

# *Primary Care Provider Compensation*

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*UW Neighborhood Clinics*

UW Medicine

# Goals

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- Compensation

- Ensure that providers are kept whole or as close to whole as possible
- If an increase is anticipated, this model guarantees production and compensations are within fair market value (MGMA and ECG survey benchmarks)
- Develop a model that can tolerate an annual 2% merit increase to base compensation without undue burden to total salary cost
- Develop a model that allows for flexibility in the future
- Model is consistent with UW School of Medicine policies

- Not based on subspecialties for individual providers

- Models are a blend of Family Medicine / Family Medicine with or without OB / Internal Medicine

# Compensation Model

## Primary Care Physicians

# Compensation Model Components

## *Primary Care Physician*

- **Base Compensation:** The FY20 compensation is determined by the provider's rank and years of service with their home organization. Going forward, the years of service model will be retired.
  - Annual merit increases will be applied to base compensation
  - Faculty promotions will result in a 10% increase to base compensation
- The base is prorated for **Total FTE**
  - Incentive thresholds will be prorated for FMLA when applicable
- **Incentive Threshold:** The same for all providers regardless of Rank or Years of Service.
  - Incentive thresholds are prorated for **Clinical FTE**
- **Administrative Compensation:** \$5,000 per .1 administrative FTE, capped at \$10,000
- **Quality Incentive:** \$8,000 will be available to each 1.0 provider
  - QI is prorated for **Clinical FTE**
- **CME:** \$3,600 prorated for **Total FTE**

# Base Compensation

## *Primary Care Physician*

- 10% Faculty promotional increase will be effective 7/1/2020 (FY21)
- FY20 Base ranges between the 18<sup>th</sup> and the 29<sup>th</sup> %tile benchmark
- All future base increases based on Merit or Promotion
- Effective FY21 all future base increases will be implemented September instead of July

| Rank                         | Years of Service*            | Base Compensation |
|------------------------------|------------------------------|-------------------|
| Clinical Instructor          | Less than 7 Years of Service | \$194,400.00      |
| Clinical Instructor          | 7 Years or More of Service   | \$200,400.00      |
| Clinical Assistant Professor | Less than 7 Years of Service | \$200,400.00      |
| Clinical Assistant Professor | 7 Years or More of Service   | \$206,400.00      |
| Clinical Associate Professor | Less than 7 Years of Service | \$206,400.00      |
| Clinical Associate Professor | 7 Years or More of Service   | \$212,400.00      |

*\*Years of service with home organization*

# Incentive and Total Compensation

## *Primary Care Physician*

- Productivity Incentive adjusted to achieve market compensation
- FY20 production and quality incentives are calculated quarterly and are paid approximately 45 days after quarter end
- Quarterly wRVU thresholds:

| FY20 Low                       | High    | Conversion Factor |
|--------------------------------|---------|-------------------|
| 1,000 (27%tile)                | 1,224.9 | \$41.25           |
| 1,225 (50 <sup>th</sup> %tile) | -       | \$56.00           |

- Incentive payout will move from quarterly to semi-annually in FY21