About Thunder Bay Emergency Physicians

*Thunder Bay Emergency Physicians* (TBEP) is a private practice group that has been providing top-level emergency care to the people of Alpena and Northeast Michigan for over 30 years. Its group members are all residency trained and Board Certified in Emergency Medicine. All TBEP physicians and staff live in and around Alpena and are active members of the community. To learn more about Thunder Bay Emergency Physicians and their services, please visit: [www.thunderbayep.com](http://www.thunderbayep.com).

**Excerpts from a conversation with Julie Kaffenberger, Business Manager, Thunder Bay Emergency Physicians.**

We learned about EDPMA through our billing company. We most value the information we get from EDPMA, and the legislative actions they take on behalf of all emergency physicians. We want - and need - information on reimbursements and regulations from a national and state perspective including what is being implemented and what is on the horizon. In addition, we need to know what's occurring in the market with other groups such as mergers, best practices, compensation models, recruitment and other areas.

Given our rural location, Thunder Bay Emergency Physicians faces a somewhat unique challenge in developing a recruitment and compensation model that will attract quality physicians. One of the nicest aspects of belonging to a larger emergency physician community is the ability to learn from other organizations. For example, this year we hope to gain some visibility into various salary/compensation models other members are using to ensure packages are at or above fair market value.

One of the biggest changes on the horizon in emergency medicine is the modification in payment structures from Medicare and other insurance providers. We believe it's very important for the Emergency Department to work closely with other hospital departments and specialty groups. TBEP will continue to work hard to maintain a strong partnership with our hospital administration and to work collaboratively to provide quality care through the Emergency Department including assisting with the admission process for appropriate utilization while minimizing expenses. As a long-time provider to our hospital, TBEP has a positive relationship with its administration. One of the ways we maintain this important relationship is by meeting with hospital administration on a quarterly basis and more frequently when necessary. Currently, we are working with administration and IT to implement a new EMR system including CPOE. And, we work on projects with other hospital-based groups such as hospitalists and radiology to provide quality care. We serve on hospital committees and even with our local Ambulance Authority so when patients arrive at our hospital they begin receiving quality care from the first moment of intervention. We're proud of the partnerships we've developed and the positive impact these relationships have had on patient care.