Johns Hopkins University
Physical Medicine and Rehabilitation
FY09 and FY10 Practice Plan

1. Clinical Component
- Incentive compensation is earned by achieving or exceeding charge target (see example below)
- Earn $2,500 by achieving charge target
- Exceed charge target and earn additional incentive compensation
    - Exceed charge target by 5% and receive 10% of excess collections
    - Exceed charge target by 10% and receive 20% of excess collections
    - Exceed charge target by 15% and receive 30% of excess collections
    - Exceed charge target by 20% and receive 40% of excess collections
    - Exceed charge target by 25% or more and receive 50% of excess collections

Incentive Compensation Example

	Gross	Net Collections [1]
Charge Target	$275,000	$134,750
Charges Generated	$359,500	$179,750
Charges in Excess of Target	$ 45,000	$ 22,500
Favorable Target Variance %		50%
Incentive Compensation		
Target Achieved		$ 2,500
Target Exceeded by 50% (earns 50%)		$22,500
Pay-out following October		**$25,000**

2. Education Component
- Presentation (grand rounds, invited, CME):
    - Local or regional: 1 point
    - National/International: 2 points
- Top 1/3 of resident evaluations: 2 points
- Director of Residency Didactic module: 1 point
    - Publication of professional book chapter: First author, 2 points; Co-author, 1 point
- Golden Goniometer Award: 4 points
- Maximum 10 education points per person
- Initial estimate: $500 per point; this will be adjusted if payments exceed available funds.

3. Research Component
- Submitted grants: 1 point
- Publications:
    - Abstract; 0 point
    - Peer-reviewed paper: First author, 3 points; Co-author. 1 point
- Grant support:
    - Small grant (Direct costs < $85,000/yr): 2 points
    - Large grant (Direct costs > $85,000/yr): 4 points
- Maximum 10 research points per person
- Initial estimate: $500 per point; this will be adjusted if payments exceed available funds

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[1] *In this example, the net collections are determined using a 50% collection rate*