

Physician Recruitment and Retention Committee

The Physician Recruitment and Retention Committee met Tuesday, January 5, 2016 in the Board Room. Mr. Jackson called the meeting to order at 12:15 p.m.

Members present:

Mr. Harvey Jackson, Chairman
Mr. Mike Dugan, Board Member
Mr. George Dunlap, Board Member
Mr. Andy Fitzgerald, CEO
Dr. Lowell Amiotte, Chief of Staff
Ms. Karissa Viergets, Physician Recruiter
Ms. Mary Barks, Director of Patient and Resident Experience
Mr. Bill Stangl, Vice President of Physician Services

Also present:

Dr. Brian Clarke
Dr. Kelly McMillin
Dr. Keith Mills
Dr. Ian Swift
Ms. Karen Clarke, Community Relations

Approval of Agenda

Mr. Dunlap moved, seconded by Mr. Dugan, to approve the agenda. Motion carried.

Approval of Minutes

Mr. Dugan moved, seconded by Mr. Dunlap, to approve the minutes of the December 1 meeting. Motion carried.

1. RECRUITMENT

A. OLD BUSINESS

No Old Business was presented.

B. NEW BUSINESS

RECRUITMENT UPDATE / DEMAND TOOL (Karissa Viergets)

- **CMO Interviews** – Mr. Stangl, Mr. Fitzgerald and Dr. Swift will interview the CMO candidates for the second round of interviews. Mr. Fitzgerald stated that Dr. Stolpe asked to participate in the interview process as much as his schedule will permit.
- **Family Medicine** - A candidate will be joining Frontier Family Medicine. Applications were sent out last week to begin the credentialing process. The candidate's spouse will be joining High Plains Surgery. Mr. Fitzgerald stated that the candidate has not made a final decision whether he will join High Plains Surgery or form another arrangement.
- **Hospital Medicine** – an offer has been extended to a Colorado resident, who is originally from Gillette. A site visit is scheduled this week for a candidate who is currently in Oregon.
- **Internal Medicine** - a site visit is scheduled February 28 through March 1 for a candidate from Minnesota.
- **Recruitment Incentives and Stipends** - Mr. Fitzgerald stated that the Hospital Medicine candidate from Colorado requested a stipend of \$10,000 from the \$15,000 relocation allowance, for his use while he is still in residency. His moving expenses would not exceed \$5,000. The

incentives available per candidate total \$145,000. This includes a moving allowance that is up to \$15,000, a sign on bonus of \$30,000, and \$100,000 is available for a home or student loan. Dr. McMillin was not in favor of this candidate's request. She stated that the recruitment incentives are competitive, and they are comparable to incentives offered in other facilities. If a portion of the incentive package is used for a stipend, it would reduce the competitiveness. Mr. Fitzgerald stated that other places are offering stipends, between \$5,000 and \$10,000, for residents who are in high need specialties. It was agreed that a stipend would be beneficial for specific hard to recruit specialties; however, it should be funded through a separate category, and not be part of the relocation allowance. Mr. Fitzgerald stated that our current practice has been to distribute half of the home and student loan incentive following their first year in the community, and the other half the following year. Candidates regularly ask if the incentives could be available when they start or when they purchase a home. Following discussion, it was agreed to revise the Physician Recruitment Retention policy to allow distribution of the first half of the home or student loan when the candidate starts their practice. Mr. Dunlap requested that the policy include a summary of the distribution terms in a bullet point list. Mr. Fitzgerald will revise the policy and bring it back for approval. Mr. Fitzgerald requested that a decision on how to respond to the request for a stipend from the Colorado candidate. Following discussion, the committee was in agreement that the criteria for providing a stipend should be limited to providers who are listed on the Demand Tool as High Need and who are still in residency. The stipend will be in addition to the other recruitment incentive. Mr. Jackson suggested that the full Board approve the creation of a stipend fund for candidates who are residents in high demand specialties that would be available at Mr. Fitzgerald's discretion to facilitate recruitment.

Action: Mr. Dugan moved, seconded by Mr. Dunlap, to recommend that the full Board approve establishing a discretionary fund to provide stipends to residents who are in high need specialties on the Demand Tool. The fund would be available at Administration's discretion. Motion carried.

- **Physical Medicine and Rehabilitation** - a candidate from Alabama will be here February 12 through 15.
- **Psychiatry** – a Wyoming candidate will be here for a site visit next week.

2. DEMAND TOOL (Karissa Viergets)

- **Family Medicine** – two providers were added due to the McCarty's leaving.
- **Internal Medicine** – four providers are on the Demand Tool for 2016. This includes the two providers from 2015.
- **Addition of a Critical Category to the Demand Tool** – Dr. Amiotte recommended adding this category to the Demand Tool. Mr. Jackson stated that it would have to be approved by the Board. Mr. Fitzgerald will draft a document to outline the criteria for this category and bring it back for approval. He will contact Bob Limyansky to assist with the process. Mr. Jackson recommended consulting Tom Lubnau too.

3. PHYSICIAN RETENTION AND RELATIONS (Mary Barks)

- Nurse Practitioners' Week was celebrated last month. All of the nurse practitioners received gifts and they were recognized in the newspaper.
- Each member of the medical staff received a Christmas gift.
- Ms. Barks is working with Dr. Amiotte to select a date for the Medical Staff dinner. They are considering the last week in March so that the dinner would be in conjunction with Doctors' Day.

ADJOURNMENT

The meeting adjourned at 12:46 p.m. **The next Physician Recruitment and Retention meeting will be on February 2, 2016 at 12:15 p.m. in the Board Room.**

Marilyn Grant, Recorder