

Physician Compensation Market Study



Goal:

To provide Moon Anesthesia Services (MAS) with an independent benchmarking compensation study of anesthesiologists and CRNAs for multiple markets within a large western state.

Timeline: 45 days.

Client: Moon Anesthesia Services*

Setting: National Anesthesia Management Provider

Locations: 10+ States

of Anesthesiologists/CRNAs: 500+

*Moon Anesthesia Services is a pseudonym.

Challenges:

- **Multiple markets**, each with different demographics and needs
- **Varying employment models** and packages to evaluate (W-2 vs. 1099)
- **Variance of market data** in offerings, locations, and details
- **National survey data lacks local and market insights**

Results:

- **Triangulated market compensation** ranges for key markets/facilities
- Delivered **insights on 1099 vs. W-2** with benefits differentials
- Built a statewide **market compensation calculator** with multiple variables
- Provided **local market insights** to inform contract and employment negotiations

Process

1 - National & Regional Blended Surveys

Ancore Health analyzed and weighted multiple national and regional surveys to create an input that accounted for current macro-level market trends and demands. Additionally, Ancore Health calculated the cash value of fringe benefits to ensure comparability of 1099 vs. W-2 jobs.

3 - Web Scraping

Ancore Health performed a web-scrape to extract compensation data from recruiting, hospital, and industry-specific sites, identifying compensation amounts for job postings across the state and in local markets.

2 - Stakeholder Interviews & Market Research

Ancore Health used market data and interviewed individuals throughout the state to inform the variation in compensation across the state and different markets. This detailed research helped to evaluate and quantify the location, market, and other key differentials that drove compensation up or down.

4 - Market Compensation Calculator

Ancore Health used these three steps to inform the development of a Market Compensation Calculator. This tool weighted the survey data and web-scraped compensation data based on the market research and stakeholder interviews, creating triangulated market compensation ranges for the state and various specific markets throughout the state. MAS used this tool to inform negotiations with various facilities, aid recruitment, and to determine compensation differentials between 1099 and W-2 roles.

