



# Funds Flow Models

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# Organization Structure

**Founded 1901**



**USC Affiliation 1932**



**Medical Group 1984**

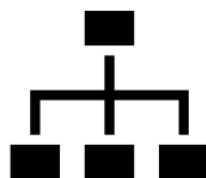


# Understanding Employment Structures

CHLA	USC	CHLAMG
Faculty (MD and PhD)	Faculty (MD and PhD)	Faculty (MD)
Advanced Practice Providers	Graduate Students	Contracted (non-faculty MDs)
Residents and Clinical Fellows	Medical Students	
Nursing, social work, registered dietitians, psychotherapists and other clinical professions		
Administrative, clinical, and support staff		

# Sources of Salary Support

- Individualized profile based on profile of activities and/or job description



- Faculty and APPs align with CART model
  - Clinical provider time charged to CHLAMG
  - Administrative time charged based on role
  - Research time charged to extramural awards if funded, other sources if unfunded
  - Teaching time charged to various sources

# Benefits

- Charged in proportion to funding source
- USC Faculty
  - USC IBS component of salary – Benefits covered by USC
    - PTO, Retirement, Tuition Reimbursement, Health, Dental and Vision Insurance, Payroll Taxes
    - Adjusted rate for federal research projects
  - CHLAMG component of salary – Benefits covered by CHLAMG
    - In lieu of retirement payment, Payroll Taxes
- CHLA Staff
  - Composite Fringe Benefit Rate

# Funds Flow Model Evolution

	Current State	Options Under Discussion for Future State
CART Component	Physician Support and Purchased Services (PSPS)	Physician Services Agreement (PSA)
Clinical	Individual commitments for support	Clinical income guarantee model
Hospital Based Services	Make whole negotiations	Clinical income guarantee model
Administrative	Mixed stipend and time buy out approach	Time buy out for named roles, unfunded administrative time part of clinical income guarantee
Research	Individual commitments for support negotiated	Supported through extramural awards, philanthropy, department reserves
Teaching	Historical methodology for teaching time of faculty	Time buy out for named roles, unfunded teaching time part of clinical income guarantee
Fellowship Support	Historical allocation of partial FTEs	Support of clinical months, dept covers non-clinical months

# PSA Payment Model

