Ambulatory Anesthesia -

Management vs. Personal Team

Presenter

Andre Dobson, MD

- Since 2005, Dr. Andre Dobson has been the corporate medical director for Anesthesia Healthcare Partners
- Oversight of outsourced anesthesia services for over 60 hospital and surgery center partnerships
- Completed his anesthesia residency at West Penn Hospital & University of Pittsburgh in 1985
- Practicing anesthesia for nearly 30 years including the ownership of his own pain practice and earning the title of Chief of Anesthesia for multiple east coast hospitals.

Is this your dog?

Is this your headache?

Management versus Personal

Personal
- Employees
- Scheduling
- Payor Contracts
- Compliance

Management
- Independent Contractor
- Medical Director
- Payor Contracts
- Compliance

Management versus Personal

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Benefits:
- ✓ **Salary**
- ✓ **Healthcare Insurance**
- ✓ **Taxes**
- ✓ **Malpractice Insurance**
- ✓ **Vacation**
- ✓ **Coverage**

Anesthesia Staffing Expense

What it is

2009 AVERAGE ANESTHESIOLOGIST COMPENSATION

MGMA: Anesthesiologist Compensation (1)

	25% tile			Median			90% tile		
	2008	2009	%diff	2008	2009	%diff	2008	2009	%diff
Overall	$324,679	$321,980	-1%	$398,925	**$410,658**	3%	$558,712	$593,020	6%
1 to 2 years	$265,000	$211,300	-25%	$327,525	**$294,202**	-11%	$482,408	$466,353	-3%
3 to 7 years	$321,186	$297,107	-8%	$371,525	**$395,000**	6%	$528,597	$554,774	5%
8 to 17 years	$365,000	$360,000	-1%	$403,600	**$430,000**	6%	$513,355	$604,000	15%
18 years or more	$321,840	$312,644	-3%	$397,500	**$406,618**	2%	$612,388	$598,845	-2%
Single Specialty	$325,773	$322,170	-1%	$403,600	**$420,699**	4%	$582,019	$598,683	3%
Eastern	$365,000	$340,000	-7%	$403,600	**$404,818**	1%	$696,604	$535,000	-30%
Midwest	$350,413	$335,687	-4%	$412,694	**$424,000**	3%	$566,355	$608,508	7%
Southern	$346,816	$369,713	6%	$433,990	**$456,167**	5%	$588,100	$628,197	6%
Western	$299,556	$284,316	-5%	$358,252	**$368,500**	3%	$476,109	$561,221	15%
Nonmetropolitan (fewer than 50,000)	$292,150	$273,653	-7%	$348,178	**$359,000**	3%	$440,924	$530,000	17%
Metropolitan (50,000 to 250,000)	$310,620	$321,178	3%	$397,886	**$410,658**	3%	$528,894	$604,654	13%
Metropolitan (250,001 to 1,000,000)	$350,144	$332,325	-5%	$403,600	**$417,200**	3%	$600,000	$593,020	-1%
Metropolitan (more than 1,000,000)	$322,465	$318,796	-1%	$370,086	**$403,577**	8%	$512,000	$584,089	12%

(1) 2010 MGMA Physician Compensation and Production Survey by the Medical Group Management Association

Anesthesia Staffing Expense

What it is

2009 AVERAGE CRNA COMPENSATION

MGMA: CRNA Compensation (1)

	25% tile			Median			90% tile		
	2008	2009	%diff	2008	2009	%diff	2008	2009	%diff
Overall	$125,069	$127,960	2%	$140,000	**$140,443**	1%	$171,000	$170,000	-1%
Eastern	$119,180	$126,918	6%	$137,800	**$140,443**	2%	$154,500	$159,135	3%
Midwest	$126,110	$135,412	7%	$140,608	**$148,748**	5%	$171,000	$176,184	3%
Southern	$133,033	$129,698	-3%	$140,000	**$136,300**	-3%	$170,000	$170,000	0%
Western	$129,257	$145,462	11%	$141,005	**$156,551**	10%	$174,077	$183,979	5%

(1) 2010 MGMA Physician Compensation and Production Survey by the Medical Group Management Association

Management versus Personal

Personal

- Employees
- Scheduling
- Payor Contracts
- Compliance

Management

- Independent Contractor
- Medical Director
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Benefits:

- ✓ **Daily Worker Schedules**
- ✓ **OR Coordination**
- ✓ **Efficiency**
- ✓ **Timeliness**
- ✓ **Paperwork Review**
- ✓ **In OR Cooperation**
- ✓ **Cost Containment**

Management versus Personal

Personal	Management
• Employees	• Independent Contractor
• Scheduling	• Medical Director
• Payor Contracts	• Payor Contracts
• Compliance	• Compliance

Benefits:

- ✓ **Contract Negotiators**
- ✓ **Established Relationships**
- ✓ **Fees**
- ✓ **"Insurance Speak"**
- ✓ **In-Network vs. Out-Network**
- ✓ **Patient Friendly Process**

Management versus Personal

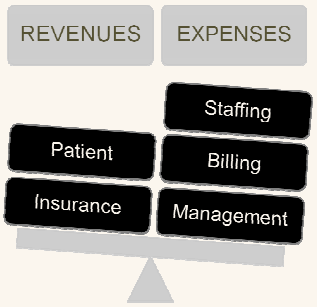
Personal	Management
• Employees	• Independent Contractor
• Scheduling	• Medical Director
• Payor Contracts	• Payor Contracts
• Compliance	• Compliance

Benefits:

- ✓ **Dedicated Department**
- ✓ **Immediately Updated**
- ✓ **All Groups**
- ✓ **Record Keeping**
- ✓ **On-site Reviews**
- ✓ **Surveys**
- ✓ **Molding the Team**

Anesthesia Subsidy Equation

Revenues less Expenses = Potential Subsidy



Impact on Anesthesia Revenue

What it is

- Facility – **Payor & Case Type Mix**
- Provider Team - **Charge Capture**
- Management Team - **Payor Contracting**
- Billing Service - **Collection**

Impact on Anesthesia Expenses

What it is

- Facility – **Room Coverage Requirements**
- Provider Team – **Medical Director**
- Management Team - **Recruiting & Reporting**
- Billing Service – **Inefficiency**

Taming the Subsidy

Balance

- **Strong Anesthesia Leadership**
- **Data Analytics**
- **Focus on Efficiency**
- **Expansion of Coverage**
- **Collaboration**

QUESTIONS:

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