



IEPC

Independent Emergency
Physician Consortium

Newsletter

February 2026

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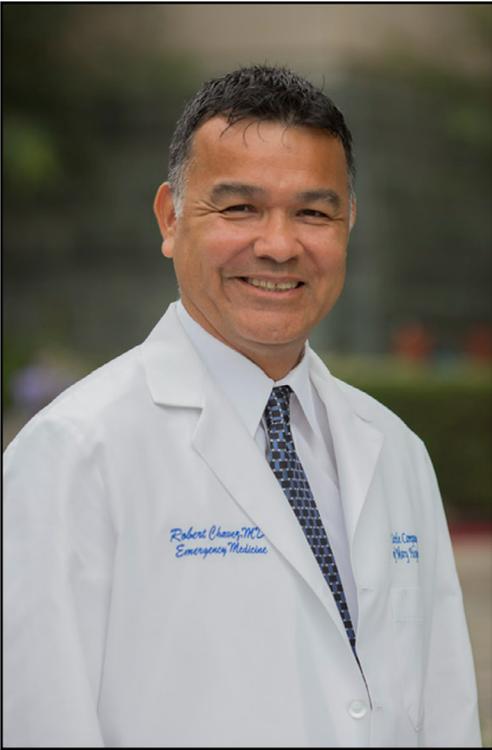
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2025-2026 IEPC Benchmarking Survey



Thank you to all who participated in the IEPC 2025-2026 Benchmarking Survey. The survey is now closed, and we are in the process of compiling and analyzing the results. If your group participated, please look for a detailed summary report to be distributed via email in the coming weeks. We look forward to sharing the findings and hope they will provide valuable, actionable insights to support strategic planning and operational decision making.

Thank you!



President Pearls

Robert Chavez, MD
President, IEPC

Providence Little Company
of Mary Medical Center Torrance



Hello friends and colleagues,

Those of us who run small independent emergency medicine groups will find recruiting against the USACS, Team Health and Vuity's of the world quite challenging. We certainly do not have the PR budget to compete with them; therefore, we must have a more tailored approach.

All group leaders and candidates consider criteria such as pay per hour, benefits and administrative burden, as well as shift distribution for new recruits. However, other considerations that can be equally as important are all the decisions that have to be made by moving into a new place and starting a new career.

The ability to furnish your new recruits with access to real estate contacts in the community or attorneys or bookkeepers to help them set up a corporation. Also, access to good reputable CPAs, Insurance Brokers and Trust attorneys are equally important. Unless they want to work for the rest of their lives with little chance for retirement, they will also want to have access to solid financial advisers as well.

Another excellent recruiting tool is setting up educational meetings to train your new recruits in your group's culture, standards and practices and expectations. In addition, I find it very useful to have training sessions on billing and how to be a productive physician. New residents just starting out are all clinically solid, however, they receive no training on billing and coding and have very little idea on what constitutes a good work rate or billing rate. Showing them "how the sausage is made" will serve them not only in your group, but in their future career with any group.

Finally, delineating a clear pathway to enter the group and advance through your practice clinically, financially and administratively is also crucial to avoid any misunderstandings in the future.

Small independent groups know recruiting season is year-round and require a dedicated point of contact to manage all the correspondence that happens between your practice and potential recruit.

All the best,
Robert Chavez
President, IEPC





ACEP Health Insurance Options: Individual Coverage for Emergency Physicians

Kavitha Weaver, MBA

Executive Director, IEPC

Monterey Bay Emergency Partners



As employment models in emergency medicine evolve, maintaining reliable health insurance remains key consideration. The American College of Emergency Physicians (ACEP) offers individual health insurance plans designed specifically for emergency physicians. These plans can be useful for physicians who do not have employer-sponsored coverage, are transitioning between positions, or want additional flexibility. The program includes eight different CIGNA PPO underwritten plans, with a variety of deductibles and HSA-compatible options.

Who Can Benefit

Employed (W2) Physicians

For groups with employer-provided health insurance, ACEP plans may be helpful for:

- Part-time physicians not eligible for employer coverage.
- Physicians between positions or transitioning roles.
- Physicians seeking supplemental or alternative coverage.

Independent Contractors (1099 Physicians)

Independent contractor physicians often secure their own insurance. ACEP plans can provide:

- Coverage designed specifically for emergency physicians.
- Continuity of coverage during contract or employment changes.
- Additional flexibility and choice when employer-sponsored plans are not available.

In short, both employed and independent emergency physicians may find these options useful depending on their personal circumstances and coverage needs.

Participation Requirements

- Active ACEP membership is required.
- Enrollment is individual and family only; there are no group-level plans.
- Standard application and eligibility requirements apply.
- Enrollment is generally available during open enrollment or by qualifying life events.

All plan management is handled directly between the physician and the insurance provider:
[Program Details and Plan Options.](#)

If you would like IEPC to invite an ACEP insurance representative to speak at a future meeting, please click below:

[Yes, I am interested.](#)



2026 IEPC Speaker Series



FREE TO ALL FRIENDS OF IEPC!

**IEPC Is excited to continue its
2026 Speaker Series!**

*Sessions take place from 9:00 AM - 9:30 AM PT on the fourth
Monday of each month! (January-November)*

Don't Miss our Next 2 Sessions!

February 23, 2026

**5150 and the Expansion of
Grave Disability (SB-43)**



Mike Phillips

March 23, 2026

**How Payer Algorithms Are
Shaping ED Reimbursement**



Dr. Andrea Brault

Upcoming 2026 IEPC Speaker Series

Scheduled Speakers:

April 27: Elena Lopez-Gusman
May 18: Dr. Jamie Shoemaker
June 22: Dr. Robert McNamera
July 27: Laura Wooster
August 24: Dr. James Augustine
September 28: TBA
October 26: TBA
November 23: Andrew Selesnick

**More information on the 2026 IEPC Speaker Series,
including more speaker details and session titles will be available soon.
Keep an eye on your email!**

