

# Current Realities in California

Prepared  
for  
IHS/California

# What we'll Cover

- Current Market Data
- Current Compensation Trends
- Influences in selecting a practice
  - Location and Setting
- Key factors in Retention
- A quick look forward
  - Market influences and trends moving forward

# Market Data: Family Medicine Practitioners

# Market Data: Family Nurse Practitioners

- Active Practitioners – nationally 96,085
- Potentially looking to transition Minimal
- New graduates:
  - 2018 9,201
  - 2019 9,211
  - 2020 9,231
- Candidate pool (2018) Minimal
- Current advertised demand:
  - In Family Medicine 1,100

# Current Compensation Trends

- Family Medicine Physicians

	<u>Mean</u>	<u>Median</u>
• MGMA	\$247,288	\$223,893
• AMGA	\$235,702	\$221,519
• Bonus range:	\$25,000 - \$50,000	

- Family Nurse Practitioners

	Mean	Median
• MGMA	\$ 92,496	\$ 91,350
• AMGA	\$107,686	\$105,000
• Bonus Range:	\$ 7,500 – \$20,000	

# Primary Reason in choosing location

Results from recently conducted survey of family medicine residents

- Close to Family 77.3%
  - Relocation/Lifestyle 53.4%
  - Personal Ties 34.1%
  - Trained in the Area 29.6%
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- All primary motivators driven by personal knowledge of or ties to that region.

# Preferred Practice Settings

Results from recently conducted survey of family medicine residents

- Single-specialty Group 46.2%
- Multi-specialty Group 43.0%
- Integrated Delivery System 25.8%
- Hospital 24.7%
- Health System 19.4%
- Solo Practice 18.3%
- Managed Care 8.6%
- No Preference 8.6%

# Making a practice setting more desirable

Results from recently conducted survey of family medicine residents

- Increased Compensation 74.2%
- Shorter work schedule 47.2%
- Additional Signing Bonus 43.8%
- Better call schedule 39.3%
- Loan Assistance 24.7%
- Higher production bonus 20.0%
- State-of-the-art equipment 13.5%
- Payor mix 5.6%



# Retention: Key factors

- Representation on boards and committees
- Inclusion on specialty and major initiatives
  - Technology requirements
  - Quality metrics
  - Value based compensation and incentives
  - Financial improvement measures
- Inclusion in organizational goal alignment
- Inclusion in compensation/incentives goals
- Clear and frequent communication

# A Quick Look Forward

- AB 2024
  - Critical Access Hospitals
- Primary Care demands
  - Hospitalist programs
  - Market disrupters
- Provider candidate pools
  - Primary care physicians
  - Family Medicine Nurse Practitioners

# Leadership contact



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