





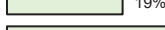
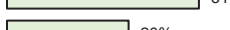




About Your Compensation




		2021 Survey		2018 Survey		
29. What is your employment status?		Sample size	%	%		
	Full-time	390	91.1%	94.5%		
	Part-time	38	8.9%	5.5%		
Total		428	100.0%	100.0%		
30. How are you paid?		Sample size	%	%		
	Hourly, non-exempt	40	9.3%	7.6%		
	Salary, exempt	388	90.7%	92.4%		
Total		428	100.0%	100.0%		

		2021 Survey	2018 Survey	2015 Survey	2012 Survey		
31. What is your gross annual salary from your primary employment (excluding additional income from teaching, bonuses, etc.)?							
	Less than \$100,000	18	4.4%	9.0%	10.6%	15.3%	
	\$100,000-\$150,000	86	21.1%	24.0%	27.7%	29.6%	
	\$150,001-\$200,000	77	18.9%	21.4%	22.0%	19.6%	
	\$200,001-\$300,000	128	31.4%	26.6%	24.8%	23.4%	
	\$300,001-\$500,000	81	19.9%	16.2%	12.4%	10.2%	
	Greater than \$500,000	18	4.4%	2.9%	2.6%	1.9%	
Total		408	100.0%	100.0%	100.0%	100.0%	
Average salary (408 respondents provided info)		\$255,916		\$228,288	\$211,723	\$196,962	
10th Percentile (10% of all respondents)		\$120,000		\$100,000	\$92,000	\$85,000	
25th Percentile (25% of all respondents)		\$150,000		\$140,000	\$125,000	\$120,000	
50th Percentile (50% of all respondents- Median value)		\$225,000		\$200,000	\$185,000	\$174,500	
75th Percentile (75% of all respondents)		\$300,000		\$280,000	\$250,000	\$250,000	
95th Percentile (95% of all respondents)		\$500,000		\$400,000	\$450,000	\$348,200	

Note: for above analyses, a few outliers were removed.





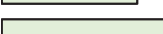
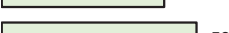


















32. If you own your practice and, in addition to the salary you pay to yourself, receive allowance for expenses or profit sharing, please provide:				
Allowance for expenses- total amount for 2020:		2017	2014	2011
Average (89 respondents provided info)		\$49,740	\$34,915	\$50,817
25th Percentile (25% of all respondents)		\$5,500	\$6,500	\$15,000
50th Percentile (50% of all respondents- Median value)		\$20,000	\$15,000	\$25,000
75th Percentile (75% of all respondents)		\$50,000	\$38,750	\$50,000
Share of profit from practice - total amount for 2020:		2017	2014	2011
Average (58 respondents provided info)		\$72,241	\$102,770	\$80,614
25th Percentile (25% of all respondents)		\$26,250	\$20,000	\$22,750
50th Percentile (50% of all respondents- Median value)		\$50,000	\$50,000	\$40,000
75th Percentile (75% of all respondents)		\$93,750	\$120,000	\$100,000

Note: for above analyses, a few outliers were removed.

		2021 Survey	2018 Survey	2015 Survey	2012 Survey		
		Sample size	%	%	%		
33. In addition to base salary, do you regularly receive any cash bonuses?							
	Yes	193	45.7%	39.0%	38.0%	39.2%	
	No	192	45.5%	54.4%	57.9%	56.4%	
	Not eligible	37	8.8%	6.6%	4.1%	4.4%	
Total		422	100.0%	100.0%	100.0%	100.0%	

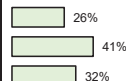
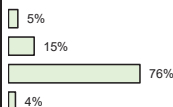
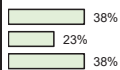
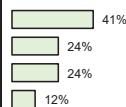
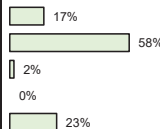
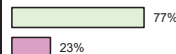
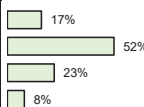
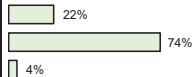
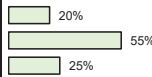
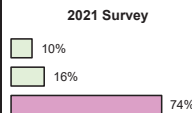
34. If you received a cash bonus(es) in 2020, what is the total amount of the cash bonus(es) you received for the year?				
		2017	2014	2011
Average (149 respondents provided info)		\$66,247	\$60,887	\$51,108
25th Percentile (25% of all respondents)		\$15,000	\$13,500	\$12,000
50th Percentile (50% of all respondents- Median value)		\$30,000	\$30,000	\$32,500
75th Percentile (75% of all respondents)		\$87,000	\$66,000	\$70,000

Note: for above analyses, a few outliers were removed.

		2021 Survey		2018 Survey	2015 Survey	2012 Survey	2021 Survey	
		Sample size	%	%	%	%		
35. In addition to your base salary, which of the following non-cash compensation do you receive? (Check all that apply.)								
Medical Insurance	285	67.5%	69.4%	54.9%	53.4%			68%
Dental Insurance	210	49.8%	52.6%	33.2%	28.9%			50%
Short-term Disability Insurance	175	41.5%	43.3%	33.1%	24.9%			41%
Long-term Disability Insurance	171	40.5%	44.1%	35.4%	31.9%			41%
Paid holidays	205	48.6%	46.6%	29.6%	28.8%			49%
Employer Contribution 401(k) Plan	246	58.3%	57.9%	44.5%	38.1%			58%
Employer Funded Retirement Plan	125	29.6%	32.2%	23.7%	22.8%			30%
Stock Options	23	5.5%	5.5%	3.4%	1.9%			5%
Education Reimbursement	241	57.1%	58.7%	45.6%	45.3%			57%
Other	44	10.4%	5.0%	3.7%	4.8%			10%
<i>Total participants for this question (some selected more than one choice)</i>		422	--	--	--	--		
36. Which of the following benefits are included in your benefits package? (Check all that apply.)								
CME	308	73.0%	67.8%	56.6%	55.8%			73%
Professional dues allowance	303	71.8%	63.1%	54.1%	54.4%			72%
Malpractice insurance	344	81.5%	74.9%	60.3%	60.9%			82%
Home loans and relocation program	37	8.8%	10.2%	5.2%	3.6%			9%
Car allowance	75	17.8%	14.6%	20.3%	25.0%			18%
Share holder track agreement	23	5.5%	5.8%	4.2%	0.0%			5%
Additional compensation for specific increase in patient volume	38	9.0%	7.4%	6.9%	4.0%			9%
IRA	63	14.9%	15.7%	11.4%	3.9%			15%
Other	26	6.2%	3.3%	3.2%	11.7%			6%
<i>Total participants for this question (some selected more than one choice)</i>		422	--	--	--	--		
37. Compared to your 2019 net professional income, did your 2020 net professional income:								
Increase more than 10%	113	26.9%	28.2%	24.7%	25.7%			27%
Increase 1 to 10%	85	20.2%	31.9%	29.5%	28.5%			20%
Stay the same	114	27.1%	23.0%	23.6%	24.3%			27%
Decrease 1 to 10%	44	10.5%	9.2%	14.2%	15.6%			10%
Decrease more than 10%	64	15.2%	7.8%	8.0%	5.9%			15%
Total	420	100.0%	100.0%	100.0%	100.0%			

RVUs/WRVUs

	2021 Survey		2018 Survey	
	Sample size	%		%
38a. Are you an employed practitioner with the majority of income based on RVUs (Relative Value Units) or WRVU (Work RVUs)?				
Yes - RVUs	43	10.2%	10.5%	
Yes - WRVUs	68	16.2%	17.6%	
No	309	73.6%	71.9%	
Total	420	100.0%	100.0%	
38b. (If yes, and picked RVU) How many RVUs did you produce in 2020?				
Less than 5,000	4	20.0%	40.0%	
5,000 - 10,000	11	55.0%	48.0%	
More than 10,000	5	25.0%	12.0%	
Total [Avg. RVU = 7,851]	20	100.0%	100.0%	
38c. (If yes, and picked WRVU) How many WRVUs did you produce in 2020?				
Less than 5,000	11	22.0%	36.7%	
5,000 - 10,000	37	74.0%	51.0%	
More than 10,000	2	4.0%	12.2%	
Total [Avg. WRVU = 6,549.96]	50	100.0%	100.0%	
38d. (If yes, and picked WRVU) What is the conversion factor used to calculate payment per WRVU? (Ex: What is the dollar amount paid to you for each WRVU produced?)				
0 - 40	8	16.7%	29.8%	
40.01 - 50	25	52.1%	40.4%	
50.01 - 60	11	22.9%	21.3%	
> 60	4	8.3%	8.5%	
Total [Avg. value = 49.13]	48	100.0%	100.0%	
38e. (If yes, and picked WRVU) Is this conversion factor based on national survey data results for podiatrists or podiatric surgeons?				
Yes	48	77.4%	82.3%	
No	14	22.6%	17.7%	
Total	62	100.0%	100.0%	
39. (If yes) What is the conversion factor based on?				
General podiatry	8	16.7%	11.8%	
Podiatry/foot and ankle surgery	28	58.3%	60.8%	
Ortho/foot and ankle surgery	1	2.1%	5.9%	
Other (please specify)	0	0.0%	0.0%	
Unknown	11	22.9%	21.6%	
Total	48	100.0%	100.0%	
40. Is your WRVU payment structure based on a tiered productivity system (higher conversion factor paid above a certain productivity threshold)?				
Yes	28	43.8%	46.8%	
No	36	56.3%	53.2%	
Total	64	100.0%	100.0%	
41. If yes, what is the WRVU threshold level for premium pay?				
< 4,000	7	41.2%	40.0%	
4,000 - 5,000	4	23.5%	20.0%	
5,001 - 6,000	4	23.5%	20.0%	
> 6,000	2	11.8%	20.0%	
Total	17	100.0%	100.0%	
42. If yes, what is the conversion factor increase for premium pay?				
< 20	5	38.5%	33.3%	
20.01 - 50	3	23.1%	16.7%	
> 50	5	38.5%	50.0%	
Total	13	100.0%	100.0%	
43. What is your clinical FTE? (Example: 1.0 FTE, 0.8 FTE, 0.6 FTE, 0.5 FTE, etc.)				
0.01 - 0.5 FTE	4	5.4%	6.1%	
0.51 - 0.99 FTE	11	14.9%	11.0%	
1.0 FTE	56	75.7%	76.8%	
> 1.0 FTE	3	4.1%	6.1%	
Total [Avg. value = 0.70]	74	100.0%	100.0%	
44. Is a portion of your productivity payout tied to quality measures?				
Yes	47	44.8%	39.4%	
No	58	55.2%	60.6%	
Total	105	100.0%	100.0%	
44a. If yes, what percentage is tied to quality measures?				
5% or less	9	26.5%	44.4%	
6% - 10%	14	41.2%	33.3%	
More than 10%	11	32.4%	22.2%	
Total [Avg. value = 7.46%]	34	100.0%	100.0%	



	2021 Survey		2018 Survey	
	Sample size	%		%

45. Would you find it helpful to subscribe to a yearly Coding Hot Line service for a nominal fee?				
Yes	180	43.1%	--	
No	238	56.9%	--	
Total	418	100.0%		

