



**Title:** Family Physicians Cannot Wait for a Pay Increase

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- 1 **WHEREAS**, the average age of the approximately 118,000 practicing family physicians in the United States is  
 2 reported to be 55 to 58, and in 2023, 4,530 medical students matched to family medicine, and
- 3 **WHEREAS**, if these older physicians retire in 10 years, approximately 60,000 family physicians (6,000 per year) will  
 4 be needed to be trained to replace them, and
- 5 **WHEREAS**, data shows that medical students choose their specialty in their second or third year of medical school,  
 6 with their decision based on salary data from 6-7 years before they can start practicing, and
- 7 **WHEREAS**, family physicians and other primary care physicians consume only about 5%-6% of overall healthcare  
 8 expenditures, and approximately just one-third of that goes into the net pay of these primary care physicians, and
- 9 **WHEREAS**, family physicians and other primary care physicians could have their net pay doubled with less than a  
 10 2% increase in overall healthcare expenditures, and
- 11 **WHEREAS**, value-based payments raise some family medicine physicians' pay but decrease some family medicine  
 12 physicians' pay, now, therefore, be it
- 13 **RESOLVED**, that Michigan Academy of Family Physicians use resources to encourage health plans lawmakers, and  
 14 policymakers to commit to a near-immediate substantial pay increase of at least 30%, and more in shortage areas,  
 15 with ongoing substantial increases for fee-for-service and capitation pay for family medicine physicians; and be it  
 16 further
- 17 **RESOLVED**, that Michigan Academy of Family Physicians educate health plans and those in government that for  
 18 every year action isn't taken, fewer and fewer family physicians and primary care physicians practice in the United  
 19 States and Michigan; and be it further
- 20 **RESOLVED**, that Michigan Academy of Family Physicians ask the American Academy of Family Physicians to use  
 21 substantial resources to encourage Medicare, Medicaid, and all other federal government-supported health plans to  
 22 commit to a near immediate substantial pay increase of at least 30%, and more in shortage areas, with ongoing  
 23 substantial increases for both fee-for-service and capitation pay for family medicine physicians; and be it further
- 24 **RESOLVED**, that Michigan Academy of Family Physicians ask the American Academy of Family Physicians to take  
 25 substantial efforts and resources to educate health plans and those in government that every year that if action isn't  
 26 taken fewer and fewer family physicians and primary care physicians practice will exist in the United States.