About Your Compensation

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	2021	Survey	2018 Survey	2021 S	·		
29. What is your employment status?	Sample size	%	%	2021 5	burvey		
Full-time	390	91.1%	94.5%		91%		
Part-time	38	8.9%	5.5%	9%			
Total	428	100.0%	100.0%				
30. How are you paid?	Sample size	%	%] _			
Hourly, non-exempt	40	9.3%	7.6%	9%			
Salary, exempt	388	90.7%	92.4%		91%		
Total	428	100.0%	100.0%				
	2021	Survey	2018 Survey	2015 Survey	2012 Survey	2021 Survey	
31. What is your gross annual salary from teaching, bonuses, etc.)?	our primary	employme	nt (excluding	additional inc	ome from		
Less than \$100,000	18	4.4%	9.0%	10.6%	15.3%	4%	
\$100,000-\$150,000	86	21.1%	24.0%	27.7%	29.6%	21%	
\$150,001-\$200,000	77	18.9%	21.4%	22.0%	19.6%	19%	
\$200,001-\$300,000	128	31.4%	26.6%	24.8%	23.4%		31%
\$300,001-\$500,000	81	19.9%	16.2%	12.4%	10.2%	20%	
Greater than \$500,000	18	4.4%	2.9%	2.6%	1.9%	4%	
Total	408	100.0%	100.0%	100.0%	100.0%		
Average salary (408 respondents provided i	nfo)	\$255,916	\$228,288	\$211,723	\$196,962		
10 th Percentile (10% of all respondents)		\$120,000	\$100,000	\$92,000	\$85,000		
25 th Percentile (25% of all respondents)		\$150,000	\$140,000	\$125,000	\$120,000		
50 th Percentile (50% of all respondents- Median value)		\$225,000	\$200,000	\$185,000	\$174,500		
75 th Percentile (75% of all respondents)		\$300,000	\$280,000	\$250,000	\$250,000		

Note: for above analyses, a few outliers were removed.

95th Percentile (95% of all respondents)

32. If you own your practice and, in addition to the sala expenses or profit sharing, please provide:	ry you pay t	o yourself, re	ceive allowan	ce for
Allowance for expenses- total amou	nt for 2020:	2017	2014	2011
Average (89 respondents provided info)	\$49,740	\$34,915	\$50,817	\$48,569
25 th Percentile (25% of all respondents)	\$5,500	\$6,500	\$15,000	\$10,000
50 th Percentile (50% of all respondents- Median value)	\$20,000	\$15,000	\$25,000	\$20,000
75 th Percentile (75% of all respondents)	\$50,000	\$38,750	\$50,000	\$50,000
Share of profit from practice - total amou	nt for 2020:	2017	2014	2011
Average (58 respondents provided info)	\$72,241	\$102,770	\$80,614	\$71,895
25 th Percentile (25% of all respondents)	\$26,250	\$20,000	\$22,750	\$20,000
50 th Percentile (50% of all respondents- Median value)	\$50,000	\$50,000	\$50,000	\$40,000
75 th Percentile (75% of all respondents)	\$93,750	\$120,000	\$100,000	\$100,000

\$500,000

\$400,000

\$450,000

\$348,200

Note: for above analyses, a few outliers were removed.

		2021 \$	Survey	2018 Survey	2015 Survey	2012 Survey	
		Sample size	%		%	%	
33.	In addition to base salary, do you regular	y receive a	ny cash bo	onuses?			
	Yes	193	45.7%	39.0%	38.0%	39.2%	
	No	192	45.5%	54.4%	57.9%	56.4%	
	Not eligible	37	8.8%	6.6%	4.1%	4.4%	
Tota	a/	422	100.0%	100.0%	100.0%	100.0%	

34. If you received a cash bonus(es) in 2020, what is th amount of the cash bonus(es) you received for the yea		2017	2014		
Average (149 respondents provided info)	\$66,247	\$60,887	\$51,108	\$52,192	
25 th Percentile (25% of all respondents)	\$15,000	\$13,500	\$12,000	\$15,000	
50 th Percentile (50% of all respondents- Median value)	\$30,000	\$30,000	\$32,500	\$30,000	
75 th Percentile (75% of all respondents)	\$87,000	\$66,000	\$70,000	\$60,000	

Note: for above analyses, a few outliers were removed.

2021 Survey 46% 45%

	2021	Survey	2018 Survey	2015 Survey	2012 Survey]
	Sample size	%	%	%	%	2021 Survey
5. In addition to your base salary, which Check all that apply.)	of the follo	wing non-c	ash compens	ation do you r	eceive?	
Medical Insurance	285	67.5%	69.4%	54.9%	53.4%	68%
Dental Insurance	210	49.8%	52.6%	33.2%	28.9%	50%
Short-term Disability Insurance	175	41.5%	43.3%	33.1%	24.9%	41%
Long-term Disability Insurance	171	40.5%	44.1%	35.4%	31.9%	41%
Paid holidays	205	48.6%	46.6%	29.6%	28.8%	49%
Employer Contribution 401(k) Plan	246	58.3%	57.9%	44.5%	38.1%	58%
Employer Funded Retirement Plan	125	29.6%	32.2%	23.7%	22.8%	30%
Stock Options	23	5.5%	5.5%	3.4%	1.9%	5%
Education Reimbursement	241	57.1%	58.7%	45.6%	45.3%	57%
Other	44	10.4%	5.0%	3.7%	4.8%	10%
otal participants for this question some selected more than one choice)	422					
6. Which of the following benefits are in	cluded in yo	our benefits	package? (Ch	eck all that apply.)	
СМЕ	308	73.0%	67.8%	56.6%	55.8%	73%
Professional dues allowance	303	71.8%	63.1%	54.1%	54.4%	72%
Malpractice insurance	344	81.5%	74.9%	60.3%	60.9%	82%
Home loans and relocation program	37	8.8%	10.2%	5.2%	3.6%	9%
Car allowance	75	17.8%	14.6%	20.3%	25.0%	18%
Share holder track agreement	23	5.5%	5.8%	4.2%	0.0%	5%
Additional compensation for specific increase in patient volume	38	9.0%	7.4%	6.9%	4.0%	9%
IRA	63	14.9%	15.7%	11.4%	3.9%	15%
Other	26	6.2%	3.3%	3.2%	11.7%	6%
otal participants for this question some selected more than one choice)	422					
7. Compared to your 2019 net profession	nal income,	did your 20	20 net profes	sional income) :	
Increase more than 10%	113	26.9%	28.2%	24.7%	25.7%	27%
Increase 1 to 10%	85	20.2%	31.9%	29.5%	28.5%	20%
Stay the same	114	27.1%	23.0%	23.6%	24.3%	27%
Decrease 1 to 10%	44	10.5%	9.2%	14.2%	15.6%	10%
Decrease more than 10%	64	15.2%	7.8%	8.0%	5.9%	15%
otal	420	100.0%	100.0%	100.0%	100.0%	

	/Us/WRVUs	2021	Survey	2018 Survey	
		Sample size	%	%	
	A. Are you an employed practitioner with the majority of inco	me based	on RVUs (Relative	2021 Survey
Va	ue Units) or WRVU (Work RVUs)?			l	
	Yes - RVUs	43	10.2%	10.5%	10%
	Yes - WRVUs	68	16.2%	17.6%	16%
	No	309	73.6%	71.9%	
Tot		420	100.0%	100.0%	
38	b. (If yes, and picked RVU) How many RVUs did you produce	in 2020?			
	Less than 5,000	4	20.0%	40.0%	20%
	5,000 - 10,000	11	55.0%	48.0%	55%
	More than 10,000	5	25.0%	12.0%	25%
Tot	al [Avg. RVU = 7,851]	20	100.0%	100.0%	
38	c. (If yes, and picked WRVU) How many WRVUs did you prod	uce in 202	0?		
	Less than 5,000	11	22.0%	36.7%	22%
	5,000 - 10,000	37	74.0%	51.0%	
	More than 10,000	2	4.0%	12.2%	4%
Tot	al [Avg. WRVU = 6,549.96]	50	100.0%	100.0%	
38	d. (If yes, and picked WRVU) What is the conversion factor us	ed to calc	ulate paym	ent per	
ΝF	RVU? (Ex: What is the dollar amount paid to you for each WRVU	produced'	?)		
	0 - 40	8	16.7%	29.8%	17%
	40.01 - 50	25	52.1%	40.4%	52%
	50.01 - 60	11	22.9%	21.3%	23%
	> 60	4	8.3%	8.5%	8%
ot		48	100.0%	100.0%	
	e. (If yes, and picked WRVU) Is this conversion factor based of			L	
	diatrists or podiatric surgeons?				
	Yes	48	77.4%	82.3%	779
	No	14	22.6%	17.7%	23%
ot	al	62	100.0%	100.0%	
9.	(If yes) What is the conversion factor based on?				
	General podiatry	8	16.7%	11.8%	17%
	Podiatry/foot and ankle surgery	28	58.3%	60.8%	58%
		1	2.1%	5.9%	2%
	Ortho/foot and ankle surgery				0%
	Other (please specify)	0	0.0%	0.0%	
_	Unknown	11	22.9%	21.6%	23%
ot	al Is your WRVU payment structure based on a tiered product	48	100.0%	100.0%	
		ivity syste	m (higher	conversion	
	tor paid above a certain productivity threshold)?			1	44%
	tor paid above a certain productivity threshold)? Yes	28	43.8%	46.8%	44%
ac	tor paid above a certain productivity threshold)? Yes No	28	43.8% 56.3%	46.8% 53.2%	44%
ot	tor paid above a certain productivity threshold)? Yes No	28	43.8%	46.8%	
ot	tor paid above a certain productivity threshold)? Yes No al If yes, what is the WRVU threshold level for premium pay?	28 36 64	43.8% 56.3% 100.0%	46.8% 53.2% 100.0%	56%
ot	tor paid above a certain productivity threshold)? Yes No al If yes, what is the WRVU threshold level for premium pay? < 4,000	28 36 64	43.8% 56.3% 100.0%	46.8% 53.2% 100.0%	56%
ot	Yes No al If yes, what is the WRVU threshold level for premium pay? < 4,000 4,000 - 5,000	28 36 64 7 4	43.8% 56.3% 100.0% 41.2% 23.5%	46.8% 53.2% 100.0% 40.0% 20.0%	56%
ot	tor paid above a certain productivity threshold)? Yes No al If yes, what is the WRVU threshold level for premium pay? < 4,000	28 36 64	43.8% 56.3% 100.0%	46.8% 53.2% 100.0%	56%
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ot	tor paid above a certain productivity threshold)? Yes No al If yes, what is the WRVU threshold level for premium pay? < 4,000 4,000 - 5,000 5,001 - 6,000 > 6,000	28 36 64 7 4	43.8% 56.3% 100.0% 41.2% 23.5% 23.5%	46.8% 53.2% 100.0% 40.0% 20.0% 20.0%	56% 41% 24% 24%
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otto	tor paid above a certain productivity threshold)? Yes No al If yes, what is the WRVU threshold level for premium pay? < 4,000 4,000 - 5,000 5,001 - 6,000 al If yes, what is the conversion factor increase for premium p < 20 20.01 - 50 > 50 al What is your clinical FTE? (Example: 1.0 FTE, 0.8 FTE, 0.6 FTE, 0.5 0.01 - 0.5 FTE 0.51 - 0.99 FTE 1.0 FTE > 1.0 FTE al [Avg. value = 0.70] Is a portion of your productivity payout tied to quality meas Yes	28 36 64 7 4 4 2 17 17 19 5 3 5 13 FTE, etc.) 4 11 56 3 74 ures?	43.8% 56.3% 100.0% 41.2% 23.5% 23.5% 11.8% 100.0% 38.5% 23.1% 38.5% 100.0% 5.4% 14.9% 75.7% 4.1% 100.0%	46.8% 53.2% 100.0% 40.0% 20.0% 20.0% 20.0% 100.0% 33.3% 16.7% 50.0% 100.0% 6.1% 11.0% 76.8% 6.1% 100.0%	38% 24% 12% 38% 38% 38% 38% 38% 45%
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