

LA COUNTY RESIDENT PHYSICIAN SHORTAGE & RETENTION



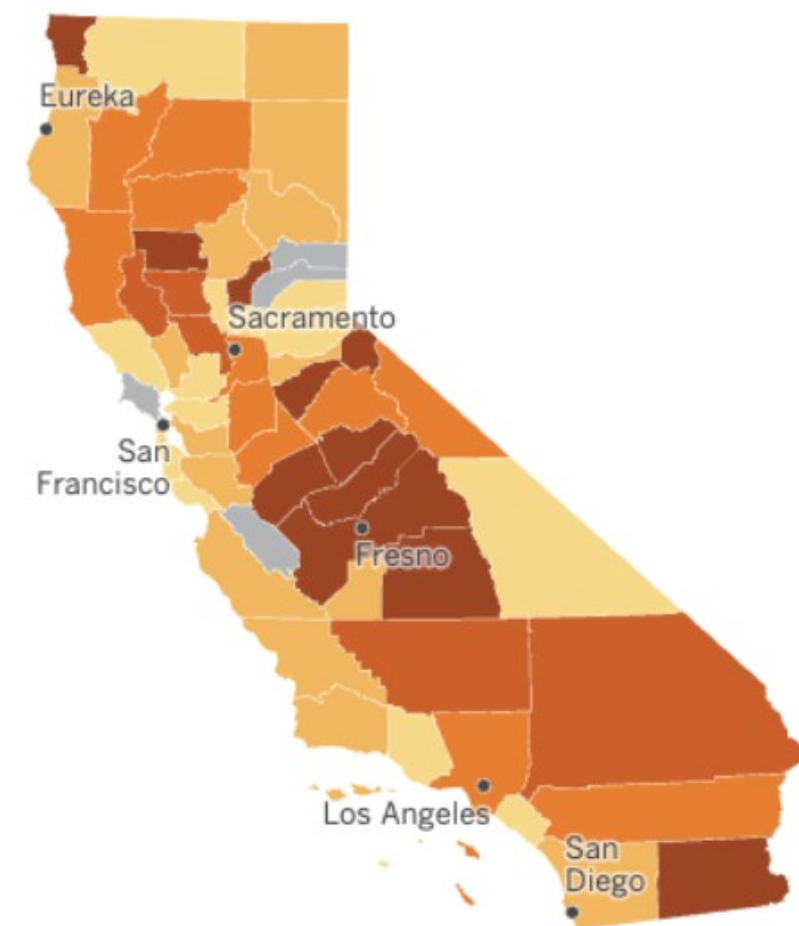
WE ARE THE FIRST DOCTORS YOU SEE IN THE HOSPITAL

- 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

Residents living in shortage area

■ 0% ■ 1-20% ■ 21-40% ■ 41-60% ■ 61-80% ■ >80%



The state determined primary care shortage areas in 2020 based on the provider-to-population ratio and percentage of people in poverty in each area.

California Department of Health Care Access and Information

Phillip Reese for KFF Health News

- 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

Figure 1

WHAT THE DATA TELLS US

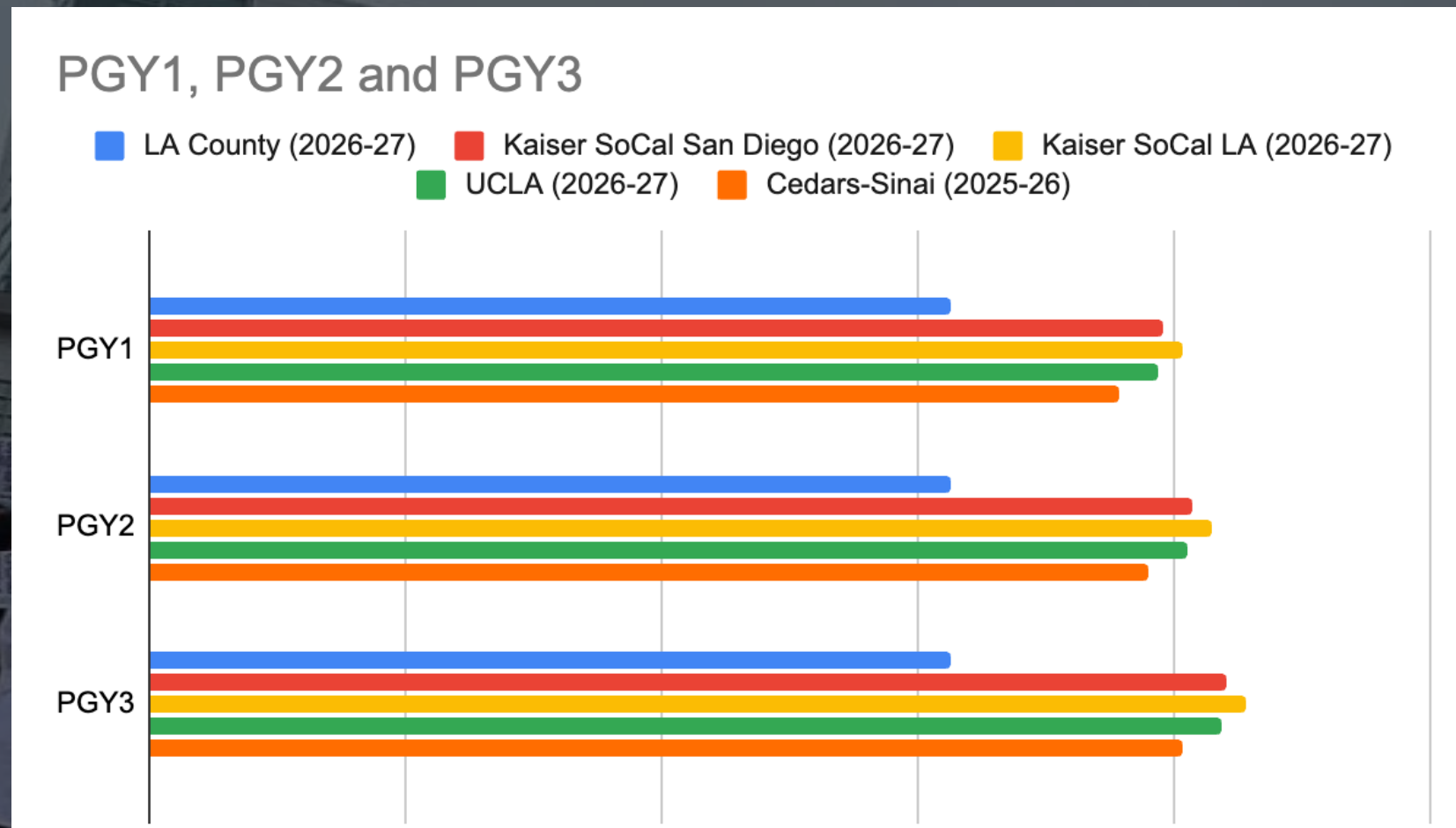


Figure 2: Salary Comparison

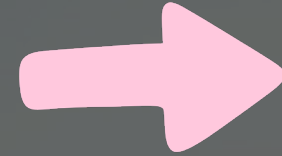
LA County salaries are **lower** than surrounding areas by **21% - 29%** per year in PGY1, up to **24%** - **33%** lower in PGY2, and **28%- 37%** lower in PGY3. Other locations tend to offer additional housing stipends included in their salary.

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

