

Loma Linda University Dermatology Compensation Model

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Formula For Department Support

- GME + LLUMC (Admin + Medical Director + Service Chief + Call + PSA + Hospital Based Clinic/Team Clinic) + Benchmark Support (Funded by Provider Tax) = Total Departmental Support from System + Pass Through Contracts

Breakdown

- $GME = \$100,000 + \$9,000/\text{resident}$
- LLUMC Admin = Rate set by benchmark for position
- Medical Director = Hours Worked x Benchmark Rate for Specialty
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- Service Chief = Hours Worked x Benchmark Rate for Specialty

Call

- Call for each required position:
- Tier 1 (live in hospital) = \$985,500
- Tier 2 (30 minute response) = \$438,000
- Tier 3 (2-3 hospital night visits per week) = \$237,250
- Tier 4 (issues mostly dealt from home) = \$73,000

\$ Available for Compensation

- PSA = Cost neutral pass through for employment of non-physician professionals
- Hospital Based Clinic/Team Clinic = Cost neutral pass through for clinic operation
- Benchmark Support = Equivalent to gap between collections and 110% Medicare

Individual Provider Compensation

- $WRVU_s \times \$ \text{ per RVU rate} = \text{Revenue/MD}$
 - RVU rate = the greater of projected value of RVU for region v \$ collected /RVU in our region
- Cosmetic revenue x 40%
- Hard Dollars Pass through (Directorship/K's)
- Academic Rank (\$2.5k/Assist/ \$5k?Assoc. \$10k for Prof)
- Academic Points (pool of \$/points generated)
- Call = \$125-150/day of call q4-6 weeks
- Ad Hoc (Special Project = EMR,etc)

Additional Benefits

- Sabbatical – 1 wk/yr for total of 4 q4yrs
 - Full salary during Sabbatical
 - Expenses paid if fund available
 - 1 wk/yr for mission or 4 wks academic q4yrs
- Academic fund - \$7,000 / FTE
- Vacation – 4 wks /yr
- CME – 2 wks/yr
- Pension 13%, + IRA or Roth as per IRS max

Individual Provider Salary

- Starting point is AAMC 35th percentile
- Salary paid at 80:20 Or 90:10 q 3-6 mos
- 10 -20% incentive paid based on
 - a. revenue actually generated
 - b. \$ available to department / prorata
 - c. \$ not paid credited to next cycle
- On Call and Academic bonus paid in addition
- Pension/Benefits/Vacation/CME fund & Days
- Total Salary = can be AAMC 45-50th percentile

Questions?

Thank You For your Attention