



I SHOULD BE PAID MORE!

Separating Myth From Fact.

Presented By: Alan J Doucet, MBA CMPE



DISCLOSURE

Full Disclosure Statement

I have the following relationships to disclose:

- I am a Certified Medical Practice Executive with MGMA;
- I am the Vice President of Anesthesia Professionals, Inc.

I will not discuss off-label use during my presentation.

OBJECTIVES

Any items not discussed as part of this presentation are open to private discussion afterward.



REVENUE CYCLE MODELS

It is important to understand where the revenue is generated and how it relates to your compensation. Who do you REALLY work for?



REIMBURSEMENT AT A GLANCE

A look at Medicare rates and quick calculations for reimbursement.



BENCHMARKING COMPENSATION

Explore the sources for benchmarking your market value.



THE EXTRAS - WHAT ELSE?

Relationships, your clinical toolbox, driving value, the compensation bubble, and more.



APPLES-TO-APPLES ANALYSIS

Walkthrough how to compare a W2 Salary Position with a 1099 Independent Contractor Opportunity.

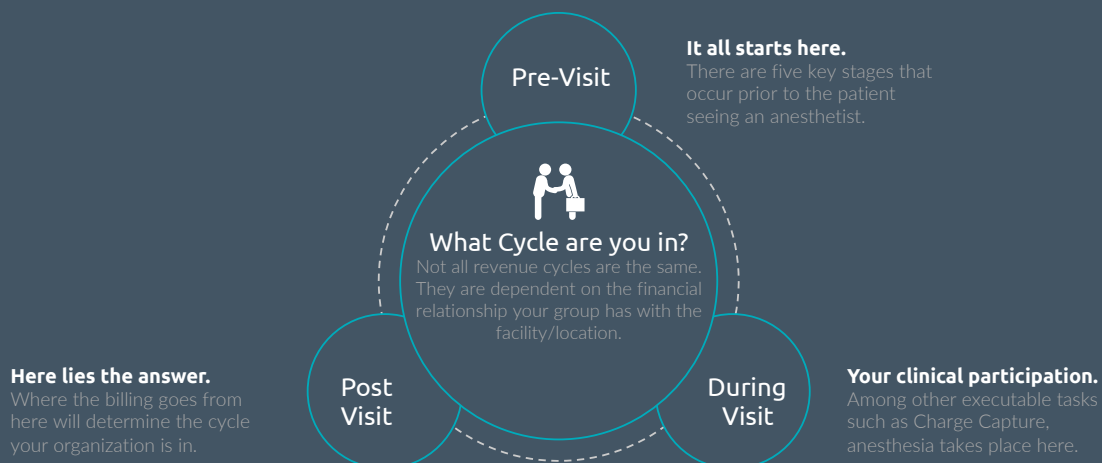


READY? MAKE THE ASK.

A brief overview of when to approach your employer and what to bring to the table.

TRADITIONAL REVENUE CYCLE

A Crash Course on How Revenue is Generated.



WHO DO YOU REALLY WORK FOR?

Can you identify where your group falls?

	Group Practice	Staffing Agency	Hybrid Organization
Own Third Party Billing	✓	✗	↔
Time Stamp Agreements	↔	✓	↔
W2 Salary	✓	✗	↔
1099 Only	✗	✓	↔
Non-Clinical Owner(s)	✗	✓	✗
Compensation Negotiation	↔	✗	↔

MARKET COMPENSATION YIELD

Your Ultimate Benchmarking Sources

Benchmarking Compensation

There are several sources available to understanding the market yield on compensation and benefits packages. Not all opportunities are equal in terms of the contractual agreement or obligations, but making an effort to benchmark comparable opportunities allows you to capture a better understanding of whether you have a good deal or it call for negotiation.

GasWork.com

Real-Time Market Data! Online sources show current yield.

AANA

CRNA Compensation and Benefits Survey.

ASA

Now aligned with MGMA, but offering other survey data.

MGMA

Cost and Revenue, Compensation and Production.

Third Party

Locum Agencies, Third Party Surveys, Colleagues.

The Value of a W2 Position

Putting a W2 Opportunity in a vacuum.

1. Direct Income (5 Days Per Week or 1 FTE)	
Base Salary	\$160,000.00
Incentive Pay	-
Total Direct Income	\$160,000.00
2. Benefits Package (30 PTO Days and 10 Holidays)	
Health Care Premium	\$ 14,000.00
Health Care Deductible	2,000.00
Malpractice Insurance	5,000.00
Dental Premium	1,500.00
Est. Pension/Profit Sharing	\$ 24,000.00
Total Benefits Package	\$ 46,500.00

2. Benefits Package (30 PTO Days and 10 Holidays)	
Health Care Premium	\$ 14,000.00
Health Care Deductible	2,000.00
Malpractice Insurance	5,000.00
Dental Premium	1,500.00
Est. Pension/Profit Sharing	\$ 24,000.00
Total Benefits Package	\$ 46,500.00

The Value of a W2 Position

Putting a W2 Opportunity in a vacuum.

1. Direct Income (5 Days Per Week or 1 FTE)	
Base Salary	\$160,000.00
Incentive Pay	-
Total Direct Income	\$160,000.00
2. Benefits Package (30 PTO Days and 10 Holidays)	
Health Care Premium	\$ 14,000.00
Health Care Deductible	2,000.00
Malpractice Insurance	5,000.00
Dental Premium	1,500.00
Est. Pension/Profit Sharing	\$ 24,000.00
Total Benefits Package	\$ 46,500.00
3. Continuing Education/Professional Expenses	
Compliance Training	\$ -
CEU Program	-
Hosted Certifications	-
Licenses/Association Fees	-
Est. Total CE and Expenses	\$ 5,000.00

3. Continuing Education/Professional Expenses	
Compliance Training	\$ -
CEU Program	-
Hosted Certifications	-
Licenses/Association Fees	-
Est. Total CE and Expenses	\$ 5,000.00

The Value of a W2 Position

Putting a W2 Opportunity in a vacuum.

1. Direct Income (5 Days Per Week or 1 FTE)	
Base Salary	\$160,000.00
Incentive Pay	-
Total Direct Income	\$160,000.00
2. Benefits Package (30 PTO Days and 10 Holidays)	
Health Care Premium	\$ 14,000.00
Health Care Deductible	2,000.00
Malpractice Insurance	5,000.00
Dental Premium	1,500.00
Est. Pension/Profit Sharing	\$ 24,000.00
Total Benefits Package	\$ 46,500.00
3. Continuing Education/Professional Expenses	
Compliance Training	\$ -
CEU Program	-
Hosted Certifications	-
Licenses/Association Fees	-
Est. Total CE and Expenses	\$ 5,000.00
4. Employment Taxes	
Social Security/FICA	\$ 6,826.20
Unemployment/FUTA	434.00
Medicare	2,320.00
Workers' Compensation	\$ 500.00
Employer Total Tax Obligation	\$ 10,080.20

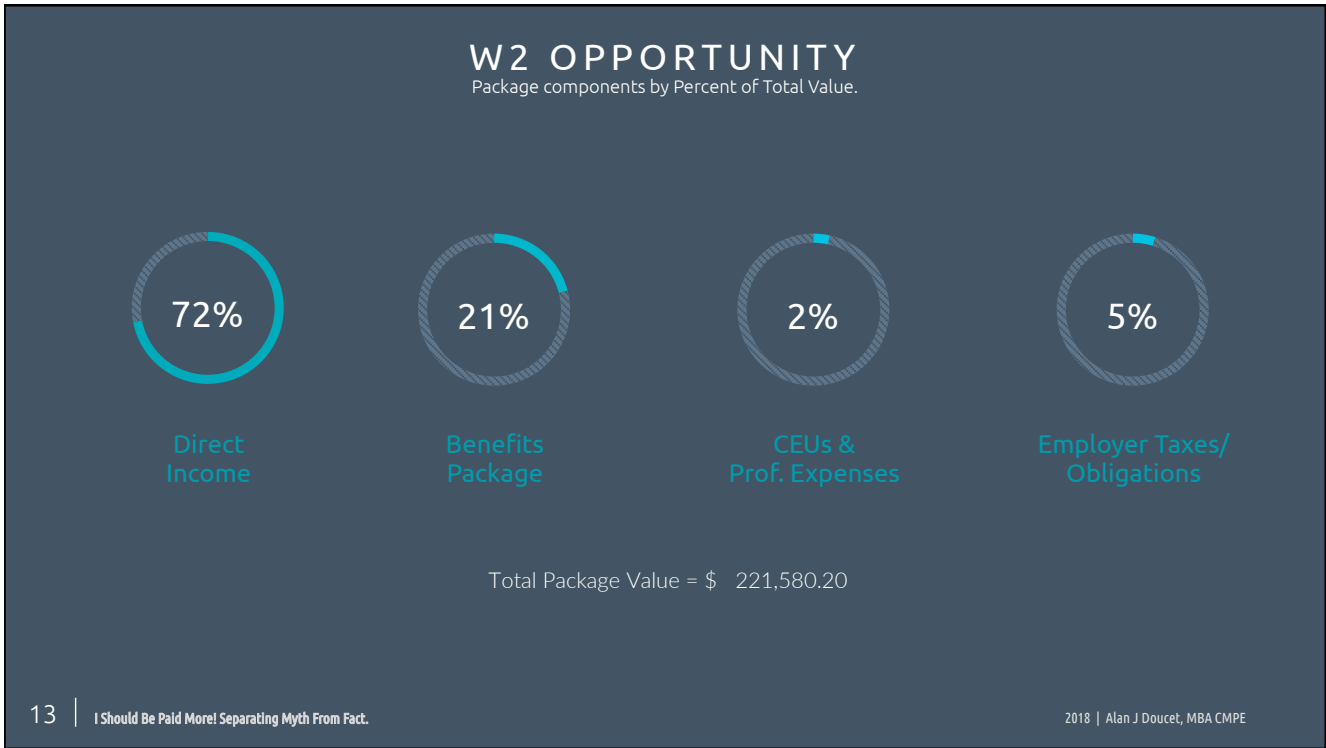
4. Employment Taxes/Expenses	
Social Security/FICA	\$ 6,826.20
Unemployment/FUTA	434.00
Medicare	2,320.00
Workers' Compensation	\$ 500.00
Employer Total Tax Obligation	\$ 10,080.20

The Value of a W2 Position

Putting a W2 Opportunity in a vacuum.

1. Direct Income (5 Days Per Week or 1 FTE)	
Base Salary	\$160,000.00
Incentive Pay	-
Total Direct Income	\$160,000.00
2. Benefits Package (30 PTO Days and 10 Holidays)	
Health Care Premium	\$ 14,000.00
Health Care Deductible	2,000.00
Malpractice Insurance	5,000.00
Dental Premium	1,500.00
Est. Pension/Profit Sharing	\$ 24,000.00
Total Benefits Package	\$ 46,500.00
3. Continuing Education/Professional Expenses	
Compliance Training	\$ -
CEU Program	-
Hosted Certifications	-
Licenses/Association Fees	-
Est. Total CE and Expenses	\$ 5,000.00
4. Employment Taxes	
Social Security/FICA	\$ 6,826.20
Unemployment/FUTA	434.00
Medicare	2,320.00
Workers' Compensation	\$ 500.00
Employer Total Tax Obligation	\$ 10,080.20
5. Total Package Value	
Total W2 Package Value	\$221,580.20

5. Total Package Value	
Direct Income	\$ 160,000.00
Benefits Package	46,500.00
Cont. Ed./Prof. Expenses	5,000.00
Employer Taxes/Obligations	\$ 10,080.20
Total W2 Package Value	\$ 221,580.20



1099 INDEPENDENT CONTRACTOR OPPORTUNITY

Simple Math to Annualize the Potential Value (APV)

Step 1: Collect The Data

Guaranteed Hours per Shift	8
Compensation Rate per Hour	\$125.00
Mileage	No
Meals	No
Hotel	Sometimes
FTE OR Hours	1,760

Step 2: Execute The Math

Hourly Rate * FTE OR Hours = APV

\$125.00 * 1,760 = \$220,000

Remember: We are basing the scenario on market trends and making educated assumptions regarding reasonable work frequency. We must find the best common denominator to compare apples-to-apples!

14 | I Should Be Paid More! Separating Myth From Fact. 2018 | Alan J Doucet, MBA CMPE

APPLES-TO-APPLES

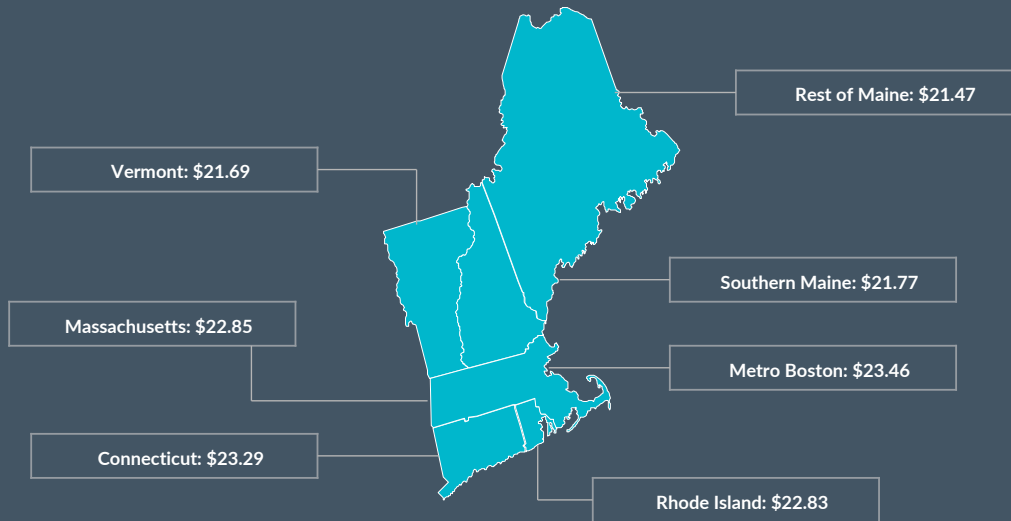
Let's Compare.

W2 Salary Position	
APV	\$221,580.20
Hourly APV	\$125.89
FTE OR Hours	1,760

1099 Opportunity	
APV	\$220,000.00
Hourly APV	\$125.00
FTE OR Hours	1,760

REIMBURSEMENT AT A GLANCE

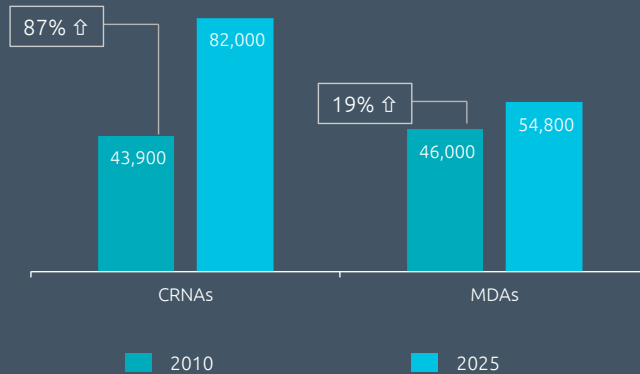
2018 Medicare Conversion Factors



WHY GO THROUGH THE TROUBLE?

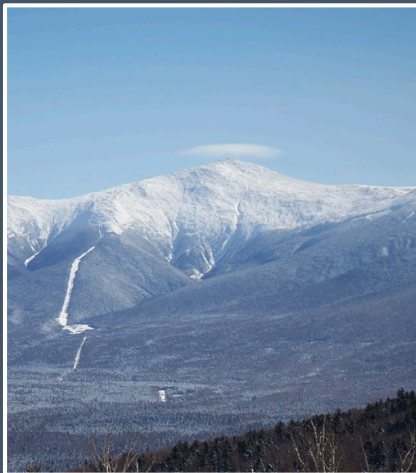
Anesthesia Providers: Projected Supply (FTE Equivalents)- HRSA

Source: Projecting the Supply of Non-Primary Care Specialty and Subspecialty Clinicians: 2010-2025, National Center for Health Workforce Analysis



THE EXTRAS.

If you don't scale the mountain, you can't view the plain. -Chinese Proverb



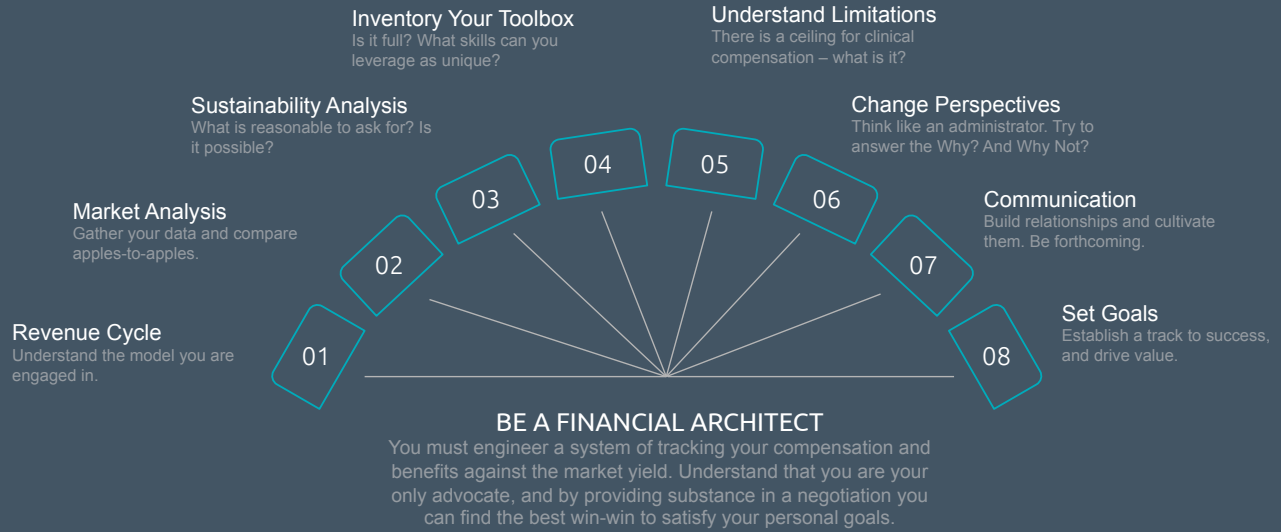
The Business of Anesthesia Runs Deep.

There is a lot to consider beyond simply running an objective comparison of a 1099 and W2 opportunity. To capture sustainable value you must become a student to the business of anesthesia and understand the many aspects. Study the risk factors behind ownership, and adopt a sense of win-win negotiation.

- 1 Enhance your Negotiation Skills.
- 2 Understand the Language.
- 3 Cultural Alignment is Critical.
- 4 Fill your Tool Box, and know when to use it.
- 5 Study Financial Risk and Infrastructure Costs.
- 6 Mind the bubble, eventually it bursts.

TYING IT ALL TOGETHER

DUE DILLIGENCE WILL PAY DIVIDENDS.



QUESTIONS?



Alan J Doucet

Crushing a Summit – NEANA 2017

CONTACT ME:

Please feel free to contact me directly with any questions regarding today's presentation. Many of the areas discussed today need custom consideration based on individual subjective and objective needs.

I am more than happy to work with you, confidentially, on an individual basis to provide assistance with compensation analysis, market benchmarking, and opportunity differentiation.



/in/adoucet



@alandoucet



AlanJDoucet@gmail.com



867-5309

[JK - See me if you want my number. This one is Jenny's]