

# 2025 MGMA DATADIVE BENCHMARK & FILTER GUIDE

## MGMA DATADIVE PROVIDER COMPENSATION

### BENCHMARKS:

- ASA Units
- Base Compensation
- Bonus/Incentive
- Bonus/Incentive Payments as a Percent of Total Compensation
- Collections
- Collections to ASA Units Ratio
- Collections to Total Encounters Ratio
- Collections to Total RVUs Ratio
- Collections to Work RVUs Ratio
- Compensation to ASA Units Ratio
- Compensation to Collections Ratio
- Compensation to Gross Charges Ratio
- Compensation to Total RVUs Ratio
- Compensation to Work RVUs Ratio
- Gross Charges
- Hourly Rate (APPs only)
- Inpatient E/M Codes
- Outpatient E/M Codes
- Retirement Benefits
- Retirement Benefits as a Percent of Total Compensation
- Total Compensation
- Total Encounters
- Total Paid Time Off (PTO) Offered (in Hours)

- Total RVUs
- Total Sick Time Offered (in Hours)
- Vacation (in Hours)
- Work RVUs
- Work RVUs to Total Encounters Ratio

### FILTERS:

- Advanced Practice Provider to Physician Ratio
- Advanced Practice Provider Specialty
- All Practices
- Compensation Plan
- Demographic Classification
- Exemption Status
- Geographic Section
- HHS Region
- Legal Organization
- Majority E/M Codes
- Minor Geographic Region
- Number of FTE Advanced Practice Providers
- Number of FTE Physicians
- Number of FTE Support Staff
- Organization Ownership
- Physician had Medical Directorship Duties
- Physician had On Call Duties

- Physician Specialty
- Physician Title
- Practice Type
- Practice was Affiliated with Accountable Care Organization
- Practice was Federally Qualified Health Center
- Practice was Patient Centered Medical Home
- Practice was Rural Health Center
- Provider FTE Category
- Physician Had Supervisory Duties
- Provider Primary Shift
- State
- Total Medical Revenue
- Type of Compensation Tax Form
- Years in Specialty

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Pay to Production Plotter
- Percentiles between 10-90
- Quartile Tool
- Trend up to 5 years

## MGMA DATADIVE MEDICAL DIRECTORSHIP COMPENSATION

### BENCHMARKS:

- Annual Stipend Compensation
- Annualized Compensation
- Daily Stipend Compensation
- Deferred Compensation
- Hourly Rate Compensation
- Monthly Stipend Compensation
- Quarterly Stipend Compensation
- Total Hours Spent on Directorship per Week
- Weekly Stipend Compensation

### FILTERS:

- Academic Provider
- All Practices
- Compensation Method
- Demographic Classification
- Directorship Internal or External
- Geographic Section
- Hours Spent on Directorship per Week
- Legal Organization
- Number of FTE Advanced Practice Providers
- Number of FTE Physicians
- Number of FTE Support Staff

- Organization Ownership
- Physician Specialty
- Practice Type
- Practice was Federally Qualified Health Center
- Practice was Rural Health Clinic
- Total Medical Revenue
- Years in Specialty

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Percentiles between 10-90
- Trend up to 5 years

## MGMA DATADIVE ON-CALL COMPENSATION

### BENCHMARKS:

- Annual On-Call Hours
- Annual Rate On-Call Compensation
- Daily On-Call Hours
- Daily Rate On-Call Compensation
- Holiday On-Call Compensation
- Hourly Rate On-Call Compensation
- Monthly On-Call Hours
- Monthly Rate On-Call Compensation
- On-Call Compensation per Procedure
- On-Call Compensation per Work RVU
- Unpaid On-Call Hours per Week
- Weekend On-Call Compensation
- Weekly On-Call Hours
- Weekly Rate On-Call Compensation

### FILTERS:

- Academic Provider
- Advanced Practice Provider Specialty
- All Practices
- Demographic Classification
- Geographic Section
- Legal Organization
- Number of FTE Advanced Practice Providers
- Number of FTE Physicians
- Number of FTE Support Staff
- Organization Ownership
- Physician Specialty
- Practice Type
- Practice was Federally Qualified Health Center
- Practice was Rural Health Clinic
- Total Medical Revenue
- Type of On-Call Coverage

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Percentiles between 10-90
- Trend up to 5 years

## MGMA DATADIVE ACADEMIC COMPENSATION

### BENCHMARKS:

- ASA Units
- Base Compensation
- Base Compensation as a Percent of Total Compensation
- Bonus/Incentive Amount
- Collections
- Compensation to ASA Units Ratio
- Compensation to Collections Ratio
- Compensation to Gross Charges Ratio
- Compensation to Total RVUs Ratio
- Compensation to Work RVUs Ratio
- Gross Charges
- Hourly Rate (APPs only)
- Inpatient E/M Codes
- Outpatient E/M Codes
- Retirement Benefits
- Standardized ASA Units
- Standardized Collections
- Standardized Gross Charges
- Standardized Inpatient E/M Codes
- Standardized Outpatient E/M Codes
- Standardized Total Encounters
- Standardized Total RVUs
- Standardized Work RVUs
- Total Compensation
- Total Encounters
- Total Paid Time Off (PTO) Offered (in Hours)

- Total RVUs
- Total Sick Time Offered (in Hours)
- Vacation (in Hours)
- Work RVUs

### FILTERS:

- Advanced Practice Provider to Physician Ratio
- Advanced Practice Provider Specialty
- All Practices
- Billable Clinical Activity
- Compensation Plan
- Demographic Classification
- Department Specialty
- Faculty Rank
- Geographic Section
- HHS Region
- Majority E/M Codes
- Minor Geographic Region
- Number of FTE Advanced Practice Providers
- Number of FTE Physicians
- Number of FTE Support Staff
- Patient Care Revenue
- Physician Specialty
- Physician Title
- Practice was Federally Qualified Health Center
- Practice was Rural Health Clinic
- Provider FTE Category
- Provider Primary Shift

- Total Medical Revenue
- Years in Specialty

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Percentiles between 10-90
- Quartile Tool
- Trend up to 5 years

## MGMA DATADIVE PROVIDER PLACEMENT STARTING SALARY

### BENCHMARKS:

- Amount of CME Paid
- Amount of Signing Bonus
- Amount of Starting Bonus
- Amount Paid to Relocate
- CME Weeks Paid Time Off
- Guaranteed Compensation
- Total Paid Time Off (PTO) Offered (in Hours excluding CME)
- Total Sick Time Offered (in Hours excluding CME)
- Vacation (in Hours excluding CME)

### FILTERS:

- Academic Provider
- Advanced Practice Provider Specialty
- Physician Specialty
- All Practices
- Demographic Classification
- Geographic Section
- HHS Placement Region
- Number of FTE Physicians
- Organization Ownership
- Physician Specialty
- Placement Type
- Practice Type
- Practice was Federally Qualified Health Center
- Practice was Rural Health Clinic
- Signing Bonus Offered

- Signing Bonus Payback Required
- Starting Bonus Offered
- Years in Specialty

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Percentiles between 10-90
- Trend up to 5 years

## MGMA DATADIVE MANAGEMENT AND STAFF COMPENSATION

### BENCHMARKS:

- Base Compensation
- Bonus/Incentive
- Continuing Education Amount Offered (in Dollars)
- Hourly Rate Compensation
- Hours Worked per Week
- Overtime Compensation
- Retirement Benefits
- Retirement Benefits as a Percent of Total Compensation
- Total Compensation
- Total Paid Time Off (in Hours) for Continuing Education
- Total Paid Time Off (PTO) Offered (in Hours)
- Total Sick Time Offered (in Hours)
- Vacation Offered (in Hours)

### FILTERS:

- Academic Status
- ACMPE Status
- All Practices
- Certified in Position
- Compensation Method
- Demographic Classification
- Exemption Status (Staff positions)
- Formal Education Level
- Geographic Section
- Group Type
- HHS Region
- Lead in Position
- Legal Organization
- Management Positions
- Minor Geographic Region
- Number of FTE Advanced Practice Providers
- Number of FTE Physicians
- Number of FTE Providers
- Number of FTE Support Staff
- Organization Ownership
- Physician Specialty
- Patient Care Revenue
- Practice Type
- Practice was Affiliated with Accountable Care Organization
- Practice was Federally Qualified Health Center
- Practice was Patient Centered Medical Home
- Practice was Rural Health Clinic
- Primary Shift
- Single Specialty Group Type
- State

- Support Staff Positions
- Total Medical Revenue
- Years of Experience

### ADVANCED TOOLS:

- Custom Group Data
- Custom Specialty Builder
- Percentiles between 10-90
- Trend up to 5 years

# MGMA DATADIVE FINANCIALS AND OPERATIONS

Formerly the Cost and Revenue + Practice Operations data sets

## BENCHMARKS:

### EXPENSES

- Physicians, APPs and Provider Cost
- Support Staff Cost – Detailed by Type of Staff
- General Operating Cost, i.e. IT, Building and Occupancy, Furniture

### A/R, COLLECTIONS, PAYER MIX

### STAFFING

- FTE Staffing Ratios for position included under:  
Physicians, Support Staff, Business Operations Support Staff, Front Office Support Staff, Clinical Support Staff, Ancillary Support Staff

### CHARGES & REVENUE

- Total Gross Charges
- Total Medial Revenue
- Total Medical Revenue After Operating Cost
- Net FFS Revenue
- Net Capitation Revenue
- Nonmedical Revenue
- Net Income

### PRODUCTIVITY

- ASA Units
- Patients
- Work RVUs
- Total RVUs
- Total Encounters
- Panel Size
- Square Feet
- Total Procedures
- Number of Exam/Treatment Rooms

### VALUE

- Number of Payer Contracts
- Number of Payer Contracts with Value-Based Reimbursement
- Number of Total Covered Lives
- Number of Covered Lives Attributed to Value-Based Contracts
- Number of Quality Measures Reported On
- Hospital Admission and Readmission Rate
- Emergency Department Utilization Rate
- Post-Operative Infection Rate

### PATIENT PORTAL

- Appointment Scheduling
- Bill Pay
- Test Result Access
- Patient-Provider Communication
- Medical Record Download/Transmission
- Staff Response Time (in Hours)

### CALL CENTER

- Call Hold Time
- Call Length
- Call Answer Speed
- Call Abandonment Rate

### SCHEDULING

- Wait Times
- Total Patient Cycle Time/Throughput
- Same Day Appointments
- Appointment Times
- Third Next Available Appointment
- Appointment Slots
- No Show Rate
- Appointment Cancellation Rate
- Copayments Collected at Time of Service
- Patient Due Balances Collected at Time of Service
- Rescheduling Within 30 Days of Cancellation

### BILLING

- Claims Posted
- Claims Denied on First Submission
- Charge Posting Lag Time
- Amount (in Dollars) Denied on First Submission

### TURNOVER & HIRE RATES

- Support Staff, Physician and Advanced Practice Provider Turnover Rate
- Support Staff, Physician and Advanced Practice Provider Hire Rate

## FILTERS:

- All Practices
- Demographic Classification
- Geographic Section
- HHS Region
- Legal Organization
- Level of Government Payer Mix
- Minor Geographic Region
- Number of FTE Physicians
- Organization Ownership
- Panel Size for Primary Care Practices
- Percent of Primary Care Category
- Practice Utilized Care Team Model (Anesthesiology)
- Practice was Affiliated with Accountable Care Organization
- Practice was Federally Qualified Health Center
- Practice was Patient Centered Medical Home
- Practice was Rural Health Clinic
- Practice Specialty
- Ratio of APP to FTE Physician FTE
- Rent vs. Own Practice Space
- Total Medical Revenue

## DATA CUT:

- Per FTE Physician
- NEW: Per FTE APP
- As a % of Total Medical Revenue
- Per FTE Provider
- Per Square Foot
- Per Total RVU
- Per Work RVU
- Per ASA Unit
- Per Patient
- Per Encounter

## ADVANCED TOOLS:

- Custom Specialty Builder
- Percentiles between 10-90
- Custom Group Data
- Trend up to 5 years

MGMA DATADIVE PROCEDURAL PROFILE

CPT CODE RANGES:

- E/M: CPT Codes 98000-99499
- Anesthesiology:  
CPT Codes 00100-01999
- Surgery:  
CPT Codes 10004-69990
- Radiology:  
CPT Codes 70010-79999
- Pathology and Laboratory:  
CPT Codes 80047-89398
- Medicine:  
CPT Codes 90281-99607
- Other HCPCS
- All CPT Codes
- Top 20 Codes

BENCHMARKS:

- Collections
- Compensation
- Work RVUs

FILTERS:

- Demographic Classification
- Geographic Section
- Number of FTE Physicians
- Organization Ownership
- Practice Type
- Total Medical Revenue
- Type of Compensation Tax Form
- Years in Specialty

QUARTILES:

- Top Quartile
- Above Median
- Inter Quartile Range
- Below Median
- Bottom Quartile

VIEW BY:

- CPT Code
- Percent of Total Volume
- Volume Per Provider