



# 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.



[www.phg.com](http://www.phg.com)

1-800-789-6684 (main)

404-816-8831 (local)



**PINNACLE HEALTH GROUP**  
PINNACLE LOCUM TENENS

Pinnacle Health Group is member of the National Association of Physician Recruiters (NAPR) since 1995



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

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

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.





**PINNACLE HEALTH GROUP**  
PINNACLE LOCUM TENENS

Copyright © 2021 July. Pinnacle Health Group. All rights reserved.

Pinnacle Health Group (PHG), established in 1994, is a full-service recruitment firm that has placed over a thousand physicians in opportunities nationwide. We offer permanent recruitment, locum tenens services, and advanced practice provider recruitment. PHG is a leader in the industry and we help clients succeed through the consultative services of our experienced healthcare recruiters. Visit the PHG website for disclaimer / privacy policy page and further information. For comments, suggestions and questions, email us at [info@phg.com](mailto:info@phg.com). We can also be reached by phone at 1-800-789-6684 (main) or 404-816-8831 (local).

We help bring healthcare to communities that need it!™  
Member of the National Association of Physician Recruiters (NAPR) since 1995

[www.phg.com](http://www.phg.com)

1455 Lincoln Parkway • Suite 350 • Atlanta, Georgia 30346  
800-492-7771 (main) • 404-816-8831 (local)



[facebook.com/pinnaclehealthgroup](https://facebook.com/pinnaclehealthgroup)



[instagram.com/phgmedia](https://instagram.com/phgmedia)



[twitter.com/phgtweets](https://twitter.com/phgtweets) • [twitter.com/plttweets](https://twitter.com/plttweets)



[linkedin.com/company/pinnacle-health-group-llc](https://linkedin.com/company/pinnacle-health-group-llc)

# **Physician Compensation Reports**

## **Table of Contents**

- I. MGMA Physician Total Compensation**
  
- II. MGMA Physician Total Compensation for Geographic Section**
  
- III. Modern Healthcare Physician Compensation Survey**



# 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	Std Dev	10th %ile	25th %ile	Median	75th %ile	90th %ile	Mean	Std Dev	10th %ile	25th %ile	Median	75th %ile	90th %ile	Mean	Std Dev	10th %ile	25th %ile	Median	75th %ile	90th %ile	Mean	Std Dev	10th %ile	25th %ile	Median	75th %ile	90th %ile
Allergy/Immunology	\$383,273	\$128,104	\$229,915	\$275,511	\$328,354	\$504,482	\$527,126	\$366,584	\$169,658	\$193,024	\$252,356	\$322,627	\$454,450	\$625,249	\$337,216	\$156,611	\$167,453	\$205,034	\$300,087	\$473,167	\$569,044	\$366,100	\$125,575	\$214,064	\$275,456	\$351,344	\$463,714	\$550,320
Anesthesiology	\$420,148	\$154,835	\$200,000	\$337,516	\$427,877	\$492,354	\$575,372	\$483,635	\$137,702	\$339,638	\$407,274	\$473,990	\$547,499	\$641,172	\$504,196	\$124,370	\$375,000	\$426,638	\$491,525	\$575,230	\$692,227	\$473,664	\$130,638	\$335,033	\$403,712	\$465,234	\$524,455	\$613,359
Anesthesiology: Pain Management	\$486,953	\$118,993	\$350,979	\$408,828	\$463,116	\$554,566	\$662,760	\$539,246	\$178,230	\$364,292	\$400,006	\$492,832	\$634,780	\$820,727	\$574,204	\$205,908	\$387,097	\$441,085	\$509,925	\$622,546	\$933,116	\$553,196	\$184,813	\$353,402	\$412,113	\$501,995	\$614,252	\$872,732
Bariatrics (Nonsurgical)/Obesity Medicine	\$279,465	\$105,020	\$192,577	\$224,950	\$250,537	\$288,168	\$483,769																					
Cardiology: Electrophysiology	\$605,565	\$196,975	\$364,000	\$470,715	\$582,812	\$756,694	\$873,964	\$697,404	\$262,238	\$424,224	\$557,427	\$644,384	\$835,658	\$999,360	\$797,492	\$299,457	\$502,784	\$569,173	\$737,315	\$952,263	\$1,227,701	\$732,285	\$250,593	\$475,374	\$564,208	\$707,424	\$828,277	\$1,100,500
Cardiology: Invasive	\$545,472	\$167,929	\$347,292	\$440,705	\$539,848	\$624,141	\$770,979	\$654,807	\$206,658	\$464,257	\$577,731	\$625,851	\$681,869	\$886,333	\$693,648	\$252,853	\$413,637	\$525,731	\$646,409	\$864,595	\$1,047,074	\$607,850	\$208,215	\$400,700	\$490,768	\$562,080	\$710,914	\$864,213
Cardiology: Invasive-Interventional	\$623,367	\$205,066	\$401,791	\$500,000	\$603,244	\$712,928	\$855,603	\$730,255	\$288,805	\$408,510	\$557,799	\$672,146	\$852,672	\$1,062,106	\$755,101	\$304,757	\$446,190	\$560,008	\$701,385	\$881,365	\$1,133,320	\$656,699	\$225,306	\$425,568	\$523,812	\$608,045	\$761,885	\$981,037
Cardiology: Noninvasive	\$508,144	\$190,793	\$315,000	\$400,000	\$492,389	\$596,041	\$692,916	\$580,340	\$215,883	\$292,900	\$439,861	\$584,961	\$694,182	\$892,929	\$575,040	\$226,715	\$320,226	\$421,615	\$536,183	\$687,709	\$892,641	\$522,353	\$161,692	\$349,150	\$421,135	\$508,588	\$585,702	\$692,469
Clinical Pharmacology																												
Critical Care: Intensivist	\$388,691	\$119,263	\$267,973	\$330,628	\$394,822	\$438,848	\$507,520	\$514,879	\$215,954	\$356,539	\$428,289	\$471,020	\$524,125	\$634,689	\$443,472	\$104,480	\$327,763	\$390,005	\$449,402	\$495,747	\$547,295	\$474,634	\$157,483	\$339,997	\$385,249	\$450,907	\$509,147	\$620,128
Dentistry	\$207,983	\$54,563	\$139,481	\$161,133	\$186,332	\$265,947	\$281,852	\$194,851	\$59,865	\$137,624	\$153,738	\$166,965	\$244,294	\$292,735	\$185,678	\$82,061	\$76,065	\$141,231	\$162,679	\$244,029	\$307,169	\$192,589	\$57,524	\$140,344	\$154,235	\$178,748	\$228,212	\$243,044
Dermatology	\$435,743	\$168,105	\$254,787	\$330,815	\$418,413	\$521,085	\$610,623	\$513,437	\$239,451	\$248,096	\$345,130	\$460,948	\$666,004	\$875,552	\$513,100	\$236,252	\$295,915	\$355,596	\$444,372	\$610,189	\$825,173	\$506,608	\$175,504	\$347,088	\$399,254	\$466,699	\$570,358	\$730,937
Dermatology: Dermatopathology								\$618,217	\$190,544	\$392,281	\$456,642	\$560,052	\$782,298	\$946,733								\$523,095	\$77,634	\$417,337	\$487,236	\$504,773	\$547,670	\$671,646
Dermatology: Mohs Surgery	\$701,139	\$59,252	\$605,510	\$650,011	\$707,294	\$744,183	\$785,625	\$904,415	\$441,788	\$529,852	\$643,885	\$749,204	\$938,236	\$1,179,021	\$1,053,495	\$442,834	\$554,578	\$722,216	\$964,661	\$1,440,354	\$1,843,760	\$741,092	\$284,679	\$417,089	\$551,037	\$678,935	\$860,242	\$1,241,384
Emergency Medicine	\$346,899	\$115,549	\$248,076	\$295,484	\$344,898	\$395,595	\$438,112	\$374,833	\$97,668	\$268,270	\$309,265	\$374,854	\$424,412	\$483,917	\$387,149	\$103,495	\$270,191	\$333,801	\$384,530	\$434,173	\$516,163	\$369,438	\$71,334	\$291,610	\$325,385	\$357,191	\$419,412	\$459,505
Endocrinology/Metabolism	\$270,151	\$80,596	\$200,000	\$224,997	\$253,766	\$291,645	\$358,860	\$282,894	\$109,726	\$181,138	\$226,486	\$270,704	\$313,385	\$396,473	\$288,576	\$109,598	\$189,297	\$220,356	\$265,977	\$320,435	\$406,723	\$281,419	\$93,390	\$199,257	\$231,862	\$263,505	\$314,875	\$366,800
Family Medicine (with OB)	\$225,205	\$32,824	\$169,916	\$200,593	\$229,549	\$247,599	\$265,116	\$288,991	\$95,665	\$197,960	\$223,137	\$264,196	\$337,568	\$422,310	\$276,946	\$117,336	\$145,465	\$214,050	\$262,706	\$326,878	\$418,287	\$265,574	\$78,621	\$188,419	\$220,974	\$251,451	\$312,957	\$365,423
Family Medicine (without OB)	\$278,560	\$137,168	\$177,858	\$204,603	\$244,461	\$306,780	\$427,940	\$283,754	\$119,772	\$183,971	\$219,298	\$260,653	\$316,721	\$398,806	\$302,838	\$125,764	\$190,000	\$225,874	\$271,818	\$353,349	\$456,736	\$294,649	\$98,014	\$204,600	\$236,200	\$279,617	\$332,972	\$399,824
Family Medicine: Ambulatory Only (No Inpatient Work)	\$271,132	\$97,172	\$191,521	\$220,150	\$260,316	\$299,782	\$351,796	\$256,050	\$82,778	\$171,171	\$201,692	\$240,010	\$293,490	\$377,582	\$270,145	\$107,168	\$169,038	\$208,918	\$258,847	\$314,275	\$391,573	\$243,822	\$57,706	\$183,124	\$212,211	\$233,741	\$267,479	\$315,532
Family Medicine: Sports Medicine	\$290,645	\$82,581	\$208,809	\$235,508	\$284,250	\$316,388	\$358,542	\$317,798	\$114,844	\$184,791	\$251,240	\$307,848	\$354,546	\$479,122	\$333,417	\$100,415	\$216,949	\$264,855	\$320,788	\$398,700	\$451,288	\$298,372	\$91,000	\$193,730	\$236,959	\$289,245	\$335,562	\$383,256
Family Medicine: Urgent Care								\$257,106	\$56,192	\$199,911	\$227,186	\$244,811	\$275,269	\$307,797	\$247,152	\$68,218	\$172,629	\$211,627	\$233,857	\$275,507	\$312,935							
Gastroenterology	\$523,186	\$209,757	\$294,136	\$388,288	\$501,718	\$619,294	\$849,450	\$635,913	\$279,617	\$352,637	\$451,080	\$582,789	\$791,879	\$1,020,331	\$586,676	\$231,645	\$338,556	\$444,791	\$554,325	\$689,229	\$903,162	\$547,323	\$155,678	\$386,746	\$464,086	\$519,791	\$609,013	\$734,048
Gastroenterology: Hepatology								\$562,929	\$82,865	\$428,061	\$518,714	\$610,251	\$610,251	\$610,251	\$541,814	\$98,905	\$421,918	\$489,278	\$599,499	\$610,251	\$620,492	\$542,133	\$109,389	\$331,446	\$488,201	\$610,251	\$610,251	\$620,251
Genetics								\$253,904	\$47,004	\$195,118	\$207,480	\$270,005	\$332,965															
Geriatrics	\$269,046	\$103,268	\$186,576	\$211,636	\$238,797	\$271,918	\$335,351	\$243,935	\$70,078	\$187,076	\$215,550	\$234,100	\$260,094	\$302,369	\$268,621	\$104,549	\$182,047	\$213,832	\$233,038	\$295,086	\$381,899	\$281,289	\$58,174	\$215,283	\$246,714	\$268,307	\$319,613	\$351,399
Hematology/Oncology	\$524,221	\$192,610	\$302,630	\$388,422	\$472,961	\$624,133	\$827,920	\$565,203	\$238,190	\$367,916	\$485,246	\$491,500	\$632,350	\$909,933	\$572,490	\$215,794	\$323,342	\$410,001	\$530,187	\$721,570	\$823,968	\$473,791	\$160,763	\$319,178	\$390,698	\$446,422	\$516,971	\$640,316
Hematology/Oncology: Oncology (Only)	\$423,570	\$140,156	\$221,958	\$346,800	\$417,482	\$540,482	\$625,228	\$452,926	\$217,233	\$204,613	\$315,259	\$384,435	\$561,647	\$867,180	\$610,608	\$258,437	\$369,986	\$441,071	\$551,542	\$724,795	\$985,638	\$564,349	\$185,087	\$372,944	\$437,295	\$531,349	\$642,876	\$868,833
Hospice/Palliative Care	\$249,686	\$47,815	\$203,002	\$219,353	\$250,372	\$263,524	\$305,276	\$246,813	\$59,492	\$189,935	\$219,602	\$245,397	\$267,435	\$299,982	\$250,272	\$73,365	\$169,713	\$214,004	\$241,079	\$282,068	\$357,115	\$276,595	\$83,060	\$208,168	\$222,198	\$245,670	\$303,515	\$398,693
Hospitalist: Family Medicine	\$333,922	\$82,225	\$256,601	\$281,546	\$308,201	\$375,548	\$439,264	\$347,312	\$85,232	\$259,012	\$285,165	\$335,879	\$390,178	\$458,507	\$350,173	\$90,726	\$254,948	\$283,138	\$330,813	\$393,004	\$476,165	\$341,910	\$85,917	\$220,208	\$275,256	\$349,001	\$400,310	\$471,013
Hospitalist: Internal Medicine	\$287,447	\$80,024	\$210,997	\$246,554	\$282,000	\$319,658	\$381,422	\$338,609	\$100,637	\$234,132	\$275,010	\$324,459	\$378,469	\$454,472	\$321,242	\$86,588	\$241,577	\$274,065	\$309,887	\$360,699	\$423,880	\$320,887	\$80,405	\$234,000	\$271,179	\$313,240	\$357,707	\$416,726
Hospitalist: OB/GYN	\$282,682	\$43,129	\$220,486	\$261,742	\$286,000	\$298,738	\$344,900	\$323,561	\$111,032	\$220,703	\$260,869	\$296,500	\$349,418	\$510,996	\$306,673	\$95,445	\$204,729	\$244,421	\$302,580	\$363,633	\$439,426	\$333,723	\$65,094	\$264,111	\$276,488	\$338,437	\$370,605	\$390,918
Hyperbaric Medicine/Wound Care	\$297,715	\$60,791	\$240,557	\$250,000	\$284,158	\$297,351	\$422,379	\$292,925	\$58,832	\$220,633	\$249,737	\$287,963	\$338,916	\$382,024	\$325,013	\$135,960	\$176,196	\$242,067	\$286,134	\$420,345	\$544,132							
Infectious Disease	\$331,877	\$146,385	\$208,963	\$240,812	\$278,977	\$364,001	\$535,728	\$334,434	\$130,492	\$219,664	\$253,449	\$298,891	\$371,048	\$499,848	\$342,612	\$132,404	\$210,372	\$245,678	\$307,832	\$398,449	\$497,304	\$312,736	\$89,994	\$212,873	\$259,220	\$296,586	\$352,670	\$435,524
Internal Medicine: General	\$276,675	\$105,886	\$175,768	\$209,767	\$255,000	\$322,284	\$401,513	\$384,400	\$123,511	\$182,090	\$222,983	\$266,921	\$315,380	\$394,611	\$327,539	\$197,690	\$186,982	\$227,904	\$279,311	\$348,759	\$522							

Pathology: Anatomic and Clinical	\$341,837	\$66,926	\$247,745	\$292,895	\$356,940	\$382,071	\$416,126	\$416,425	\$139,155	\$298,715	\$331,891	\$404,978	\$443,213	\$543,220	\$377,182	\$110,396	\$248,470	\$315,583	\$361,990	\$420,393	\$523,628	\$376,280	\$86,783	\$285,221	\$308,627	\$366,611	\$430,747	\$489,722	
Pathology: Anatomic	\$300,134	\$86,770	\$190,507	\$233,012	\$296,819	\$349,371	\$430,283	\$293,724	\$79,569	\$188,151	\$219,955	\$308,068	\$348,947	\$391,054	\$365,607	\$123,844	\$252,568	\$300,710	\$338,455	\$394,451	\$469,721	\$389,389	\$164,954	\$208,000	\$239,908	\$338,100	\$545,322	\$629,771	
Pathology: Anatomic-Autopsy																													
Pathology: Anatomic-Cytopathology																													
Pathology: Clinical	\$357,767	\$81,406	\$261,722	\$295,746	\$362,023	\$413,940	\$448,282	\$351,607	\$201,962	\$192,141	\$236,143	\$301,870	\$365,508	\$659,892	\$345,123	\$202,250	\$156,756	\$204,285	\$290,015	\$405,642	\$787,262								
Pathology: Clinical-Hematopathology																													
Pathology: Clinical-Transfusion Medicine																													
Pathology: Surgical																													
Pediatrics: General	\$230,612	\$82,581	\$150,753	\$182,925	\$220,379	\$261,695	\$311,500	\$258,670	\$95,129	\$169,266	\$202,171	\$244,262	\$294,362	\$359,835	\$270,861	\$111,111	\$159,856	\$197,503	\$248,199	\$325,382	\$412,186	\$301,795	\$147,220	\$172,407	\$206,614	\$272,450	\$349,524	\$461,679	
Pediatrics: Adolescent Medicine	\$181,877	\$44,244	\$129,804	\$151,661	\$177,045	\$217,749	\$242,011	\$261,644	\$86,712	\$177,971	\$226,004	\$238,493	\$282,506	\$315,256															
Pediatrics: Allergy/Immunology	\$299,133	\$93,215	\$168,911	\$204,696	\$309,525	\$369,214	\$445,588	\$298,886	\$82,616	\$198,212	\$225,393	\$291,117	\$358,822	\$401,349	\$263,209	\$66,752	\$198,251	\$206,747	\$239,421	\$308,650	\$381,245								
Pediatrics: Anesthesiology	\$456,519	\$116,035	\$223,462	\$454,768	\$460,683	\$478,836	\$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	\$597,160								
Pediatrics: Bone Marrow Transplant																													
Pediatrics: Cardiology	\$331,744	\$103,104	\$203,905	\$264,149	\$316,892	\$437,116	\$482,810	\$369,088	\$93,806	\$264,728	\$308,140	\$356,104	\$423,100	\$490,338	\$382,182	\$156,093	\$236,579	\$270,779	\$346,906	\$443,207	\$612,865	\$353,233	\$175,697	\$232,044	\$276,320	\$314,898	\$367,776	\$468,433	
Pediatrics: Cardiovascular Surgery																													
Pediatrics: Child Development	\$193,632	\$81,996	\$109,835	\$141,514	\$172,677	\$236,883	\$294,069	\$207,839	\$66,206	\$129,811	\$164,937	\$206,513	\$231,828	\$302,124	\$214,098	\$63,837	\$148,845	\$169,370	\$207,736	\$234,313	\$328,021	\$321,698	\$106,597	\$166,000	\$222,621	\$343,488	\$406,794	\$469,477	
Pediatrics: Critical Care/Intensivist	\$307,804	\$74,749	\$223,068	\$243,403	\$312,318	\$339,250	\$383,638	\$354,104	\$73,750	\$252,746	\$318,709	\$354,724	\$396,912	\$446,463	\$398,659	\$95,344	\$292,637	\$310,028	\$379,255	\$480,000	\$528,768	\$314,476	\$47,751	\$166,828	\$285,395	\$305,125	\$347,150	\$387,943	
Pediatrics: Dermatology																													
Pediatrics: Emergency Medicine	\$295,533	\$37,994	\$242,813	\$265,240	\$300,660	\$325,599	\$336,671	\$303,526	\$117,375	\$154,908	\$245,084	\$297,785	\$351,852	\$408,245	\$357,203	\$94,222	\$227,351	\$293,366	\$350,742	\$421,699	\$498,005	\$265,780	\$62,712	\$194,379	\$220,500	\$258,124	\$285,535	\$358,275	
Pediatrics: Endocrinology	\$207,200	\$38,015	\$162,639	\$175,107	\$205,944	\$228,950	\$264,934	\$225,461	\$35,626	\$185,465	\$210,000	\$230,504	\$243,099	\$270,567	\$260,417	\$71,028	\$193,749	\$214,924	\$239,114	\$303,283	\$374,779	\$251,631	\$79,048	\$168,000	\$182,102	\$228,766	\$328,394	\$385,021	
Pediatrics: Gastroenterology	\$279,486	\$83,094	\$204,309	\$223,667	\$258,868	\$328,905	\$394,082	\$310,275	\$95,352	\$182,470	\$270,866	\$298,675	\$322,626	\$451,601	\$345,500	\$105,962	\$212,979	\$254,363	\$324,442	\$414,826	\$502,341	\$295,135	\$70,928	\$204,951	\$244,341	\$291,281	\$347,240	\$381,527	
Pediatrics: Genetics																													
Pediatrics: Hematology/Oncology	\$231,764	\$71,241	\$152,675	\$174,213	\$227,261	\$254,579	\$328,200	\$258,250	\$65,265	\$183,558	\$221,343	\$246,462	\$289,415	\$344,468	\$272,162	\$72,704	\$179,534	\$223,683	\$255,102	\$311,933	\$404,073	\$305,338	\$144,823	\$189,211	\$203,666	\$233,344	\$367,206	\$500,738	
Pediatrics: Hospitalist	\$218,330	\$40,792	\$172,363	\$193,169	\$213,352	\$227,322	\$281,868	\$238,633	\$78,797	\$169,830	\$195,212	\$225,892	\$258,326	\$333,333	\$234,350	\$56,619	\$174,229	\$195,500	\$226,026	\$261,506	\$308,561	\$338,886	\$192,909	\$171,712	\$195,615	\$244,722	\$522,414	\$680,112	
Pediatrics: Hospitalist-Internal Medicine	\$188,825	\$28,420	\$149,694	\$153,692	\$186,923	\$215,164	\$222,676																						
Pediatrics: Infectious Disease	\$203,349	\$33,837	\$156,772	\$170,662	\$201,575	\$223,080	\$255,875	\$236,709	\$50,335	\$189,514	\$208,137	\$225,672	\$247,538	\$335,806	\$272,854	\$86,900	\$173,943	\$196,211	\$240,729	\$363,559	\$415,061	\$283,434	\$102,970	\$162,795	\$188,406	\$255,786	\$421,719	\$433,996	
Pediatrics: Internal Medicine	\$232,637	\$58,880	\$162,926	\$195,163	\$225,160	\$249,355	\$324,418	\$277,164	\$108,228	\$156,101	\$213,354	\$254,976	\$339,773	\$408,732	\$289,400	\$103,230	\$175,133	\$228,341	\$293,361	\$335,710	\$364,221	\$251,721	\$54,800	\$166,555	\$217,679	\$252,146	\$299,030	\$326,124	
Pediatrics: Neonatal Medicine	\$317,627	\$96,866	\$214,321	\$245,427	\$311,134	\$360,241	\$442,867	\$372,097	\$132,690	\$236,895	\$305,104	\$350,000	\$411,212	\$488,636	\$399,490	\$135,217	\$252,716	\$304,204	\$344,728	\$490,866	\$604,421	\$406,012	\$111,426	\$275,572	\$325,237	\$396,950	\$467,241	\$532,648	
Pediatrics: Nephrology	\$239,549	\$60,546	\$125,349	\$209,351	\$248,701	\$270,492	\$328,655	\$266,525	\$55,842	\$187,581	\$222,911	\$270,940	\$309,556	\$354,804	\$293,187	\$71,886	\$213,624	\$226,048	\$277,800	\$350,021	\$413,154	\$290,936	\$122,481	\$171,211	\$212,263	\$262,500	\$338,578	\$538,059	
Pediatrics: Neurology	\$278,151	\$79,026	\$199,568	\$225,359	\$268,175	\$298,013	\$360,576	\$287,138	\$80,481	\$217,230	\$246,459	\$283,694	\$311,881	\$387,049	\$319,997	\$106,960	\$212,436	\$235,107	\$301,967	\$375,609	\$480,909	\$288,330	\$92,588	\$196,145	\$218,969	\$264,100	\$357,893	\$433,644	
Pediatrics: Neurosurgery																													
Pediatrics: Ophthalmology																													
Pediatrics: Orthopedic Surgery	\$572,393	\$290,417	\$384,491	\$409,267	\$501,577	\$655,061	\$747,524	\$608,374	\$236,772	\$230,341	\$431,541	\$613,875	\$763,953	\$1,006,448	\$617,297	\$217,616	\$293,719	\$465,005	\$604,947	\$795,516	\$913,629	\$527,415	\$202,194	\$260,641	\$369,201	\$503,255	\$693,088	\$797,066	
Pediatrics: Otorhinolaryngology																													
Pediatrics: Plastic and Reconstruction Surgery																													
Pediatrics: Pulmonology	\$245,733	\$70,098	\$161,194	\$187,703	\$238,406	\$284,368	\$349,161	\$261,666	\$84,890	\$166,341	\$214,119	\$254,230	\$298,973	\$329,653	\$343,767	\$137,436	\$200,306	\$221,726	\$325,187	\$470,328	\$542,975	\$325,498	\$147,449	\$182,115	\$220,095	\$246,406	\$437,967	\$548,939	
Pediatrics: Radiology																													
Pediatrics: Rheumatology																													
Pediatrics: Sports Medicine																													
Pediatrics: Surgery	\$565,039	\$143,752	\$309,430	\$514,671	\$579,306	\$669,283	\$717,145	\$703,214	\$226,858	\$442,400	\$567,120	\$685,065	\$863,615	\$1,074,200	\$698,784	\$274,161	\$355,467	\$549,705	\$691,900	\$807,499	\$1,127,578	\$627,794	\$130,601	\$457,014	\$541,537	\$631,661	\$712,887	\$782,890	
Pediatrics: Urgent Care																													
Pediatrics: Urology																													
Physiatry (Physical Medicine and Rehabilitation)	\$344,056	\$189,121	\$184,722	\$232,474	\$291,800	\$387,346	\$549,549	\$320,632	\$110,278	\$224,536	\$263,784	\$311,877	\$371,759	\$471,885	\$354,622	\$152,989	\$227,084	\$257,259	\$283,879	\$398,820	\$594,216	\$348,458	\$110,042	\$238,946	\$279,825	\$335,504	\$410,336	\$435,985	
Podiatry: General	\$268,825	\$136,905	\$125,000	\$195,552	\$246,999	\$305,687	\$383,928	\$286,652	\$141,156	\$114,373	\$181,042	\$244,582	\$366,595	\$464,915	\$276,372	\$130,792	\$160,881	\$179,711	\$252,999	\$321,166	\$371,934	\$321,656	\$91,004	\$211,345	\$252,610	\$328,801	\$378,637	\$421,098	
Podiatry: Surgery-Foot and Ankle	\$320,627	\$145,547	\$165,037	\$233,836	\$282,009	\$432,210	\$537,360	\$314,998	\$121,074	\$167,331	\$224,996	\$286,210	\$376,242	\$494,518	\$331,039	\$118,303	\$194,159	\$224,815	\$309,774	\$405,683	\$474,370	\$297,668	\$82,723	\$204,218	\$240,013	\$285,543	\$336,653	\$411,210	
Podiatry: Surgery-Forefoot Only																													
Psychiatry: General	\$264,709	\$82,838	\$162,308	\$223,227	\$261,214	\$310,148	\$366,012	\$321,712	\$165,053	\$182,896	\$249,732	\$303,500	\$345,801	\$471,683	\$297,344	\$143,740	\$125,948	\$225,000	\$285,309	\$349,279	\$461,449	\$281,213	\$103,716	\$181,476	\$218,641	\$260,189	\$316,123	\$425,273	
Psychiatry: Addiction Medicine	\$268,923	\$47,573	\$190,341	\$228,293	\$278,259	\$307,989	\$325,078	\$245,232	\$61,677	\$124,583	\$212,578	\$255,384	\$272,026	\$331,234															
Psychiatry: Chemical Dependency																													
Psychiatry: Child and Adolescent	\$268,815	\$62,847	\$202,330	\$245,000	\$265,325	\$304,145	\$332,972	\$301,030	\$96,748	\$192,587	\$250,885	\$303,937	\$324																

Surgery, Plastic and Reconstruction-Hand	\$620,701	\$261,684	\$445,747	\$451,830	\$535,810	\$766,741	\$940,275	\$655,497	\$250,498	\$280,616	\$468,013	\$646,729	\$817,004	\$973,792	\$335,823	\$356,212	\$553,571	\$760,544	\$932,308	\$1,327,365	\$620,956	\$247,417	\$329,787	\$399,284	\$586,697	\$842,795	\$984,628		
Surgery, Thoracic (Primary)	\$433,039	\$104,754	\$307,799	\$358,539	\$411,227	\$481,686	\$619,500	\$518,332	\$119,640	\$387,718	\$430,950	\$546,775	\$582,422	\$648,238	\$726,612	\$382,691	\$326,534	\$476,182	\$607,097	\$928,158	\$1,206,143	\$500,971	\$1,081,550	\$302,199	\$416,226	\$525,729	\$800,897	\$903,913	
Surgery, Transabdominal-Hernia																													
Surgery, Transabdominal-Kidney																													
Surgery, Transabdominal-Liver																													
Surgery, Trauma	\$474,921	\$102,482	\$273,300	\$429,116	\$472,017	\$525,228	\$597,348	\$512,676	\$202,635	\$318,780	\$412,564	\$499,443	\$595,935	\$711,409	\$597,829	\$189,283	\$397,947	\$445,396	\$537,571	\$698,176	\$950,957	\$515,075	\$162,237	\$336,494	\$401,421	\$472,818	\$698,943	\$745,533	
Surgery, Vascular-Bum																													
Surgery, Vascular (Primary)	\$541,471	\$177,989	\$333,872	\$448,878	\$514,940	\$613,165	\$743,550	\$591,275	\$236,693	\$324,613	\$430,598	\$541,126	\$720,169	\$870,228	\$649,416	\$283,790	\$377,431	\$463,214	\$565,207	\$748,046	\$1,093,663	\$528,416	\$185,136	\$300,947	\$392,014	\$501,658	\$650,591	\$760,954	
Urgent Care	\$202,235	\$48,796	\$314,284	\$262,568	\$266,389	\$318,489	\$244,406	\$318,200	\$112,400	\$186,880	\$244,306	\$343,112	\$422,330	\$263,283	\$343,112	\$106,207	\$223,106	\$265,283	\$343,112	\$422,330	\$263,283	\$343,112	\$106,207	\$223,106	\$265,283	\$343,112	\$422,330	\$263,283	
Urology	\$476,667	\$155,016	\$373,748	\$448,846	\$537,745	\$663,147	\$859,987	\$559,987	\$239,000	\$363,900	\$423,804	\$539,059	\$629,000	\$836,900	\$643,519	\$328,726	\$338,676	\$409,284	\$528,514	\$656,999	\$794,870	\$471,339	\$1,081,550	\$360,359	\$432,949	\$560,316	\$693,316	\$839,316	
Anesthesia Assistant																													
Autograft	\$77,212	\$15,163	\$59,921	\$63,975	\$74,856	\$85,919	\$105,096	\$98,704	\$37,234	\$59,094	\$70,272	\$86,622	\$104,327	\$160,757	\$98,799	\$26,833	\$68,190	\$91,291	\$96,289	\$108,000	\$126,022	\$105,454	\$35,796	\$67,623	\$79,415	\$93,211	\$131,000	\$155,086	
Certified Registered Nurse Anesthetist	\$167,641	\$42,855	\$146,238	\$158,000	\$165,040	\$208,935	\$240,147	\$194,767	\$35,526	\$156,919	\$170,085	\$193,315	\$214,023	\$237,268	\$194,401	\$43,891	\$146,652	\$169,384	\$195,632	\$213,932	\$230,948	\$201,390	\$22,356	\$79,634	\$190,008	\$202,176	\$313,637	\$323,759	
Chiropractor																													
Chronic Care Specialist																													
Dietician/Nutritionist																													
Licensed Clinical Social Worker	\$65,682	\$14,144	\$46,886	\$58,230	\$64,232	\$73,401	\$85,088	\$49,842	\$34,804	\$44,884	\$56,971	\$111,202	\$126,792	\$158,000	\$118,055	\$45,464	\$86,472	\$72,456	\$129,604	\$148,970	\$169,591	\$26,093	\$29,000	\$40,708	\$63,067	\$86,124	\$98,564		
Nurse Midwife	\$217,991	\$22,799	\$98,237	\$81,171	\$68,821	\$75,652	\$83,396	\$77,480	\$19,809	\$55,041	\$64,941	\$76,133	\$93,061	\$104,683	\$76,529	\$11,539	\$99,877	\$93,861	\$73,886	\$96,328	\$105,279	\$76,947	\$17,888	\$54,269	\$98,742	\$78,486	\$88,003	\$100,993	
Outpatient/Inpatient Delivered	\$147,013	\$25,881	\$110,297	\$133,201	\$146,701	\$168,821	\$193,121	\$146,701	\$87,212	\$103,669	\$117,970	\$133,354	\$149,701	\$126,915	\$41,333	\$91,009	\$96,965	\$123,736	\$146,454	\$162,912	\$193,402	\$127,882	\$100,197	\$113,784	\$126,052	\$147,314	\$162,795	\$176,295	
Nurse Midwife, Outpatient (Only)																													
Nurse Midwife, Inpatient (Only)																													
NP-Acute Care	\$13,1457	\$24,812	\$99,936	\$119,229	\$132,863	\$146,390	\$164,049	\$128,424	\$35,634	\$100,155	\$110,796	\$120,862	\$138,203	\$156,311	\$126,097	\$22,371	\$100,800	\$109,924	\$129,910	\$139,291	\$156,987	\$168,710	\$122,560	\$132,623	\$152,475	\$177,570	\$223,383		
NP-Adult	\$108,106	\$22,569	\$83,125	\$94,842	\$109,532	\$120,058	\$127,679																						
NP-Allergy/Immunology																													
NP-Anesthesiology																													
NP-Cardiovascular Surgery	\$14,732	\$20,366	\$94,375	\$104,917	\$114,917	\$124,482	\$130,701	\$114,198	\$40,656	\$93,187	\$101,780	\$111,030	\$122,088	\$135,000	\$114,009	\$26,485	\$67,348	\$99,004	\$122,747	\$126,481	\$142,352	\$140,895	\$94,925	\$108,469	\$114,618	\$123,238	\$141,737	\$161,907	
NP-Cardiovascular (Nonvascular/Nonprimary Care)	\$127,713	\$19,427	\$104,650	\$113,084	\$120,640	\$128,891	\$148,786	\$111,704	\$28,134	\$77,568	\$96,174	\$115,521	\$129,260	\$165,142	\$124,994	\$20,276	\$97,297	\$111,160	\$125,209	\$137,526	\$144,876	\$147,466	\$29,004	\$121,417	\$125,882	\$136,634	\$163,943	\$198,779	
NP-Dermatology																													
NP-Emergency Medicine	\$120,432	\$26,096	\$101,519	\$106,900	\$116,313	\$124,186	\$150,043	\$125,930	\$32,971	\$92,485	\$100,153	\$126,599	\$145,528	\$166,632	\$135,217	\$36,654	\$86,601	\$112,271	\$132,651	\$153,669	\$173,319	\$120,470	\$14,065	\$105,066	\$110,494	\$118,996	\$129,385	\$141,121	
NP-Endocrinology	\$20,291	\$89,184	\$91,623	\$101,653	\$111,586	\$125,946	\$136,819	\$112,247	\$35,746	\$67,361	\$77,216	\$92,918	\$108,404	\$127,146	\$103,020	\$87,124	\$98,280	\$98,675	\$105,663	\$124,890	\$126,467	\$127,257	\$28,280	\$98,675	\$105,663	\$124,890	\$137,201	\$159,620	
NP-Family Medicine (With OB)	\$110,283	\$17,077	\$94,999	\$100,650	\$114,910	\$119,986	\$128,590	\$107,170	\$34,949	\$61,377	\$71,037	\$82,914	\$100,732	\$120,814	\$104,300	\$14,239	\$67,363	\$95,512	\$110,814	\$119,090	\$127,865	\$105,071	\$38,006	\$70,200	\$72,864	\$131,152	\$159,620		
NP-Family Medicine (Without OB)	\$113,068	\$24,324	\$89,087	\$100,816	\$110,725	\$124,661	\$143,113	\$117,027	\$66,100	\$92,078	\$108,503	\$126,072	\$146,072	\$173,528	\$113,528	\$30,738	\$66,503	\$95,970	\$108,333	\$126,305	\$146,227	\$131,247	\$60,869	\$97,940	\$108,066	\$122,866	\$141,400	\$171,634	
NP-Gastroenterology	\$111,060	\$21,309	\$81,481	\$90,817	\$100,816	\$109,544	\$118,482	\$106,383	\$88,091	\$97,825	\$109,793	\$123,931	\$138,917	\$117,807	\$46,200	\$68,413	\$96,624	\$106,322	\$126,305	\$146,227	\$131,247	\$60,869	\$97,940	\$108,066	\$122,866	\$141,400	\$171,634	\$210,887	\$336,395
NP-Gerontology/Elder Health	\$114,732	\$20,366	\$94,375	\$104,917	\$114,917	\$124,482	\$130,701	\$114,198	\$40,656	\$93,187	\$101,780	\$111,030	\$122,088	\$135,000	\$114,009	\$26,485	\$67,348	\$99,004	\$122,747	\$126,481	\$142,352	\$140,895	\$94,925	\$108,469	\$114,618	\$123,238	\$141,737	\$161,907	
NP-Hematology/Oncology	\$114,655	\$19,723	\$93,047	\$102,599	\$111,833	\$120,639	\$130,338	\$115,528	\$29,801	\$90,677	\$98,976	\$112,966	\$132,430	\$153,023	\$113,920	\$20,636	\$92,207	\$101,860	\$115,023	\$132,078	\$152,027	\$120,278	\$42,692	\$105,326	\$112,715	\$124,405	\$138,091	\$154,379	
NP-Hospitalist (Nonvascular/Nonprimary Care)	\$123,389	\$20,047	\$99,674	\$108,262	\$123,568	\$140,678	\$148,786	\$134,951	\$38,051	\$102,984	\$115,922	\$132,091	\$145,606	\$164,398	\$120,255	\$49,950	\$91,827	\$86,410	\$104,951	\$119,979	\$191,181	\$125,427	\$17,493	\$108,395	\$114,806	\$120,761	\$154,065	\$193,130	
NP-Hospitalist/Palliative Care	\$110,012	\$15,420	\$92,554	\$99,219	\$108,822	\$124,994	\$129,280	\$102,946	\$29,228	\$56,483	\$65,062	\$82,637	\$100,763	\$118,628	\$108,763	\$19,818	\$76,638	\$104,668	\$111,030	\$118,798	\$130,907	\$125,887	\$15,397	\$108,126	\$116,014	\$127,817	\$135,081	\$144,643	
NP-Hospitalist (Primary Care)	\$120,848	\$21,960	\$101,002	\$111,721	\$118,011	\$131,182	\$144,940	\$132,588	\$49,976	\$95,664	\$107,487	\$122,635	\$139,303	\$168,725	\$123,072	\$39,989	\$99,832	\$109,947	\$122,640	\$138,954	\$147,713	\$150,995	\$30,107	\$118,601	\$128,861	\$143,712	\$172,486	\$198,900	
NP-Infectious Disease																													
NP-Internal Medicine	\$116,026	\$24,730	\$91,056	\$100,564	\$115,516	\$128,370	\$146,799	\$121,059	\$46,397	\$91,073	\$102,085	\$113,097	\$129,823	\$156,000	\$117,995	\$40,410	\$87,246	\$97,547	\$110,936	\$126,264	\$146,748	\$139,120	\$91,509	\$99,605	\$111,543	\$123,864	\$137,276	\$186,050	
NP-Neonatal/Perinatal	\$118,941	\$20,121	\$98,864	\$104,432	\$116,938	\$131,096	\$136,770	\$161,116	\$66,124	\$111,429	\$125,015	\$140,000	\$160,423	\$212,539	\$136,898	\$24,600	\$105,742	\$121,902	\$136,390	\$146,679	\$170,982	\$151,238	\$25,175	\$125,216	\$133,000	\$145,755	\$166,758	\$186,664	
NP-Neurology	\$110,275	\$19,095	\$90,888	\$105,443	\$118,484	\$126,884	\$140,116	\$126,501	\$66,124	\$111,429	\$125,015	\$140,000	\$160,423	\$212,539	\$136,898	\$24,600	\$105,742	\$121,902	\$136,390	\$146,679	\$170,982	\$151,238	\$25,175	\$125,216	\$133,000	\$145,755	\$166,758	\$186,664	
NP-Neurosurgery	\$110,275	\$19,095	\$90,888	\$105,443	\$118,484	\$126,884	\$140,116	\$126,501	\$66,124	\$111,429	\$125,015	\$140,000	\$160,423	\$212,539	\$136,898	\$24,600	\$105,742	\$121,902	\$136,390	\$146,679	\$170,982	\$151,238	\$25,175	\$125,216	\$133,000	\$145,755	\$166,758	\$186,664	
NP-Nephrology	\$107,351	\$14,404	\$92,715	\$100,226	\$110,726	\$120,088	\$124,343	\$106,399	\$53,236	\$84,176	\$98,483	\$112,913	\$130,000	\$98,440	\$43,300	\$61,594	\$88,475	\$106,153	\$114,838	\$126,762	\$140,720	\$119,888	\$30,519	\$84,523	\$98,475	\$120,320	\$138,468	\$160,669	
NP-Pediatric/Child Health	\$115,111	\$28,219	\$86,598	\$99,871	\$111,188	\$126,827	\$145,020	\$118,763	\$35,197	\$88,666	\$99,907	\$110,899	\$122,985	\$147,367	\$111,695	\$21,837	\$63,516	\$98,028	\$110,035	\$125,762	\$140,720	\$119,888	\$30,519	\$84,523	\$98,475	\$120,320	\$138,468	\$160,669	
NP-Physiatry																													

PA: Neurosurgery	\$146,861	\$27,695	\$111,347	\$124,614	\$147,328	\$162,193	\$185,150	\$209,203	\$39,356	\$99,607	\$106,463	\$129,704	\$157,608	\$183,688	\$142,096	\$39,629	\$69,388	\$114,814	\$141,639	\$168,233	\$188,140	\$152,300	\$25,460	\$117,439	\$134,982	\$151,929	\$166,470	\$185,620		
PA: Urology	\$116,986	\$19,449	\$92,816	\$100,535	\$115,189	\$128,431	\$147,418	\$172,294	\$27,427	\$82,664	\$95,640	\$109,631	\$116,416	\$126,324	\$114,134	\$17,841	\$39,785	\$59,725	\$102,048	\$110,007	\$131,000	\$138,820	\$155,072	\$30,458	\$115,758	\$134,865	\$152,628	\$164,932	\$182,806	
PA: (Primary Care)	\$193,301	\$28,206	\$68,566	\$95,149	\$104,730	\$116,391	\$133,422	\$119,970	\$50,005	\$97,973	\$98,345	\$110,390	\$128,411	\$154,515	\$122,186	\$48,366	\$97,393	\$106,598	\$118,774	\$131,217	\$145,937	\$156,059	\$29,655	\$107,705	\$120,807	\$132,880	\$148,421	\$162,421		
PA: Family Medicine (with OB)	\$115,228	\$24,624	\$91,136	\$100,427	\$113,192	\$122,662	\$147,974	\$126,040	\$51,177	\$88,893	\$100,738	\$115,732	\$135,652	\$172,126	\$116,800	\$48,197	\$85,877	\$101,950	\$111,674	\$125,259	\$143,594	\$129,210	\$32,365	\$97,537	\$107,850	\$120,882	\$144,214	\$170,629		
PA: Gerontology/Elder Health																														
PA: Hospice/Palliative 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	\$143,397	\$178,186	\$136,510	\$31,989	\$102,866	\$118,648	\$137,127	\$146,475	\$165,932	\$155,626	\$33,829	\$117,033	\$132,125	\$151,108	\$165,033	\$212,318		
PA: Hospitalist (Primary Care)	\$112,819	\$22,688	\$90,797	\$97,916	\$110,656	\$127,824	\$143,280	\$120,511	\$54,065	\$87,385	\$100,922	\$115,307	\$141,995	\$157,831	\$119,697	\$26,767	\$91,201	\$101,684	\$117,894	\$133,656	\$152,973	\$128,008	\$28,454	\$92,721	\$112,657	\$127,725	\$147,811	\$163,113		
PA: Internal Medicine	\$118,226	\$30,665	\$80,178	\$98,628	\$111,005	\$130,940	\$155,855	\$112,590	\$31,191	\$88,030	\$98,460	\$102,792	\$121,004	\$150,840	\$100,512	\$38,597	\$69,382	\$92,071	\$107,715	\$123,769	\$133,750	\$48,772	\$82,000	\$97,750	\$120,492	\$171,056	\$201,158	\$241,158		
PA: Pediatric	\$119,362	\$18,957	\$100,707	\$110,752	\$118,115	\$131,840	\$146,288	\$144,467	\$66,873	\$98,736	\$112,889	\$124,704	\$141,717	\$212,036	\$126,494	\$49,281	\$98,793	\$107,051	\$120,688	\$128,541	\$137,979	\$141,845	\$34,641	\$105,503	\$118,025	\$137,965	\$166,233	\$201,113		
PA: Urgent Care (Primary Care)	\$103,968	\$17,849	\$87,984	\$99,773	\$105,240	\$121,060	\$141,085	\$113,658	\$37,128	\$81,767	\$96,704	\$105,000	\$118,234	\$148,381	\$112,546	\$28,309	\$78,210	\$98,268	\$103,327	\$125,745	\$167,733	\$136,141	\$68,523	\$85,585	\$104,848	\$118,333	\$140,886	\$262,166		
PA: OB/GYN/Women's Health	\$115,845	\$21,487	\$95,889	\$107,288	\$113,012	\$126,061	\$140,747	\$120,379	\$31,160	\$97,347	\$104,115	\$114,886	\$129,172	\$145,567	\$120,513	\$19,593	\$96,936	\$105,458	\$120,224	\$134,867	\$142,004	\$134,923	\$30,555	\$103,330	\$114,707	\$130,961	\$149,862	\$171,081		
PA: (Nonsurgical/Nonprimary Care)																														
PA: Cardiology	\$114,841	\$23,253	\$92,560	\$100,000	\$112,866	\$125,926	\$137,835	\$136,909	\$87,987	\$97,090	\$104,986	\$116,745	\$136,000	\$165,719	\$117,762	\$28,556	\$86,481	\$108,945	\$115,574	\$132,462	\$147,737	\$142,288	\$40,687	\$111,402	\$117,085	\$129,376	\$161,617	\$187,413		
PA: Dermatology	\$138,638	\$37,686	\$84,426	\$102,004	\$131,825	\$173,158	\$186,505	\$146,930	\$54,986	\$93,448	\$106,064	\$127,123	\$196,138	\$236,728	\$116,117	\$20,511	\$96,336	\$100,653	\$116,046	\$126,046	\$151,925	\$183,102	\$87,501	\$111,504	\$122,111	\$156,469	\$239,281	\$297,558		
PA: Emergency Medicine	\$127,273	\$30,473	\$99,320	\$104,489	\$120,306	\$138,167	\$167,263	\$28,238	\$22,623	\$94,476	\$100,621	\$123,327	\$140,665	\$163,225	\$128,321	\$32,219	\$95,444	\$110,009	\$126,456	\$146,667	\$162,919	\$125,913	\$20,264	\$86,207	\$110,818	\$129,015	\$136,307	\$159,047		
PA: Endocrinology																														
PA: Gastroenterology	\$112,737	\$23,264	\$85,035	\$96,796	\$108,034	\$130,186	\$141,667	\$111,702	\$23,348	\$78,204	\$96,770	\$109,987	\$129,222	\$141,210	\$118,850	\$36,051	\$82,129	\$91,437	\$115,338	\$138,127	\$179,278	\$116,484	\$24,979	\$89,154	\$102,213	\$118,284	\$146,052	\$186,184		
PA: Hematology/Oncology	\$124,199	\$9,878	\$104,510	\$116,979	\$125,449	\$133,942	\$136,087	\$112,223	\$13,011	\$84,451	\$101,045	\$111,984	\$119,738	\$132,191	\$121,526	\$26,107	\$69,545	\$102,608	\$110,869	\$143,536	\$170,730	\$151,278	\$43,060	\$111,672	\$119,622	\$134,415	\$166,184	\$226,123		
PA: Hospitalist (Nonsurgical/Nonprimary Care)	\$119,985	\$19,651	\$100,415	\$109,509	\$119,563	\$127,483	\$142,574	\$119,013	\$21,137	\$77,734	\$111,102	\$120,453	\$155,211	\$142,089	\$119,780	\$22,672	\$46,028	\$106,310	\$114,826	\$131,146	\$150,224	\$141,861	\$13,757	\$121,638	\$131,453	\$140,831	\$148,330	\$166,112		
PA: Infectious Disease																														
PA: Neonatal/Perinatal																														
PA: Nephrology																														
PA: Neurology	\$113,620	\$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	\$113,201	\$28,338	\$72,348	\$98,615	\$115,942	\$126,877	\$142,496									
PA: Obstetrics (Nonsurgical/Nonprimary Care)	\$115,207	\$13,925	\$98,707	\$103,631	\$114,746	\$123,307	\$134,046	\$125,208	\$26,652	\$91,932	\$107,017	\$124,086	\$139,224	\$164,890	\$120,579	\$28,601	\$68,650	\$98,921	\$116,989	\$141,766	\$163,340	\$122,717	\$17,853	\$97,578	\$115,721	\$128,872	\$135,660	\$141,257		
PA: Psychiatry																														
PA: Psychology	\$125,241	\$12,244	\$102,325	\$117,510	\$128,942	\$137,026	\$139,406	\$127,693	\$16,927	\$107,928	\$114,379	\$122,994	\$159,685	\$156,888	\$134,624	\$24,217	\$98,498	\$122,653	\$135,146	\$149,107	\$173,068									
PA: Pulmonary Medicine	\$122,035	\$18,076	\$99,587	\$107,654	\$123,639	\$132,223	\$145,597	\$124,171	\$40,130	\$85,056	\$95,886	\$116,524	\$130,664	\$164,608	\$110,363	\$16,448	\$82,246	\$101,951	\$116,093	\$135,500	\$125,837									
PA: Rheumatology																														
PA: Urgent Care (Nonsurgical/Nonprimary Care)	\$114,144	\$21,134	\$92,651	\$99,248	\$107,890	\$128,128	\$132,862	\$132,909	\$41,994	\$86,131	\$108,407	\$129,889	\$152,381	\$201,847	\$121,313	\$47,171	\$62,839	\$92,714	\$105,133	\$132,239	\$220,474	\$132,930	\$26,799	\$96,811	\$116,640	\$130,248	\$152,686	\$165,637		
PA: Research	\$110,062	\$24,334	\$81,747	\$94,948	\$111,123	\$121,670	\$133,644	\$131,661	\$46,474	\$92,257	\$105,003	\$120,411	\$146,340	\$177,985	\$139,088	\$42,079	\$90,064	\$108,652	\$131,351	\$166,566	\$199,600	\$129,039	\$46,294	\$96,153	\$103,359	\$120,921	\$139,778	\$174,980		
PA: 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: \$394,789 to \$310,000	% change 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: \$276,070 to \$233,084	% change 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: \$562,000 to \$453,000	% change 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: \$470,261 to \$396,667	% change 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: \$357,000 to \$315,172	% change 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: \$378,981 to \$291,000	% change 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: \$541,666 to \$385,000	% change 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: \$425,000 to \$250,000	% change 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: \$347,667 to \$250,222	% change 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: \$533,173 to \$401,000	% change 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: \$529,375 to \$464,180	% change 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.