

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

**May 7, 2024**

**FROM**

**WILLIAM L. GILBERT, Director, Arrowhead Regional Medical Center**

**SUBJECT**

**2024-25 Physician Residency Program Master Employment Agreement**

**RECOMMENDATION(S)**

1. Approve the 2024-25 Physician Residency Program **Master Employment Agreement No. 24-365** for Arrowhead Regional Medical Center resident physicians in the following programs:
  - a. Anesthesia
  - b. Cardiology Fellowship
  - c. Emergency Medicine
  - d. Emergency Medical Services Fellowship
  - e. Family Medicine
  - f. General Surgery
  - g. Integrated Vascular Surgery Program
  - h. Internal Medicine
  - i. Maternal Fetal Medicine Fellowship
  - j. Neurology
  - k. Obstetrics/Gynecology
  - l. Psychiatry
  - m. Pulmonary Critical Care Fellowship
  - n. Radiology
  - o. Surgical Critical Care Fellowship
2. Authorize the Director of Arrowhead Regional Medical Center to execute individual resident physician employment agreements on behalf of the County, pursuant to the 2024-25 Physician Residency Program Master Employment Agreement identified in Recommendation No. 1.

(Presenter: William L. 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 this item will not result in the use of Discretionary General Funding (Net County Cost). The annual cost of \$19,873,551 associated with Arrowhead Regional Medical Center (ARMC) residency programs is funded by State Medi-Cal, Federal Medicare, and reimbursements from local area hospitals participating resident curriculum. Funding sources may change in the future pending any legislative activity related to the repeal and/or

## **2024-25 Physician Residency Program Master Employment Agreement May 7, 2024**

replacement of the Affordable Care Act. Adequate appropriation and revenue will be included in the ARMC 2024-25 recommended budget.

### **BACKGROUND INFORMATION**

The 2024-25 Physician Residency Program Master Employment Agreement (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. During the 2024-25 Residency Program, ARMC will employ approximately 230 residents. Residencies and fellowships aid in providing healthcare services to the patients at ARMC. Training future healthcare providers provides for the safety, health and social service needs to county residents by ensuring specialty training of resident physicians.

The Accreditation Council for Graduate Medical Education (ACGME), the regulatory agency for the ARMC residency programs, requires 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 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 2024-25 Agreement includes revisions to the contract language to ensure residents meet the Post Graduate Training license requirements in a timely manner.

ARMC recommends approval of the Agreement to 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.

### **PROCUREMENT**

Not applicable.

### **REVIEW BY OTHERS**

This item has been reviewed by County Counsel (Ken Brown, Deputy County Counsel, 387-5455) on April 15, 2024; Human Resources (Gina King, Deputy Director, 386-8623) on April 17, 2024; ARMC Finance (Chen Wu, Finance and Budget Officer, 580-3165) on April 17, 2024; Finance (Jenny Yang, Administrative Analyst, 387-4884) on April 19, 2024; and County Finance and Administration (Valerie Clay, Deputy Executive Officer, 387-5423) on April 19, 2024.

**2024-25 Physician Residency Program Master Employment Agreement  
May 7, 2024**

Record of Action of the Board of Supervisors  
San Bernardino County

**APPROVED (CONSENT CALENDAR)**

Moved: Joe Baca, Jr. Seconded: Curt Hagman  
Ayes: Jesse Armendarez, Dawn Rowe, Curt Hagman, Joe Baca, Jr.  
Absent: Col. Paul Cook (Ret.)

Lynna Monell, CLERK OF THE BOARD

BY   
DATED: May 7, 2024



cc: ARMC - Gilbert w/agree  
File - w/agree  
CCM 05/8/2024