

# The Corporation of the City of Kawartha Lakes

## Council Report

Report Number HS2018-002

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**Date:** July 17, 2018  
**Time:** 2:00 p.m.  
**Place:** Council Chambers

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**Ward Community Identifier:** All

**Title:** Kawartha Lakes Health Care Initiative: Return of Service Incentive Repayment

**Author and Title:** Rod Sutherland, Director, Human Services

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### **Recommendation(s):**

**That** Report HS2018-002, **Kawartha Lakes Health Care Initiative: Return of Service Incentive Repayment**, be received; and

**That** Kawartha Lakes Health Care Initiative retain the repaid Doctor recruitment incentive for the sole purpose of supporting upcoming recruitment incentives prior to further Doctor Recruitment Reserve funding being requested from the City.

**Department Head:** \_\_\_\_\_

**Financial/Legal/HR/Other:** \_\_\_\_\_

**Chief Administrative Officer:** \_\_\_\_\_

## **Background:**

The City maintains the Doctor Recruitment Reserve to fund incentives negotiated by the Kawartha Lakes Health Care Initiative (KLHCI) to bring family physicians to Kawartha Lakes.

In 2014 KLHCI entered into an agreement with a medical student under their Tuition Support and Residency Support program. The incentives provided totaled \$20,000 and were issued to KLHCI from the Doctor Recruitment Reserve as part of the following Council resolution (CR2014-427) on April 22, 2014.

**RESOLVED THAT** the memorandum from Rod Sutherland, Acting Director of Health and Social Services, dated April 22, 2014, regarding the KLHCI request for Doctor Recruitment Reserve funds, be received; and

**THAT** payment of up to \$50,000.00 to Kawartha Lakes Health Care Initiative (KLHCI) be authorized from the Doctor Recruitment Reserve to support the two Return of Service Agreements executed by KLHCI in the second quarter of 2014.

## **Rationale:**

Due to personal commitments, the physician requested a termination of the Return of Service agreement and has repaid the full incentive amount, plus interest. They will continue to practice in Kawartha Lakes but cannot commit to a full-time practice at this time as required in the agreement.

The City's Doctor Recruitment Reserve has a current balance of \$104,500, including \$20,000 allocated in the 2018 City Operating Budget. With ongoing physician recruitment efforts, KLHCI may have additional Return of Service agreements in place later this year.

The KLHCI has requested that the incentive amount that was repaid, \$25,903.58 less legal and administrative costs of approximately \$1,000 relating to the legal review and termination of the agreement, be retained by KLHCI solely for the purpose of supporting future Return of Service incentives.

It is recommended that the total repaid incentive, approximately \$24,903.58, be retained by the KLHCI for the sole purpose of supporting continued doctor recruitment incentives consistent with the existing process. These funds will be allocated to the next Return of Service Agreement(s) prior to further Reserve funds being requested from Council.

## **Other Alternatives Considered:**

The City could request the return of the incentive funds. Future recruitments will require Council resolution to allocate funds from the Reserve.

### **Financial/Operation Impacts:**

Budget allocations to the Doctor Recruitment Reserve are done as part of the annual Operating Budget process. The Reserve is currently maintained for the sole purpose of supporting Doctor recruitment and retention efforts by KLHCI.

### **Relationship of Recommendation(s) To The 2016-2019 Strategic Plan:**

The City's support of the KLHCI and Doctor recruitment and retention efforts relates directly to the Strategic Goal of An Exceptional Quality of Life, Enhancing access to Community and Human/Health Services.

### **Consultations:**

Kawartha Lakes Health Care Initiative

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**Department Head:** Rod Sutherland