

FORM APPROVED COUNTY COUNSEL 11/26/14  
 BY: GREGORY P. PRIAMOS DATE

Departmental Concurrence

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
 COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

574



**FROM:** Riverside County Regional Medical Center and Riverside County Department of Mental Health

**SUBMITTAL DATE:** November 13, 2014

**SUBJECT:** Approval of the Master Affiliation Agreement with The Regents of the University of California, University of California, Riverside School of Medicine (UCR) for Graduate Medical Education Training. (District: All) [\$27,865,223 Ongoing], Hospital Enterprise Fund, Song Brown Grant, Federal, State

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Ratify the Master Affiliation Agreement with the Regents of the University of California for Graduate Medical Education Training for the term July 1, 2014 through June 30, 2019;
2. Authorize the Chairman to sign the agreement; and,
3. Authorize the Hospital Director and the Director of Mental Health to negotiate and sign amendments to the Exhibits through the term of the agreement, not to exceed a ten percent (10%) increase per year.

(Continued on page 2)

  
 Zareh Sarrafian  
 Hospital CEO

  
 Jerry Wengerd, Director  
 Department of Mental Health

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 4,422,818	\$ 5,327,543	\$ 27,865,223	\$ 27,865,223	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 2,190,364	\$ 2,504,325	\$ 12,536,238	\$ 12,536,238	

**SOURCE OF FUNDS:** FY 14/15 Budgets: Hospital Enterprise Funds \$4,294,828; Song Brown Grant Funds \$108,000; Mental Health \$19,990 (Federal, State)  
**Budget Adjustment:** No  
**For Fiscal Year:** 14/15-18/19

**C.E.O. RECOMMENDATION:**

APPROVE

County Executive Office Signature

  
 Debra Cournoyer

**MINUTES OF THE BOARD OF SUPERVISORS**

Positions Added  
 Change Order

A-30  
 4/5 Vote

Prev. Agn. Ref.:

District: All

Agenda Number:

3-26

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

**FORM 11:** Approval of the Master Affiliation Agreement with The Regents of the University of California, University of California, Riverside School of Medicine (UCR) for Graduate Medical Education Training. (District: All) [\$27,865,223 Ongoing], Hospital Enterprise Fund, Song Brown Grant, Federal, State

**DATE:** November 13, 2014

**PAGE:** Page 2 of 2

**BACKGROUND:**

**Summary**

Effective July 1, 2013 Riverside County Regional Medical Center (RCRMC) became a primary participating training site for resident physician training programs sponsored by the University of California, Riverside School of Medicine (UCR). Effective July 1, 2014, RCRMC relinquished sponsorship of its Family Medicine and General Surgery residency training programs to UCR to make available to these two programs the additional resources when sponsorship occurs in a medical school setting. Additionally, effective July 1, 2014, Riverside County Department of Mental Health (RCDMH) became the primary training site for resident physicians in UCR's Psychiatry Residency Program. This agreement delineates the responsibilities of all parties as they relate to the continued administration and sponsorship of the programs as well as the financial responsibility of each party. RCRMC and RCDMH will continue to be primary participating training sites for UCR's residency training programs throughout the term of this agreement.

**Impact on Residents and Businesses**

The agreement will benefit UCR School of Medicine resident physicians by providing educational and clinical rotation experience at RCRMC, Community Health Centers and Department of Mental Health clinics, ultimately benefitting patients receiving care in Riverside County.

**Supplemental Financial Information**

RCRMC and RCDMH will both benefit from the services provided under the terms of this agreement and will share the costs of the agreement. Sufficient funds have been budgeted for FY14/15.

**RCRMC:** Funds to cover the costs for reimbursement of the salaries and benefits of the resident physicians is partially realized by the defunding/deletion of 47 Riverside County resident physician/surgeon employee positions (\$3.1 million). Additional labor costs related to the reimbursement of resident physician salaries and benefits are attributable to an increase in the number of resident positions being funded as new residency programs are being built out to full capacity as well as UCR's resident salaries being higher than what was paid by RCRMC. Costs related to the overhead non-labor expenses are comparable to the costs incurred by RCRMC when the Family Medicine and General Surgery residency training programs were sponsored by RCRMC. The overhead labor costs are new and are related to the development of a Graduate Medical Education Department and related clinical departments within the University of California, Riverside, School of Medicine. The Graduate Medical Education and clinical departments are necessary for the sponsorship and administration of university resident physician training programs.

**RCDMH:** UCR's FY 14/15 cost of salaries and benefits for four (4) residents is realized by their award from the Office of Statewide Health Planning and Development (OSHPD). RCDMH will reimburse \$19,990 to UCR for the direct service costs that are unfunded through their OSHPD Grant. Additionally, UCR was awarded a second OSHPD grant that will partially offset the salary cost of RCDMH staff providing training and clinical supervision to the psychiatric residents / fellows and will reimburse RCDMH up to \$348,508 per year through FY 16/17.

**MASTER AFFILIATION AGREEMENT  
BETWEEN  
THE COUNTY OF RIVERSIDE  
AND  
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA  
FOR GRADUATE MEDICAL EDUCATION TRAINING**

This agreement is entered into between the County of Riverside (COUNTY), a political subdivision of the State of California and The Regents of the University of California, a California Constitutional Corporation, on behalf of its University of California, Riverside, School of Medicine (SCHOOL).

WHEREAS, SCHOOL sponsors graduate medical education programs (PROGRAMS) for resident physicians (RESIDENTS) and desires to access COUNTY's inpatient and outpatient facilities in which RESIDENTS can obtain broad clinical learning experiences pursuant to the requirements of the Accreditation Council for Graduate Medical Education (ACGME);

WHEREAS, COUNTY desires ACGME-accredited PROGRAMS in graduate medical education and desires faculty physician program directorship with the expertise, special skills, knowledge and experience to perform the duties set out herein;

WHEREAS, COUNTY has expressed its interest in providing educational and clinical rotations for SCHOOL's RESIDENTS and the RESIDENTS will benefit from the educational and clinical experiences at COUNTY's facilities, including Riverside County Regional Medical Center (RCRMC) Moreno Valley and Arlington Campuses, the community health center outpatient clinics and the Department of Mental Health outpatient facilities;

WHEREAS, when fully executed, this agreement will supersede the existing agreement executed effective January 1, 2011 between SCHOOL and COUNTY's RCRMC and the existing agreement executed effective June 14, 2012 between SCHOOL and COUNTY's Department of Mental Health, both of which were entered into prior to this agreement.

NOW, THEREFORE, the parties hereto enter into this agreement as a full statement of their respective responsibilities during the term of this Agreement and in consideration of the representations made above and the covenants and conditions set forth herein, the parties agree as follows:

**1.0 RESPONSIBILITIES OF SCHOOL**

SCHOOL agrees that it shall:

1.1 Establish the educational goals and objectives of its graduate medical education programs in a manner consistent with the standards and regulations set forth by SCHOOL and the ACGME for institutional accreditation. Such goals and objectives shall reflect School's commitment to provide education and training to RESIDENTS as more specifically set forth in separate Program Letters of Agreement (PLA) signed by authorized representatives of COUNTY and SCHOOL, which are incorporated herein by reference.

1.2 Appoint a Designated Institutional Official / Director of Medical Education at SCHOOL to provide administrative oversight of PROGRAMS and ensure compliance with ACGME institutional accreditation standards.

1.3 Appoint a faculty physician program director (DIRECTOR) as determined by SCHOOL, who shall establish and direct the PROGRAMS at COUNTY to include supervision and education of RESIDENTS while training in PROGRAMS at COUNTY in cooperation with the COUNTY RCRMC's Chief Executive Officer, COUNTY Director of Mental Health, , Medical Director and chairs of the COUNTY medical staff departments/divisions on which RESIDENTS rotate.

1.4 Provide adequate direct administrative and program staff support for PROGRAMS as outlined in Exhibit B, "Compensation for GME Direct Expenses". The administrative and operational services provided by the designated staff will, at a minimum, include institutional and residency program coordination, human resources, payroll and fiscal functions, technological support for simulation equipment housed at COUNTY, and administration and coordination of faculty appointments at SCHOOL. Payments for these direct administrative and program staff support costs shall only be used for Graduate Medical Education training and are subject to periodic audit by COUNTY as requested.

1.5 SCHOOL agrees to fully assume all employer obligations for all SCHOOL RESIDENTS and staff participating at COUNTY's facilities pursuant to this agreement. COUNTY shall not be construed to be the employer of SCHOOL staff for any purpose whatsoever. SCHOOL shall be liable and responsible for all employer obligations, if any, with respect to such staff. Such obligations shall include, but are not limited to: any payment of salary and all other compensation and fringe benefits; responsibility for Federal and State withholding taxes and Social Security taxes; compliance with and responsibility for all applicable Federal and State wage/hour obligations; unemployment benefits;

disability benefits; and all other applicable taxes, benefits and contributions to employment-related insurance and similar programs. SCHOOL shall also be responsible, as employer, for the hiring, scheduling, promotion, discipline and termination of all SCHOOL personnel. SCHOOL shall consult with COUNTY regarding any necessary reductions, expansions or changes in such staffing.

1.6 Be responsible for ensuring that SCHOOL and COUNTY provide RESIDENTS with an environment of respect, dignity and support and SCHOOL and COUNTY jointly and equally bear responsibility for ensuring there is zero tolerance of mistreatment of RESIDENTS.

1.7 Designate a member of SCHOOL's faculty to arrange for supervision, provide coordination, oversight and direction of RESIDENTS' educational activities and assignments while at COUNTY. Such person shall be the SCHOOL's liaison with COUNTY. He/she should be certified by the applicable specialty board in the discipline of the SCHOOL's specific program.

1.8 Cooperate with COUNTY in coordinating and reviewing work schedules of RESIDENTS while at COUNTY. At any time, a patient of COUNTY may exercise his/her right to refuse care by a RESIDENT.

1.9 Assign SCHOOL faculty members in sufficient numbers to provide supervision and management of RESIDENTS' work while at COUNTY's facilities under the direction of the SCHOOL's liaison and as further defined in the PLA.

1.10 Supervise, through the SCHOOL's liaison, RESIDENTS in such a way that they assume progressively increasing responsibility according to their level of education, ability, and experience. The level of responsibility accorded to each RESIDENT will be determined by the SCHOOL's liaison. While on rotation at COUNTY, RESIDENTS' activities will also be supervised by physicians who are COUNTY Medical Staff Members. SCHOOL's liaison will be available to COUNTY to coordinate RESIDENTS' duty schedules and activities while at COUNTY.

1.11 No later than June 1<sup>st</sup> of each year, provide to COUNTY's Office of Graduate Medical Education, the name of each RESIDENT, and his/her classification, level of responsibility, objectives for learning, his/her proposed assignment, and documentation of good health status for transmittal to COUNTY's Office of Graduate Medical Education to permit COUNTY to verify that the RESIDENT is in good standing with SCHOOL.

1.12 Develop and implement a mechanism for determining evaluation of the performance of

RESIDENTS to include input from COUNTY.

1.13 Maintain records and reports concerning the education of RESIDENTS and of RESIDENTS' time spent in the activities referred to in this Agreement, as may be required by SCHOOL, COUNTY or the ACGME, and/or for compliance with the regulations, guidelines and policies of third-party payors.

1.14 Ensure that SCHOOL establishes formal policies concerning medical education and patient care, duty hours, supervision and working conditions of RESIDENTS to promote a work environment that is consistent with proper patient care and the educational needs of RESIDENTS. SCHOOL's Training Handbook / Manual, including policies and guidelines, is incorporated herein by reference.

1.15 Provide education to RESIDENTS with respect to Occupational Safety and Health Administration (OSHA) regulations governing exposure to blood borne pathogens in the workplace under Section VI(b) of the Occupational Safety and Health Act of 1970, effective March 6, 1992, as may be amended or superseded, including, but not limited to information and training in the following areas: (a) hazards associated with blood and other potentially infectious materials; (b) protective measures to be taken to minimize risk of occupational exposure to blood borne pathogens; (c) appropriate actions to take in the event of exposure to blood or other potentially infectious material; and (d) the value of the Hepatitis B vaccination and necessity for post-exposure evaluation and follow-up.

1.16 Require assigned RESIDENTS to conduct themselves in a professional manner, refrain from engaging in unethical or disruptive behavior and resolve conflicts in an appropriate manner at all times. RESIDENTS are expected to report all disruptive behavior or harassment that is directed at them, or that they observe, to SCHOOL's Associate Dean for Graduate Medical Education.

1.17 All RESIDENTS who report disruptive or unethical behavior will be protected from reprisal or retaliation.

1.18 SCHOOL will monitor RESIDENTS' duty hours and notify COUNTY's Office of Graduate Medical Education of any duty hours violations by RESIDENTS while on duty at any of COUNTY's facilities.

1.19 Provide COUNTY with a copy of SCHOOL's Corporate Compliance Program and Code of Conduct and assign a school representative to work with COUNTY regarding any

corporate compliance issues. All SCHOOL faculty and RESIDENTS are expected to comply with the requirements of SCHOOL's Corporate Compliance Program.

1.20 NON-STAFF SUPPORT, EQUIPMENT & SUPPLIES

1.20.1 Provide adequate facilities, including office space and equipment, for SCHOOL staff housed at SCHOOL as listed in Exhibit B.

1.20.2 Maintain an electronic database of RESIDENT demographic information and PROGRAM accreditation compliance information and provide access to database to appropriate COUNTY staff.

1.20.3 Provide electronic pagers that function at COUNTY's facilities to RESIDENTS in Family Medicine, Internal Medicine and Psychiatry PROGRAMS.

1.20.4 Provide other PROGRAM support, including, but not limited to Observed Structured Clinical Exams (OSCE) for the purpose of resident evaluation, annual retreat for PROGRAM staff and residents, assistance with research and other scholarly activities approved by COUNTY Institutional Review Board, as applicable, recruitment support and activities, doctor's white coats, PROGRAM promotional activities, PROGRAM website creation and maintenance, internet-based training and orientation modules, and faculty development activities.

1.21 Submit to COUNTY's Office of Graduate Medical Education, at least annually, confidential written evaluations of supervising clinicians and of the educational experiences of RESIDENTS at COUNTY.

1.22 Require assigned RESIDENTS to:

1.22.1 Comply with COUNTY's applicable Medical Staff Bylaws, Rules and Regulations, including, but not limited to, those governing the utilization of RESIDENTS; the COUNTY Graduate Medical Education (GME) Handbook and GME Policies and Procedures; and COUNTY's policies, procedures and guidelines, including without limitation, the False Claims Act Policy, available upon request; state and federal laws and regulations including the Health Insurance Portability and Accountability Act (HIPAA) laws and regulations; and the standards and regulations of the Joint Commission (JC), the ACGME, and the ethical standards of the American Medical Association (AMA).

1.22.2 Participate, to the extent scheduled or otherwise requested by COUNTY and approved by SCHOOL, in activities and assignments that are of educational value and

that are appropriate to the course and scope of PROGRAMS, consistent with the requirements of the ACGME;

1.22.3 Cooperate in the timely preparation and maintenance of a complete medical record for each patient in whose care he/she participates, on forms provided by the COUNTY. The medical record shall, at all times, remain the property of the COUNTY.

1.22.4 Comply with COUNTY's requirements for immunizations and health tests which include, but are not limited to, successful completion of a pre-employment physical examination by a physician; an annual physical examination by a physician, annual tuberculin test, current immunizations for Rubella, Rubeola, Mumps, Diphtheria, Tetanus and Hepatitis B.

1.22.5 Meet and comply with either the requirements regarding state licensure or the postgraduate training registration requirements of the Medical Board of California, as appropriate. SCHOOL shall ensure appropriate compliance prior to the RESIDENT assignment to COUNTY.

1.22.6 Complete a reference and background check as a routine part of the initial hiring process prior to being assigned to COUNTY.

## **2.0 RESPONSIBILITIES OF COUNTY**

COUNTY agrees that it shall:

2.1 Designate, after consultation with SCHOOL, a person to coordinate RESIDENTS' duty schedules and activities (Site Director) while at COUNTY as described in the PLA.

2.2 Maintain adequate supervising Medical Staff, facilities and SCHOOL faculty at its facilities to meet the educational goals and objectives the SCHOOL's program in a manner consistent with the standards and requirements of established by SCHOOL and the ACGME.

2.3 Require assigned RESIDENTS to conduct themselves in a professional manner, refrain from engaging in unethical or disruptive behavior and resolve conflicts in an appropriate manner at all times. RESIDENTS are expected to report all disruptive behavior or harassment that is directed at them, or that they observe, to the Associate Dean for Graduate Medical Education. All RESIDENTS who report disruptive or unethical behavior will be protected from reprisal or retaliation.

2.4 Ensure that RESIDENT duty hours and on-call time periods are not excessive and follow ACGME requirements. The structuring of duty hours, and as applicable, on call-schedules, must focus on the needs of the patient, continuity of care and the educational needs of the RESIDENT.



2.5 Provide RESIDENTS with appropriate backup support when patient care responsibilities are especially unusual, difficult or prolonged.

2.6 Appoint a Designated Institutional Official / Director of Medical Education at COUNTY to provide administrative oversight of graduate medical education and ensure compliance with ACGME institutional accreditation standards.

2.7 Provide the following administrative and program staff support for PROGRAMS:

Family Medicine Program Coordinator

Family Medicine Office Assistant III

General Surgery Program Coordinator

2.7.1 The administrative and operational services provided by the designated staff will, at a minimum, include residency program coordination and faculty support.

2.8 NON-STAFF SUPPORT, EQUIPMENT & SUPPLIES

2.8.1 Provide adequate facilities, including office space and equipment, for SCHOOL and COUNTY staff housed at COUNTY as listed in Exhibit B.

2.8.2 Provide electronic pagers that function at COUNTY to RESIDENTS in General Surgery PROGRAM to ensure receipt of COUNTY trauma notifications.

2.8.3 Provide scrub suits to RESIDENTS in accordance with COUNTY dress code and infection control policies and procedures while working at COUNTY's RCRMC Moreno Valley Campus.

2.8.4 Provide meals to RESIDENTS while working at COUNTY's RCRMC Moreno Valley Campus in accordance with COUNTY policy and procedure regarding the issuance of meal cards.

2.8.5 Through its contract with COUNTY Human Resources, Occupational Health Division, provide pre-employment and annual employment physical exams to RESIDENTS and report the results of exams to SCHOOL.

2.8.6 Provide RESIDENTS with access to the internet to allow ready access to SCHOOL's specialty/subspecialty-specific electronic medical literature database and other current reference material that is provided by SCHOOL in electronic format.

2.9 COUNTY agrees to fully assume all employer obligations for all COUNTY staff

participating at COUNTY's facilities pursuant to this agreement. SCHOOL shall not be construed to be the employer of COUNTY staff for any purpose whatsoever. COUNTY shall be liable and responsible for all employer obligations, if any, with respect to such staff. Such obligations shall include, but are not limited to: any payment of salary and all other compensation and fringe benefits; responsibility for Federal and State withholding taxes and Social Security taxes; compliance with and responsibility for all applicable Federal and State wage/hour obligations; unemployment benefits; disability benefits; and all other applicable taxes, benefits and contributions to employment-related insurance and similar programs. COUNTY shall also be responsible, as employer, for the hiring, scheduling, promotion, discipline and termination of all COUNTY personnel. COUNTY shall consult with SCHOOL to the extent practicable regarding any necessary reductions, expansions or changes in such staffing, although the parties recognize COUNTY's right to make all final decisions with respect to such reductions, expansions or changes.

2.10 COUNTY shall conduct formal quality assurance programs and review patients complications and deaths as follows:

2.10.1 All RESIDENTS shall receive instruction in COUNTY's quality assurance / performance improvement and risk management programs. To the degree possible and in conformance with state law, RESIDENTS shall participate in appropriate components of COUNTY's quality assurance / performance improvement activities.

2.10.2 COUNTY shall have a medical records system that assures the availability of medical records at all times and documents the course of each patient's treatment and care. The medical records system must be adequate to support the education of RESIDENTS and quality assurance / performance improvement activities.

2.11 Protect the health and safety of RESIDENTS on rotation at COUNTY by providing each RESIDENT with the following:

2.11.1 Orientation of RESIDENTS as to COUNTY's rules, regulations, procedures and policies.

2.11.2 Instruction in COUNTY's policies and procedures for infection control, including the handling and disposal of needles and other sharp objects, and in COUNTY's protocols for on-the-job injuries including those resulting from needlestick injuries and other exposure to

blood or body fluids or airborne contaminants.

2.11.3 First aid and other emergency treatment on-site, including, but not limited to, immediate evaluation for risk of infection and appropriate follow-up care of RESIDENTS in the event of a needlestick injury or other exposure of RESIDENTS to blood or body fluids or airborne contaminants. In the case of suspected or confirmed exposure to the human immuno-deficiency virus (HIV) or hepatitis, such follow-up care shall be consistent with the current guidelines of the Centers for Disease Control (CDC) and the community's standard of care. The initial care and administration of testing and prophylactic therapy and follow-up care shall be paid for by SCHOOL through its worker's compensation insurance.

2.11.4 Information concerning availability of safe parking, meals, lockers, and appropriate access to on-call rooms and bathroom/shower facilities.

2.12 Comply with all applicable laws, regulations, and ACGME requirements. COUNTY shall notify SCHOOL within five business days of receipt of notice that COUNTY is not in compliance with any such laws, regulations or requirements.

2.13 Permit inspection of its clinical and related facilities by individuals charged with the responsibility for accreditation of SCHOOL and/or its PROGRAMS during normal business hours.

2.14 With respect to any professional services performed by RESIDENTS under this Agreement, COUNTY agrees to inform SCHOOL as follows:

2.14.1 Immediately upon initiation of an investigation of a RESIDENT or SCHOOL faculty member or upon the occurrence of a substantive untoward event involving a RESIDENT or SCHOOL faculty member.

2.14.2 Within five business days after receipt of service of a complaint, summons or notice of a claim involving a RESIDENT or SCHOOL faculty member.

2.14.3 Prior to making or accepting a settlement offer in any lawsuit or legal claim in which a SCHOOL faculty member or RESIDENT has been named or in which a settlement is being proposed on their behalf; or

2.14.4 Prior to making a report to the National Practitioner Data Bank or the Medical Board of California in which a SCHOOL faculty member or RESIDENT is named.

2.14.5 Cooperate with and assist SCHOOL in investigating facts which may serve as a basis for taking any disciplinary or academic action against a RESIDENT or SCHOOL faculty member. SCHOOL will consult with COUNTY concerning any proposed disciplinary action. COUNTY agrees to abide by SCHOOL's recommended disciplinary action against RESIDENTS or SCHOOL faculty member. Notwithstanding the foregoing, COUNTY shall have the right, for good cause and after consultation with SCHOOL, to prohibit further attendance at COUNTY of any RESIDENT, provided, however that COUNTY will not take any action against RESIDENTS in an arbitrary or capricious manner. Upon such termination, SCHOOL will use its best efforts to replace terminated RESIDENT with another RESIDENT as soon as possible.

2.14.6 COUNTY shall provide SCHOOL with a copy of COUNTY's corporate compliance program or any such plan or program that describes COUNTY's plan for ensuring ethical and legal compliance with all federal and state laws. COUNTY shall not require any SCHOOL faculty or RESIDENT to conduct his/her professional behavior in a manner that would contradict the requirements of SCHOOL's corporate compliance program.

2.15 In the event a RESIDENT or SCHOOL faculty member is involved with a claim, SCHOOL agrees to inform the RESIDENT or SCHOOL faculty member of his/her obligation to cooperate with COUNTY or its agents or representatives in defense of said claim and to keep COUNTY advised of the current address of the RESIDENT or SCHOOL faculty member should he/she relocate.

### **3.0 COMPENSATION**

#### **3.1 Resident Salaries and Benefits**

COUNTY will compensate SCHOOL for the salary and benefit expenses for RESIDENTS participating in rotations at COUNTY at the rates and terms listed in Exhibit A, "Compensation Rates for Resident Physicians Salaries and Benefits, Riverside County Regional Medical Center" and Exhibit C, "Compensation for Resident Physician, Program Director and Faculty Salaries and Benefits, Riverside County Department of Mental Health." SCHOOL shall compensate COUNTY for the salary and benefit expenses for the Program Director and Faculty at the rates and terms listed in Exhibit C.

3.2 Non-Salary Direct Expenses

COUNTY will compensate SCHOOL for the salary and non-salary direct expenses and terms listed in Exhibit B and Exhibit D "Compensation for Non-Salary GME Direct Expenses Riverside County Department of Mental Health." COUNTY retains right to periodically review and audit these direct expenses for RESIDENTS.

3.3 Both parties agree to disclose to the other any additional funding that has been received, including but not limited to grant funding, the purpose of which is to compensate for the services and/or expenses represented in this agreement and therefore should be used to offset the financial liability of the disclosing party. Both parties further agree to provide to the other, upon request, an accounting of the use of the additional funding if the additional funding was utilized to compensate for services and/or expenses that are represented in this agreement.

3.4 COUNTY and SCHOOL agree to review, meet and confer annually regarding the reimbursement

rates and direct expenses per this agreement. All terms and conditions will be mutually agreed upon by COUNTY and SCHOOL and memorialized in an amendment to this Agreement.

4.0 STATUS OF RESIDENTS

During the period in which a RESIDENT is assigned to the COUNTY, the RESIDENT shall be under the direction and control of the SCHOOL.

5.0 ASSIGNMENT OF RESIDENTS

Commencing on the effective date of this Agreement, SCHOOL shall assign RESIDENTS for rotation at COUNTY's facilities as described in this Agreement.

6.0 TERM

The term of this agreement shall commence on July 1, 2014 and shall be renewed annually for a maximum of five (5) years, through June 30, 2019, or until earlier terminated, subject to mutual agreement on RESIDENT number, reimbursement rates and direct expenses.

7.0 NONDISCRIMINATION

SCHOOL and COUNTY agree not to discriminate in the provision of services, allocation of benefits,

accommodation in facilities or employment of personnel, on the basis of ethnic group identification, race, color, creed, ancestry, religion or national origin, sexual preference, sex, age (over 40), marital status, medical condition, or physical or mental handicap, and shall comply with all other applicable requirements of law regarding nondiscrimination and equal opportunity employment including those laws pertaining to the prohibition of discrimination against qualified handicapped persons in all programs or activities, and to the extent they shall be found to be applicable hereto, shall comply with the provisions of the California Fair Employment Practices Act (commencing with Section 12990 et seq. of the Government Code) and Federal Civil Rights Act of 1962 (P.L. 88-352).

## **8.0 TERMINATION**

### **8.1 TERMINATION WITHOUT CAUSE**

Notwithstanding any other provision to the contrary, this Agreement may be terminated without cause at any time by either party upon ninety (90) days' prior written notice to the other party or upon completion of the RESIDENTS' rotations through the end of the academic year in which notice is made, whichever is greater.

### **8.2 TERMINATION WITH CAUSE**

In the event of a material breach of this Agreement, the aggrieved party may terminate this Agreement by giving thirty (30) days prior written notice of termination to the breaching party.

### **8.3 NON-AVAILABILITY OF FUNDS**

In the event of non-availability of COUNTY funds, COUNTY shall promptly notify SCHOOL and this Agreement shall be deemed terminated and of no further force and effect immediately on receipt of COUNTY's notification to SCHOOL. In the event of such termination, SCHOOL shall be entitled to payment in accordance with Section 3.0 of this agreement.

## **9.0 INSURANCE**

Each party shall agree to maintain, for the duration of this Agreement, insurance or self-insurance in the types of coverage and limits required to fully cover their obligations under this Agreement.

## **10.0 INDEMNIFICATION**

10.1 COUNTY shall defend, indemnify and hold SCHOOL, its officers, employees, agents, and RESIDENTS harmless from and against any and all liability, loss, expense (including reasonable

attorneys' fees) or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of COUNTY its officers, employees or agents.

10.2 SCHOOL shall defend, indemnify and hold COUNTY, its officers, employees and agents harmless from and against any and all liability, loss, expense (including reasonable attorneys' fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of SCHOOL, its officers, employees, agents or RESIDENTS.

#### **11.0 COOPERATION IN DISPOSITION OF CLAIMS**

COUNTY and SCHOOL agree to cooperate with each other in the timely investigation and disposition of audits, peer review matters, substantive adverse events, disciplinary actions and third-party liability claims arising out of any services provided under this Agreement or in the operation of the PROGRAMS. The parties shall notify one another as soon as possible of any adverse event which may result in liability to the other party. It is the intention of the parties to fully cooperate in the disposition of all such audits, actions or claims. Such cooperation may include, but is not limited to, sharing records, timely notice, joint investigation, defense, disposition of claims of third parties arising from services performed under this Agreement, and making witnesses available. SCHOOL shall be responsible for all disciplines of RESIDENTS in accordance with SCHOOL'S applicable policies and procedures.

To the extent allowed by law, COUNTY and SCHOOL shall have reasonable and timely access to the medical records, charts, and/or quality assurance data of the other party relating to any claim or investigation related to services provided pursuant to this Agreement; provided, however, that nothing shall require either COUNTY or SCHOOL to disclose any peer review documents, records or communications which are privileged under Section 1157 of the California Evidence Code, under the Attorney-Client Privilege or under the Attorney Work-Product Privilege.

#### **12.0 ADMINISTRATION**

The COUNTY CEO at RCRMC (or designee) or COUNTY Director of Mental Health (or designee), as applicable to RESIDENT assignment, shall administer this Agreement on behalf of the COUNTY.

### **13.0 PATIENT RECORDS**

Any and all of COUNTY's medical records and charts created at COUNTY's facilities as a result of performance under this Agreement shall be and shall remain the property of COUNTY. Both during and after the term of this Agreement, SCHOOL shall be permitted to inspect and/or duplicate, at SCHOOL's expense, any individual charts or records which are: (1) necessary to assist in the defense of any malpractice or similar claim; (2) relevant to any disciplinary action or substantive adverse event; and/or (3) for educational or research purposes. Such inspection and/or duplication shall be permitted and conducted pursuant to commonly accepted standards of patient confidentiality in accordance with applicable federal, state and local laws.

### **14.0 CONFIDENTIALITY**

14.1 SCHOOL shall maintain the confidentiality of any and all patient records and information in compliance with the terms of this Agreement, except for statistical information which shall not identify any patient and which shall be used only for carrying out the obligations of SCHOOL under this agreement.

14.2 SCHOOL shall not disclose, except as specifically permitted by this Agreement, or as authorized by the patient(s) or applicable law, any Protected Health Information as defined in the Health Insurance Portability and Accountability Act of 1996 and regulation promulgated thereunder (collectively, "HIPAA").

14.3 SCHOOL shall observe all Federal, State and COUNTY laws and regulations, including, but not limited to, HIPAA and any subsequent revisions thereto, concerning the security and privacy of patient records and information.

### **15.0 INTERRUPTION OF SERVICE**

Either party shall be excused from any delay or failure in performance hereunder caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, labor disputes, riots, earthquakes, or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for the time period equal to the period of such excusable interruption. In the event the interruption of a party's services continues for a period in excess of thirty (30) days, the other party shall have the right to terminate this Agreement upon ten (10) days prior written notice to the other party.



## **16.0 ATTORNEY'S FEES**

In the event of any action, suit or proceeding, between the parties hereto, the cost of such action, suit or proceeding, including reasonable attorney's fees, shall be borne by the losing party, or, in the case of arbitration, as determined by the arbitrator.

## **17.0 ASSIGNMENT**

No party to this Agreement may assign the Agreement, assign rights under the Agreement, or delegate duties under the Agreement without the prior written consent of the other party hereto. Except as specifically provided in this Agreement, any attempted assignment or delegation of a party's rights, claims, privileges, duties or obligations hereunder shall be null and void.

## **18.0 SEVERABILITY**

If any provision of this Agreement is held to be illegal, invalid, or unenforceable under present or future laws effective during the term hereof, such provision shall be fully severable. This Agreement shall be construed and enforced as if such illegal, invalid, or unenforceable provision had never been a part of the Agreement, and the remaining provisions shall remain in full force and effect unaffected by such severance, provided that the severed provision(s) are not material to the overall purpose and operation of this Agreement.

## **19.0 WAIVER**

Waiver by either party of any breach of any provision of this Agreement or warranty of representation herein set forth shall not be construed as a waiver of any subsequent breach of the same or any other provision. The failure to exercise any right hereunder shall not operate as a waiver of such right. All rights and remedies provided herein are cumulative.

## **20.0 EXHIBITS**

Any and all exhibits attached hereto are incorporated herein by reference and made a part of this Agreement.

## **21.0 MODIFICATIONS AND AMENDMENTS**

This Agreement may be amended or modified at any time by mutual written consent of the authorized representatives of both parties. COUNTY and SCHOOL agree to amend this Agreement to the extent amendment is required by an applicable regulatory authority and the amendment does not materially affect the provisions of this Agreement.

**22.0 NO THIRD PARTY RIGHTS**

Nothing in this Agreement is intended to make any person or entity who is not a signatory to the agreement a third-party beneficiary of any right created by this Agreement or by operation of law.

**23.0 GOVERNING LAW**

This Agreement shall be governed in all respects by the State of California.

**24.0 FORCE MAJEURE**

Neither party shall be liable nor deemed to be in default for any delay or failure in performance under this Agreement or other interruption of service or employment deemed resulting, directly or indirectly, from acts of God.

**25.0 ENTIRE AGREEMENT**

This Agreement contains all the terms and conditions agreed upon by the parties regarding the subject matter of this Agreement and supersedes any prior agreements, oral and written, and all other communications between the parties relating to such subject matter.

**26.0 NOTICES**

All notices required under this Agreement shall be deemed to have been fully given when made in writing and deposited in the United States mail, postage prepaid, certified mail, return receipt requested, and addressed as follows:

**SCHOOL:**

The Regents of the University  
Of California  
900 University Ave.  
School of Medicine, ED Bldg.  
Riverside, CA 92521

Attention: Senior Associate Dean,  
Finance and Administration  
Copy to: Associate Dean, Graduate  
Medical Education

**COUNTY:**

Riverside County  
4080 Lemon Street  
4<sup>th</sup> Floor  
Riverside, CA 92501

Attention: CEO RCRMC  
Copy to: Director of Medical Education  
RCRMC  
26520 Cactus Ave.  
Moreno Valley, CA 92555  
*And*  
Director, Riverside County Department of  
Mental Health  
4095 County Circle Dr.  
Riverside, CA 92503

*[Signatures on the following page.]*

The parties have executed this Agreement as set forth below:

**THE REGENTS OF THE  
UNIVERSITY OF CALIFORNIA**

By: \_\_\_\_\_  
G. Richard Olds, MD  
Vice Chancellor, Health Affairs

Date: \_\_\_\_\_

**COUNTY OF RIVERSIDE**

By: \_\_\_\_\_  
Chair, Board of Supervisors

Date: \_\_\_\_\_

FORM APPROVED COUNTY COUNSEL

BY:  \_\_\_\_\_  
NEAL R. KIPNIS DATE

## EXHIBIT A

### Compensation for Resident Physician Salaries and Benefits Riverside County Regional Medical Center

Both parties agree that the compensation rates reflected in this exhibit are for the term July 1, 2014 through June 30, 2015 exclusively. Both parties agree to meet and confer regarding the terms of this exhibit on an annual basis and any modifications to the compensation will be memorialized in an amended and executed exhibit.

COUNTY shall reimburse SCHOOL for the salary and benefits of RESIDENTS covered by this Agreement. COUNTY agrees to pay ninety percent (90%) of payment due within thirty (30) days after receipt of a monthly invoice and resident rotation report. COUNTY will reconcile SCHOOL's monthly RESIDENT rotation report against COUNTY's rotation records and pay any balances due quarterly. SCHOOL will provide COUNTY a monthly RESIDENT rotation report which will contain the following minimum information: Full legal name of RESIDENT, program year level, start and end dates of rotation, and, name of service on which RESIDENT was rotating.

Reimbursement for RESIDENTS will be made for rotations that occur at COUNTY's Riverside County Regional Medical Center and community health center outpatient clinics at the following rates:

	PGY-1	PGY-2	PGY-3	PGY-4	PGY-5
<b>Yearly Rate</b>	\$64,924.59	\$66,910.36	\$69,049.13	\$71,599.71	\$74,001.50
<b>Monthly Rate (12 months/year)</b>	\$5,410.38	\$5,575.86	\$5,754.09	\$5,966.64	\$6,166.79
<b>Daily Rate (365 days/year)</b>	\$177.88	\$183.32	\$189.18	\$196.16	\$202.74

COUNTY's reimbursement for RESIDENTS' salary and benefits will not exceed the maximum annual FTE (full-time equivalent) counts listed below for each Program.

Resident Program	Program Year	Maximum Annual FTE count	Total Cost
Internal Medicine	1	6	\$389,547.55
Internal Medicine	2	4	\$267,641.45
Family Medicine	1	12	\$779,095.09
Family Medicine	2	12	\$802,924.34
Family Medicine	3	12	\$828,589.50
General Surgery	1	5.5	\$357,085.25
General Surgery	2	3	\$200,731.08
General Surgery	3	2	\$138,098.25
General Surgery	4	2	\$143,199.43
<b>ANNUAL SALARIES / BENEFITS COMPENSATION NOT TO EXCEED</b>			<b>\$3,906,911.93</b>

Both parties agree that SCHOOL may send RESIDENTS from the following PROGRAM(s) to COUNTY's Riverside County Regional Medical Center and Community Health Agency outpatient clinics for rotations not to exceed the maximum annual FTE (full-time equivalent) counts listed below. However, no reimbursement for salary and benefits will be provided by COUNTY.

Resident Program	Program Year	Maximum Annual FTE count
Psychiatry	1	4

**EXHIBIT B**  
**Compensation for GME Direct Expenses**  
**Riverside County Regional Medical Center**

Both parties agree that the compensation rates reflected in this exhibit are for the term July 1, 2014 through June 30, 2015 exclusively. This exhibit shall be negotiated on an annual basis and any modifications to the compensation will be memorialized in an amended and executed exhibit.

<b>SALARY EXPENSES</b>		<b>Salaries &amp; Benefits</b>
<b>Administrative and Support Staff</b>		
Director of Medical Education		\$101,471.00
GME Coordinator		\$29,271.00
IT Support for Simulation Equipment		\$47,125.00
Administrative Assistant		\$36,250.00
Administrative Assistant		\$3,625.00
Human Resources Support		\$25,375.00
Payroll Support		\$10,875.00
Analyst		\$12,941.00
<b>TOTAL FOR SALARY EXPENSES</b>		<b>\$266,933.00</b>
<b>NON SALARY EXPENSES</b>		
Other Program Support (\$3,000 per resident) <sup>1</sup>		\$67,500.00
ACGME & NRMP Fees		\$20,000.00
Orientation Activities		\$8,400.00
New Innovations		\$3,025.00
AMA Education Module		\$2,719.00
GMEC Meetings		\$5,000.00
Pagers		\$14,339.00
<b>TOTAL FOR NON SALARY EXPENSES</b>		<b>\$120,983.00</b>
<b>Total Annual Direct Expenses Not to Exceed</b>		<b>\$387,916.00</b>
<b>Song Brown Grant Funds for Family Medicine PROGRAM Support<sup>2</sup></b>		<b>\$108,000.00</b>
<b>TOTAL DIRECT EXPENSES</b>		<b>\$495,916.00</b>

Compensation will be provided by COUNTY to SCHOOL within 30 days of receipt of an invoice and supporting documentation from SCHOOL. Both parties agree that the salary and non-salary expenses listed in this exhibit are projected and not actual. In recognition of such, SCHOOL shall attach to invoice documentation of actual expenses including, but not limited to, payment records and invoices for non-salary expenses and SCHOOL staff effort reports for time spent in support of SCHOOL graduate medical education PROGRAMS and RESIDENTS as supporting documentation for payment of salary expenses. Compensation will not exceed the actual expenses – salary and non-salary – incurred by SCHOOL. All parties agree that should either receive additional grant funds or other financial support for the expenses outlined in this exhibit during the term of this exhibit, those funds will be utilized to compensate SCHOOL for the appropriate expenses.

In addition to direct compensation, COUNTY agrees to provide graduate medical education administrative support to ensure on boarding, orientation and schedule data tracking of RESIDENTS while on rotation at COUNTY facilities. COUNTY will provide program support staff for SCHOOL's Family Medicine and General Surgery Residency PROGRAMS. COUNTY will provide pre-employment physicals and annual health screens to RESIDENTS represented by this agreement at no cost to SCHOOL. Both parties agree to provide adequate facilities, including office space and equipment, for the staff represented in this exhibit and housed at their respective locations.

<sup>1</sup> Calculation includes residents from General Surgery and Internal Medicine programs only.

<sup>2</sup> Should Song Brown Grant Funds not be released to PROGRAM by grantor, COUNTY agrees to provide the compensation in the amounts and at the terms listed in this Exhibit and Section 3.0 of the agreement.

## EXHIBIT C

### Compensation for Resident, Program Director and Faculty Physician Salaries and Benefits Riverside County Department of Mental Health

Both parties agree that the compensation rates reflected in this exhibit are for the term July 1, 2014 through June 30, 2015 exclusively. This exhibit shall be negotiated on an annual basis and any modifications to the compensation will be memorialized in an amended and executed exhibit.

Both parties agree that SCHOOL may send RESIDENTS from the following PROGRAM(s) to COUNTY's Department of Mental Health outpatient clinics for rotations not to exceed the maximum annual FTE (full-time equivalent) counts listed below. However, as SCHOOL has received sufficient grant funds to cover the salary and benefit costs for these residents, no reimbursement for salary and benefits will be provided by COUNTY.

Resident Program	Program Year	Maximum Annual FTE count
Psychiatry	1	4

SCHOOL shall release to COUNTY's Department of Mental Health funds received as a grant award from OSHPD and designated to be utilized as compensation for the salaries and benefits for the Program Director and Faculty Physicians supervising RESIDENTS in SCHOOL's Psychiatry Residency Program in the amounts listed below:

Position	FTE count	Total Cost
Program Director	0.03	\$11,008.00
Medical Director	0.15	\$69,493.05
Chief of Psychiatry	0.1	\$53,980.00
Staff Psychiatrist IV	0.3	109,060.50
Staff Psychiatrist III	0.3	104,966.45
<b>Total Annual Compensation Not to Exceed</b>		<b>\$348,508.00</b>

COUNTY will invoice SCHOOL monthly for one-twelfth (1/12) of the total compensation listed above and designated for reimbursement of program director and faculty salaries and benefits. SCHOOL shall reimburse COUNTY within 30 days of receipt of an invoice.

Both parties agree that should either receive additional grant funds or other financial support for the expenses outlined in this exhibit during the term of this exhibit, those funds will be utilized to compensate the other party for the appropriate expenses.

**EXHIBIT D**  
**Compensation for GME Direct Expenses**  
**Riverside County Department of Mental Health**

Both parties agree that the compensation rates reflected in this exhibit are for the term July 1, 2014 through June 30, 2015 exclusively. This exhibit shall be negotiated on an annual basis and any modifications to the compensation will be memorialized in an amended and executed exhibit.

**NON SALARY EXPENSES**

Other Program Support (\$3,000 per resident)	\$12,000.00
ACGME & NRMP Fees	\$5,350.00
Orientation Activities	\$600.00
New Innovations	\$480.00
AMA Education Module	\$180.00
GMEC Meetings	\$400.00
Pagers	\$980.00
<b>TOTAL FOR DIRECT EXPENSES</b>	<b>\$19,990.00</b>

Compensation will be provided by COUNTY to SCHOOL within 30 days of receipt of an invoice and supporting documentation from SCHOOL. Both parties agree that the non-salary expenses listed in this exhibit are projected and not actual. In recognition of such, SCHOOL shall attach to invoice documentation of actual expenses including, but not limited to, payment records and invoices for non-salary expenses. Compensation will not exceed the actual expenses incurred by SCHOOL. Both parties agree that should either receive additional grant funds or other financial support for the expenses outlined in this exhibit during the term of this exhibit, those funds will be utilized to compensate SCHOOL for the appropriate expenses.