

## Fair Market Value Assessment

Physician Name: \_\_\_\_\_

Specialty: \_\_\_\_\_

Date of FMV Assessment: \_\_\_\_\_

Proposed Total Cash Compensation: \_\_\_\_\_

Total Cash Compensation for FTE Physician @ 50<sup>th</sup>% (Stark): \_\_\_\_\_

Total Cash Compensation for FTE Physician @ 75<sup>th</sup> % (TH Policy): \_\_\_\_\_

If Proposed Total Cash Compensation is >50<sup>th</sup>%, factors supporting pay > 50<sup>th</sup>% are:

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### Formula

Base Compensation: \_\_\_\_\_

Incentive component not > 50%

Based on Physician's productivity only, or physician is part of group practice

Name of group: \_\_\_\_\_

Physician can earn up to: \_\_\_\_\_

Last year physician earned: \_\_\_\_\_

If wRVU formula, then the conversion factor is  $\leq$  MGMA 50<sup>th</sup> % for the specialty MGMA 50<sup>th</sup> % is:

\_\_\_\_\_

If not wRVU formula, the measure is < 50<sup>th</sup> % of \_\_\_\_\_ survey.

Measure is \_\_\_\_\_ Survey 50<sup>th</sup> % is: \_\_\_\_\_

### Adjustments

Total Cash Compensation is > 75<sup>th</sup> % and MO has assessed and determined adjustments to FMV are appropriate.

If physician is contingent employee, multiply 75<sup>th</sup> % by 1.16: \_\_\_\_\_

If physician is employed by a group, multiply 75<sup>th</sup> % by 1.16: \_\_\_\_\_

If physician is employed full-time clinical (not 2080, but full-time hours for specialty at 75<sup>th</sup> %), plus physician has an administrative role or provides excess on-call services or excess vacation coverage, MO may assess and adjust FTE for comparison to maximum of 1.25.

Step 1 Assess non-clinical hours

Step 2 Divide non-clinical hours by 2080

Step 3 Multiply 75<sup>th</sup> % by 1 plus the fraction of step1/step2

DO not adjust clinical (patient care) hours in excess of 2080. Do not adjust for standard on-call or vacation coverage.

**T:legal/wisner/fmv assessment**