



MEMORANDUM

To: Valley Family Medicine Residents

From: Valley Consortium for Medical Education and Stanislaus Health Foundation

Re: Emanuel Health Foundation Charitable Dollars and Physician Resident Salary Enhancement

Date: October 7, 2020

The EMC Health Foundation had granted the Stanislaus Health Foundation with \$200,000 to support retention of resident physicians in the 19 zip codes that the foundation covers. The monies are specifically tagged for use by VFMRM residents who are VCME employees. We believe that a salary enhancement (above what the physician resident is being paid) is a viable incentive to keep the physician here in the Greater Turlock community.

Here is how the program works:

1. The Physician Resident can be given a salary enhancement for during the PGY2 and PGY3 year, or PGY3 year alone, dispursed as a grant at the beginning of the academic year.
2. Candidates must be in good academic standing to qualify for the salary enhancement. Academic assistance purely for In-Training Exam does not disqualify a resident for the grant.
3. The Valley Consortium for Medical Education (VCME) would decide the amount given to the physician residents, up to \$70,000 per resident.
4. In accepting the salary enhancement, the physician resident commits to work within the 19 zip codes (see attached) for three years after completing their residency.
5. The physician may choose to work in either the public or private sector. However, they must agree to treat all patients (insured, uninsured, Medi-Cal, and Medicare, etc.).
6. They do not need to treat a disproportionate number of Medi-Cal recipients, but also cannot refuse to treat any of them.
7. The foundation reserves the right to audit the patient volume to ensure an appropriate mix of patients (insured and uninsured) are being seen as patients.
8. For any physician who does not complete their three years, they are required to pay the Stanislaus Health Foundation back within six months the amount of the "salary enhancement" they received. For example, if a physician practiced in the greater EMCHF area for a year, they

would be required to repay the gross salary enhancement amount paid to them for years two and three.

9. If residents' requests exceed \$200,000, applicants will be prioritized based on their demonstration of commitment to the 19 zipcodes. Otherwise, funds will be distributed on a first come, first-served basis to qualified candidates who are in good standing with respect to residency training.

Application process:

1. An interested resident may submit the application (attached) to the VCME Director of Finance and Administration starting in May of the PGY1, or at any point subsequently during their residency training.
2. Application will be reviewed by the Program Director and VCME Director of Finance and Administration.
3. If the request is granted, the resident will meet with the VCME Director of Finance and Administration to sign a contract. EMCHF shall receive a copy of each contract and will reserve the right to audit the patient volume in the future.
4. Monies will be issued in the amount agreed upon and with the timing agreed upon by the Stanislaus Health Foundation.