,101	\$133,120	\$148,330
PA: Infectious Disease	\$110,562	\$21,545	\$86,133	\$94,375	\$109,858	\$122,788	\$149,662
PA: Neonatal/Perinatal	*	*	*	*	*	*	*
PA: Nephrology	\$107,271	\$14,278	\$88,079	\$97,832	\$105,599	\$117,104	\$128,361
PA: Neurology	\$116,424	\$27,992	\$91,135	\$99,822	\$111,728	\$129,997	\$141,169
PA: Orthopedic (Nonsurgical/Nonprimary Care)	\$119,852	\$22,231	\$96,618	\$104,250	\$117,479	\$132,527	\$145,920
PA: Physiatry	\$117,964	\$13,167	\$95,192	\$113,543	\$118,248	\$129,423	\$136,265
PA: Psychiatry	\$129,837	\$19,236	\$105,860	\$115,583	\$128,137	\$139,991	\$157,326
PA: Pulmonary Medicine	\$120,517	\$23,469	\$95,933	\$105,961	\$118,241	\$130,961	\$145,846
PA: Rheumatology	\$112,357	\$18,291	\$92,263	\$98,810	\$105,542	\$123,665	\$145,282
PA: Urgent Care (Nonsurgical/Nonprimary Care)	\$128,881	\$33,126	\$92,489	\$106,007	\$126,020	\$146,081	\$166,088
Psychologist	\$129,147	\$43,944	\$87,896	\$103,455	\$119,486	\$142,450	\$174,990
Research	\$154,115	\$45,153	\$108,093	\$119,372	\$137,758	\$205,504	\$218,754
Research: MD	*	*	*	*	*	*	*
Surgeon Assistant	\$87,113	\$35,593	\$21,767	\$70,552	\$90,371	\$110,969	\$140,106

Total Compensation by Geographic Section

Specialty	Eastern					Midwest					Southern					Western				
	Mean	Median	75th %ile	90th %ile	99th %ile	Mean	Median	75th %ile	90th %ile	99th %ile	Mean	Median	75th %ile	90th %ile	99th %ile	Mean	Std Dev	10th %ile	75th %ile	90th %ile
Alger/Immunology	\$33,273	\$128,104	\$23,915	\$200,000	\$504,482	\$27,126	\$169,658	\$193,024	\$252,356	\$232,627	\$54,450	\$625,249	\$37,216	\$156,611	\$167,453	\$205,034	\$320,087	\$476,167	\$569,044	\$746,100
Anesthesiology	\$420,148	\$154,835	\$200,000	\$337,516	\$427,877	\$492,554	\$75,732	\$483,635	\$197,020	\$473,980	\$641,172	\$504,196	\$124,370	\$376,000	\$426,538	\$491,525	\$576,230	\$473,664	\$130,638	\$440,712
Anesthesiology, Pain Management	\$408,828	\$18,933	\$350,979	\$408,828	\$463,16	\$332,246	\$178,230	\$364,292	\$400,006	\$492,832	\$64,780	\$920,727	\$574,204	\$205,908	\$397,007	\$441,085	\$509,925	\$563,196	\$184,813	\$335,402
Bariatrics (Nonsurgical)/Obesity Medicine	\$224,950	\$260,537	\$288,168	\$483,769																
Cardiology: Electrophysiology	\$605,665	\$196,975	\$384,000	\$170,715	\$252,812	\$756,694	\$873,964	\$697,404	\$422,338	\$424,224	\$644,384	\$939,360	\$797,492	\$298,457	\$502,764	\$569,173	\$737,315	\$952,263	\$1,227,701	\$732,285
Cardiology: Invasive	\$545,472	\$167,929	\$440,705	\$593,848	\$624,141	\$790,979	\$677,731	\$807,681	\$206,688	\$464,257	\$692,881	\$982,333	\$646,408	\$343,637	\$525,731	\$586,409	\$731,587	\$864,595	\$1,107,074	\$608,215
Cardiology: Invasive/Interventional	\$623,367	\$603,244	\$600,000	\$603,244	\$600,000	\$408,510	\$595,603	\$770,265	\$208,005	\$408,510	\$770,265	\$1,082,136	\$765,101	\$242,853	\$446,130	\$500,000	\$701,365	\$881,365	\$1,133,720	\$606,890
Cardiology: Noninvasive	\$608,144	\$190,793	\$315,000	\$400,000	\$492,389	\$596,041	\$892,916	\$680,340	\$215,863	\$392,900	\$694,901	\$894,162	\$892,929	\$675,040	\$320,236	\$421,915	\$536,113	\$687,709	\$892,441	\$522,353
Critical Pharmacology																				
Critical Care: Intensive	\$388,691	\$119,263	\$267,973	\$330,628	\$394,622	\$438,848	\$507,520	\$51,4879	\$21,5034	\$556,538	\$428,289	\$471,020	\$524,125	\$634,688	\$443,472	\$104,480	\$327,763	\$390,005	\$449,402	\$486,747
Dentistry	\$203,783	\$161,133	\$186,332	\$255,947	\$281,852	\$194,681	\$153,738	\$166,965	\$24,204	\$92,755	\$185,678	\$166,965	\$24,204	\$92,755	\$185,678	\$166,965	\$24,204	\$92,755	\$185,678	\$166,965
Dermatology	\$455,473	\$168,105	\$254,787	\$330,815	\$418,133	\$521,085	\$610,623	\$51,8437	\$39,661	\$248,066	\$345,130	\$460,948	\$686,004	\$975,652	\$513,100	\$286,252	\$268,915	\$355,596	\$444,372	\$476,379
Dermatology: Dermatopathology																				
Dermatology: Mohs Surgery	\$701,139	\$593,252	\$605,510	\$650,011	\$707,294	\$744,183	\$785,625	\$804,415	\$411,788	\$522,881	\$643,885	\$748,204	\$938,336	\$1,103,495	\$1,053,485	\$442,834	\$554,578	\$722,216	\$864,661	\$1,440,354
Emergency Medicine	\$295,489	\$344,698	\$395,596	\$438,112	\$495,686	\$558,690	\$619,881	\$704,834	\$37,608	\$268,720	\$309,265	\$387,149	\$109,495	\$210,931	\$333,801	\$434,173	\$536,385	\$569,439	\$771,334	\$1,140,354
Endocrinology/Metabolism	\$270,151	\$80,596	\$200,000	\$224,987	\$293,766	\$351,846	\$358,690	\$262,894	\$24,935	\$27,604	\$43,238	\$308,473	\$288,578	\$109,588	\$120,297	\$220,356	\$265,972	\$320,435	\$406,723	\$381,289
Family Medicine (with OB)	\$235,205	\$2,824	\$169,916	\$200,593	\$235,449	\$247,599	\$265,116	\$28,891	\$94,665	\$197,960	\$223,137	\$264,196	\$37,568	\$422,310	\$276,946	\$117,336	\$146,465	\$214,050	\$262,786	\$328,878
Family Medicine (without OB)	\$273,660	\$137,168	\$171,858	\$244,603	\$244,601	\$306,780	\$719,440	\$263,754	\$193,971	\$219,286	\$260,033	\$316,721	\$309,886	\$302,838	\$125,704	\$190,000	\$226,914	\$271,816	\$353,349	\$406,336
Family Medicine: Ambulatory Only (No Inpatient Work)	\$71,132	\$97,172	\$191,521	\$220,150	\$260,316	\$299,762	\$351,796	\$268,000	\$92,776	\$171,171	\$201,692	\$240,010	\$377,662	\$270,146	\$109,038	\$208,918	\$258,847	\$314,275	\$343,822	\$71,132
Family Medicine: Sports Medicine	\$200,445	\$82,581	\$208,809	\$235,508	\$294,250	\$316,386	\$358,542	\$317,798	\$114,844	\$184,791	\$251,240	\$307,848	\$354,546	\$479,122	\$333,417	\$100,415	\$216,949	\$264,955	\$320,786	\$389,700
Family Medicine: Urgent Care																				
Gastroenterology	\$523,186	\$209,757	\$294,136	\$388,288	\$501,718	\$619,294	\$848,450	\$635,913	\$27,917	\$352,637	\$451,080	\$682,789	\$771,879	\$1,020,331	\$554,325	\$444,791	\$554,325	\$444,791	\$554,325	\$444,791
Gastroenterology: Hepatology																				
Genetics																				
Genetics: Genetic Counseling	\$239,466	\$238,757	\$271,918	\$335,351	\$400,000	\$470,000	\$507,480	\$253,904	\$47,004	\$52,705	\$332,965									
Hematology/Oncology	\$544,221	\$193,620	\$388,422	\$472,961	\$624,133	\$827,920	\$1,043,518	\$665,203	\$238,190	\$367,916	\$405,246	\$491,500	\$62,350	\$909,333	\$273,490	\$215,794	\$323,880	\$473,791	\$160,763	\$319,178
Hematology/Oncology: Oncology (Only)	\$423,570	\$140,156	\$221,958	\$348,800	\$417,482	\$540,482	\$625,228	\$452,926	\$217,233	\$204,613	\$315,259	\$384,435	\$591,647	\$687,180	\$910,698	\$298,437	\$389,986	\$441,071	\$551,542	\$724,795
Hospital/Palliative Care	\$218,688	\$47,815	\$203,002	\$210,353	\$260,372	\$263,625	\$305,276	\$246,813	\$59,492	\$189,935	\$250,272	\$246,397	\$297,435	\$299,982	\$250,272	\$73,365	\$189,713	\$214,004	\$241,079	\$282,068
Hospitalist: Family Medicine	\$333,922	\$82,225	\$256,601	\$281,546	\$301,201	\$375,548	\$430,264	\$347,312	\$105,322	\$259,012	\$285,165	\$336,879	\$390,178	\$458,507	\$350,173	\$300,726	\$254,048	\$283,138	\$330,813	\$476,165
Hospitalist: Internal Medicine	\$397,447	\$80,924	\$210,997	\$248,554	\$302,000	\$319,658	\$381,422	\$338,069	\$100,837	\$234,132	\$275,010	\$324,469	\$379,460	\$464,472	\$321,242	\$86,588	\$24,672	\$274,005	\$309,887	\$360,669
Hospitalist: OB/GYN	\$262,602	\$60,924	\$220,486	\$261,742	\$266,000	\$298,738	\$344,900	\$320,361	\$111,022	\$220,633	\$260,869	\$296,506	\$340,416	\$510,996	\$306,673	\$96,445	\$204,729	\$244,421	\$302,580	\$360,633
Hypertensive Medicine/World Care	\$297,715	\$60,791	\$240,557	\$290,000	\$294,198	\$327,351	\$422,379	\$292,925	\$56,632	\$220,833	\$249,737	\$297,963	\$338,916	\$502,024	\$325,013	\$176,196	\$242,067	\$286,134	\$340,345	\$544,132
Infectious Disease	\$334,677	\$105,865	\$208,983	\$240,812	\$279,071	\$364,001	\$455,718	\$343,434	\$130,451	\$182,004	\$253,849	\$288,891	\$371,048	\$499,848	\$342,612	\$132,404	\$245,678	\$279,311	\$386,449	\$407,304
Internal Medicine: General	\$403,662	\$139,107	\$315,228	\$422,608	\$473,347	\$554,597	\$719,100	\$512,269	\$193,167	\$287,761	\$406,678	\$686,155	\$864,261	\$962,339	\$532,379	\$440,020	\$340,177	\$455,462	\$606,946	\$822,435
Internal Medicine: Ambulatory Only (No Inpatient Work)	\$284,229	\$132,538	\$187,225	\$213,589	\$264,678	\$311,303	\$466,269	\$283,986	\$98,760	\$190,440	\$218,178	\$253,722	\$325,688	\$418,265	\$319,462	\$132,412	\$197,671	\$231,361	\$296,763	\$366,568
Nephrology	\$346,608	\$117,844	\$235,277	\$265,802	\$329,425	\$390,768	\$483,014	\$427,294	\$176,322	\$250,871	\$336,057	\$386,795	\$486,013	\$641,986	\$412,429	\$126,181	\$265,632	\$319,620	\$407,355	\$471,054
Nephrology: Transplant																				
Neurology	\$335,660	\$128,530	\$222,309	\$257,040	\$305,021	\$375,814	\$481,392	\$371,194	\$195,168	\$214,303	\$266,587	\$336,572	\$405,153	\$578,010	\$393,632	\$179,327	\$239,325	\$294,308	\$338,747	\$448,266
Neurology: Epilepsy/EEG																				
Neurology: Neuromuscular																				
Neurology: Stroke Medicine	\$332,229	\$7,414	\$242,665	\$293,903	\$319,800	\$368,162	\$421,991	\$489,209	\$189,702	\$334,765	\$397,000	\$410,020	\$607,821	\$763,918	\$462,223	\$107,734	\$301,861	\$340,488	\$401,207	\$518,626
Obstetrics/Gynecology: General	\$351,633	\$123,008	\$230,006	\$278,573	\$339,000	\$385,961	\$482,189	\$383,608	\$142,072	\$242,082	\$329,942	\$368,320	\$446,047	\$664,368	\$400,380	\$157,253	\$247,917	\$302,651	\$377,223	\$468,264
OB/GYN: Gynecology (Only)	\$403,662	\$80,629	\$122,190	\$243,104	\$290,044	\$323,214	\$385,172	\$313,020	\$136,515	\$170,532	\$234,683	\$284,813	\$371,647	\$468,051	\$310,420	\$151,522	\$168,043	\$239,044	\$289,414	\$352,343
OB/GYN: Gynecological Oncology	\$403,662	\$139,107	\$315,228	\$422,608	\$473,347	\$554,597	\$719,100	\$512,269	\$193,167	\$287,761	\$406,678	\$686,155	\$864,261	\$962,339	\$532,379	\$440,020	\$340,177	\$455,462	\$606,946	\$822,435
OB/GYN: Maternal and Fetal Medicine	\$415,683	\$146,456	\$200,881	\$268,429	\$493,789	\$517,700	\$662,618	\$634,690	\$392,849	\$400,227	\$441,872	\$551,337	\$713,693	\$995,950	\$634,104	\$194,142	\$389,008	\$483,843	\$632,272	\$784,043
OB/GYN: Minimally Invasive Gynecologic Surgery																				
OB/GYN: Reproductive Endocrinology	\$542,560	\$306,016	\$307,595	\$326,477	\$170,080	\$603,219	\$1,085,750	\$254,328	\$144,259	\$308,157	\$451,371	\$536,465	\$686,675	\$703,404						
OB/GYN: Urogynecology	\$403,072	\$155,048	\$240,417	\$314,762	\$375,704	\$451,792	\$548,210	\$477,442	\$235,540	\$276,083	\$334,687	\$398,284	\$538,883	\$817,886	\$420,159	\$199,254	\$240,000	\$319,900	\$362,309	\$429,426
Occupational Medicine	\$254,697	\$40,769	\$214,828	\$227,895	\$249,000	\$288,097	\$325,967	\$301,234	\$96,516	\$233,407	\$252,693	\$261,241	\$314,122	\$376,291	\$134,122	\$32,745	\$132,342	\$221,776	\$243,029	\$285,178
Ophthalmology	\$410,058	\$184,079	\$185,453	\$239,750	\$395,453	\$495,418	\$669,084	\$430,544	\$300,029	\$505,829	\$597,121	\$409,793	\$512,242	\$651,306	\$438,280	\$246,593	\$195,227	\$275,897	\$394,123	\$538,772
Ophthalmology: Corneal and Refractive Surgery																				
Ophthalmology: Glaucoma																				
Ophthalmology: Neurology																				
Ophthalmology: Oculoplastic and Reconstructive Surgery																				
Ophthalmology: Retina																				
Orthopedic (Nonsurgical)	\$351,180	\$133,191	\$214,982	\$258,854	\$327,197	\$431,031	\$558,722	\$402,495	\$215,036	\$112,488	\$235,993	\$345,465	\$561,507	\$783,453						
Orthopedic Surgery: General	\$661,740	\$299,425	\$333,474	\$460,000	\$599,055	\$841,037	\$1,103,574	\$737,109	\$332,691	\$356,846	\$552,446	\$702,480	\$979,757	\$1,114,973	\$706,795	\$290,0				

Pathology: Anatomic and Clinical	\$34,1837	\$86,926	\$247,745	\$92,895	\$36,940	\$382,071	\$331,891	\$404,978	\$49,213	\$543,220	\$377,182	\$110,396	\$248,470	\$315,583	\$361,990	\$420,363	\$528,628	\$376,280	\$86,793	\$285,221	\$308,627	\$386,611	\$430,747	\$489,722					
	\$300,134	\$86,770	\$190,607	\$233,012	\$296,819	\$349,371	\$430,283	\$293,724	\$79,689	\$188,151	\$219,955	\$308,088	\$349,947	\$391,054	\$395,607	\$123,844	\$262,688	\$300,710	\$338,455	\$394,451	\$489,721	\$389,889	\$164,954	\$262,771					
Pathology: Anatomic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pathology: Anatomic-Metastasis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pathology: Anatomic-Clinical	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pathology: Clinical	\$357,767	\$81,406	\$261,722	\$295,746	\$362,023	\$413,940	\$448,262	\$351,607	\$201,962	\$192,141	\$236,143	\$301,870	\$385,508	\$659,882	\$345,123	\$202,250	\$196,756	\$204,285	\$290,015	\$405,642	\$787,282	-	-						
Pathology: Clinical-Surgery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pathology: Clinical-Translational Medicine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pathology: Surgical	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
Pediatrics: General	\$230,6512	\$82,581	\$150,753	\$182,935	\$203,979	\$261,095	\$311,500	\$258,670	\$95,129	\$169,266	\$202,171	\$244,262	\$294,362	\$369,035	\$270,861	\$111,111	\$189,856	\$197,600	\$248,189	\$325,362	\$412,166	\$301,795	\$147,220	\$208,614	\$272,460	\$349,524	\$461,679		
Pediatrics: Adolescent Medicine	\$191,6177	\$44,244	\$129,804	\$177,045	\$217,740	\$242,011	\$287,011	\$261,644	\$80,712	\$177,071	\$226,304	\$238,403	\$282,006	\$315,256	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Allergy/Immunology	\$93,2133	\$93,214	\$168,911	\$204,698	\$303,625	\$369,214	\$445,586	\$298,886	\$291,117	\$398,822	\$591,251	\$398,650	\$198,251	\$206,747	\$239,421	-	-	-	-	-	-	-	-	-					
Pediatrics: Anesthesiology	\$466,619	\$17,635	\$223,462	\$454,768	\$460,063	\$478,936	\$592,564	\$399,812	\$117,675	\$196,723	\$324,270	\$434,400	\$470,115	\$488,561	\$490,845	\$94,571	\$374,351	\$417,081	\$506,525	\$569,588	\$507,160	-	-	-	-	-			
Pediatrics: Bone Marrow Transplant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Cardiology	\$331,744	\$103,104	\$203,905	\$264,149	\$316,692	\$437,116	\$482,810	\$369,088	\$938,06	\$264,728	\$308,140	\$356,104	\$423,100	\$490,338	\$382,162	\$158,083	\$236,579	\$270,779	\$346,906	\$443,207	\$612,865	\$353,233	\$175,697	\$232,044	\$276,320	\$314,898	\$387,776	\$469,433	
Pediatrics: Cardiovascular Surgery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Child Development	\$193,632	\$81,996	\$108,835	\$141,514	\$172,677	\$236,883	\$294,069	\$207,839	\$662,06	\$129,811	\$164,937	\$206,513	\$231,828	\$302,124	\$214,098	\$69,837	\$148,845	\$169,370	\$207,736	\$234,313	\$328,021	\$221,698	\$106,597	\$166,000	\$222,621	\$343,488	\$406,794	\$469,747	
Pediatrics: Critical Care/Intensivist	\$307,604	\$74,749	\$223,068	\$243,403	\$312,318	\$339,250	\$383,638	\$354,104	\$737,50	\$252,746	\$318,709	\$354,724	\$396,012	\$446,463	\$396,659	\$96,344	\$292,637	\$310,028	\$379,255	\$480,000	\$528,768	\$314,476	\$47,751	\$269,828	\$285,995	\$305,125	\$347,150	\$387,943	
Pediatrics: Dermatology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Emergency Medicine	\$295,533	\$37,994	\$842,813	\$268,240	\$300,660	\$325,598	\$336,671	\$303,526	\$117,375	\$154,098	\$245,084	\$297,785	\$391,862	\$408,245	\$357,203	\$94,222	\$227,351	\$293,968	\$350,742	\$421,699	\$488,005	\$265,780	\$62,712	\$194,379	\$220,000	\$258,124	\$285,535	\$358,275	
Pediatrics: Endocrinology	\$207,200	\$38,015	\$162,639	\$175,107	\$205,094	\$228,950	\$284,934	\$225,491	\$35,626	\$185,465	\$210,000	\$230,504	\$242,099	\$270,567	\$240,417	\$71,028	\$183,749	\$214,924	\$239,114	\$302,263	\$374,779	\$251,031	\$79,048	\$168,000	\$182,102	\$228,766	\$238,394	\$385,021	
Pediatrics: Gastroenterology	\$279,486	\$83,094	\$204,309	\$223,663	\$258,868	\$328,905	\$394,082	\$310,275	\$95,932	\$182,470	\$270,866	\$298,675	\$329,026	\$344,601	\$345,500	\$105,962	\$212,979	\$254,393	\$324,442	\$414,826	\$502,341	\$298,135	\$79,028	\$204,951	\$244,341	\$291,281	\$347,240	\$381,527	
Pediatrics: Genetics	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Hematology/Oncology	\$237,764	\$71,241	\$152,675	\$174,213	\$227,261	\$254,579	\$328,200	\$268,250	\$652,56	\$163,558	\$221,343	\$246,462	\$286,415	\$344,646	\$272,162	\$72,704	\$179,634	\$229,683	\$265,102	\$311,933	\$444,973	\$305,338	\$144,823	\$189,211	\$203,666	\$233,344	\$387,206	\$580,738	
Pediatrics: Hospitalist	\$218,330	\$40,792	\$172,363	\$193,169	\$213,352	\$227,322	\$281,868	\$238,633	\$78,077	\$169,830	\$195,212	\$258,892	\$298,326	\$333,333	\$234,350	\$39,619	\$174,229	\$195,500	\$226,026	\$338,886	\$308,661	\$192,909	\$171,712	\$156,615	\$244,722	\$322,414	\$600,114	-	
Pediatrics: Hospitalist-Internal Medicine	\$188,825	\$28,420	\$148,694	\$153,692	\$186,623	\$215,164	\$222,676	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Infectious Disease	\$203,349	\$33,837	\$170,662	\$201,575	\$223,008	\$255,875	\$287,709	\$503,35	\$189,514	\$208,137	\$225,672	\$247,538	\$335,906	\$372,854	\$386,900	\$73,943	\$196,211	\$240,729	\$350,559	\$415,061	\$283,434	\$102,970	\$162,795	\$188,406	\$235,786	\$241,719	\$433,966	-	
Pediatrics: Internal Medicine	\$232,637	\$58,880	\$166,928	\$195,163	\$225,160	\$249,355	\$324,418	\$271,164	\$180,228	\$156,101	\$213,354	\$254,976	\$338,773	\$408,72	\$289,400	\$103,230	\$175,133	\$228,341	\$393,361	\$338,710	\$384,221	\$251,721	\$54,800	\$168,555	\$217,679	\$252,146	\$299,000	\$326,124	
Pediatrics: Neonatal Medicine	\$317,627	\$96,866	\$714,321	\$456,427	\$311,134	\$360,241	\$442,867	\$372,097	\$132,690	\$236,895	\$305,104	\$350,000	\$411,212	\$488,036	\$399,490	\$135,271	\$222,716	\$304,204	\$344,728	\$490,866	\$604,421	\$406,012	\$111,426	\$275,572	\$325,237	\$396,960	\$437,241	\$535,648	
Pediatrics: Nephrology	\$239,549	\$80,546	\$125,349	\$209,351	\$268,525	\$355,842	\$428,655	\$270,940	\$309,566	\$322,911	\$370,980	\$426,048	\$277,800	\$350,021	\$413,154	\$292,082	\$223,624	\$226,048	\$277,800	\$350,021	\$413,154	\$292,082	\$122,481	\$171,211	\$212,263	\$262,600	\$338,578	\$359,659	
Pediatrics: Neurology	\$278,151	\$79,026	\$198,568	\$225,359	\$268,175	\$298,013	\$360,576	\$287,138	\$90,481	\$217,230	\$246,459	\$285,694	\$331,681	\$387,049	\$319,997	\$106,990	\$260,438	\$235,107	\$307,967	\$375,699	\$480,900	\$288,330	\$92,568	\$196,145	\$218,869	\$264,100	\$357,893	\$433,641	
Pediatrics: Neurosurgery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Ophthalmology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Orthopedic Surgery	\$572,393	\$290,417	\$384,491	\$408,267	\$501,577	\$655,061	\$747,524	\$908,374	\$246,722	\$230,341	\$431,541	\$613,675	\$769,938	\$1,006,468	\$917,297	\$217,616	\$293,719	\$466,005	\$504,947	\$785,516	\$913,629	\$527,415	\$202,194	\$399,201	\$503,295	\$683,088	\$797,086	-	
Pediatrics: Otolaryngology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Plastic and Reconstructive Surgery	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Pulmonology	\$245,733	\$70,098	\$161,194	\$187,703	\$238,408	\$284,388	\$349,161	\$261,666	\$84,890	\$166,34	\$241,119	\$254,230	\$298,973	\$329,653	\$343,767	\$137,436	\$203,308	\$221,726	\$235,187	\$470,328	\$542,975	\$325,468	\$147,449	\$182,115	\$220,095	\$246,048	\$437,887	\$549,939	
Pediatrics: Radiology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Rheumatology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Sports Medicine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Surgery	\$505,039	\$143,752	\$309,430	\$514,671	\$579,306	\$689,283	\$717,145	\$703,214	\$226,658	\$442,400	\$567,120	\$686,005	\$863,615	\$1,074,200	\$686,784	\$274,161	\$395,467	\$549,765	\$691,900	\$807,489	\$1,127,578	\$627,794	\$130,601	\$457,014	\$547,537	\$613,681	\$712,887	\$763,890	
Pediatrics: Urgent Care	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pediatrics: Urology	\$184,722	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	
Physiatry (Physical Medicine and Rehabilitation)	\$344,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056	\$189,121	\$34,056
Podiatry: General	\$248,825	\$136,905	\$125,000	\$196,552	\$246,099	\$305,687	\$383,928	\$286,652	\$141,156	\$141,373	\$181,042	\$244,582	\$366,595	\$464,915	\$276,372	\$130,792	\$190,081	\$179,711	\$322,999	\$321,166	\$371,084	\$321,656	\$91,004	\$21,345	\$252,610	\$328,801	\$478,637	\$421,098	
Podiatry: Surgery-Foot and Ankle	\$330,627	\$145,457	\$165,037	\$233,836	\$292,009	\$432,210	\$537,360	\$314,998	\$171,074	\$167,331	\$224,996	\$286,210	\$370,242	\$494,518	\$331,039	\$118,303	\$194,159	\$224,915	\$309,774	\$405,663	\$443,370	\$297,668	\$82,723	\$204,218	\$240,013	\$295,453	\$336,653	\$411,210	
Psychiatry: Child and Adolescent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Psychiatry: Forensic	\$268,815	\$62,847	\$202,330	\$245,000	\$265,325	\$304,145	\$332,972	\$301,030	\$967,48	\$192,587	\$250,885	\$309,937	\$324,865	\$403,681	\$251,868	\$96,625	\$106,463	\$210,857	\$259,455	\$295,518	\$338,020	\$274,509	\$100,047	\$189,897	\$221,605	\$248,121	\$305,760	\$360,548	
Psychiatry: Geriatric	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pulmonary Medicine: General	\$392,517	\$191,648	\$278,983	\$340,000	\$437,343	\$606,789	\$678,000	\$506,525	\$206,157	\$269,934	\$385,524	\$467,591	\$538,750	\$602,173	\$462,617	\$184,028	\$300,000												

Specialty	Procedure	Q1 2024 Performance										Q2 2024 Performance										Q3 2024 Performance										Q4 2024 Performance										Annual Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
		Volume	Success Rate	Complication Rate	Readmission Rate	Avg. Length of Stay	Cost per Case	Patient Satisfaction	Referral Source	Insurance Mix	Staffing Level	Equipment Utilization	Volume	Success Rate	Complication Rate	Readmission Rate	Avg. Length of Stay	Cost per Case	Patient Satisfaction	Referral Source	Insurance Mix	Staffing Level	Equipment Utilization	Volume	Success Rate	Complication Rate	Readmission Rate	Avg. Length of Stay	Cost per Case	Patient Satisfaction	Referral Source	Insurance Mix	Staffing Level	Equipment Utilization	Volume	Success Rate	Complication Rate	Readmission Rate	Avg. Length of Stay	Cost per Case	Patient Satisfaction		Referral Source	Insurance Mix	Staffing Level	Equipment Utilization																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Surgery: Plastic and Reconstructive	Surgery: Breast Augmentation	120	98%	0.5%	2%	3.5	\$12,500	85%	70%	60%	90%	130	97%	0.6%	3%	3.8	\$13,000	86%	72%	62%	91%	140	99%	0.4%	2%	3.2	\$12,000	84%	68%	58%	88%	150	96%	0.7%	4%	4.0	\$14,000	87%	75%	65%	92%	160	95%	0.8%	5%	4.2	\$15,000	88%	78%	68%	93%	170	94%	0.9%	6%	4.5	\$16,000	89%	80%	70%	94%	180	93%	1.0%	7%	4.8	\$17,000	90%	82%	72%	95%	190	92%	1.1%	8%	5.0	\$18,000	91%	84%	74%	96%	200	91%	1.2%	9%	5.2	\$19,000	92%	86%	76%	97%	210	90%	1.3%	10%	5.5	\$20,000	93%	88%	78%	98%	220	89%	1.4%	11%	5.8	\$21,000	94%	90%	80%	99%	230	88%	1.5%	12%	6.0	\$22,000	95%	92%	82%	100%	240	87%	1.6%	13%	6.2	\$23,000	96%	94%	84%	101%	250	86%	1.7%	14%	6.5	\$24,000	97%	96%	86%	102%	260	85%	1.8%	15%	6.8	\$25,000	98%	98%	88%	103%	270	84%	1.9%	16%	7.0	\$26,000	99%	100%	90%	104%	280	83%	2.0%	17%	7.2	\$27,000	100%	102%	92%	105%	290	82%	2.1%	18%	7.5	\$28,000	101%	104%	94%	106%	300	81%	2.2%	19%	7.8	\$29,000	102%	106%	96%	107%	310	80%	2.3%	20%	8.0	\$30,000	103%	108%	98%	108%	320	79%	2.4%	21%	8.2	\$31,000	104%	110%	100%	109%	330	78%	2.5%	22%	8.5	\$32,000	105%	112%	102%	110%	340	77%	2.6%	23%	8.8	\$33,000	106%	114%	104%	111%	350	76%	2.7%	24%	9.0	\$34,000	107%	116%	106%	112%	360	75%	2.8%	25%	9.2	\$35,000	108%	118%	108%	113%	370	74%	2.9%	26%	9.5	\$36,000	109%	120%	110%	114%	380	73%	3.0%	27%	9.8	\$37,000	110%	122%	112%	115%	390	72%	3.1%	28%	10.0	\$38,000	111%	124%	114%	116%	400	71%	3.2%	29%	10.2	\$39,000	112%	126%	116%	117%	410	70%	3.3%	30%	10.5	\$40,000	113%	128%	118%	118%	420	69%	3.4%	31%	10.8	\$41,000	114%	130%	120%	119%	430	68%	3.5%	32%	11.0	\$42,000	115%	132%	122%	120%	440	67%	3.6%	33%	11.2	\$43,000	116%	134%	124%	121%	450	66%	3.7%	34%	11.5	\$44,000	117%	136%	126%	122%	460	65%	3.8%	35%	11.8	\$45,000	118%	138%	128%	123%	470	64%	3.9%	36%	12.0	\$46,000	119%	140%	130%	124%	480	63%	4.0%	37%	12.2	\$47,000	120%	142%	132%	125%	490	62%	4.1%	38%	12.5	\$48,000	121%	144%	134%	126%	500	61%	4.2%	39%	12.8	\$49,000	122%	146%	136%	127%	510	60%	4.3%	40%	13.0	\$50,000	123%	148%	138%	128%	520	59%	4.4%	41%	13.2	\$51,000	124%	150%	140%	129%	530	58%	4.5%	42%	13.5	\$52,000	125%	152%	142%	130%	540	57%	4.6%	43%	13.8	\$53,000	126%	154%	144%	131%	550	56%	4.7%	44%	14.0	\$54,000	127%	156%	146%	132%	560	55%	4.8%	45%	14.2	\$55,000	128%	158%	148%	133%	570	54%	4.9%	46%	14.5	\$56,000	129%	160%	150%	134%	580	53%	5.0%	47%	14.8	\$57,000	130%	162%	152%	135%	590	52%	5.1%	48%	15.0	\$58,000	131%	164%	154%	136%	600	51%	5.2%	49%	15.2	\$59,000	132%	166%	156%	137%	610	50%	5.3%	50%	15.5	\$60,000	133%	168%	158%	138%	620	49%	5.4%	51%	15.8	\$61,000	134%	170%	160%	139%	630	48%	5.5%	52%	16.0	\$62,000	135%	172%	162%	140%	640	47%	5.6%	53%	16.2	\$63,000	136%	174%	164%	141%	650	46%	5.7%	54%	16.5	\$64,000	137%	176%	166%	142%	660	45%	5.8%	55%	16.8	\$65,000	138%	178%	168%	143%	670	44%	5.9%	56%	17.0	\$66,000	139%	180%	170%	144%	680	43%	6.0%	57%	17.2	\$67,000	140%	182%	172%	145%	690	42%	6.1%	58%	17.5	\$68,000	141%	184%	174%	146%	700	41%	6.2%	59%	17.8	\$69,000	142%	186%	176%	147%	710	40%	6.3%	60%	18.0	\$70,000	143%	188%	178%	148%	720	39%	6.4%	61%	18.2	\$71,000	144%	190%	180%	149%	730	38%	6.5%	62%	18.5	\$72,000	145%	192%	182%	150%	740	37%	6.6%	63%	18.8	\$73,000	146%	194%	184%	151%	750	36%	6.7%	64%	19.0	\$74,000	147%	196%	186%	152%	760	35%	6.8%	65%	19.2	\$75,000	148%	198%	188%	153%	770	34%	6.9%	66%	19.5	\$76,000	149%	200%	190%	154%	780	33%	7.0%	67%	19.8	\$77,000	150%	202%	192%	155%	790	32%	7.1%	68%	20.0	\$78,000	151%	204%	194%	156%	800	31%	7.2%	69%	20.2	\$79,000	152%	206%	196%	157%	810	30%	7.3%	70%	20.5	\$80,000	153%	208%	198%	158%	820	29%	7.4%	71%	20.8	\$81,000	154%	210%	200%	159%	830	28%	7.5%	72%	21.0	\$82,000	155%	212%	202%	160%	840	27%	7.6%	73%	21.2	\$83,000	156%	214%	204%	161%	850	26%	7.7%	74%	21.5	\$84,000	157%	216%	206%	162%	860	25%	7.8%	75%	21.8	\$85,000	158%	218%	208%	163%	870	24%	7.9%	76%	22.0	\$86,000	159%	220%	210%	164%	880	23%	8.0%	77%	22.2	\$87,000	160%	222%	212%	165%	890	22%	8.1%	78%	22.5	\$88,000	161%	224%	214%	166%	900	21%	8.2%	79%	22.8	\$89,000	162%	226%	216%	167%	910	20%	8.3%	80%	23.0	\$90,000	163%	228%	218%	168%	920	19%	8.4%	81%	23.2	\$91,000	164%	230%	220%	169%	930	18%	8.5%	82%	23.5	\$92,000	165%	232%	222%	170%	940	17%	8.6%	83%	23.8	\$93,000	166%	234%	224%	171%	950	16%	8.7%	84%	24.0	\$94,000	167%	236%	226%	172%	960	15%	8.8%	85%	24.2	\$95,000	168%	238%	228%	173%	970	14%	8.9%	86%	24.5	\$96,000	169%	240%	230%	174%	980	13%	9.0%	87%	24.8	\$97,000	170%	242%	232%	175%	990	12%	9.1%	88%	25.0	\$98,000	171%	244%	234%	176%	1000	11%	9.2%	89%	25.2	\$99,000	172%	246%	236%	177%	1010	10%	9.3%	90%	25.5	\$100,000	173%	248%	238%	178%	1020	9%	9.4%	91%	25.8	\$101,000	174%	250%	240%	179%	1030	8%	9.5%	92%	26.0	\$102,000	175%	252%	242%	180%	1040	7%	9.6%	93%	26.2	\$103,000	176%	254%	244%	181%	1050	6%	9.7%	94%	26.5	\$104,000	177%	256%	246%	182%	1060	5%	9.8%	95%	26.8	\$105,000	178%	258%	248%	183%	1070	4%	9.9%	96%	27.0	\$106,000	179%	260%	250%	184%	1080	3%	10.0%	97%	27.2	\$107,000	180%	262%	252%	185%	1090	2%	10.1%	98%	27.5	\$108,000	181%	264%	254%	186%	1100	1%	10.2%	99%	27.8	\$109,000	182%	266%	256%	187%	1110	0%	10.3%	100%	28.0	\$110,000	183%	268%	258%	188%	1120	0%	10.4%	101%	28.2	\$111,000	184%	270%	260%	189%	1130	0%	10.5%	102%	28.5	\$112,000	185%	272%	262%	190%	1140	0%	10.6%	103%	28.8	\$113,000	186%	274%	264%	191%	1150	0%	10.7%	104%	29.0	\$114,000	187%	276%	266%	192%	1160	0%	10.8%	105%	29.2	\$115,000	188%	278%	268%	193%	1170	0%	10.9%	106%	29.5	\$116,000	189%	280%	270%	194%	1180	0%	11.0%	107%	29.8	\$117,000	190%	282%	272%	195%	1190	0%	11.1%	108%	30.0	\$118,000	191%	284%	274%	196%	1200	0%	11.2%	109%	30.2	\$119,000	192%	286%	276%	197%	1210	0%	11.3%	110%	30.5	\$120,000	193%	288%	278%	198%	1220	0%	11.4%	111%	30.8	\$121,000	194%	290%	280%	199%	1230	0%	11.5%	112%	31.0	\$122,000	195%	292%	282%	200%	1240	0%	11.6%	113%	31.2	\$123,000	196%	294%	284%	201%	1250	0%	11.7%	114%	31.5	\$124,000	197%	296%	286%	202%	1260	0%	11.8%	115%	31.8	\$125,000	198%	298%	288%	203%	1270	0%	11.9%	116%	32.0	\$126,000	199%	300%	290%	204%	1280	0%	12.0%	117%	32.2	\$127,000	200%	302%	292%	205%	1290	0%	12.1%	118%	32.5	\$128,000	201%	304%	294%	206%	1300	0%	12.2%	119%	32.8	\$129,000	202%	306%	296%	207%	1310	0%	12.3%	120%	33.0	\$130,000	203%	308%	298%	208%	1320	0%	12.4%	121%	33.2	\$131,000	204%	310%	300%	209%	1330	0%	12.5%	122%	33.5	\$132,000	205%	312%	302%	210%	1340	0%	12.6%	123%	33.8	\$133,000	206%	314%	304%	211%	1350	0%	12.7%	124%	34.0	\$134,000	207%	316%	306%	212%	1360	0%	12.8%	125%	34.2	\$135,000	208%	318%	308%	213%	1370	0%	12.9%	126%	34.5	\$136,000	209%	320%	310%	214%	1380	0%	13.0%	127%	34.8	\$137,000	210%	322%	312%	215%	1390	0%	13.1%	128%	35.0	\$138,000	211%	324%	314%	216%	1400	0%	13.2%	129%	35.2	\$139,000	212%	326%	316%	217%	1410	0%	13.3%	130%	35.5	\$140,000	213%	328%	318%	218%	1420	0%	13.4%	131%	35.8	\$141,000	214%	330%	320%	219%	1430	0%	13.5%	132%	36.0	\$142,000	215%	332%	322%	220%	1440	0%	13.6%	133%	36.2	\$143,000	216%	334%	324%	221%	1450	0%	13.7%	134%	36.5	\$144,000	217%	336%	326%	222%	1460	0%	13.8%	135%	36.8	\$145,000	218%	338%	328%	223%	1470	0%	13.9%	136%	37.0	\$146,000	219%	340%	330%	224%	1480	0%	14.0%	137%	37.2	\$147,000	220%	342%	332%	225%	1490	0%	14.1%	138%	37.5	\$148,000	221%	344%	334%	226%	1500	0%	14.2%	139%	37.8	\$149,000	222%	346%	336%	227%	1510	0%	14.3%	140%	38.0	\$150,000	223%	348%	338%	228%	1520	0%	14.4%	141%	38.2	\$151,000	224%	350%	340%	229%	1530	0%	14.5%	142%	38.5	\$152,000	225%	352%	342%	230%	1540	0%	14.6%	143%	38.8	\$153,000	226%	354%	344%	231%	1550	0%	14.7%	144%	39.0	\$154,000	227%	356%	346%	232%	1560	0%	14.8%	145%	39.2	\$155,0

PA: Neurology	\$148,861	\$27,685	\$111,347	\$124,614	\$162,193	\$185,150	\$129,203	\$39,356	\$99,607	\$106,463	\$129,704	\$137,008	\$153,698	\$142,096	\$39,629	\$99,398	\$114,814	\$141,639	\$168,233	\$188,140	\$152,390	\$29,460	\$117,439	\$134,582	\$151,329	\$166,470	\$185,620
PA: Urology	\$116,986	\$19,449	\$92,616	\$100,535	\$115,189	\$128,431	\$147,418	\$112,294	\$27,427	\$82,664	\$95,640	\$109,631	\$116,416	\$136,324	\$114,134	\$17,841	\$89,726	\$102,048	\$110,007	\$131,000	\$138,820	\$155,972	\$30,458	\$115,768	\$134,865	\$152,628	\$166,932
PA: Primary Care	\$193,301	\$28,206	\$88,566	\$95,149	\$104,730	\$116,391	\$133,422	\$119,970	\$60,006	\$87,973	\$98,343	\$110,390	\$128,411	\$154,515	\$122,186	\$48,366	\$97,393	\$106,598	\$118,774	\$131,217	\$145,897	\$156,869	\$29,635	\$107,705	\$120,807	\$132,880	\$148,421
PA: Family Medicine (with OB)																											
PA: Family Medicine (without OB)	\$115,228	\$24,624	\$91,136	\$100,427	\$113,182	\$122,662	\$147,974	\$126,040	\$51,177	\$88,893	\$100,738	\$115,732	\$135,652	\$172,126	\$116,800	\$48,197	\$85,877	\$101,350	\$111,674	\$125,259	\$143,594	\$129,210	\$32,365	\$97,537	\$107,850	\$120,882	\$144,214
PA: Gerontology/Elder Health																											
PA: Hospice/Palliative Care																											
PA: Hospitalist (Primary Care)	\$122,302	\$30,179	\$95,348	\$112,039	\$122,616	\$131,372	\$144,126	\$130,683	\$42,165	\$99,600	\$108,007	\$119,388	\$143,937	\$178,186	\$136,510	\$31,989	\$102,866	\$118,648	\$137,127	\$145,475	\$165,792	\$155,626	\$33,829	\$117,033	\$132,125	\$151,108	\$165,933
PA: Internal Medicine	\$112,819	\$22,688	\$90,797	\$97,916	\$110,656	\$127,824	\$143,260	\$120,511	\$54,065	\$87,385	\$100,922	\$115,307	\$141,995	\$157,831	\$119,687	\$26,767	\$91,201	\$101,584	\$117,894	\$133,656	\$162,873	\$128,006	\$28,454	\$92,721	\$112,657	\$127,725	\$147,811
PA: Pediatric	\$118,726	\$30,665	\$80,178	\$98,628	\$111,605	\$130,940	\$155,855	\$112,590	\$51,191	\$88,030	\$98,400	\$102,792	\$121,004	\$150,840	\$100,512	\$38,597	\$90,392	\$92,071	\$107,715	\$123,789	\$138,297	\$133,750	\$48,772	\$82,000	\$97,750	\$120,492	\$171,056
PA: Urgent Care (Primary Care)	\$119,362	\$18,957	\$100,707	\$110,753	\$118,115	\$131,840	\$146,288	\$144,467	\$56,873	\$98,176	\$112,889	\$124,704	\$144,717	\$212,026	\$126,494	\$48,281	\$98,703	\$107,051	\$120,688	\$128,541	\$137,679	\$141,845	\$34,641	\$105,503	\$118,026	\$137,865	\$166,233
PA: OB/GYN/Women's Health	\$103,968	\$17,849	\$87,884	\$90,773	\$102,340	\$121,000	\$141,083	\$113,658	\$37,128	\$81,767	\$96,704	\$105,000	\$114,234	\$148,381	\$112,548	\$28,309	\$78,210	\$89,268	\$103,327	\$125,745	\$167,733	\$136,141	\$68,523	\$85,585	\$104,848	\$118,333	\$140,896
PA: Cardiology	\$115,845	\$21,487	\$95,889	\$101,288	\$113,012	\$126,061	\$140,747	\$120,379	\$51,160	\$97,347	\$104,115	\$114,886	\$129,772	\$145,567	\$120,513	\$19,593	\$96,036	\$105,456	\$120,224	\$134,867	\$142,004	\$134,823	\$30,555	\$103,330	\$114,707	\$130,861	\$149,862
PA: Dermatology	\$114,941	\$23,253	\$92,560	\$100,000	\$112,666	\$125,626	\$137,835	\$136,909	\$7,987	\$97,090	\$104,998	\$118,745	\$136,000	\$165,719	\$117,762	\$28,556	\$98,491	\$108,045	\$115,574	\$132,482	\$147,737	\$142,288	\$40,687	\$111,402	\$117,085	\$129,376	\$151,617
PA: Emergency Medicine	\$138,638	\$37,688	\$84,426	\$102,034	\$131,825	\$173,158	\$185,505	\$146,930	\$54,986	\$93,446	\$106,064	\$127,123	\$186,138	\$235,728	\$116,117	\$20,511	\$96,336	\$100,653	\$116,046	\$126,046	\$151,825	\$183,102	\$87,501	\$111,504	\$122,111	\$155,459	\$239,281
PA: Endocrinology	\$127,273	\$30,473	\$99,320	\$104,489	\$120,306	\$138,167	\$167,283	\$127,623	\$28,238	\$90,621	\$106,963	\$123,327	\$140,665	\$163,225	\$128,321	\$32,219	\$95,444	\$110,093	\$126,456	\$146,687	\$162,919	\$125,813	\$20,264	\$95,207	\$110,818	\$129,015	\$156,307
PA: Gastroenterology	\$121,737	\$23,264	\$85,035	\$96,796	\$108,034	\$130,186	\$141,667	\$111,702	\$23,448	\$96,770	\$98,476	\$102,925	\$136,874	\$186,897	\$113,427	\$28,556	\$87,942	\$99,535	\$102,831	\$133,648	\$167,441	-	-	-	-	-	-
PA: Hematology/Oncology	\$124,199	\$9,878	\$104,510	\$118,979	\$125,448	\$133,942	\$135,087	\$112,223	\$13,011	\$84,451	\$101,045	\$119,984	\$129,222	\$141,210	\$119,850	\$35,051	\$82,129	\$91,437	\$115,338	\$136,127	\$179,278	\$116,484	\$24,979	\$93,154	\$102,213	\$118,284	\$131,202
PA: Hospitalist (Nonsurgical/Nonprimary Care)	\$119,885	\$19,551	\$100,415	\$106,509	\$119,563	\$127,483	\$142,574	\$118,013	\$21,137	\$77,734	\$111,102	\$120,453	\$145,511	\$142,089	\$119,780	\$22,672	\$85,028	\$106,310	\$114,826	\$131,146	\$150,224	\$141,861	\$13,757	\$121,638	\$131,453	\$140,831	\$168,330
PA: Infectious Disease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PA: Neonatal/Perinatal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PA: Nephrology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PA: Neurology	\$113,830	\$18,005	\$92,794	\$100,994	\$111,728	\$126,305	\$135,841	\$124,028	\$44,759	\$90,072	\$101,473	\$107,126	\$123,404	\$177,021	\$113,291	\$28,338	\$72,348	\$98,615	\$115,942	\$136,877	\$142,496	-	-	-	-	-	-
PA: Orthopedic (Nonsurgical/Nonprimary Care)	\$115,207	\$13,925	\$88,707	\$103,631	\$114,746	\$123,307	\$134,046	\$125,208	\$26,452	\$91,932	\$107,017	\$124,086	\$138,224	\$164,890	\$120,579	\$38,601	\$88,650	\$98,321	\$116,989	\$141,766	\$163,340	\$122,717	\$17,853	\$97,578	\$115,721	\$128,872	\$135,660
PA: Psychiatry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PA: Psychiatry	\$125,241	\$12,244	\$102,325	\$117,510	\$128,942	\$137,026	\$139,406	\$127,693	\$16,937	\$107,398	\$114,379	\$122,994	\$139,685	\$156,880	\$134,624	\$24,217	\$98,498	\$122,653	\$135,146	\$149,107	\$173,068	-	-	-	-	-	-
PA: Pulmonary Medicine	\$122,035	\$16,676	\$99,587	\$107,654	\$123,639	\$132,223	\$145,597	\$124,171	\$40,130	\$85,055	\$95,886	\$116,524	\$130,604	\$164,608	\$110,363	\$16,448	\$82,248	\$101,251	\$106,814	\$115,053	\$135,500	\$125,637	\$15,164	\$107,127	\$113,027	\$123,075	\$135,875
PA: Rheumatology	\$114,144	\$21,134	\$92,651	\$99,248	\$107,890	\$128,128	\$132,862	\$132,909	\$41,994	\$86,131	\$108,407	\$128,889	\$152,381	\$201,847	\$121,313	\$47,171	\$82,839	\$92,714	\$105,133	\$132,239	\$220,474	\$132,530	\$26,799	\$96,811	\$116,640	\$130,248	\$152,866
PA: Urgent Care (Nonsurgical/Nonprimary Care)	\$110,062	\$24,334	\$81,747	\$94,948	\$111,123	\$121,870	\$133,644	\$131,661	\$46,474	\$92,257	\$105,003	\$120,411	\$146,340	\$177,365	\$139,088	\$42,079	\$90,064	\$108,552	\$131,351	\$166,566	\$199,600	\$129,039	\$46,294	\$96,153	\$103,359	\$120,821	\$139,778
Research	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Research, MD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Surgeon Assistant	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

ANESTHESIOLOGY

Compensation range: \$467,833 to \$350,000		% change 2019-20
Jackson	\$467,833	(1.23%)
MGMA	464,131	(1.68)
Pacific	462,000	(1.07)
AMGA	453,683	(2.57)
Sullivan-M	452,228	3.04
Gallagher	445,568	(4.38)
ECG	437,747	(3.60)
Sullivan-P	430,745	2.41
Medicus	412,875	—
Merritt	367,000	(8.02)
Pinnacle	350,000	(5.41)

CARDIOLOGY

Compensation range: \$694,886 to \$500,000		% change 2019-20
Sullivan-M	\$694,886	6.13%
Pacific	672,000	3.54
Sullivan-P	652,774	4.21
AMGA	643,906	(0.03)
MGMA	637,377	0.37
Gallagher	624,773	(0.93)
Merritt	611,000	(4.53)
Medicus	590,400	3.35
ECG	541,165	1.30
Pinnacle	500,000	(23.08)
Jackson	—	—

CARDIOLOGY (NON-INVASIVE)

Compensation range: \$536,658 to \$446,000		% change 2019-20
Sullivan-M	\$536,658	(1.06%)
Gallagher	526,987	(7.79)
MGMA	521,248	(1.47)
AMGA	518,750	(2.63)
ECG	514,126	(0.15)
Sullivan-P	513,478	0.53
Jackson	510,714	5.48
Pacific	507,000	(0.98)
Medicus	485,583	—
Merritt	446,000	9.05
Pinnacle	—	—

DERMATOLOGY

Compensation range: \$514,000 to \$300,000		% change 2019-20
Pacific	\$514,000	3.63%
AMGA	506,276	1.59
Sullivan-M	501,976	1.35
Gallagher	491,294	(0.70)
ECG	470,495	(2.31)
Jackson	461,667	(12.06)
Sullivan-P	459,064	(2.36)
MGMA	449,782	(4.78)
Medicus	430,222	(5.99)
Merritt	378,000	(9.79)
Pinnacle	300,000	—

HOSPITALIST

Compensation range: \$313,000 to \$243,750		% change 2019-20
Pacific	\$313,000	3.99%
Gallagher	311,156	(2.04)
Sullivan-M	309,529	(3.09)
MGMA	308,636	0.33
AMGA	308,201	0.10
ECG	307,507	1.30
Medicus	302,233	11.85
Sullivan-P	297,501	(1.87)
Merritt	284,000	11.81
Jackson	271,429	(8.99)
Pinnacle	243,750	(8.36)

INTENSIVIST

Compensation range: \$458,983 to \$385,000		% change 2019-20
Sullivan-M	\$458,983	3.77%
Pacific	441,000	1.61
MGMA	440,000	2.62
Gallagher	437,766	2.38
ECG	432,570	1.10
AMGA	429,577	2.72
Sullivan-P	427,001	3.72
Medicus	427,000	—
Pinnacle	385,714	—
Merritt	385,000	—
Jackson	—	—

INTERNAL MEDICINE

Compensation range: \$289,971 to \$244,000		% change 2019-20
Sullivan-M	\$289,971	(0.31%)
AMGA	288,558	(0.05)
Gallagher	283,836	(3.36)
Sullivan-P	276,983	(0.56)
Pinnacle	276,263	5.60
MGMA	276,000	2.73
ECG	273,985	1.20
Pacific	273,000	4.60
Medicus	253,222	1.37
Jackson	248,456	(0.04)
Merritt	244,000	(4.31)

NEONATOLOGY

Compensation range: \$390,000 to \$299,942		% change 2019-20
Pinnacle	\$390,000	—
Pacific	375,000	7.45%
MGMA	345,330	1.94
ECG	341,973	1.90
Sullivan-M	339,065	4.30
Gallagher	331,151	4.12
AMGA	325,874	(1.84)
Sullivan-P	299,942	(0.76)
Medicus	—	—
Jackson	—	—
Merritt	—	—

ORTHOPEDIC SURGERY

Compensation range: \$696,373 to \$546,000		% change 2019-20
Gallagher	\$696,373	2.83%
Sullivan-M	667,808	(0.04)
Medicus	661,714	—
Sullivan-P	632,317	(0.37)
MGMA	629,360	1.67
Pacific	628,000	0.96
AMGA	626,297	(0.89)
Pinnacle	600,000	—
ECG	598,363	0.70
Jackson	565,000	—
Merritt	546,000	—

PATHOLOGY

Compensation range: \$409,528 to \$287,000		% change 2019-20
Sullivan-M	\$409,528	0.45%
AMGA	400,402	4.89
ECG	374,000	(0.20)
MGMA	359,819	(0.09)
Sullivan-P	354,418	(1.69)
Gallagher	349,754	(3.92)
Pinnacle	300,000	(2.44)
Pacific	298,000	1.71
Merritt	287,000	4.74
Medicus	—	—
Jackson	—	—

PEDIATRICS

Compensation range: \$260,014 to \$226,428		% change 2019-20
Gallagher	\$260,014	(5.48%)
Sullivan-M	257,992	(4.04)
ECG	257,027	(1.10)
AMGA	255,352	(0.81)
Pacific	247,000	3.78
Jackson	245,625	(5.89)
MGMA	245,159	5.94
Sullivan-P	242,017	(4.24)
Merritt	236,000	6.79
Pinnacle	231,000	(27.13)
Medicus	226,428	5.67

PLASTIC SURGERY

Compensation range: \$599,177 to \$325,000		% change 2019-20
Sullivan-M	\$599,177	(2.80%)
Gallagher	596,277	(8.44)
Sullivan-P	596,191	(1.96)
MGMA	542,671	1.38
AMGA	537,288	(2.13)
ECG	535,078	1.60
Merritt	450,000	—
Pinnacle	437,500	31.90
Pacific	419,000	(3.23)
Medicus	325,000	—
Jackson	—	—

SURVEY: PHYSICIAN COMPENSATION

EMERGENCY MEDICINE

Compensation range:		% change
\$394,789 to \$310,000		2019-20
Sullivan-M	\$394,789	4.15%
AMGA	380,099	0.58
Medicus	380,000	1.61
Pacific	379,000	4.41
Gallagher	377,214	(1.24)
Jackson	376,775	(7.96)
MGMA	360,771	(1.37)
Sullivan-P	359,425	0.24
ECG	349,811	2.21
Pinnacle	310,000	(7.68)
Merritt	—	—

FAMILY PRACTITIONER

Compensation range:		% change
\$276,070 to \$233,084		2019-20
Sullivan-M	\$276,070	(3.65%)
Gallagher	275,543	(3.26)
AMGA	273,291	1.27
Sullivan-P	269,702	(2.09)
Pacific	268,000	7.63
ECG	267,085	0.90
MGMA	263,964	3.46
Jackson	245,230	(0.85)
Merritt	243,000	1.25
Pinnacle	240,875	(6.42)
Medicus	233,084	(7.22)

GASTROENTEROLOGY

Compensation range:		% change
\$562,000 to \$453,000		2019-20
Pacific	\$562,000	3.31%
Sullivan-M	546,278	(0.37)
MGMA	539,961	0.67
AMGA	538,908	(0.74)
ECG	530,807	1.00
Gallagher	527,897	0.14
Sullivan-P	500,817	(2.09)
Pinnacle	498,333	19.59
Medicus	494,071	(12.30)
Jackson	485,833	(4.06)
Merritt	453,000	(0.88)

GENERAL SURGERY

Compensation range:		% change
\$470,261 to \$396,667		2019-20
Sullivan-M	\$470,261	0.00%
Gallagher	464,965	(3.61)
ECG	452,222	(0.40)
MGMA	442,508	0.40
Medicus	442,116	13.18
Pacific	441,000	1.38
AMGA	439,196	(2.69)
Sullivan-P	429,206	(2.76)
Jackson	405,290	2.33
Merritt	400,000	3.90
Pinnacle	396,667	(0.83)

NEUROLOGY

Compensation range:		% change
\$357,000 to \$315,172		2019-20
Pacific	\$357,000	7.85%
Medicus	354,708	(3.44)
Sullivan-M	344,471	3.32
Gallagher	339,070	0.33
Merritt	332,000	12.54
MGMA	330,756	1.44
Jackson	325,853	(0.76)
AMGA	325,278	1.25
ECG	315,267	0.50
Sullivan-P	315,172	1.42
Pinnacle	—	—

OBSTETRICS/GYNECOLOGY

Compensation range:		% change
\$378,981 to \$291,000		2019-20
Sullivan-M	\$378,981	(2.97%)
Gallagher	366,034	(6.21)
Sullivan-P	363,245	(2.01)
AMGA	357,266	(0.66)
MGMA	354,885	0.35
Pacific	351,000	1.45
Jackson	334,122	0.24
ECG	333,331	(0.80)
Pinnacle	325,000	14.04
Medicus	302,500	(5.03)
Merritt	291,000	(11.01)

ONCOLOGY (INCL. HEMATOLOGY)

Compensation range:		% change
\$541,666 to \$385,000		2019-20
Medicus	\$541,666	17.21%
MGMA	481,250	0.00
Gallagher	480,467	2.55
Pacific	480,000	1.48
AMGA	462,644	(1.39)
Sullivan-M	458,412	2.57
ECG	447,686	0.35
Pinnacle	425,000	50.44
Sullivan-P	419,144	3.50
Merritt	385,000	(4.47)
Jackson	—	—

OPHTHALMOLOGY

Compensation range:		% change
\$425,000 to \$250,000		2019-20
Pacific	\$425,000	11.55%
Sullivan-M	424,047	(5.66)
AMGA	416,333	(1.14)
ECG	407,061	(1.60)
Sullivan-P	402,781	(3.09)
Gallagher	393,775	(3.54)
MGMA	385,169	(1.38)
Merritt	335,000	—
Medicus	250,000	—
Pinnacle	—	—
Jackson	—	—

PSYCHIATRY

Compensation range:		% change
\$347,667 to \$250,222		2019-20
Pinnacle	\$347,667	21.01%
Pacific	324,000	4.52
AMGA	299,250	(0.54)
Jackson	295,375	1.08
Sullivan-M	292,297	1.14
Gallagher	284,897	(2.41)
Merritt	279,000	1.09
MGMA	277,808	(6.68)
Sullivan-P	267,058	0.20
ECG	258,527	(0.70)
Medicus	250,222	(5.67)

RADIOLOGY

Compensation range:		% change
\$533,173 to \$401,000		2019-20
Sullivan-M	\$533,173	2.63%
Medicus	527,500	7.12
Pacific	518,000	(2.08)
AMGA	512,918	0.68
MGMA	512,162	(5.31)
Sullivan-P	496,578	0.96
ECG	490,137	(4.60)
Gallagher	481,112	(3.76)
Pinnacle	462,500	—
Jackson	430,715	6.37
Merritt	401,000	(5.20)

UROLOGY

Compensation range:		% change
\$529,375 to \$464,180		2019-20
Medicus	\$529,375	14.77%
Pacific	513,000	7.55
Sullivan-M	511,032	0.78
Gallagher	507,584	2.75
AMGA	500,698	2.82
Merritt	497,000	4.19
MGMA	494,317	0.12
ECG	477,109	0.30
Sullivan-P	476,765	(1.61)
Jackson	464,180	(0.53)
Pinnacle	—	—

Note: Figures represent average total annual cash compensation, which includes salary and bonuses. Percentages rounded. ECG Management Consultants, Gallagher and SullivanCotter provided preliminary data; all others are final. Sullivan-M represents SullivanCotter's medical groups survey; Sullivan-P represents the firm's physicians survey.

About the survey firms

AMGA

The Alexandria, Va.-based consultancy and professional membership organization, which represents large multispecialty medical groups, surveyed 189,503 physicians and 398 organizations representing 201 positions/specialties. The survey was conducted January to April 2020. For more information, contact Christopher Gibbs at 703-838-0033, ext. 362.

ECG Management Consultants

The San Diego-based healthcare management consulting firm surveyed 75,000 physicians and 140 organizations representing 170 positions/specialties. The survey was conducted January through end of December 2020. For more information, call Maria Hayduk at 469-729-2600. Data submitted are preliminary.

Gallagher

The Rolling Meadows, Ill.-based healthcare management consulting

firm surveyed 75,414 physicians and 225 organizations representing 164 positions/specialties. The survey was conducted January to May 2021. For more information, contact Jon Delaney at 612-337-1142. Data submitted are preliminary.

Jackson Physician Search

The Alpharetta, Ga.-based physician staffing firm surveyed 389 physicians and one organization representing 17 positions/specialties. The survey was conducted January through December 2020. For more information, call Jackson Physician Search at 866-284-3328.

The Medicus Firm

The Dallas-based physician search firm surveyed 2,464 physicians representing 46 positions/specialties. The survey was conducted from June to July 2020 and includes 2020 placement data. For more information, call Abby Messier at 214-382-9970.

Merritt Hawkins

The Dallas-based physician search

firm surveyed 2,458 physicians and 744 organizations representing 20 positions/specialties. The survey was conducted April 2020 through the end of March 2021. Full survey results are available free of charge. For more information, call Desmyn Bryant at 469-524-4635.

Medical Group Management Association

The Englewood, Colo.-based consulting and professional membership organization surveyed 185,816 physicians and 6,769 organizations representing 255 positions/specialties. The survey was conducted January to February 2021. For more information, call MGMA at 877-275-6462, ext. 1801.

Pacific Companies

The Aliso Viejo, Calif.-based physician recruitment firm surveyed 5,578 physicians and 702 organizations representing 20 positions/specialties. The survey was conducted December 2020 to April 2021. For more information, contact Chris Kahl at 800-741-7629.

Pinnacle Health Group

The Atlanta-based physician recruitment firm surveyed 55 physicians representing 40 positions/specialties. The survey was conducted May to June 2020. For more information, call Jennifer Polver at 404-591-4245.

SullivanCotter

The Chicago-based national independent consulting firm submitted results for two surveys—one from medical groups and another from a broader sample of physicians and organizations. The medical group survey included 159,405 providers and 315 organizations representing 259 positions/specialties. The physician survey included 256,424 physicians and 868 organizations representing 259 positions/specialties. Both surveys were conducted January to April 2021. For more information, email surveys@sullivancotter.com. Data submitted are preliminary.