

Associated Anesthesiologists is based in Reno, Nevada and was founded in 1949. The practice is physician-only with about 75 anesthesiologists. We are the recognized anesthesia leader in the region.

Practice Philosophy

The practice is committed to transparency, fairness, and integrity. We are dedicated to equitable treatment of *all* physicians. We have embraced job flexibility as an important part of the practice, recognizing that recruiting top talent today requires accommodating the individual personal needs of each physician. All physicians have the opportunity to maintain balance between their professional career and personal life. We foster teamwork, collaboration, mutual respect, and solidarity around common goals. The practice is focused on long-term stability and ongoing success in the modern healthcare environment.

New Physicians

New physicians are not treated differently. Every physician has: 1) full voting rights, 2) the same compensation system, 3) no salary reduction or buy-in, 4) full participation in bonuses, 5) the option to work at less than full-time status, 6) equitable case assignments, and 7) equal access to call, and equal amounts of vacation. Additionally, we offer a commencement bonus to new physicians.

Community

Reno is a vibrant, growing, mountain community with four distinct seasons, unprecedented access to outdoor activities, and more sunny days than almost anywhere else in the country. Our airport offers easy access to most major cities and we are near both Lake Tahoe and California. Over 98% of our cases are performed at facilities within a 10-mile radius, so commuting time is minimal. The secret is out – Reno is ranked as the #1 best small city in America for 2020.

<https://www.bestcities.org/rankings/americas-best-small-cities/>

<https://www.rgj.com/story/life/2020/06/23/reno-americas-best-small-city-bestcities-org/3241628001/>

NAPA/MEDNAX

We partnered with American Anesthesiology/MEDNAX in 2016 and this proved to be a positive, collaborative, relationship providing stability and support to the practice. Early in the COVID-19 pandemic, MEDNAX faced steep financial challenges and, subsequently, sold the entire American Anesthesiology division to North American Partners in Anesthesia (NAPA). NAPA remains a good partner to our practice, providing improved anesthesia focus compared to MEDNAX.

Leadership

We retain control of our day-to-day clinical activities, with local management of the practice by dedicated physician leadership. Our practice is led by Scott Parkhill, MD and Nariman Rahimzadeh, MD. Scott has been with Associated Anesthesiologists for approximately 20 years. Nariman grew up in Reno and started practicing in Reno in 2007, later joining the group in 2014. We also have a Board consisting of a diverse cross-section of physicians from the practice. Our former practice CEO, Matt Hoberg, MD, is now in an executive leadership role with NAPA, but he is still based out of Reno and strongly advocates for our physicians and practice.

Compensation

Our compensation system is equitable, flexible, and merit based. A blended unit system eliminates competition for specific cases or payer mix amongst group members. The more you work, the more money you earn, and all have equal access to call and work opportunities. The compensation system is complex at first glance, but is fair and flexible: comp is divided into four pools:

1. Base salary: (work done on weekdays from 7a-3p): \$230,000/year
2. Stipends: (usually associated with call coverage): variable
3. Productivity or “Premium”: (work done 3p-7a weekdays, weekends, holidays): \$37/unit
4. Bonus or “Residual”: (everything left over after #1-3 are paid): variable

Assuming all open positions are filled, physician average total compensation for a 1.0 FTE is approximately \$415,000/year, assuming average call. The distribution has historically been a bell-shaped curve centered at \$415,000, with a range of approximately \$250,000 - \$600,000, again reflective of amount of work done.

Benefits

Benefits are largely included, but some elections require additional physician contributions, depending on the benefit level you choose. The retirement plan is a 401(k) plan with a 2021 maximum employee elective deferral of \$19,500 (plus \$6,500 if over 50) with an employer discretionary match (historically 3-4%, capped at the IRS annual compensation limit of \$290,000), allowing an anticipated annual 401(k) savings of about \$30,000 (plus \$6,500 if over 50). After tax retirement contributions can be made and converted to a Roth IRA (“Mega Backdoor Roth”), allowing total annual retirement savings of \$58,000 (plus \$6,500 if over 50). Medical, dental, disability, life, etc. are all available. Malpractice is covered and tail-coverage is included when you leave or retire, provided both required notice is given and termination is not for cause. We offer an annual \$3,500 CME allowance, subject to usage guidelines.

Incentives

We are currently offering significant incentives of up to \$100,000 (prorated for FTE status) to join our practice. The incentives typically include up to \$50,000 when you start working, plus up to another \$50,000 for payments during training, loan repayment, and/or relocation reimbursements.

Subspecialty Teams

We have subspecialty panels for cardiac, high-risk pediatrics, obstetrics, trauma, and regional anesthesia. Provided you meet the skillset and training requirements, you may elect to participate in various panels, but you are not required to participate in any. We support the right people in the right roles – emphasizing your strengths and interests to provide the best care.

Call

We have the following overnight call positions: 1st, 2nd, 3rd, 4th, L&D (in-house), trauma (in-house), and Carson Valley. We also have additional late day coverage positions: 5th-12th on the weekdays and 5th-7th on the weekends. Average call for average compensation for a full-time FTE; approximately seven Saturday-Sunday weekends annually, and approximately 1-2 calls per week for a total of about six or seven calls (including late coverage) each month. Many physicians pick up an occasional extra weekend or voluntary coverage shift here or there to supplement income. The physicians on the lower salary range tend to take minimal, or no call, while the physicians on the highest end of the range take a lot of call. Amount of call is flexible and largely up to the individual and their needs/wishes. We use a scheduling program called QGenda, allowing us a great deal of flexibility and transparency.

Vacation

In 2019, the average full-time FTE is allocated and earns a total of approximately 8-9 weeks of paid time off.

Care Team Model

This is currently a physician-only practice. Most physicians practice here because our practice is committed to physician delivered anesthesia care and anesthesia as a profession rather than just a job. We support and stand behind our physicians and the profession. We have no current plans to move to a care team (CRNA/AA) model. That said, successful practices must adapt to the changing healthcare environment and we will remain forward-thinking and open to adapting to changing conditions. If it benefits the practice as a whole, or we become unable to recruit and retain qualified anesthesiologists, we will be open to exploring options, including care team.

Alternative Employment Options

While most of our physicians elect traditional employment options, we do also offer non-traditional part-time, per diem locum tenens, and hourly positions—both as an employee (W-2) and as an independent contractor (1099). To be eligible for benefits, you must be employed (W-2) and work at least an average of at least three days a week.

Summary

Our practice is thriving and growing, we are committed to recruiting the most qualified and motivated candidates interested in joining a dynamic group of physicians. Our goal is to provide a fulfilling, rewarding and secure long-term career that offers flexibility and a supportive environment. We strive to provide a true team partnership that fosters job satisfaction, wellness, and resilience. We are happy to discuss the practice in greater detail. For serious candidates looking for a long-term career, we recommend an on-site visit to cover details, meet leadership and physicians, visit facilities, and explore the beautiful Reno community and area.