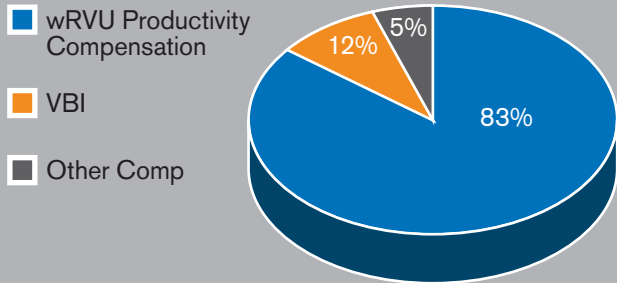


# THE PRIMARY CARE PHYSICIAN COMPENSATION MODEL

Effective January 1, 2022

## Total Cash Compensation (TCC) consists of three components



The chart above reflects maximum VBI opportunity earned

## 3 Plan Components

### 1 wRVU Productivity Compensation

- Base rate per wRVU for **IM** = \$47.86
- Base rate per wRVU for **FM** = \$44.78

### 2 Value-Based Incentive

All physicians are eligible to receive a VBI award under the new compensation plan. Two levels of maximum opportunity based on wRVU productivity.

**wRVU Threshold (Median)<sup>1</sup>: FM = 4,962 | IM = 4,823**

wRVU Productivity < Median:  
**\$19,000 Max Opportunity<sup>2</sup>**

wRVU Productivity > Median  
**\$38,000 Max Opportunity<sup>2</sup>**

<sup>1</sup>CY22 threshold amounts above are updated annually.

<sup>2</sup>Amounts reflect maximum opportunity per 1.0 FTE. Actual amounts earned will be based on achievement of VBI metrics.

### CY22 Scorecard Measures under the new compensation plan

#### Eligible: All Physicians

#### Measurement Criteria for Max Opportunity

**1. 80% Advantasure Earnings (1st Year eligible only)**

- AND -

**2. Remaining VBI Opportunity Measurement Criteria:**

- 50% HEDIS Score
- 50% Patient Experience Measurement

#### Eligible: Year 1 Metric Only

#### 3. Measurement Criteria

- Physicians with BC > 100 Patients at Highest Level
- Level 4 achievement or greater based on 5 level score

**Data Source:** BCBS

*100% of VBI Achieved*

MMG will review quality metrics annually in conjunction with a physician advisory council.

### 3 APP Supervisory Stipend

- APP supervisory stipends set at **\$6,000** per APP FTE supervised [pro-rated amount paid accordingly based on FTEs supervised]

Leave, jury duty, bereavement, student teaching, medical director pay and non-clinical contractual compensation remain unchanged.

## Terms and Definitions

Term	Definition
<b>wRVU Productivity Compensation</b>	Compensation related specifically to wRVU productivity, paid as a rate (\$) per wRVU generated.
<b>Base Rate per wRVU</b>	A specialty-specific dollar amount paid per wRVU generated. Set at a percent of market median established annually, based on current benchmark surveys. It does not include the VBI or other clinical cash compensation.
<b>Value-Based Incentive (VBI)</b>	An annual payment that rewards physician performance and quality of patient care. Actual payment scales with achievement of performance on pre-determined quality metrics.
<b>Maximum VBI Opportunity</b>	Represents the highest VBI payment a physician can earn. Actual VBI payments will vary based on achievement of metrics. New model has two opportunities. Eligibility for higher amount based on wRVUs greater than median.
<b>Draw</b>	Draw is a bi-weekly amount established based on 80% of expected earnings. Earnings include productivity, APP supervision, Call, Medical Director, and any outside work. VBI is not considered in the amount of the draw, as this is paid annually.
<b>Reconciliation of Draw</b>	Conducted quarterly, the process by which a physician's draw is compared to actual amounts earned based on plan mechanics (e.g. wRVUs produced). Physicians are paid for dollars earned in excess of their draw.
<b>Market Benchmarks</b>	Independent, unbiased, commercially-available surveys containing data relevant to the administration of physician compensation plans. Data include total cash compensation and clinical productivity, among other key statistics.
<b>APP Supervisory Stipend</b>	An annual payment specific to the supervision of one or more APPs. The stipend reflects a set dollar amount per APP FTE supervised.
<b>MPP Top 10 List</b>	A part of McLaren Physician Partners physicians' clinical integration scorecard. Closely ties to measures outlined in HEDIS.
<b>HEDIS</b>	The Healthcare Effectiveness Data and Information Set (HEDIS) is a widely used set of performance measures in the managed care industry, developed and maintained by the National Committee for Quality Assurance.
<b>Patient Satisfaction &amp; Top Box Score</b>	A component of determination of a VBI payment. Correlates to patient responses provided to the patient experience surveys about their level of satisfaction with the care provided by the physician.

**Questions?** Email provider\_comp@mcclaren.org. Your inquiry will be directed to the most appropriate leadership member.