

Physician Alignment & Engagement Workgroups

Physician Compensation

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Physician Compensation

- Base Salary plus Bonus
- DHS
- Eat What You Kill
- wRVUs

Salary Plus Bonus

- Salary Plus Bonus
- % of Collections > 2 times Base Salary
- Steps
- Accrual (Billings) vs. Cash (Collections)
- MGMA
- Other Bonuses

Designated Health Services

- Radiology/Lab
- Orthotics/Prosthetics
- Physical Therapy/Incident to
- DME
- In & Outpatient Hospital Services
- Per Capita/Proxy/Overhead/Practice Group/Faculty Practice Plan

Eat What You Kill

- Eat What You Kill
- General Overhead (equal vs. percentage)
- Direct Overhead
(benefits/drugs/personnel)
- Rising Tide/Shift Workers

wRVUs

- Relative Value Units
- Conversion Factor

wRVUs

HCPCS	MOD	DESCRIPTION	WORK RVU	Frequency	RVUs
22612		Lumbar spine fusion	23.53	117	2753.01
22612	51	Lumbar spine fusion	11.76	7	82.32
72110	26	X-ray exam of lower spine	0.31	617	191.27
99203		Office/outpatient visit, new	1.42	83	117.86
99214		Office/outpatient visit, est	1.5	219	328.5

TOTAL RVUs

3472.96

wRVUs

Actual RVUs	3,472.96
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Minus: Base RVUs	<u>(3,200.00)</u>
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Productivity Increase	272.96
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Rate/RVU	\$ 53.25
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Productivity Bonus	\$14,535.12
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wRVUs

- Divorced from Cash
- Divorced from Overhead
- Divorced from DHS
- Annual Changes