

# 2025 Advanced Practice Provider Compensation Survey

**ECG's survey is the industry's most rigorous and accurate benchmarking resource for advanced practice provider compensation planning.**

ECG offers market-leading data and information critical to provider compensation planning efforts across independent, integrated, and academic organizations. Our survey provides an in-depth review of advanced practice provider (APP) market trends, including nurse practitioner and physician assistant specialty-specific compensation, production, benefits, compensation plan design and incentives, recruiting efforts and signing bonuses, CPT code profiling, and numerous other key data points.

In order to help provider organizations adopt benchmarks that align with their provider compensation plan methodologies, ECG will publish relative value unit (RVU) benchmarks calculated using the 2020, 2024, and 2025 Medicare Physician Fee Schedules.

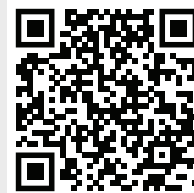
Our 2024 survey included data for nearly 50,000 APP, non-physician providers, and allied health practitioners practicing within 21 APP provider types and 22 types of allied health professionals. ECG benchmarks also include specialty-specific data for over 107 nurse practitioner and physician assistant specialties. ▶

## KEY FEATURES

- Data collected for CY or FY 2024
- Benchmarks available at no charge to all who submit data
- Streamlined data collection templates
- Survey submissions accepted until March 7, 2025
- Key benchmarks available in July 2025



**CONTACT US**



## SELECT MEMBERS

Adena Health System

Akron Children's Hospital

BayCare Medical Group

Baylor Scott & White Health

Bon Secours Mercy Health

ChristianaCare

Christus Health

Cone Health Medical Group

HealthPartners &  
Park Nicollet

Kansas University  
Health System

Lee Health

Lehigh Valley Health Network

Palo Alto Medical Foundation

Parkview Health System

Prisma Health

Providence

Renown Health

Rochester Regional Health

Seattle Children's Hospital

Texas Health Resources

UnitedHealth Group

UnityPoint Health

University of Colorado Anschutz  
Medical Campus

Washington Permanente  
Medical Group. P.C.

Wellstar Health System

## MEMBER BENEFITS

Members of ECG's 2025 Advanced Practice Provider Compensation Survey receive exclusive access to reports and online benchmarking tools that provide in-depth analysis of state, regional, and national market trends, including:

- ECG's expert assessment of provider trends, issues, and opportunities related to compensation, production, benefits, recruiting, and more.
- Detailed compensation metrics by specialty, including clinical, nonclinical, base, and incentive compensation (such as clinical quality, patient satisfaction, and production).
- Production metrics by specialty, including net professional collections, work and total RVUs, and compensation-to-production ratios.
- Benefits information, including benefits expense by specialty, benefits as a percentage of compensation, retirement expense, retirement as a percentage of compensation, and continuing medical education expense.
- Additional metrics, such as primary care panel sizes, starting salaries, signing bonuses, and relocation allowances for new hires.
- ECGVault, our online data portal that contains current and historical survey data and benchmarks at the market, organization, and provider levels. ECGVault allows for robust organization and market trending of APP performance, custom reporting, and downloading of benchmarks and related materials. Members purchase an annual membership for access to ECGVault's Dynamic Reports, which entitles them to an unlimited number of users and 24/7 access to reports and data.

## SURVEY METHODOLOGY

ECG's survey methodology uses clear, uniformly applied definitions and a structured data validation process to transform member responses into useful information. We calculate RVUs from CPT-level data and are thus able to eliminate the RVU data consistency issues that exist in other industry surveys. RVUs and compensation-to-RVU metrics will be calculated and published using the 2020, 2024, and 2025 Medicare Physician Fee Schedules. To ensure data accuracy, each provider's clinical and nonclinical full-time equivalents are defined in detail by ECG.



*We appreciate ECG's rigorous and thoughtful methodology to their compensation survey. The consistency with which they approach calculating work RVUs, for example, is most valuable and ensures confidence in the results. In addition, their online data portal, ECGVault, makes accessing their benchmarks easy and convenient, and we are able to customize the data set for the attributes that are important for us when we compare our physicians' performance to the market."*

**DR. HARRIS A. FRANKEL**

Senior Vice President and  
Chief Medical Officer

Nebraska Medicine,  
Omaha, Nebraska

## The Courage to Change Healthcare.™

Since its founding, ECG has kept pace with an ever-evolving industry, steadfast in its commitment to and passion for healthcare. Together with our clients, we're making healthcare more accessible, sustainable, and effective for the patients and communities they support.



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