

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF THE COUNTY OF SAN BERNARDINO
AND RECORD OF ACTION**

May 19, 2020

FROM

WILLIAM L. GILBERT, Director, Arrowhead Regional Medical Center

SUBJECT

2020-21 Residency Program Master Employment Agreement

RECOMMENDATION(S)

1. Approve the 2020-21 Physician Residency Program Master Employment Agreement for Arrowhead Regional Medical Center resident physicians in the following programs:
 - a. Emergency Medicine
 - b. Emergency Medical Services Fellowship
 - c. Family Medicine
 - d. General Surgery
 - e. Internal Medicine
 - f. Obstetrics/Gynecology
 - g. Maternal Fetal Medicine Fellowship
 - h. Pulmonary Critical Care Fellowship
 - i. Psychiatry
2. Authorize the Director of Arrowhead Regional Medical Center or designee to execute individual employment agreements on behalf of the County, pursuant to the 2020-21 Residency Program Master Employment Agreement identified in Recommendation No. 1.
(Presenter: William Gilbert, Director, 580-6150)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of the 2020-21 Residency Program Master Employment Agreement for Arrowhead Regional Medical Center (ARMC) resident physicians will not result in the use of Discretionary General Funding (Net County Cost) as costs associated with ARMC's residency programs are funded by State Medi-Cal, Federal Medicare, and reimbursements from local area hospitals participating in the residency program. During 2020-21, ARMC will employ approximately 184 residents at a cost of approximately \$15 million. Sufficient appropriation and revenue will be included in the ARMC 2020-21 recommended budget.

BACKGROUND INFORMATION

The 2020-21 Residency Program Master Employment Agreement will allow resident physicians to receive medical training at ARMC. Authorization for the Director of ARMC to execute the individual agreements will enable ARMC to enter into agreements with resident physicians within particular residency programs in a timely manner. The residency program employment

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agreements provide for the safety, health and social service needs to County residents by ensuring specialty training of resident physicians to provide care to ARMC patients.

The Accreditation Council for Graduate Medical Education (ACGME), the regulatory agency for the ARMC residency programs, require that ARMC participate in an organized resident physician interview process and selection. To meet this requirement, ARMC participates in the Electronic Resident Application Service (ERAS) and National Residency Matching Program (NRMP). ERAS allows medical students to apply and interview with appropriate medical facilities. NRMP matches postgraduate medical students with those medical facilities the student has interviewed. During the interview process, the potential resident is presented with an informational packet that outlines the ARMC residency programs and the requirement for each of these programs. Included in the informational packet is a copy of the ARMC one-year Residency Program Master Employment Agreement, outlining certain work conditions, benefits, and compensation for the resident physician.

The Residency Program Master Employment Agreement is updated annually, per the ACGME requirements, and submitted to the Board of Supervisors for approval. The 2020-21 Residency Program Master Employment Agreement included revisions to the contract language to more accurately reflect standard County practice, House Staff President duties, and updated salary information.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by ARMC Graduate Medical Education Committee (Teresa Smith, Office of Graduate Medical Education, 580-6157) on April 24, 2020; Human Resources (Mark DeBoer, Employment Division Chief, 387-5565) on April 27, 2020; County Counsel (Cynthia O'Neill, Deputy County Counsel, 387-5397) on May 5, 2020; Finance (Yael Verduzco, Administrative Analyst, 387-5285) on April 28, 2020; and County Finance (Matthew Erickson, Co. Chief Finance Officer, 387-5423) on May 4, 2020.

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Record of Action of the Board of Supervisors
County of San Bernardino

APPROVED (CONSENT CALENDAR)

Moved: Robert A. Lovingood Seconded: Josie Gonzales
Ayes: Robert A. Lovingood, Janice Rutherford, Dawn Rowe, Curt Hagman, Josie Gonzales

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: May 19, 2020



cc: File - Medical Center w/attach
KS 05/26/2020