

ANESTHESIOLOGY

Compensation ranges from \$274,886 to \$338,722

MGMA	\$338,722
Hay	\$333,000
AMGA	\$322,900
Merritt	\$303,000
Sullivan	\$299,351
HHCS	\$291,271
Warren	\$274,886

HOSPITALIST

Compensation ranges from \$152,374 to \$185,207

MGMA	\$185,207
AMGA	\$177,400
Merritt	\$171,000
Sullivan	\$169,588
Hay	\$166,800
HHCS	\$163,783
Warren	\$152,374

PATHOLOGY

Compensation ranges from \$193,477 to \$350,286

MGMA	\$350,286
AMGA	\$279,000
Hay	\$255,900
Sullivan	\$253,630
Warren	\$224,497
Merritt	\$224,000
HHCS	\$193,477

CARDIOLOGY

Compensation ranges from \$387,800 to \$287,907

AMGA	\$387,800
MGMA	\$373,768
Sullivan	\$327,220
Merritt	\$320,000
Hay	\$312,200
HHCS	\$293,912
Warren	\$287,907

INTERNAL MEDICINE

Compensation ranges from \$163,250 to \$180,800

AMGA	\$180,800
MGMA	\$175,935
Sullivan	\$167,270
Merritt	\$161,000
Hay	\$179,900
HHCS	\$168,066
Warren	\$163,250

PEDIATRICS

Compensation ranges from \$144,000 to \$184,900

AMGA	\$184,900
Hay	\$172,400
MGMA	\$167,570
Warren	\$160,746
Sullivan	\$154,847
HHCS	\$150,396
Merritt	\$144,000

EMERGENCY MEDICINE

Compensation ranges from \$188,111 to \$246,000

Merritt	\$246,000
Sullivan	\$232,486
AMGA	\$232,400
Hay	\$230,900
MGMA	\$226,768
HHCS	\$205,993
Warren	\$188,111

NEUROLOGY

Compensation ranges from \$171,298 To \$239,511

MGMA	\$239,511
AMGA	\$213,300
Merritt	\$209,000
Sullivan	\$194,614
Hay	\$189,100
Warren	\$185,708
HHCS	\$171,298

PSYCHIATRY

Compensation ranges from \$161,756 to \$183,900

AMGA	\$183,900
MGMA	\$190,965
Sullivan	\$167,836
Merritt	\$176,000
Hay	\$186,000
HHCS	\$161,396
Warren	\$161,756

FAMILY PRACTICE

Compensation ranges from \$150,000 to \$177,900

AMGA	\$177,900
Hay	\$173,500
HHCS	\$166,631
MGMA	\$165,135
Sullivan	\$164,708
Warren	\$156,791
Merritt	\$150,000

OBSTETRICS/GYNECOLOGY

Compensation ranges from \$222,838 to \$275,800

AMGA	\$275,800
MGMA	\$272,369
Hay	\$262,800
Warren	\$250,108
Merritt	\$247,000
Sullivan	\$241,203
HHCS	\$222,838

RADIOLOGY

Compensation ranges from \$209,365 to \$411,131

MGMA	\$411,131
AMGA	\$385,400
Hay	\$381,600
Sullivan	\$373,578
Merritt	\$355,000
HHCS	\$315,156
Warren	\$209,365

GENERAL SURGERY

Compensation ranges from \$248,402 To \$320,200

AMGA	\$320,200
MGMA	\$306,490
HHCS	\$281,395
Sullivan	\$280,541
Hay	\$257,000
Merritt	\$255,000
Warren	\$248,402

ONCOLOGY

Compensation ranges from \$241,628 to \$372,470

MGMA	\$372,470
AMGA	\$286,600
Merritt	\$281,000
HHCS	\$255,059
Sullivan	\$252,789
Hay	\$244,400
Warren	\$241,628

UROLOGY

Compensation ranges from \$260,990 to \$377,867

MGMA	\$377,867
AMGA	\$369,500
Merritt	\$329,000
Sullivan	\$308,491
Hay	\$300,400
HHCS	\$278,198
Warren	\$260,990

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

AMERICAN MEDICAL GROUP ASSOCIATION (AMGA)

The Alexandria, VA-based trade group's annual compensation and productivity survey including salary and productivity data from more than 32,000 member medical group physicians in 123 specialties. The survey costs \$195 for AMGA members and \$395 for nonmembers. Call 612-376-9530.

HAY GROUP (HAY)

The Philadelphia-based consulting firm surveyed 98 organizations in May 2004. Call 215-861-2419.

HOSPITAL & HEALTHCARE COMPENSATION SERVICE (HHCS)

The Oakland, NJ-based consulting firm's survey of employed physicians includes 273 organizations and 17,650 physicians in 44 specialties. Call Diana Kepkinger 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. 1888.

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 7,000 physicians 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 750 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' 2005 Review of Physician Recruiting Incentives, which reviews incentives offered in the 2,687 permanent physician search assignments the firm represented from April 1, 2004 to March 31, 2005. Merritt, Hawkins & Associates' data is included each year in *Modern Healthcare's* special physician compensation issue. For a complete, complimentary copy of the 2005 Review visit www.merritthawkins.com or call 1-800-876-0500.



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