Beginning January 1, 2021, the Centers for Medicare & Medicaid Services (CMS) is increasing the values for office visit evaluation and management (E/M) codes. The increased values are part of sweeping changes to office visit E/M services, which also include significant updates to the coding and documentation guidelines for these services.

For an employed physician, a signed contract establishes the terms of employment. Most contracts specify a base salary, some type of incentive compensation structure (e.g., work relative value units [wRVUs], quality metrics), and a benefit package (e.g., health insurance, malpractice insurance). Depending on your compensation package, you may want to have a conversation with your administrator about how the revaluation of codes for E/M services will impact your pay.

The American Academy of Family Physicians (AAFP) has developed the following information to help you determine if a conversation with your administrator or a contract amendment is appropriate for you.

**Before you meet with your administrator**

- Review your current contract to appraise how you are being paid (e.g., base salary, wRVUs, bonuses based on quality and/or patient satisfaction). Look at the payment breakdown to determine how wRVUs impact your overall compensation. If they affect a significant percentage of your pay, consider having a conversation with your administrator regarding Medicare’s increased values for office visit E/M codes.
- If you do not understand the language in your contract or you have questions, consult a health care attorney.
- Obtain your monthly productivity reports from the past 12 months and have them available when you meet with your administrator.
- Know your breakdown of office visit E/M services (CPT codes 99202-99205 and 99211-99215).*

**Questions to consider asking your administrator**

- What impact do you anticipate Medicare’s increased values for office visit E/M codes will have on my employment contract?
  - Will productivity targets change as a result of the increased values for office visit E/M codes? If so, how?
- What are the wRVU expectations for 2021?
- What other employment contract policy changes do you foresee in 2021?
- How will I be notified of changes to my employment contract?

*CPT code 99201 will be deleted as of January 1, 2021.