

### **Outline for Discussion Physician Recruitment and Retention Program:**

#### Program as a whole:

- Does city council want to continue this program moving forward?
- How does the council define success for this program?
  - Discuss desired outcomes.
- Has this program been viewed as a benefit by PVMC?

#### Specific to physician contract:

- Should the compensation structure be changed? Portions of the contract to examine are:
  - Total dollar amount.
  - Number of years.
  - Terms of repayment.
  - Subject to appropriation.
  - Extension clause.
- As currently structured, there is an obligation for the physician to provide coverage at the hospital- should this remain the case?
- Full time is defined as 40 hours per week- is this realistic/ accurate?

#### Specific to the proposed MOU with Providence:

##### Areas to discuss:

- Overall goal of MOU- why is it needed?
- Rules on compensation.
- Process for verification of hours. Should this be done by PVMC or physician?
- Is the hospital required to take on physicians employed by other healthcare providers or self-employed?
- Separation of funds.
- Quarterly reporting process.

