UWMF Compensation Development Committee

February 6, 2024, 4:30 - 6:00 PM

Via WebEx: https://uwhealth.webex.com/uwhealth/j.php?
MTID=m525441d41fbb483ceade31a4f27ba467
Meeting Number: 2633 657 1056 // Password: 020624
Join by phone +1-415-655-0003 US TOLL // Access code: 2633 657 1056

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<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Description</th>
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<tbody>
<tr>
<td>4:30 PM</td>
<td>I. Call to Order</td>
<td>Dr. J. Carter Ralphe</td>
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<tr>
<td>4:30 PM</td>
<td>II. Consent Agenda</td>
<td>Dr. J. Carter Ralphe</td>
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<tr>
<td></td>
<td>Attachment - Executive</td>
<td>PDF: Executive Summary - CDC RVU Workgroup Recommendation for RVU Gap-Filling Process for CY24</td>
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<tr>
<td>4:32 PM</td>
<td>III. Closed Session</td>
<td>Motion to enter into closed session pursuant to Wisconsin Statutes sections 19.85(1)(c) and 19.85(1)(e), for the discussion of the following confidential matters, which for competitive reasons require a closed session: review and approval of closed session meeting minutes; review and discussion of department compensation plans, including the departments of Neurosurgery, Urgent Care and Medicine compensation plans.</td>
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<td>5:55 PM</td>
<td>IV. Return to Open Session*</td>
<td>*Estimated time to return to Open Session</td>
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<td>5:56 PM</td>
<td>V. ACTION: Department of Compensation Plans, including Departments of Neurosurgery, Urgent Care, and Medicine</td>
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<td>6:00 PM</td>
<td>VI. Adjourn</td>
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Attachment

Executive Summary – CDC RVU Workgroup
Recommendation for Gap-Filling Process for CY24
EXECUTIVE SUMMARY

TO: UWMF Compensation Development Committee
FROM: Dr. Mike Bentz MD, CDC RVU Workgroup Chair
DATE: February 5, 2024
RE: Freeze RVU process for assigning values to codes not assigned by Centers for Medicare and Medicaid Services

In February 2023, CDC and UWMF Board endorsed a modification to the work RVU process for assigning values to codes not assigned by Centers for Medicare and Medicaid Services (CMS), also known as gap-filling of in-house codes. This workplan consisted of a 50/50 transition plan that was implemented 1/1/23; 50% based on the historical global conversion rate and 50% based on the CPT code-series conversion rate. The plan was to implement the full transition to the 100% CPT code-series conversion rate effective 1/1/24.

Throughout calendar year 2023, there were many questions raised regarding the rate changes and concerns that certain specialties had larger impacts than expected. Since so many compensation plans do rely on this information, we want to be diligent in addressing these concerns. Practice Plan Administration (PPA) will be reaching out to peers, consulting with Sullivan Cotter, and will assist the CDC RVU Workgroup in a full review of the existing process and determine the best method for moving forward. This review will be expedited and a final recommendation, once approved, would be made retroactive to 1/1/24.

CDC RVU Workgroup recommends that the 2023 wRVU gap-filled rates remain in place/frozen, based on existing values. This means that the transition to 100% CPT code-series conversion rate will NOT be implemented, and the practice of updating these codes based on the new conversion rates will not occur. This would also apply for wRVUs related to cosmetic/patient-pay procedures, historically CPT codes starting with CS and more recently PP. We want to minimize the disruptions that can occur with rates changing multiple times.

The UWMF Compensation Development Committee (CDC) RVU Workgroup reviewed the proposed plan and endorsed the plan via email in January 2024, in accordance with the UWMF Bylaws, Exhibit A, UWMF Compensation Principles and Procedure Policy.

After UWMF CDC endorsement, following the shared governance process, this will be presented to the UWMF Board of Directors. The approvals will then be presented to the UWMF Compensation Review Committee for final action.
Questions should be directed to Ms. Lisa Kurth at kurth@uwhealth.org or 608.821.4120.

Thank you.
Call to Order. The meeting was called to order at 4:31 p.m. by Dr. Christopher Meyer. A quorum was confirmed.

Welcome New Members. The Chair opened the meeting by welcoming guest, Ms. Nicole Jennings, who will be replacing Ms. Kim Beld as the UWSMPH Department Administrator Representative on the Committee following approval by the UWMF Board of Directors.

Dr. Meyer noted that the March 7, 2023, meeting is cancelled, and the next meeting will be April 11, 2023.

The Chair welcomed new members, Dr. Kenneth Noonan, Dr. Samuel Poore, and Mr. Pablo Sanchez to the UWMF Compensation Development Committee.

Meeting Minutes – Open Session. Upon a motion duly made by Dr. Daniel Bennett, seconded by Dr. Deborah Rusy, and unanimously carried, the Open Session minutes from the October 11, 2022, meeting were approved.

RVU Workgroup Update. Ms. Lisa Kurth presented an update from the RVU Workgroup. The Workgroup is requesting endorsement of modification to the existing work RVU process for assigning values to codes not assigned by Centers for Medicare and Medicaid Services (CMS), also known as gap-filling of in-house codes. The Compensation Development Committee RVU Workgroup, led by Dr. Mike Bentz, has reviewed, and endorses this change. She reported the modification would result in a slight reduction in volume of codes. The final recommendation of the Workgroup is to transition in calendar year 2023 utilizing a 50/50 split. The current process would be used for the first half of the year and the new process for other half of the year. Any new codes created in 2023 would use the new revised process, and for 2024 we would transition to the new modified process. A “calendar” year is used because CMS publishes a new fee schedule January 1st of each year.

Ms. Kurth engaged in discussion with the Committee.

Upon a motion duly made by Dr. Michael Tuite, seconded by Dr. Paul DiMusto, and unanimously carried, the Committee endorsed approval of modification to the existing work RVU process for assigning values to codes not assigned by Centers for Medicare and Medicaid Services (CMS), also known as gap-filling of in-house codes.
Closed Session. There being no other matters for discussion in Open Session, Dr. Meyer proposed to take the meeting into closed session pursuant to Wisconsin Statutes section 19.85(1)(e), for the discussion of the following confidential matters, which for competitive reasons require a closed session: review and approval of closed session meeting minutes; and pursuant to Wisconsin Statutes sections 19.85(1)(e) and 19.85(1)(c), which authorizes closed session for consideration and discussion of physician compensation data, including Compensation and Productivity Benchmark Workgroup Update and Faculty Recruitment Bonus Guidelines Update.

Dr. Jennifer Weiss moved to go into Closed Session; Dr. Kenneth Noonan seconded the motion; there was a unanimous roll call vote approving entering into Closed Session. The following members voted for the motion: Dr. Cristopher Meyer (Chair), Ron Anderson, Dr. Daniel Bennett, Dr. Mahua Dey, Dr. Paul DiMusto, Kelsie Doty, Dr. Paul Hayner, Dr. Jamie Hess, William Katz, Dr. Aparna Mahajan, Dr. Kenneth Noonan, Dr. Samuel Poore, Dr. Carter Ralphe, Dr. Deborah Rusy, Pablo Sanchez, Dr. Michael Tuite, Dr. Jennifer Weiss, and Dr. Daniel Williams.

The meeting adjourned in closed session.