

ANESTHESIOLOGY

Compensation ranges from \$258,277 to \$341,407

MGMA	\$341,407
Hay	\$320,300
AMGA	\$301,530
Merritt	\$300,000
HHCS	\$291,627
Sullivan	\$258,277
Warren	N/A

CARDIOLOGY

Compensation ranges from \$270,764 to \$366,700

Hay	\$366,700
MGMA	\$362,497
AMGA	\$345,254
HHCS	\$335,577
Merritt	\$292,000
Sullivan	\$276,145
Warren	\$270,764

EMERGENCY MEDICINE

Compensation ranges from \$167,621 to \$236,000

Merritt	\$236,000
MGMA	\$226,561
AMGA	\$219,860
Hay	\$216,100
Sullivan	\$205,140
HHCS	\$167,621
Warren	N/A

FAMILY PRACTICE

Compensation ranges from \$146,000 to \$166,301

MGMA	\$166,301
AMGA	\$166,162
HHCS	\$158,413
Sullivan	\$155,658
Hay	\$154,900
Warren	\$151,051
Merritt	\$146,000

GENERAL SURGERY

Compensation ranges from \$232,500 to \$297,208

AMGA	\$297,208
MGMA	\$291,684
Sullivan	\$261,341
Merritt	\$248,000
HHCS	\$234,530
Warren	\$232,701
Hay	\$232,500

HOSPITALIST

Compensation ranges from \$139,900 to \$173,000

MGMA	\$173,000
AMGA	\$168,306
HHCS	\$163,537
Sullivan	\$162,163
Merritt	\$162,000
Hay	\$139,900
Warren	N/A

INTERNAL MEDICINE

Compensation ranges from \$152,000 to \$177,800

Hay	\$177,800
MGMA	\$172,342
AMGA	\$162,130
HHCS	\$160,631
Sullivan	\$157,611
Warren	\$157,112
Merritt	\$152,000

NEUROLOGY

Compensation ranges from \$169,304 to \$239,000

Hay	\$239,000
MGMA	\$219,912
AMGA	\$205,992
Merritt	\$191,000
HHCS	\$182,348
Warren	\$178,403
Sullivan	\$169,304

OBSTETRICS/GYNECOLOGY

Compensation ranges from \$222,625 to \$266,245

AMGA	\$266,245
MGMA	\$261,073
Hay	\$252,300
Merritt	\$242,000
Warren	\$237,066
HHCS	\$233,343
Sullivan	\$222,625

ONCOLOGY

Compensation ranges from \$228,141 to \$346,614

MGMA	\$346,614
Merritt, Hawkins	\$276,000
AMGA	\$273,160
HHCS	\$249,512
Sullivan	\$233,293
Hay	\$228,900
Warren	\$228,141

PATHOLOGY

Compensation ranges from \$213,693 to \$324,827

MGMA	\$324,827
Hay	\$268,800
AMGA	\$256,680
HHCS	\$238,632
Sullivan	\$226,421
Warren	\$213,693
Merritt	N/A

PEDIATRICS

Compensation ranges from \$141,402 to \$172,058

MGMA	\$172,058
AMGA	\$166,069
Hay	\$162,400
Warren	\$153,421
Sullivan	\$148,027
Merritt	\$144,000
HHCS	\$141,402

PSYCHIATRY

Compensation ranges from \$146,878 to \$202,800

Hay	\$202,800
HHCS	\$176,120
AMGA	\$174,382
MGMA	\$171,998
Merritt	\$164,000
Sullivan	\$146,878
Warren	N/A

RADIOLOGY

Compensation ranges from \$201,699 to \$412,217

MGMA	\$412,217
AMGA	\$360,325
HHCS	\$355,693
Merritt	\$336,000
Hay	\$314,400
Sullivan	\$310,420
Warren	\$201,699

UROLOGY

Compensation ranges from \$251,974 to \$372,543

MGMA	\$372,543
AMGA	\$349,394
Hay	\$296,400
Merritt	\$294,000
HHCS	\$289,963
Sullivan	\$269,054
Warren	\$251,974

Sources of physician compensation data referenced in this review provided by:

AMERICAN MEDICAL GROUP ASSOCIATION (AMGA)

The Alexandria, VA-based trade group's 18th annual compensation and productivity survey including salary and productivity data from more than 30,000 member medical group physicians in 123 specialties. The survey costs \$195 for AMGA members and \$395 for nonmembers. Call Tom Flatt 703-838-0033, ext. 328.

HAY GROUP (HAY)

The Philadelphia-based consulting firm surveyed 51 organizations in May 2003, reporting compensation for 9,000 physicians in 102 specialties. Call 810-718-4429.

HOSPITAL & HEALTHCARE COMPENSATION SERVICE (HHCS)

The Oakland, NJ-based consulting firm's survey of employed physicians includes 231 organizations and 14,500 physicians in 43 specialties. Call Diana Kepinger at 201-405-0075, ext. 196 or visit www.hhcsinc.com.

MEDICAL GROUP MANAGEMENT ASSOCIATION (MGMA)

The Denver-based trade group's 2004 report based on 2003 data, includes 40,295 physicians in more than 105 specialties surveyed. The cost of the compensation report is \$270 for members and \$480 for nonmembers. Call 877-275-6462 ext. 888.

SULLIVAN, COTTER & ASSOCIATES

The Detroit-based human resources consulting firm's preliminary 2004 survey reports physician compensation levels paid by more than 175 organizations. Prices vary. Call Janis D'Annunzio at 313-872-1760 for more information.

WARREN SURVEYS

The Rockford, IL-based company's report includes 200 participating organizations representing more than 6,000 physician in 32 specialties. Prices vary. Call 815-877-8794.

MERRITT, HAWKINS & ASSOCIATES

Merritt, Hawkins & Associates is the nation's leading physician search and consulting firm. Merritt, Hawkins & Associates is part of The MHA Group, an organization of health care staffing firms employing over 650 people in four offices nationwide. Each year, Merritt, Hawkins & Associates conducts a Review of Physician Recruiting Incentives, examining the salaries, income guarantees and other incentives its clients offer when recruiting physicians. Income data in this compendium is taken from Merritt, Hawkins & Associates' 2004 Review of Physician Recruiting Incentives, which reviews incentives offered in the 2,594 permanent physician search assignments the firm represented from April 1, 2003 to March 31, 2004. Merritt, Hawkins & Associates' data is included each year in *Modern Healthcare's* special physician compensation issue. For a complete, complimentary copy of the 2004 Review visit www.merritthawkins.com or call 1-800-876-0500.



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