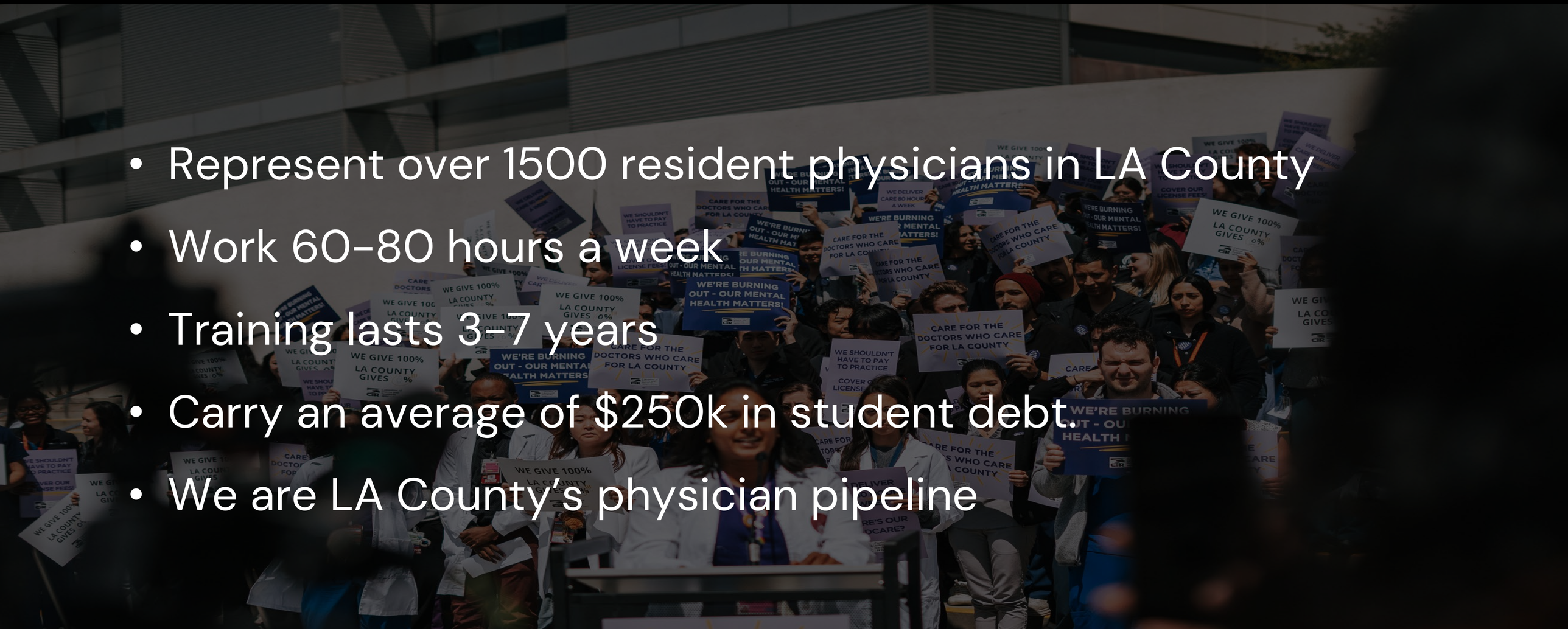
Committee of Interns and Residents
SEIU Healthcare

LA COUNTY RESIDENT PHYSICIAN SHORTAGE & RETENTION

WE ARE THE FIRST DOCTORS YOU SEE IN THE HOSPITAL



- Represent over 1500 resident physicians in LA County
- Work 60-80 hours a week
- Training lasts 3-7 years
- Carry an average of $250k in student debt.
- We are LA County's physician pipeline

WHAT THE DATA TELLS US

Figure 1

- LA County has faced a chronic physician shortage for years, which affects low-income neighborhoods the most.
- LA County has 56 primary care doctors per 100,000, patients, the federal recommendation is between 60 - 80.
- In 2018, MLK Jr Hospital reported a shortfall of 500 primary care physicians and 700 specialists

WHAT THE DATA TELLS US

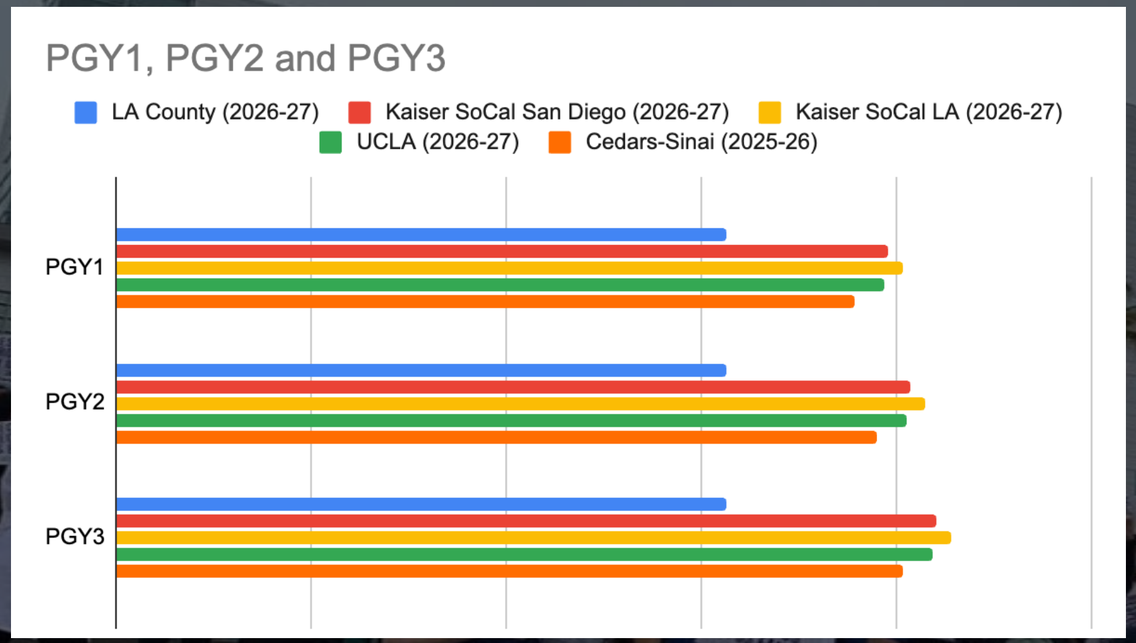
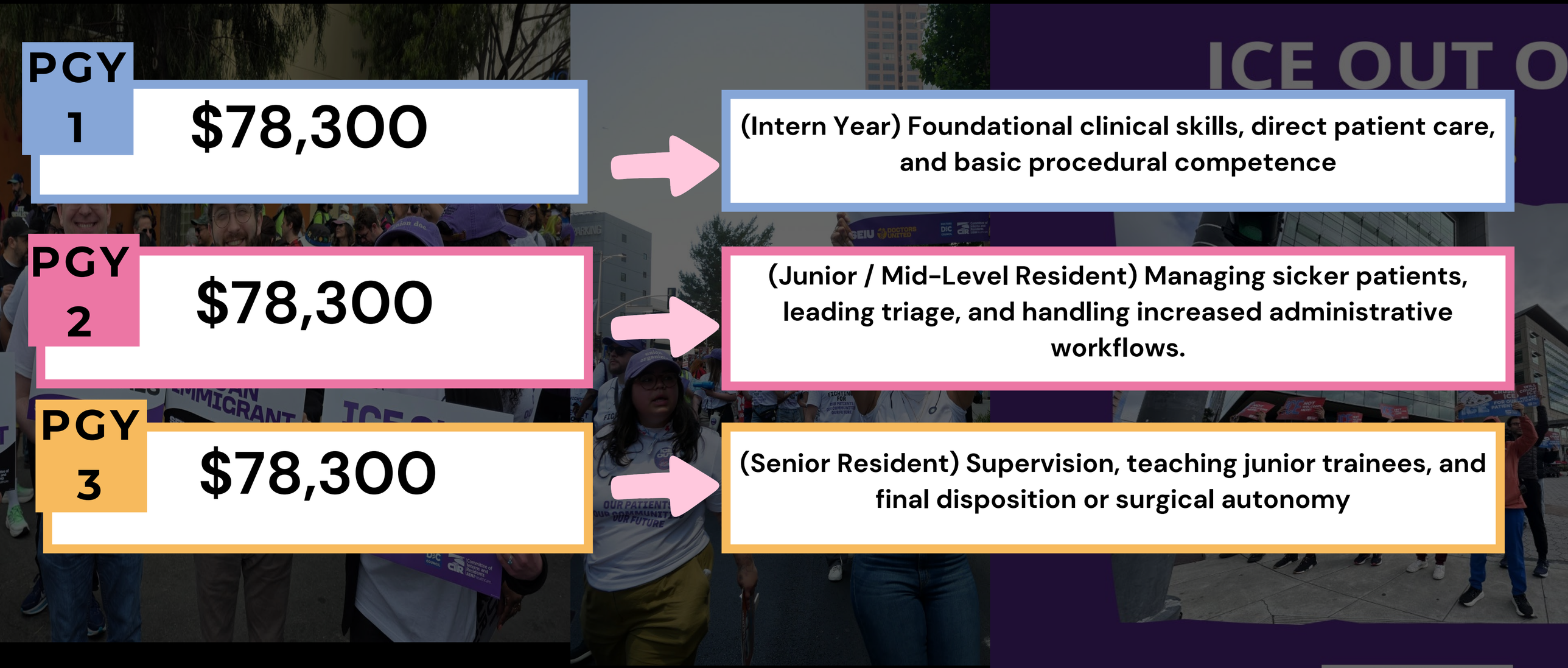


Figure 2: Salary Comparison

LA County salaries are **lower** than surrounding areas by 21% - 29% per year in PGY1, up to 24% -33% lower in PGY2, and 28%- 37% lower in PGY3. Other locations tend to offer additional housing stipends included in their salary.

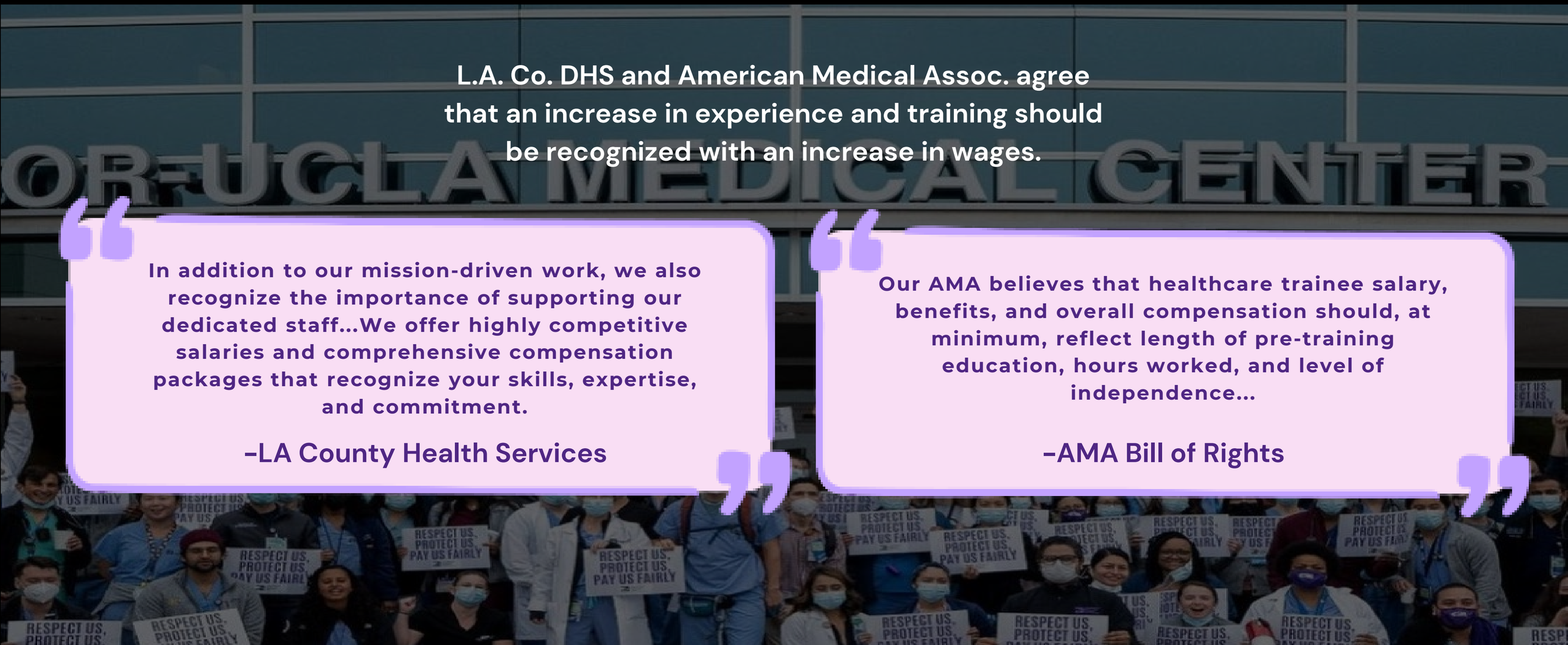
WHY PHYSICIANS ARE CHOOSING TO LEAVE



PGY 1	$78,300	(Intern Year) Foundational clinical skills, direct patient care, and basic procedural competence
PGY 2	$78,300	(Junior / Mid-Level Resident) Managing sicker patients, leading triage, and handling increased administrative workflows.
PGY 3	$78,300	(Senior Resident) Supervision, teaching junior trainees, and final disposition or surgical autonomy

Keep L.A. Doctors Working in LA County

L.A. Co. DHS and American Medical Assoc. agree that an increase in experience and training should be recognized with an increase in wages.

> In addition to our mission-driven work, we also recognize the importance of supporting our dedicated staff...We offer highly competitive salaries and comprehensive compensation packages that recognize your skills, expertise, and commitment.
>
> –LA County Health Services

> Our AMA believes that healthcare trainee salary, benefits, and overall compensation should, at minimum, reflect length of pre-training education, hours worked, and level of independence...
>
> –AMA Bill of Rights