

# CAREER AND LIFE PLANNING SAMPLE



## Sample Physician Compensation Analysis

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The Compensation Analysis is an important process you can use to determine the economical impacts related to compensation offers and cost-of- living

## Objectives:

By the end of this exercise the participant/candidate will be able to:

- Review the example to familiarize themselves with conducting a compensation analysis to compare compensation and cost-of-living factors to determine the overall economic benefit or deficit related to each offer.



# Sample Physician Compensation Analysis

## How to Use This Tool:

Use this tool to help you compare various offers against one another based on cost-of-living and compensation factors.

## Related Resources:

TITLE	RESOURCE NO.
<a href="#">Step-by-Step Process to Negotiate a Physician Compensation offer</a>	E-27
<a href="#">Contract Negotiation</a>	ST-08
<a href="#">Compensation Package Worksheet</a>	E-23



# Sample Physician Compensation Analysis

## Instructions:

Review the tool to become familiar with the look and function. Then use the structure of the tool to complete your own compensation analysis.

Compensation Factors	MGMA Physician Salary Survey	ABC Hospital	Difference
Starting Salary	\$246,339.00	\$360,000	ENT would earn \$113,661 (90 <sup>th</sup> percentile)
Sign on Bonus	\$31,000	\$40,000	Earn \$9,000 more in sign on bonus
Relocation Package	\$10,889	\$10,000	Receive \$889 less in relocation package
Vacation	3.59	5.6	Receive 2 weeks more vacation
Year 1 comparison of Total Guaranteed Income, excluding production bonuses and vacation	\$288,228	\$410,000	Earn a Gross of \$121,772 more
Gross Income Comparison over five years	\$1,273,584	\$1,850,000	Earn \$576,416 more

C.O.L. Comparisons	U.S. National Cost of Living, U.S. National Average	Comparing national Average with Community	Difference
Overall Cost of Living Difference**	100%	78.56%	Enjoy a cost of living (21.44) less than the National Average
Estimated Disposable Income***	\$101,759.60	\$208,440.00	Enjoy an estimated \$106,681 of more disposable income

\*\* <http://www.bestplaces.net/city/profile.aspx?city=City, State>

\*\*\* Assumes \$100,000 in living expense for illustration purposes and an estimated income tax rate of 30%

# Sample Physician Compensation Analysis

## Instructions:

Use the below template to compare offers. .

Compensation Factors	MGMA Physician Salary Survey	ABC Hospital	Difference

C.O.L. Comparisons	U.S. National Cost of Living, U.S. National Average	Comparing national Average with Community	Difference
Overall Cost of Living Difference**			
Estimated Disposable Income***			

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