

# COMPENSATION MONITOR

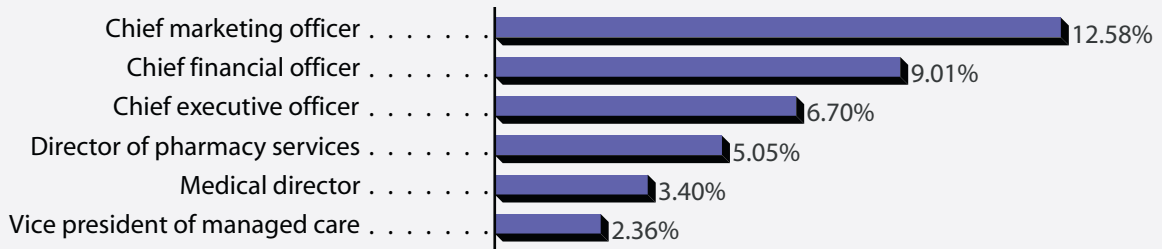
## Salaries Within MCOs: Up, Except for Primary Care

In general, salaries within managed care organizations are increasing to keep pace with market demands. Warren Surveys' *Spring 2000 Salary Survey* concludes that the rise in salaries indicates that health plans are "keeping compensation at market levels, and understand that in a tight labor market a highly trained employee with managed care experience is a valuable resource."

One-year increases were almost universal; only 18 of 259 positions studied showed a decrease in salary — and the majority of those salary decreases were less than 3 percent. Most primary care disciplines, however, saw virtually no movement in pay, while changes in specialist pay varied widely.

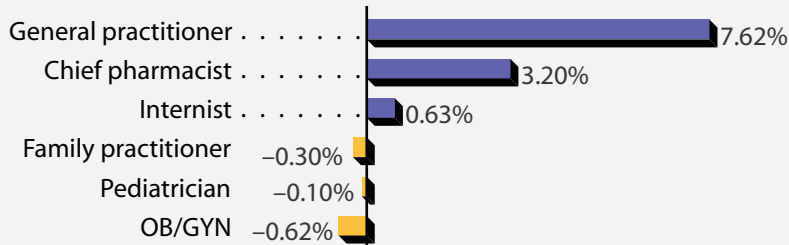
### Executive pay hikes

*Median salary increases, 1999 – 2000*



### Provider salary increases

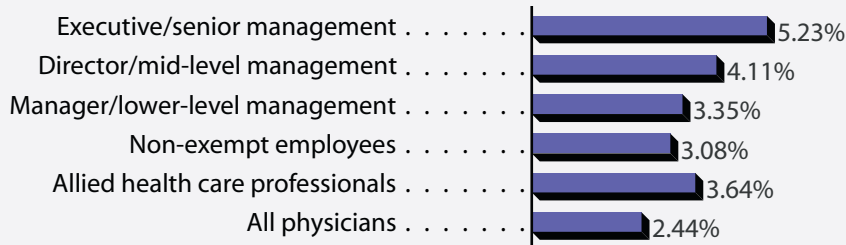
*Median salary increases, 1999 – 2000*



The five-year trend shows moderate pay increases, with management staff garnering greater salary hikes (exclusive of other compensation) than allied health professionals and practicing physicians.

### Five-year trend

*Median annual increases, 1996 – 2000*



**For more detailed information or to buy a copy of this survey,** contact Warren Surveys at 815-877-8794, or «[www.demarcowarren.com](http://www.demarcowarren.com)».

SOURCE: SPRING 2000 HMO SALARY SURVEY, WARREN SURVEYS, ROCKFORD ILL.