San Joaquin General Hospital/P. O. Box 1020 • Stockton • CA 95201 • (209) 468-6000

September 21, 2015

Board of Supervisors
County Administration Building
Stockton, California 95202

APPROVAL OF PHYSICIAN EMPLOYMENT AGREEMENT FOR DR. LARRY GENTILELLO, DEPARTMENT OF SURGERY, EFFECTIVE FEBRUARY 8, 2016 THROUGH MARCH 1, 2019, FOR AN ANNUAL SALARY COST OF $542,744

Dear Board Members:

RECOMMENDATION:

It is recommended that the Board of Supervisors:

1. Authorize and direct the Chair to sign the physician employment agreement, under Government Code Section 31000, with Dr. Larry Gentilello, Department of Surgery, effective February 8, 2016 through March 1, 2019, for an annual base salary cost of $297,051; and,

2. Authorize and direct the Chief Executive Officer (CEO) to appoint Dr. Larry Gentilello as the Trauma Medical Director for an annual salary of $125,000 per year.

REASON FOR RECOMMENDATION:

San Joaquin General Hospital (SJGH)'s Trauma Program has been growing in quality and volume since its initial designation as a Level III Trauma Center in August 2013. It has been an important part of SJGH's financial growth in the past several years. Unfortunately, SJGH will have a vacancy in the Trauma Medical Director position effective December 1, 2015 due to the retirement of the existing Medical Director. Strong, experienced leadership is critical at this juncture in order for SJGH to solidify its Level III Trauma Center status and to move towards Level II designation in 2017. The early recruitment efforts drew few interested candidates with the needed trauma leadership experience. The compensation that was offered was insufficient to attract candidates with the desired qualifications. As a consequence, SJGH increased the administrative stipend to be paid for the Trauma Medical Director position to match the averages listed nationally.

After increased recruitment efforts, staff interviewed Dr. Larry Gentilello who has over 27 years of experience working as a trauma surgeon throughout the United States. He is board certified in General Surgery, Trauma and Surgical Critical Care. Dr. Gentilello has served in various trauma leadership positions for many hospitals; these roles include Trauma Medical Director, Chief of Critical Care, and Co-Director of a Residency Program. He has also served on various national committees and commissions that establish policies and standards for trauma systems. He is interested in bring his leadership skills, experience and capabilities to SJGH to help improve its Trauma Program. We are recommending a three year employment agreement from February 9, 2016 through March 1, 2019, which is self-renewing for successive fiscal years.

FISCAL IMPACT:

The annual base compensation for Dr. Gentilello will be $297,051 ($11,425.04 bi-weekly for full-time work) plus incentives (approximately $70,000 per year), benefits (excluding retirement) and a $125,000 administrative stipend for his role as Trauma Medical Director. The total estimated compensation (base, incentives, stipend) will be $542,744 plus benefits (excluding retirement). All professional trauma and surgical services rendered by Dr. Gentilello will be billed for and collected by the SJGH. The salary and benefits costs are included in the approved 2015-16 Hospital Enterprise Fund budget.

ACTION TO BE TAKEN FOLLOWING APPROVAL:

Upon approval by the Board of Supervisors, the physician employment agreement will be processed through the Human Resources Department and the Auditor-Controller's Office.

Sincerely,

David K. Culberson
Chief Executive Officer
San Joaquin General Hospital

DKC:ELH:sl
Board Letter - Larry Gentilello

cc: Auditor-Controller
Human Resources
Purchasing and Support Services
Clerk of the Board (Agenda 10/06/15)