



Training Tomorrow's Doctors

Graduate Medical Education in Florida
2017 Annual Report



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Highlights

Florida's graduate medical education (GME) policy and funding programs are working, and the state's investment in GME is paying off.

Training Tomorrow's Doctors: Graduate Medical Education in Florida 2017 Annual Report provides a comprehensive overview of Florida's graduate medical education infrastructure and its ability to meet Florida's future physician manpower needs. Produced by the Safety Net Hospital Alliance of Florida in partnership with the Teaching Hospital Council of Florida, the report utilizes state-of-the-art metrics to annually measure our members' progress in addressing the state's shortage of 7,000 physicians, as identified in the landmark 2015 study *Florida Physician Workforce Analysis: Forecasting Supply and Demand*.

- ✓ Significant headway has been made by our GME programs in addressing Florida's projected 7,000 physician shortages.
- ✓ Before Florida policymakers started emphasizing GME in 2013, there were estimated 3,896 residency slots. Since then, Florida has funded an additional 1,113 slots for a total of 5,009 full-time equivalent slots, a laudable 29 percent increase.
- ✓ The GME Startup Bonus program has proven to be a particular success. This year, the program helped create 313 new residency positions in many of the 20 physician specialties in deficit, an increase from 66 created in year one.
- ✓ A total of 750 newly filled and newly created slots are now in place training tomorrow's physicians in specialties known to be in severe deficit.

Remarkable as this success has been, Florida continues to fall behind in three crucial areas:

1. GME residency numbers are declining in four physician specialties already experiencing critical deficits.
2. Severe primary care physician shortages remain in Southwest Florida.
3. The ability of statutory teaching hospitals to continue to rapidly respond to the ongoing physician shortage crisis is being stressed due to these hospitals providing more than two-thirds of the state's charity care with little offset from charity care funding programs.

Training Florida's next generation of doctors remains our paramount concern. The Safety Nets have tailored legislative recommendations to address each of the lagging areas. These recommendations will allow Florida GME to keep pace with population growth and stay in sync with the health care needs of our regions' changing demographics.

Florida's three GME funding programs are: *Statewide Medicaid Residency Program*, *GME Startup Bonus Program*, and *GME Retention Program*.

The Safety Net Hospital Alliance of Florida is a 14-member coalition of teaching, public, children's and regional perinatal intensive care hospitals that together make up only 10 percent of the state's hospitals, yet provide the majority of the state's highly specialized medical care, train tomorrow's doctors, and provide almost half of the Medicaid and charity health care.

Executive Summary

Members of the Safety Net Hospital Alliance of Florida (Safety Nets) are the proprietors of Florida's Graduate Medical Education (GME) programs and are responsible for producing the state's next generation of doctors. In fact, our GME programs determine both the quality and availability of the physicians who care for Florida's families. The Safety Nets recognize that fulfilling our mission of securing the future of Florida's health care workforce requires a comprehensive understanding of Florida's current and future physician needs. As stewards of Florida's GME infrastructure, the Safety Nets' member institutions are carefully monitoring programs and funding in the wake of the landmark 2015 IHS Global report's projection of Florida's future physician needs. They are proud to present this Second Annual State of the State Report for GME in Florida as one of the cornerstones of that ongoing effort.

Florida is facing a health care crisis – one that could have dire consequences if not addressed quickly and decisively. The problem? Florida is not training enough doctors to meet its future needs. Florida is ranked 11th from the bottom in number of medical residents per 100,000 population. New York state, for example, has a similar population yet it is ranked second highest in the nation with 82.4 resident FTEs compared with Florida's 22.6 resident FTEs per 100,000 people.

The good news is that together with the Governor and the Florida Legislature, the members of the Safety Net Hospital Alliance of Florida are making progress in our efforts to address this crisis.

Federal GME Support

The federal government's GME support is essential. Unfortunately, federal rules limit GME support in ways that have a direct impact on Florida's GME infrastructure. For example, four Florida hospitals have programs that have more than 80 full-time equivalent (FTE) residents above the cap established by Medicare as allowable for federal support. Specifically, these four hospitals are training 460 of Florida's future doctors with no support from the federal Medicare program. This is one of the reasons why state support of GME in Florida is imperative.

Medicaid Residency Program

In 2013, Governor Rick Scott formally recognized the state's developing doctor shortage and, along with the Florida Legislature, created and funded the Statewide Medicaid Residency Program (MRP). The MRP was designed to help hospitals serving Medicaid patients offset the expense of operating physician residency programs. As part of the MRP, hospitals were required for the first time to report to Florida Medicaid their numbers of residency slots. This reporting allowed the first systematic glimpse into the numbers and locations of physician residents in Florida.

In its first year, the MRP provided for the funding of 3,896 resident FTEs. This year (SFY 2017-18), the program funded 5,009 resident FTEs, an increase of 1,113 funded FTEs over the first year – a laudable 29 percent growth rate.

Of the increased FTEs, 920 were in 21 hospitals that had not previously reported physician residency programs. These new facilities raised the number of participating hospitals to 62.

In 2017, the Governor and Legislature recognized that the program had in its first four years become a victim of its own success as residency slots were growing faster than program funding. The GME resident per-FTE allocation dropped from an average of \$20,528 in the program's first year to \$17,098 in year four, which prompted new funding to be added in the fifth year of the program.

The 2017 Legislature concurred with the Governor's recommendation to add \$17.3 million to the MRP. The MRP thus grew to \$97.3 million for a combined total of \$197.3 million for all three GME programs.

Projecting GME Need in Florida

While the MRP has been successful in expanding GME in Florida, it is only part of the solution to the state's physician crisis. Simply creating more residents helps, but does little to ensure all areas of the state will have enough of the right kind of doctors in the coming years. Nor does it guard against creating an oversupply of doctors. If creating enough doctors is the cornerstone of a quality health care system, creating too many is a less-than-responsible use of scarce public funds. The Safety Nets recognized that effective program planning required a detailed, scientific and ground-level understanding of all of Florida's health care marketplaces.

It was clear early on that the data needed for such an effort was not available. While helpful, the MRP reporting did not provide data to support the systematic analysis of physician workforce supply and demand that the Safety Nets needed to strategically address the growing crisis. In 2014, the Safety Nets, along with the Teaching Hospital Council of Florida, enlisted internationally known life sciences consulting giant IHS Markit, formerly IHS Global, to construct detailed micro- and macrosimulation models of Florida's health care manpower marketplace. Using these custom models, IHS Markit studied the effects of the state's unique and rapidly changing demographics, population growth and in-migration and health care utilization patterns on the projected local, regional and statewide needs for doctors by market and specialty. IHS Markit researchers were then able to compare the identified physician demand structure to a geolocated simulation of Florida's physician supply pipeline. IHS Markit's resulting analysis, *Florida Physician Workforce Analysis: Forecasting Supply and Demand*, was released in January 2015, marking the first time a state had utilized cutting-edge market simulations to strategically address its projected physician manpower needs.

The IHS Markit analysis produced several disturbing conclusions regarding Florida's health care future (by 2025): Florida will have 20 percent fewer physician specialists than needed (a shortage of about 7,000 physicians); these shortages will span 20 different medical specialties; and physician shortages will impact every region in the state. IHS Markit's empirical conclusions also validated previous anecdotal studies linking the location of a physician's residency to their ultimate practice location, further confirming that such shortages can only be ameliorated through increased in-state GME support.

GME Startup Bonus & Retention Programs

Armed with the IHS Markit analysis, the 2015 Florida Legislature and policymakers appropriated \$100 million in new funding to GME. This program allocates \$100,000 in GME Startup Bonuses to each newly created residency position in a shortage specialty and directs any remaining funding to support GME retention of shortage specialties.

In the second year of the Startup Bonus Program, 313 residency positions were created in many of the 20 physician specialties in deficit supply. Similarly, in the second year of the Retention Program, Florida hospitals were able to fill 437 additional residency slots in these shortage specialties. All told, the GME Startup Bonus & Retention Programs incentivized the addition of 750 residency positions in high-value specialties. Unfortunately, much work remains if we are going to train enough physicians to meet the health care needs of Floridians.

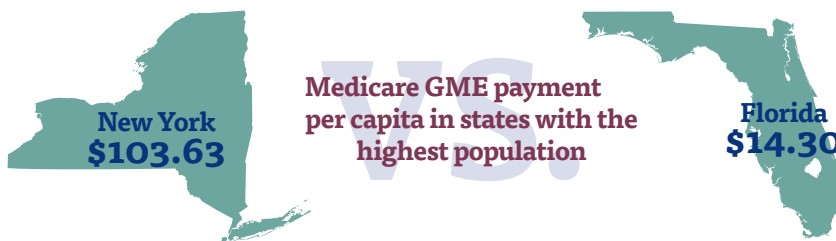
Conclusion

As part of our mission to ensure every Floridian's access to quality health care, the Safety Nets are producing this **Training Tomorrow's Doctors: Graduate Medical Education in Florida 2017 Annual Report** to provide a comprehensive overview of the state's graduate medical education infrastructure. In the first year, this report focused on Florida's growing physician supply crisis while marking the ongoing efforts to tackle the problem. Perhaps most important, we are providing metrics that allow us to track the progress of those efforts. It is these metrics that have offered a first-ever glimpse at trends in the numbers of GME FTEs in deficit specialties. This reporting has brought to light four deficit physician specialties that are experiencing declining GME FTEs. Specifically, in the first two years of the GME Startup Bonus & Retention Programs' data collection, the number of GME residents in urology, thoracic surgery, nephrology and ophthalmology declined. Thus, while Florida is having much success incentivizing the creation and retention of GME slots in almost all deficit specialties, we are losing ground in a few. It is our hope that policymakers will address this finding and future editions of this report will be increasingly devoted to recounting a vibrant graduate medical education system, and reflecting our successes in securing a healthy Florida.

Section I. Federal Funding for Graduate Medical Education (GME)

The federal government has long recognized that GME is a cost- and labor-intensive endeavor. As such, federal funds are appropriated to the federal Centers for Medicare & Medicaid Services (CMS) for the express purpose of enhancing Medicare reimbursement to hospitals to help defray their GME costs. These enhancements are allocated under two formulas: Direct Graduate Medical Education (DGME) – which compensates hospitals for Medicare’s “share” of the cost of resident employment; and Indirect Graduate Medical Education (IGME) – which compensates hospitals for Medicare’s “share” of the cost of resident training.

In 1996, Congress capped the number of GME resident full-time equivalents (FTEs) for which Medicare will provide reimbursement enhancement to a hospital. Since 1996, new hospitals opening GME programs were assigned a cap set at the highest number of residents in the program’s fifth year. In Florida, this cap significantly impacts our hospitals by leaving 983.76 total FTEs with no federal reimbursement support. Almost half of these unfunded FTEs – 460 – are being supported by four of Florida’s teaching hospitals. See **Appendix A, Table 1: Federal Funding for GME is Capped.**



Florida hospitals are training 983 doctors while receiving no federal Medicare compensation to offset the cost.

Another downside of the federal cap is that, in addition to Florida’s low numbers for GME residents per capita, Florida also ranks near the bottom in Medicare resident funding per capita (Mullan, Chen and Steinmetz, “The Geography of Graduate Medical Education: Imbalances Signal Need For New Distribution Policies,” *Health Affairs*). Florida’s average Medicare GME payment per population (\$14.30) is less than half the national average (\$32.31). By comparison, New York’s rate is more than three times the national average (\$103.63). Florida is also disproportionately disadvantaged when comparing average Medicare GME payment per GME resident. The nation’s average Medicare GME payment per resident is \$112,642. New York receives \$139,126 per resident, while Florida receives only \$101,656.

Section II. State Funding for GME

The State of Florida has traditionally provided little funding to graduate medical education, except for what once was embedded in Medicaid's cost-based reimbursement methodology. However, in 2013, Florida Governor Rick Scott and the Florida Legislature changed that when, in response to growing evidence of Florida's worsening physician shortage, they appropriated \$80 million in recurring state and federal funds to create the Statewide Medicaid Residency Program (MRP). The MRP marked the beginning of a new era of state support for GME by helping hospitals that served Medicaid patients offset the expense of operating physician training programs.

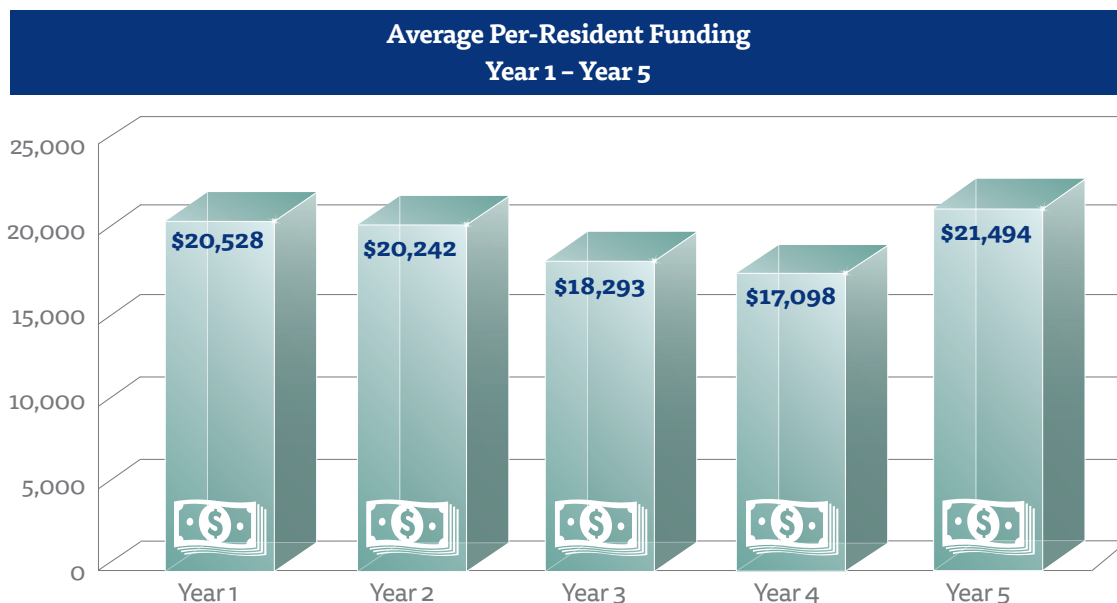
The first two years of the MRP, the state funding cap per resident was \$50,000. Beginning in SFY 2015-16, the cap per resident was modified to be no greater than two times the average per-resident FTE. For SFY 2017-2018, the cap per resident FTE is \$46,046.

The first four years of the program brought about phenomenal success as GME residency programs and FTEs increased. By 2017, residency slots had grown faster than program funding. As a consequence, the average per-FTE allocation decreased significantly. The GME resident per-FTE allocation dropped from an average of \$20,528 in the program's first year to \$17,098 in year four. This 17 percent reduction in per-FTE allocation prompted new funding to be added in the fifth year of the program. By year five, there was a 4.7 percent increase in per-resident funding from year one.

In 2017, the Legislature concurred with the Governor's recommendation to add \$17.3 million in combined state general revenue and federal funds to the MRP. This recurring funding was transferred from the Medicaid outpatient reimbursement program to the MRP in recognition of lost reimbursement for costs that would no longer be captured in Medicaid's new outpatient reimbursement methodology. Specifically, in 2016, Florida Medicaid was instructed to convert from a cost-based outpatient reimbursement methodology to the Enhanced Ambulatory Patient Group (EAPG) methodology. Estimates of the GME expenses that would no longer be reimbursed under an EAPG methodology totaled \$17.3 million. This transfer of new MRP funding increased the total MRP to \$97.3 million and provided a \$966 per-FTE increase over the programs' first year for a new GME resident per-FTE average funding of \$21,494. See **Appendix A, Table 2: MRP (\$97.3M): GME Resident per-FTE Allocation by Hospital**.

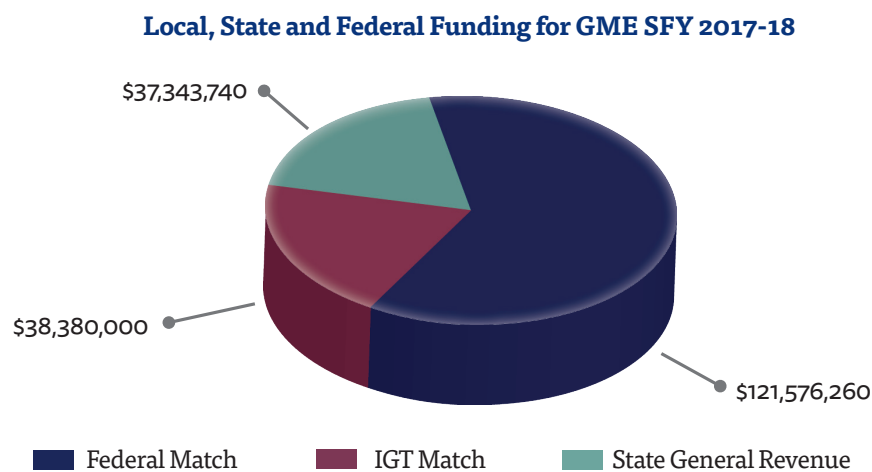
4.7%

increase over initial year,
reversing a four-year 17%
per-resident FTE reduction
in MRP funding.



In 2015, two years after the creation of the MRP, the Governor and the Legislature increased their support by creating the Graduate Medical Education Startup Bonus & Retention Programs (GME Startup Bonus and GME Retention). The programs were designed to further address Florida's physician crisis by targeting policy and dollars to incentivize the creation of new GME programs and slots in physician specialties with the greatest need. The GME Startup Bonus & Retention Programs were appropriated \$100 million in local and federal funds in order to provide hospitals a one-time \$100,000 bonus for every new residency slot created in a shortage specialty. At the same time, in order to encourage the retention of existing programs and slots in specialties facing the most acute shortages, the Legislature directed that any bonus money remaining each year be proportionally distributed to all established residency slots in those specialties.

Florida's general revenue provides the state share of the funding for the \$97.3 million Medicaid Residency Program, and local health care intergovernmental transfers (IGTs) fund the state share of the \$100 million GME Startup Bonus & Retention Programs. The pie chart below represents the local, state and federal funding for SFY 2017-18.



Note: The \$38.38 million in IGTs was provided by safety net hospitals.

Together, in 2017, the Medicaid Residency Program and GME Startup Bonus & Retention Programs contributed \$197.3 million to Florida's efforts to address physician workforce deficits.

Florida's investment in GME shows its commitment to providing the health care its citizens need and deserve. **Appendix B: Florida Graduate Medical Education (GME) Key Milestones** recounts the evolution of these two GME programs.

Section III. Statewide Medicaid Residency Program (MRP) – Targets All Physician Specialties

In 2013, Florida Governor Rick Scott and the Florida Legislature, in response to growing evidence of Florida's worsening physician shortage, appropriated \$80 million in recurring state and federal funds to create the Statewide Medicaid Residency Program (MRP). The 2017 Legislature concurred with the Governor's recommendation to add \$6.15 million in state general revenue for a \$17.3 million combined increase of state general revenue and federal funds to the MRP. Today, \$97.3 million in combined state and federal funds are dedicated to the MRP and its role in addressing Florida's physician shortage crisis.


Statewide Medicaid Residency Program (MRP)

The Agency for Health Care Administration (Agency) is directed by Florida law to administer the MRP and make payments to hospitals licensed under Part I of Chapter 395, Florida Statute (F.S.) and federally Qualified Health Centers as defined in s.409.909(2)(c), F.S. for GME associated with the provision of care for Medicaid patients. State general revenue and federal matching funds are combined to provide support to participating institutions on a quarterly basis in each fiscal year for when an appropriation is made s. 409.909 (1), F.S.

Data on GME Resident FTEs – All Physician Specialties

MRP funding is available to all hospitals serving Medicaid enrollees that have approved residency programs, including the Florida statutory teaching hospitals, as defined in s.408.07, F.S., family practice teaching hospitals defined under s. 395.805, F.S, and federally Qualified Health Centers as defined in s.409.909(2)(c), F.S. The MRP allocation formula is based on the ratio of GME resident FTEs per institution to total participating, weighted at 90 percent, plus the ratio of Medicaid payments per institution to the total participating, weighted at 10 percent (institutions document residents as full-time equivalents as they often split time between training sites). See **Appendix A, Formula 1: MRP (\$97.3M): GME Resident FTE**.

Every August, institutions are required to report to the Agency their projected GME resident FTE data for the period of July 1 through June 30 of the current fiscal year. The Agency was legislatively instructed to audit the FTE data beginning the second year of the program, and the Legislature mandated the use of the Interns Resident Information System (IRIS) codes beginning the third year. Both policies provided improved standardization for reporting and tracking residency slots.

29% 
Growth in resident FTEs
over last five years

In the first year, the Agency approved MRP funding for 3,896 GME resident FTEs. By the fifth year, SFY 2017-18, there were 5,009 approved GME resident FTEs. This is an increase of 1,113 funded FTEs over the first year, an impressive 29 percent growth rate.

Forty-three institutions participated in the program's first year and 62 by the fourth year, which resulted in a net increase of 21 new institutions. See **Appendix A, Table 3: MRP (\$97.3M): GME Resident FTE Count by Hospital**. And **Appendix A, Table 4: MRP (\$97.3M): Payments by Hospital**.

Section IV. GME Startup Bonus & Retention Programs – Target Deficit Physician Specialties

The IHS Markit analysis indicated Florida is facing a shortage of 7,000 physician specialists (Appendix C). This shortfall will affect all regions of the state and span 20 different medical specialties. In response, the Florida Legislature created the Graduate Medical Education Startup Bonus & Retention Programs to incentivize the creation of new residency positions and the retention of residency positions in those specialties in deficit. The GME Startup Bonus is proving as the key to unlock the door for future residency slots, specifically in the deficit supply specialties.

GME Startup Bonus Program

In 2015, the Florida Legislature created the GME Startup Bonus & Retention Programs, s. 409.909 (5), F.S. Applications are due to the Agency by March 1 of each year. Qualifications require that the new residency position(s) be within a shortage specialty and approved by the Accreditation Council for Graduate Medical Education (ACGME) or the Osteopathic Postdoctoral Training Institution (OPTI) within a 12-month period beginning March 2 of each preceding state fiscal year. The new positions can be for an existing program or a new program. Upon approval by the Agency, hospitals are awarded \$100,000 per newly approved position. Florida's hospitals will seek to fill their new positions in the coming year.

Proving to be a phenomenal success, the second year of the GME Startup Bonus Program resulted in 313 new residency positions created in several of the physician specialties in deficit. Up from 66 in year one.

GME Retention Program

Unobligated GME Startup Bonus funds are allocated to hospitals that participated in the Medicaid Residency Program, based on existing GME resident FTEs in physician specialties in statewide supply-and-demand deficit. The distribution method is a simple proportional per-resident amount with the intention of incentivizing hospitals currently training residents in shortage programs to continue. See **Appendix A, Formula 2: GME Retention Program**. In April 2017, Florida's Agency for Health Care Administration (Agency) released the second projected GME Retention distributions.

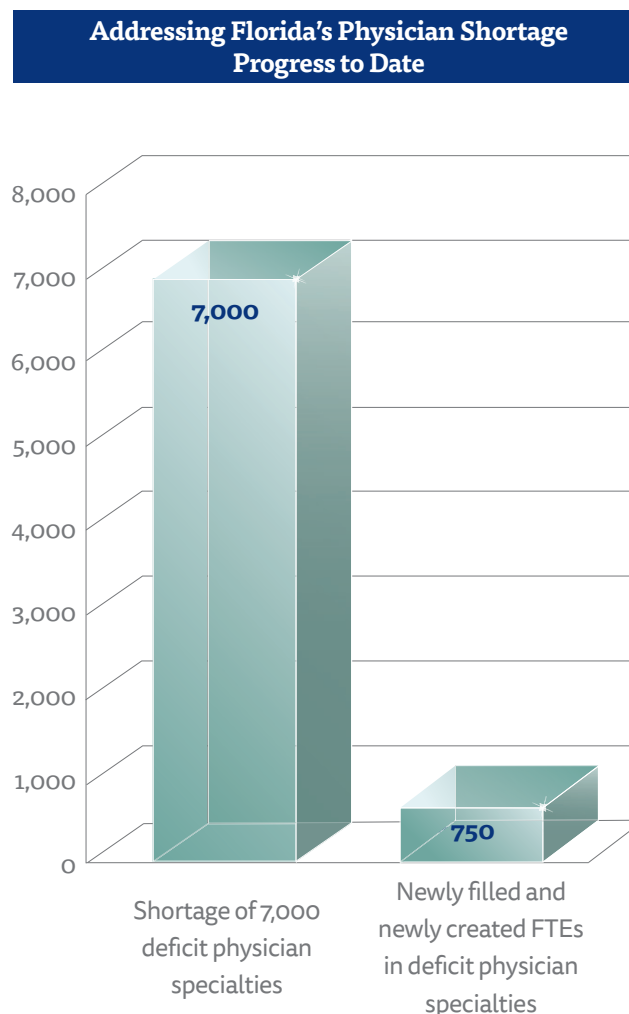
Data on GME Resident FTEs – Deficit Physician Specialties

A fundamental component of the GME Startup Bonus & Retention Programs are the targeted physician specialties. **Appendix A, Table 5: GME Retention Program: FTEs in Deficit Physician Specialties by Specialty** provides the detail on the current number of residency positions in the 20 shortage specialties identified in the Florida Physician Workforce Analysis: Forecasting Supply and Demand. These are the physician specialties approved by the Legislature for the GME Startup Bonus & Retention Programs funding.

With the approval of the GME Startup Bonus & Retention Programs, the 2015 legislation required hospitals to report their data using standardized Medicare-required IRIS codes. This allowed for improved standardized identification of the resident specialties and their training locations.

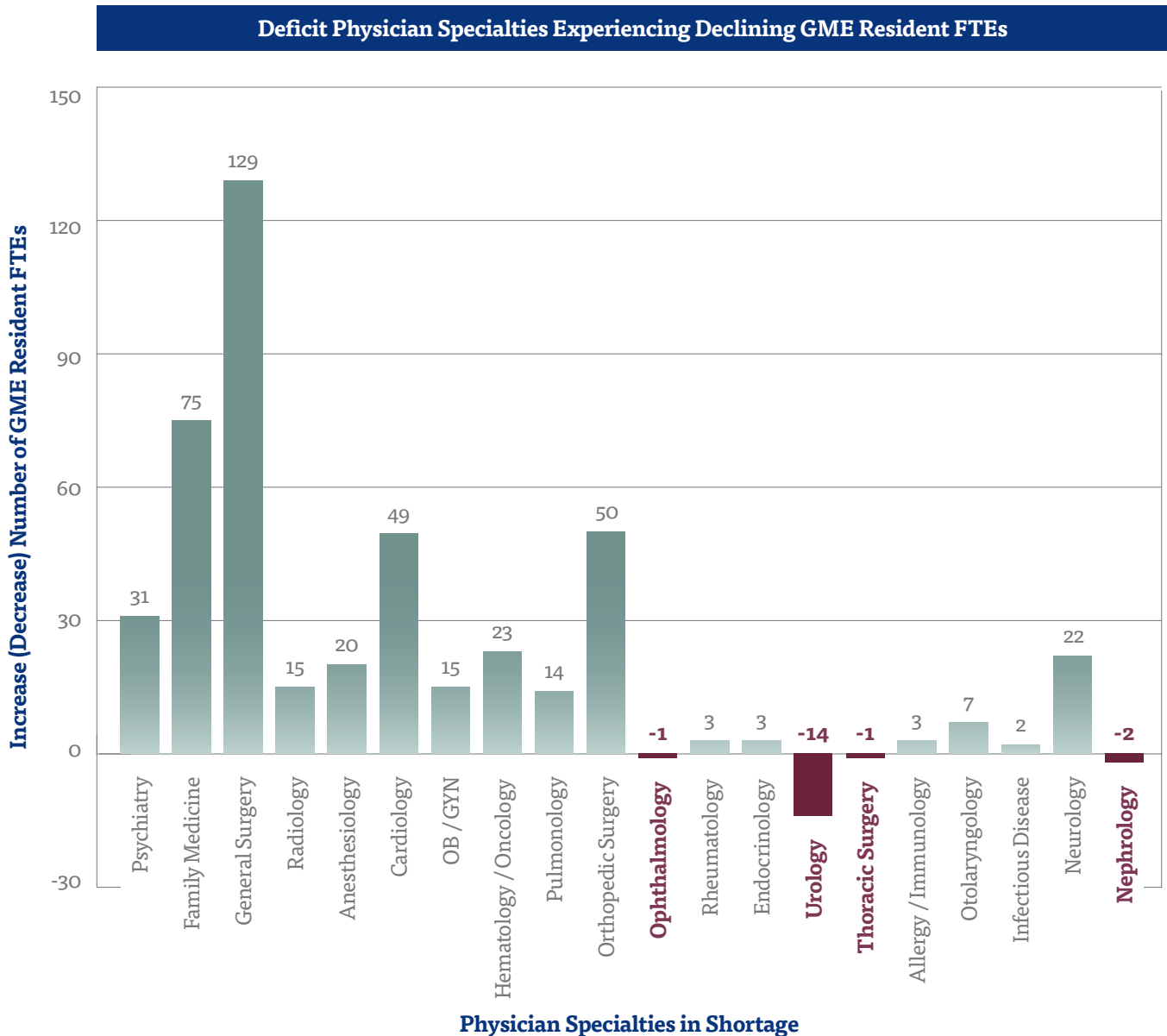
Proving the programs' success, the second year of the Startup Bonus Program incentivized the creation of 313 residency positions in 11 of the 20 physician specialties in deficit supply. These deficit physician specialties are radiology, orthopedic surgery, otolaryngology, allergy and immunology, psychiatry, family medicine, general surgery, anesthesia, cardiology, neurology and pulmonology. This is a dramatic increase over the already remarkable 66 residency positions created in year one of the Startup Bonus Program. See **Appendix A, Table 6: GME Startup Bonus Program: New Residency Positions in Deficit Physician Specialties**. And **Appendix A, Table 7: GME Startup Bonus Program: Funding Allocation & Number of New Residency Positions in Deficit Physician Specialties by Hospital**.

Since the first year of GME physician specialty data collection, Florida hospitals have filled 437 previously vacant residency slots and created 379 new slots in shortage specialties. This 23 percent growth can be attributed to enhanced state support. Much work remains. Florida's GME resident FTEs in deficit physician specialties only account for less than half of the state's total FTEs; and four deficit specialties are experiencing declining GME FTEs.



Assumes that the 66 newly created slots in 2016 were all filled in 2017.
Assumes all physicians remain in Florida post residency/fellowship.

The data collection created by the GME Startup Bonus & Retention program has brought about metrics that are offering a first-ever glimpse at trends in the numbers of GME FTEs in deficit specialties. This reporting has brought to light four deficit physician specialties that are experiencing declining GME FTEs. Specifically, in the first two years of the GME Startup Bonus & Retention Programs' data collection, the number of GME residents in urology, thoracic surgery, nephrology and ophthalmology declined. Thus, while Florida is having much success incentivizing the creation and retention of GME slots in almost all deficit specialties, we are losing ground in a few. See **Appendix A, Table 8: GME Retention Program: FTEs in Deficit Physician Specialties by Hospital**. And **Appendix A, Table 9: GME Retention Program: Payments in Deficit Physician Specialties by Hospital**.



Section V. Conclusion

According to objective metrics, the State of Florida's new commitment to GME has made – and continues to make – an impressive positive impact on efforts to increase physician supply. Safety Net-sponsored market simulations have allowed the funding increases to be focused on the specialties and areas of greatest need. Securing Floridians' future access to quality health care requires annual benchmarking and maintenance of the coordinated efforts that led to these successes.

Since the inception of Florida's GME residency funding programs, data collection has improved and the number of hospitals providing GME has increased. Today, we know that 62 hospitals participate in the Medicaid Residency Program and 54 of those have residency programs in shortage specialties. It is these metrics that have unveiled a first-ever glimpse at trends in the numbers of GME FTEs in deficit specialties. This report has brought to light four shortage specialties that are experiencing declining GME FTEs. Specifically, in the first two years of the GME Startup Bonus & Retention Programs' data collection, the number of GME residents in urology, thoracic surgery, nephrology and ophthalmology declined. This finding is easily reversed by targeting enhanced incentives to those GME programs.

In summary, funding for GME has grown from \$80 million to \$197.3 million between 2013 and state fiscal year 2017-18. While the state has a long way to go to make up for the shortfalls in GME funding and the supply-and-demand deficit in residency slots, the energy generated by the hospitals is growing and evident by the growth in the number of residency slots. Approval from ACGME and OPTI is a cost- and labor-intensive process. Despite that fact, we are optimistic that the subsequent years of the GME Startup Bonus & Retention Programs will see greater volumes of applicants, furthering Florida's efforts to address the forecasted deficit in physicians.



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Appendix A. Tables & Formulas

Table 1

Federal Funding for GME is Capped

	Hospital Name	Medicare Cost Report Fiscal Year End	Total Medicare GME Resident FTEs	Medicare FTE Cap	FTEs Above the Cap (Not Eligible for Medicare Funding)	Percent FTEs Above the Medicare Cap
		A	B	C	D = B - C	E = D / B
1	UF Health Shands Hospital	6/30/15	530.08	357.88	172.20	32.49%
2	Jackson Memorial Hospital	9/30/15	688.09	583.78	104.31	15.2%
3	Orlando Health	9/30/15	233.76	138.77	94.99	40.6%
4	Tampa General Hospital	9/30/15	297.14	208.94	88.20	29.7%
5	Cleveland Clinic Hospital - Weston	12/31/14	77.04	18.73	58.31	75.7%
6	H Lee Moffitt Cancer Center & Research Institute Hospital	6/30/15	103.86	48.76	55.10	53.1%
7	Mayo Clinic	12/31/14	133.48	84.39	49.09	36.8%
8	Florida Hospital	12/31/14	143.04	96.62	46.42	32.5%
9	Broward Health Medical Center	6/30/15	99.57	58.96	40.61	40.8%
10	University of Miami Hospital and Clinics	5/31/15	47.76	8.10	39.66	83.0%
11	UF Health Jacksonville	6/30/15	280.71	241.34	39.37	14.0%
12	Nicklaus Children's Hospital	12/31/14	129.30	95.21	34.09	26.4%
13	University of Miami Hospital	5/31/14	112.10	83.90	28.20	25.2%
14	Sacred Heart Hospital	6/30/15	50.13	30.61	19.52	38.9%
15	Baptist Medical Center Jacksonville	9/30/15	50.51	34.63	15.88	31.4%
16	Westchester General Hospital	12/31/14	25.70	12.15	13.55	52.7%
17	West Palm Hospital	6/30/15	19.08	6.32	12.76	66.9%
18	Largo Medical Center	2/28/15	117.93	106.49	11.44	9.7%
19	Northside Hospital	9/30/15	35.73	27.13	8.60	24.1%
20	St. Petersburg General Hospital	4/30/15	42.39	34.78	7.61	18.0%
21	Memorial Regional Hospital	4/30/15	11.58	4.44	7.14	61.7%
22	Florida Hospital Tampa	12/31/14	6.15	0.31	5.84	95.0%
23	Palmetto General Hospital	12/31/14	74.44	69.09	5.35	7.2%
24	Palms West Hospital	5/31/15	18.78	13.70	5.08	27.1%
25	Regional Medical Center Bayonet Point	2/28/15	4.66		4.66	100%
26	Halifax Health Medical Center	9/30/15	23.18	19.08	4.10	17.7%
27	St. Vincent's Medical Center Riverside	6/30/15	29.95	26.72	3.23	10.8%
28	Morton Plant Hospital	12/31/14	24.66	21.50	3.16	12.8%
29	Bayfront Health - St Petersburg	9/30/15	39.40	37.02	2.38	6.0%
30	Tallahassee Memorial Hospital	9/30/15	58.40	56.68	1.72	2.9%
31	Memorial Hospital Jacksonville	12/31/14	1.55	0.99	0.56	36.1%
32	Broward Health Coral Springs	6/30/15	2.01	1.46	0.55	27.4%
33	Anne Bates Leach Eye Hospital	5/31/15	21.58	21.50	0.08	0.4%
Total Unfunded FTEs Due to Medicare Cap			3,533.74	2,549.98	983.76	27.84%

Note: The total number of residents often exceeds the total number of Full-Time Equivalents (FTEs). FTEs are calculated based on hours, rather than individuals. Each hospital claims only the hours the resident is at their facility / clinic.

Example: Two residents, each working part-time (.5 FTE) at the same hospital is a resident count of 2 but, an FTE count of 1.0.

The total FTE per each approved resident position (slot) may not exceed 1.0.

Table 2 **Medicaid Residency Program (\$97.3M): GME Resident per-FTE Allocation by Hospital**

Hospital Name	SFY 2013-14	SFY 2014-15	SFY 2015-16	SFY 2016-17	SFY 2017-18
All Children's Hospital	\$28,498	\$30,875	\$26,141	\$26,134	\$31,820
Anne Bates Leach Eye Hospital	\$18,491	\$18,242	\$16,502	\$15,474	\$17,445
Aventura Hospital and Medical Center		\$20,267	\$18,095	\$16,133	\$18,215
Baptist Medical Center Jacksonville	\$21,656	\$22,419	\$20,669	\$20,189	\$23,712
Bayfront Health - St Petersburg	\$23,373	\$20,634	\$19,059	\$17,894	\$19,752
Bethesda Hospital East		\$30,122	\$23,321	\$19,235	\$20,340
Boca Raton Regional Hospital		\$18,756	\$16,740	\$15,641	\$17,574
Blake Medical Center				\$16,506	\$18,146
Brandon Regional Hospital			\$20,474	\$17,510	\$18,813
Broward Health Coral Springs	\$50,000	\$46,673	\$36,586	\$34,197	\$45,669
Broward Health Medical Center	\$23,536	\$21,857	\$19,932	\$18,561	\$20,357
Cleveland Clinic Hospital	\$18,515	\$18,285	\$16,565	\$15,523	\$17,499
Delray Medical Center		\$20,414	\$17,811	\$16,735	\$18,466
Florida Hospital	\$22,258	\$21,860	\$19,922	\$19,094	\$20,562
Florida Hospital Carrollwood	\$26,309	\$23,111	\$19,614	\$19,269	\$22,624
Florida Hospital Tampa	\$25,559	\$25,392	\$24,906	\$24,996	\$28,213
Florida Hospital Wesley Chapel			\$21,282	\$20,845	\$28,243
H Lee Moffitt Cancer Center & Research Institute	\$19,218	\$18,625	\$16,916	\$15,856	\$17,817
Halifax Health Medical Center	\$22,837	\$21,350	\$20,762	\$19,909	\$21,691
Holy Cross Hospital			\$17,117	\$15,916	\$17,847
Jackson Memorial Hospital	\$20,886	\$20,210	\$17,982	\$16,947	\$19,327
JFK Medical Center	\$20,500	\$19,981	\$18,095	\$16,593	\$18,952
Kendall Regional Medical Center		\$22,061	\$19,854	\$17,232	\$19,300
Lakeside Medical Center		\$20,901	\$19,339	\$17,332	\$19,518
Largo Medical Center	\$18,659	\$18,435	\$16,737	\$15,679	\$17,743
Larkin Community Hospital	\$18,550	\$18,315	\$16,567	\$15,530	\$17,516
Lee Memorial Hospital		\$37,780	\$28,179	\$28,978	\$31,170
Manatee Memorial Hospital	\$20,620	\$20,082	\$18,195	\$16,951	\$18,865
Mayo Clinic	\$18,593	\$18,300	\$16,546	\$15,535	\$17,510
Memorial Hospital Jacksonville	\$50,000	\$50,000	\$36,586	\$34,197	\$33,982
Memorial Regional Hospital	\$39,782	\$28,219	\$36,586	\$34,197	\$46,046
Morton Plant Hospital	\$22,014	\$21,295	\$19,754	\$18,393	\$20,263
Mount Sinai Medical Center	\$19,183	\$18,809	\$16,987	\$15,905	\$17,875
Naples Community Hospital					\$23,134
Nemours Children's Hospital		\$50,000	\$36,586		
Nicklaus Children's Hospital	\$21,710	\$22,994	\$20,922	\$19,245	\$23,444
North Florida Regional Medical Center			\$20,498	\$16,717	\$18,302
Northeast Florida State Hospital	\$23,373				
Northside Hospital	\$19,035	\$19,153	\$17,336	\$16,300	\$18,364
Oak Hill Hospital		\$19,242	\$17,234	\$15,895	\$17,820
Ocala Regional Medical Center			\$18,836	\$16,706	\$18,252
Orange Park Medical Center			\$19,174	\$16,343	\$18,588
Orlando Health	\$21,111	\$20,810	\$19,272	\$18,021	\$20,411
Osceola Regional Medical Center		\$22,021	\$18,644	\$16,992	\$18,657
Palm Springs General Hospital				\$16,222	\$17,650
Palmetto General Hospital	\$19,787	\$19,720	\$17,648	\$16,665	\$18,613
Palms West Hospital	\$22,526	\$21,280	\$18,810	\$18,267	\$21,509
Regional Medical Center Bayonet Point		\$21,423	\$17,986	\$16,342	\$18,458
Sacred Heart Hospital	\$22,229	\$22,358	\$20,448	\$19,200	\$21,674
Sarasota Memorial					\$25,734
St. Mary's Medical Center				\$34,197	\$46,046
St. Petersburg General Hospital	\$19,027	\$18,892	\$17,429	\$16,175	\$18,093
St. Vincent's Medical Center Riverside	\$19,951	\$20,185	\$18,297	\$17,330	\$18,925
St. Lucie Medical Center	\$19,163	\$18,920	\$17,240	\$16,134	\$17,895
Tallahassee Memorial Hospital	\$19,973	\$20,202	\$18,487	\$17,324	\$19,397
Tampa General Hospital	\$20,990	\$20,186	\$18,142	\$16,983	\$19,292
UF Health Jacksonville	\$20,220	\$19,522	\$17,708	\$16,563	\$18,748
UF Health Shands Hospital	\$20,057	\$19,489	\$17,583	\$16,501	\$18,823
University Hospital and Medical Center	\$19,092	\$18,839	\$17,068	\$15,862	\$18,210
University of Miami Hospital	\$19,446	\$19,080	\$17,184	\$16,038	\$18,036
University of Miami Hospital and Clinics	\$18,592	\$18,433	\$16,709	\$15,619	\$18,000
Wellington Regional Medical Center	\$21,221	\$20,513	\$18,678	\$17,645	\$19,786
West Kendall Baptist Hospital	\$18,687	\$20,233	\$17,681	\$17,371	\$19,184
West Palm Hospital	\$19,990	\$19,264	\$17,624		
Westchester General Hospital	\$19,052	\$18,916	\$17,554	\$16,822	\$18,711
Statewide Average Per GME Resident FTE	\$20,528	\$20,242	\$18,293	\$17,098	\$21,494
Total Number of Hospitals	43	53	59	60	62

Formula 1

Medicaid Residency Program (\$97.3M): GME Resident FTE

s. 409.909(3), F.S. The agency shall use the following formula to calculate a participating hospital's and qualifying institution's allocation fraction: $HAF = [0.9 \times (HFTE/TFTE)] + [0.1 \times (HMP/TMP)]$

Where:

HAF = A hospital's and qualifying institution's allocation fraction.

HFTE = A hospital's and qualifying institution's total number of FTE residents.

TFTE = The total FTE residents for all participating hospitals and qualifying institutions.

HMP = A hospital's and qualifying institution's Medicaid payments.

TMP = The total Medicaid payments for all participating hospitals and qualifying institutions.

Table 3 **Medicaid Residency Program (\$97.3M): GME Resident FTE Count by Hospital**

Hospital Name	2013-14 FTE	2014-15 FTE	2015-16 FTE	2016-17 FTE	2017-18 FTE
All Children's Hospital	46.70	46.70	56.41	46.78	49.69
Anne Bates Leach Eye Hospital	66.13	24.75	26.50	24.70	22.54
Aventura Hospital and Medical Center		15.19	28.01	60.90	78.62
Baptist Medical Center Jacksonville	43.50	46.74	48.26	50.46	49.00
Bayfront Health - St Petersburg	24.50	39.00	38.56	38.95	37.95
Bethesda Hospital East		8.05	12.87	23.82	28.84
Boca Raton Regional Hospital		21.22	37.61	60.12	61.68
Blake Medical Center				15.00	42.90
Brandon Regional Hospital			20.40	42.48	72.12
Broward Health Coral Springs	1.40	2.08	1.84	1.60	2.00
Broward Health Medical Center	87.18	94.92	97.78	105.65	122.89
Cleveland Clinic Hospital	86.00	72.40	76.37	79.98	93.99
Delray Medical Center		7.97	15.01	17.52	24.56
Florida Hospital	145.61	157.84	173.31	168.24	167.41
Florida Hospital Carrollwood	1.00	1.25	2.00	2.00	2.00
Florida Hospital Tampa	5.46	5.47	5.67	5.79	6.89
Florida Hospital Wesley Chapel			0.86	1.40	1.00
H Lee Moffitt Cancer Center & Research Institute	100.85	118.27	100.35	96.99	94.66
Halifax Health Medical Center	29.00	32.00	26.00	25.00	25.54
Holy Cross Hospital			30.50	45.38	49.34
Jackson Memorial Hospital	630.02	559.03	669.49	632.68	645.10
JFK Medical Center	50.90	51.79	55.30	66.21	57.26
Kendall Regional Medical Center		22.81	33.99	64.10	94.77
Lakeside Medical Center		13.00	11.58	14.50	15.00
Largo Medical Center	111.49	110.95	114.72	113.46	109.52
Larkin Community Hospital	180.60	197.58	222.01	213.85	219.58
Lee Memorial Hospital		12.00	20.00	18.68	21.00
Manatee Memorial Hospital	44.00	42.59	43.92	46.87	43.44
Mayo Clinic	122.27	111.06	123.99	118.51	121.22
Memorial Hospital Jacksonville	1.20	1.46	1.19	1.72	3.01
Memorial Regional Hospital	17.42	34.17	15.71	11.61	4.89
Morton Plant Hospital	25.00	25.41	24.53	24.79	24.82
Mount Sinai Medical Center	145.11	132.11	136.75	144.25	147.45
Naples Community Hospital					11.73
Nemours Children's Hospital		0.46	0.30		
Nicklaus Children's Hospital	121.65	116.30	112.90	113.88	110.87
North Florida Regional Medical Center			9.76	31.95	69.29
Northeast Florida State Hospital	3.00				
Northside Hospital	33.09	32.60	34.40	33.13	32.08
Oak Hill Hospital		9.81	20.00	35.00	49.00
Ocala Regional Medical Center			14.94	30.12	67.39
Orange Park Medical Center			17.00	48.00	65.71
Orlando Health	226.63	234.21	226.66	245.35	256.29
Osceola Regional Medical Center		16.48	36.86	43.69	72.47
Palm Springs General Hospital				9.83	31.59
Palmetto General Hospital	68.52	72.50	84.00	77.13	87.61
Palms West Hospital	19.00	18.50	22.00	20.00	19.00
Regional Medical Center Bayonet Point		6.93	22.00	36.00	47.24
Sacred Heart Hospital	50.21	52.50	51.18	55.07	55.55
Sarasota Memorial					13.00
St. Mary's Medical Center				0.98	3.03
St. Petersburg General Hospital	41.00	43.15	28.97	32.43	29.73
St. Vincent's Medical Center Riverside	30.00	29.26	31.57	29.93	30.60
St. Lucie Medical Center	37.00	43.00	41.00	40.00	43.00
Tallahassee Memorial Hospital	58.79	59.75	61.84	65.04	65.52
Tampa General Hospital	243.00	247.12	271.67	287.75	279.21
UF Health Jacksonville	249.63	251.66	255.74	260.11	250.82
UF Health Shands Hospital	497.00	472.88	484.61	502.72	530.32
University Hospital and Medical Center	12.00	17.00	21.00	23.00	22.58
University of Miami Hospital	121.61	103.39	125.79	129.90	130.23
University of Miami Hospital and Clinics	50.20	41.91	49.64	46.17	47.81
Wellington Regional Medical Center	18.00	17.15	17.38	18.00	18.00
West Kendall Baptist Hospital	4.00	7.64	12.00	10.87	12.50
West Palm Hospital	18.50	19.50	20.50		
Westchester General Hospital	28.00	29.80	28.00	22.00	16.00
Total GME Resident FTEs	3,896.17	3,951.31	4,373.21	4,632.04	5,008.84

Table 4 **Medicaid Residency Program (\$97.3M): Payments by Hospital**

Hospital Name	SFY 2013-14	SFY 2014-15	SFY 2015-16	SFY 2016-17	SFY 2017-18
All Children's Hospital	\$1,330,888	\$1,441,796	\$1,474,580	\$1,222,437	\$1,581,260
Anne Bates Leach Eye Hospital	\$1,222,754	\$451,569	\$437,297	\$382,227	\$393,151
Aventura Hospital and Medical Center		\$307,761	\$506,847	\$982,477	\$1,432,053
Baptist Medical Center Jacksonville	\$942,104	\$1,047,870	\$997,584	\$1,018,809	\$1,161,972
Bayfront Health - St Petersburg	\$572,644	\$804,734	\$734,888	\$697,010	\$749,637
Bethesda Hospital East		\$242,552	\$300,157	\$458,166	\$586,645
Boca Raton Regional Hospital		\$397,947	\$629,519	\$940,402	\$1,083,986
Blake Medica Center				\$247,595	\$778,476
Brandon Regional Hospital			\$417,670	\$743,814	\$1,356,759
Broward Health Coral Springs	\$70,000	\$97,080	\$67,319	\$54,715	\$91,338
Broward Health Medical Center	\$2,051,879	\$2,074,635	\$1,948,992	\$1,960,934	\$2,501,576
Cleveland Clinic Hospital	\$1,592,256	\$1,323,860	\$1,265,041	\$1,241,528	\$1,644,704
Delray Medical Center		\$162,659	\$267,357	\$293,190	\$453,473
Florida Hospital	\$3,241,000	\$3,450,445	\$3,452,691	\$3,212,384	\$3,442,322
Florida Hospital Carrollwood	\$26,309	\$28,873	\$39,281	\$38,590	\$45,245
Florida Hospital Tampa	\$139,455	\$138,925	\$141,144	\$144,609	\$194,371
Florida Hospital Wesley Chapel			\$18,367	\$29,129	\$28,243
H Lee Moffitt Cancer Center & Research Institute	\$1,938,091	\$2,202,728	\$1,697,478	\$1,537,887	\$1,686,559
Halifax Health Medical Center	\$662,264	\$683,206	\$539,811	\$497,734	\$554,049
Holy Cross Hospital			\$522,076	\$722,227	\$880,593
Jackson Memorial Hospital	\$13,158,393	\$11,297,889	\$12,038,763	\$10,721,929	\$12,467,755
JFK Medical Center	\$1,043,440	\$1,034,819	\$1,000,669	\$1,098,553	\$1,085,271
Kendall Regional Medical Center		\$503,209	\$674,826	\$1,104,625	\$1,829,078
Lakeside Medical Center		\$271,718	\$223,946	\$251,318	\$292,767
Largo Medical Center	\$2,080,297	\$2,045,407	\$1,920,173	\$1,778,979	\$1,943,117
Larkin Community Hospital	\$3,350,114	\$3,618,676	\$3,678,167	\$3,321,005	\$3,846,129
Lee Memorial Hospital		\$453,357	\$563,577	\$541,307	\$654,563
Manatee Memorial Hospital	\$907,263	\$855,280	\$799,182	\$794,500	\$819,485
Mayo Clinic	\$2,273,308	\$2,032,437	\$2,051,499	\$1,841,049	\$2,122,560
Memorial Hospital Jacksonville	\$60,000	\$73,000	\$43,538	\$58,750	\$102,335
Memorial Regional Hospital	\$693,002	\$964,356	\$574,933	\$396,882	\$225,033
Morton Plant Hospital	\$550,342	\$541,061	\$484,570	\$455,929	\$502,961
Mount Sinai Medical Center	\$2,783,643	\$2,484,915	\$2,322,955	\$2,294,258	\$2,635,656
Naples Community Hospital					\$271,252
Nemours Children's Hospital		\$22,822	\$10,965		
Nicklaus Children's Hospital	\$2,641,036	\$2,674,219	\$2,362,170	\$2,191,672	\$2,599,201
North Florida Regional Medical Center			\$199,993	\$534,033	\$1,268,196
Northeast Florida State Hospital	\$70,118				
Northside Hospital	\$629,861	\$624,376	\$596,349	\$540,017	\$589,131
Oak Hill Hospital		\$188,764	\$344,683	\$556,329	\$873,188
Ocala Regional Medical Center			\$281,322	\$503,140	\$1,230,110
Orange Park Medical Center			\$325,966	\$784,476	\$1,221,354
Orlando Health	\$4,784,488	\$4,873,832	\$4,368,066	\$4,421,468	\$5,231,045
Osceola Regional Medical Center		\$362,909	\$687,112	\$742,454	\$1,352,033
Palm Springs General Hospital				\$159,490	\$557,521
Palmetto General Hospital	\$1,355,819	\$1,429,689	\$1,482,470	\$1,285,390	\$1,630,679
Palms West Hospital	\$428,002	\$393,683	\$413,821	\$365,335	\$408,666
Regional Medical Center Bayonet Point		\$148,462	\$395,699	\$588,300	\$871,919
Sacred Heart Hospital	\$1,116,099	\$1,173,806	\$1,046,550	\$1,057,341	\$1,203,989
Sarasota Memorial					\$334,548
St. Mary's Medical Center				\$33,513	\$139,672
St. Petersburg General Hospital	\$780,109	\$815,182	\$504,931	\$524,567	\$537,910
St. Vincent's Medical Center Riverside	\$598,545	\$590,620	\$577,733	\$518,735	\$579,080
St. Lucie Medical Center	\$709,034	\$813,578	\$706,837	\$645,373	\$769,494
Tallahassee Memorial Hospital	\$1,174,233	\$1,207,077	\$1,143,234	\$1,126,791	\$1,270,845
Tampa General Hospital	\$5,100,639	\$4,988,471	\$4,928,748	\$4,886,890	\$5,386,609
UF Health Jacksonville	\$5,047,419	\$4,912,987	\$4,528,698	\$4,308,381	\$4,702,471
UF Health Shands Hospital	\$9,968,558	\$9,216,063	\$8,520,751	\$8,295,570	\$9,982,036
University Hospital and Medical Center	\$229,108	\$320,262	\$358,427	\$364,835	\$411,189
University of Miami Hospital	\$2,364,819	\$1,972,758	\$2,161,507	\$2,083,263	\$2,348,816
University of Miami Hospital and Clinics	\$933,307	\$772,609	\$829,474	\$721,181	\$860,602
Wellington Regional Medical Center	\$381,980	\$351,796	\$324,616	\$317,606	\$356,143
West Kendall Baptist Hospital	\$74,748	\$154,578	\$212,169	\$188,822	\$239,802
West Palm Hospital	\$369,807	\$375,646	\$361,302		
Westchester General Hospital	\$533,470	\$563,693	\$491,508	\$370,080	\$299,377
Total Medicaid Residency Program Payment	\$79,980,644	\$79,980,644	\$80,000,000	\$79,200,000	\$96,700,000

Notes: For SFY1718 the Florida legislature appropriated \$400,000 for the Federally Qualified Health Network, Citrus Health Network. For SFY1718 the Florida legislature appropriated \$200,000 for Hillsborough Drug Abuse Comprehensive Coordinating Office.

Formula 2

GME Retention Program

s. 409.909(5), F.S. Any unobligated startup bonus funds on April 15 of each fiscal year shall be proportionally allocated to hospitals participating under subsection (3/MRP) for existing FTE residents in the physician specialties in statewide supply-and-demand deficit.

This nonrecurring allocation shall be in addition to the funds allocated in subsection (4/Bonus).

Table 5

GME Retention Program: FTEs in Deficit Physician Specialties by Specialty

Specialty in Deficit/ State Fiscal Year	2025 Projected Physician Deficit	*Estimated FTEs 2014-15	FTEs 2015-16	FTEs 2016-17	3 yr Impact	Deficit Worsening?**
	A	B	C	D	E = A + (D - B)	F
Psychiatry	(1,190)	138	199	169	(1,159)	
Family Medicine	(920)	437	494	512	(846)	
General Surgery	(720)	270	286	394	(596)	
Radiology	(700)	173	166	188	(685)	
Anesthesiology	(650)	213	244	230	(633)	
Cardiology	(490)	48	74	102	(436)	
Obstetrics / Gynecology	(450)	166	176	180	(436)	
Hematology / Oncology	(360)	40	52	63	(337)	
Pulmonology	(300)	19	32	33	(286)	
Orthopedic Surgery	(270)	95	142	144	(221)	
Ophthalmology	(180)	47	54	46	(181)	yes
Rheumatology	(120)	8	10	11	(117)	
Endocrinology	(110)	10	13	13	(107)	
Urology	(110)	43	34	29	(124)	yes
Thoracic Surgery	(100)	2	8	2	(100)	yes
Allergy / Immunology	(90)	4	7	7	(88)	
Otolaryngology	(90)	28	37	35	(83)	
Infectious Disease	(50)	17	24	19	(48)	
Neurology	(50)	95	110	116	(28)	
Nephrology	(30)	16	17	14	(32)	yes
Total	(6,980)	1,869	2,179	2,306	(6,543)	

*Notes: Column B: Standardized documentation of resident specialties was not required until SFY 2015-16; therefore, the FTE values provided for the Medicaid Residency Program for SFY 2014-15 are estimated for shortage specialties based on the provider descriptions as submitted to the Agency. Column F: Assumes all physicians remain in Florida post residency/fellowship.

Table 6

GME Startup Bonus Program: New Residency Positions in Deficit Physician Specialties

Specialty in Deficit	2025 Projected Deficit (Includes Adult and Pediatric)	2015 Residency Positions Newly Approved	2016 Residency Positions Newly Approved	Impact on 2025 Projected Deficit
Psychiatry	(1,190)	4	68	(1,118)
Family Medicine	(920)	19	25	(876)
General Surgery	(720)	12	81	(627)
Radiology	(700)		42	(658)
Anesthesia	(650)	19	36	(595)
Cardiovascular Disease	(490)	6	8	(476)
Pulmonary Disease	(300)	5	11	(284)
Orthopedic Surgery	(270)		3	(267)
Otolaryngology	(90)		5	(85)
Allergy and Immunology	(90)		2	(88)
Neurology	(50)	1	32	(17)
	(5,470)	65	313	(5,091)

Table 7

GME Startup Bonus Program: Funding Allocation & Number of New Residency Positions in Deficit Physician Specialities by Hospital for SFY 2016-17

Hospital Name	Specialty in Deficit	Startup Bonus Approved FTEs	Distribution
Aventura Hospital & Medical Center	Pulmonary Disease	6.0	\$600,000
Aventura Hospital & Medical Center	Radiology, Diagnostic	20.0	\$2,000,000
Bethesda Hospital	Surgery	9.0	\$900,000
Boca Raton Regional Hospital	Surgery	19.0	\$1,900,000
Broward Health Medical Center	Cardiovascular Disease	6.0	\$600,000
Broward Health Medical Center	Orthopaedic Surgery	3.0	\$300,000
CCH Hospital- Weston	Anesthesiology	20.0	\$2,000,000
Delray Medical Center	Surgery	9.0	\$900,000
Jackson Memorial Hospital	Pulmonary Disease & Critical Care Med	1.0	\$100,000
Jackson Memorial Hospital	Cardiovascular Disease	2.0	\$200,000
Jackson Memorial Hospital	Otolaryngology	5.0	\$500,000
Jackson Memorial Hospital	Psychiatry	8.0	\$800,000
Largo Medical Center	Psychiatry	8.0	\$800,000
Largo Medical Center	Surgery	5.0	\$500,000
Larkin Community Hospital	Anesthesiology	12.0	\$1,200,000
Larkin Community Hospital	Psychiatry	20.0	\$2,000,000
Larkin Community Hospital	Radiology, Diagnostic	16.0	\$1,600,000
Larkin Community Hospital	Surgery	2.0	\$200,000
Larkin Community Hospital - Palm Springs	Neurology	16.0	\$1,600,000
Lee Memorial Hospital	Family Medicine	6.0	\$600,000
Lee Memorial Hospital	Family Medicine	18.0	\$1,800,000
Mt. Sinai	Anesthesiology	3.0	\$300,000
North Florida Regional Medical Center	Psychiatry	32.0	\$3,200,000
Ocala Regional Medical Center	Surgery	24.0	\$2,400,000
Orlando Health	General Surgery	5.0	\$500,000
Osceola Regional Medical Center	Neurology	16.0	\$1,600,000
St. Mary's Medical Center	Surgery	6.0	\$600,000
Tampa General Hospital	Allergy & Immunology	2.0	\$200,000
Tampa General Hospital	Pulmonary Disease	4.0	\$400,000
UF Health Jacksonville	Anesthesiology	1.0	\$100,000
UF Health Jacksonville	Radiology, Diagnostic	6.0	\$600,000
West Boca Medical Center	Surgery	2.0	\$200,000
West Kendall Baptist Hospital	Family Medicine	1.0	\$100,000
Total GME Startup Bonus (20 Hospitals)		313.0	\$31,300,000

GME Startup Bonus Program: Funding Allocation & Number of New Residency Positions in Deficit Physician Specialities by Hospital for SFY 2015-16

Hospital Name	Specialty in Deficit	Startup Bonus Approved FTEs	Distribution
Baptist Medical Center Jacksonville	Anesthesiology - Pediatric	1.0	\$100,000
Jackson Memorial Hospital	Pulmonology	1.0	\$100,000
Jackson Memorial Hospital	Family Medicine	1.0	\$100,000
JFK Medical Center	Cardiology	6.0	\$600,000
Kendall Regional Medical Center	Anesthesiology	18.0	\$1,800,000
Larkin - Palm Springs General Hospital*	Family Medicine	18.0	\$1,800,000
Nicklaus Children's Hospital	Neurology - Pediatric	1.0	\$100,000
Orlando Health	Pulmonology	4.0	\$400,000
Tallahassee Memorial Hospital	General Surgery	12.0	\$1,200,000
UF Health Jacksonville	Psychiatry	4.0	\$400,000
Total GME Startup Bonus		66.0	\$6,600,000

Table 8 **GME Retention Program: FTEs in Deficit Physician Specialties by Hospital**

Hospital Name	SFY 2015-16			Hospital Name	SFY 2016-17		
	GME Resident FTE Count	FTEs in Deficit Specialties	Percent to Total		GME Resident	FTEs in Deficit	Percent to Total
	A	B	C = B / A		D	E	F = E / D
All Children's Hospital	56.41	12.59	22.32%		46.78	11.12	23.78%
Anne Bates Leach Eye Hospital	26.50	18.52	69.89%		24.70	23.95	96.97%
Aventura Hospital and Medical Center	28.01	6.01	21.46%		60.90	8.90	14.61%
Baptist Medical Center Jacksonville	48.26	21.71	44.98%		50.46	23.15	45.87%
Bayfront Health - St. Petersburg	38.56	39.56	102.59%		38.95	39.35	101.03%
Bethesda Hospital East	12.87				23.82	9.16	38.45%
Boca Raton Regional Hospital	37.61				60.12	5.31	8.83%
Brandon Regional Hospital	20.40	0.48	2.35%		42.48	0.48	1.13%
Broward Health Coral Springs	1.84	0.88	47.83%		1.60	0.88	55.00%
Broward Health Medical Center	97.78	31.53	32.25%		105.65	35.32	33.43%
Cleveland Clinic Hospital	76.37	22.61	29.60%		79.98	25.64	32.06%
Delray Medical Center	15.01	2.00	13.32%		17.52	2.90	16.55%
Florida Hospital	173.31	93.98	54.23%		168.24	94.38	56.10%
Florida Hospital Carrollwood	2.00	2.49	124.49%		2.00	2.00	100.00%
Florida Hospital Tampa	5.67	5.25	92.67%		5.79	5.15	89.06%
Florida Hospital Wesley Chapel	0.86	0.50	58.14%		1.40	1.40	100.00%
H. Lee Moffitt Cancer Center & Research Institute	100.35	72.24	71.98%		96.99	46.76	48.21%
Halifax Health Medical Center	26.00	26.00	100%		25.00	25.00	100.00%
Holy Cross Hospital	30.50				45.38		
Jackson Memorial Hospital	669.49	296.74	44.32%		632.68	323.36	51.11%
JFK Medical Center	55.30	7.58	13.71%		66.21	8.88	13.41%
Kendall Regional Medical Center	33.99	13.99	41.16%		64.10	22.10	34.48%
Lakeside Medical Center	11.58	11.58	100%		14.50	15.00	103.45%
Largo Medical Center	114.72	52.76	45.99%		113.46	51.63	45.50%
Larkin Community Hospital	222.01	178.02	80.18%		213.85	157.39	73.60%
Larkin Community Palm Springs					9.83	6.83	69.49%
Lee Memorial Hospital	20.00	20.00	100%		18.68	19.00	101.71%
Manatee Memorial Hospital	43.92	14.00	31.87%		46.87	11.78	25.13%
Mayo Clinic	123.99	79.23	63.90%		118.51	88.30	74.50%
Memorial Hospital Jacksonville	1.19	1.19	100%		1.72	1.58	92.14%
Memorial Regional Hospital	15.71	16.02	101.93%		11.61	9.57	82.46%
Morton Plant Hospital	24.53	21.57	87.93%		24.79	22.79	91.94%
Mount Sinai Medical Center	136.75	56.06	40.99%		144.25	58.29	40.41%
Nemours Children's Hospital	0.30	0.30	100%				
Nicklaus Children's Hospital	112.90	13.62	12.06%		113.88	20.75	18.22%
North Florida Regional Medical Center	9.76	9.76	100%		31.95	16.91	52.93%
Northside Hospital	34.40	5.00	14.53%		33.13	6.00	18.11%
Oak Hill Hospital	20.00				35.00		
Ocala Regional Medical Center	14.94	4.94	33.05%		30.12	9.82	32.60%
Orange Park Medical Center	17.00	7.00	41.18%		48.00	14.00	29.17%
Orlando Health	226.66	95.50	42.14%		245.35	97.94	39.92%
Osceola Regional Medical Center	36.86	7.62	20.66%		43.69	10.23	23.41%
Palms West Hospital	22.00				20.00		
Palmetto General Hospital	84.00	21.00	25.00%		77.13	26.93	34.92%
Regional Medical Center Bayonet Point	22.00				36.00		
Sacred Heart Hospital	51.18	14.76	28.84%		55.07	16.00	29.05%
St. Lucie Medical Center	41.00	15.00	36.59%		40.00	15.00	37.50%
St. Mary's Medical Center					0.98	0.64	65.41%
St. Petersburg General Hospital	28.97	19.40	66.97%		32.43	19.38	59.76%
St. Vincent's Medical Center Riverside	31.57	31.57	100%		29.93	30.01	100.25%
Tallahassee Memorial Hospital	61.84	33.84	54.72%		65.04	40.04	61.57%
Tampa General Hospital	271.67	170.40	62.72%		287.75	170.31	59.19%
UF Health Jacksonville	255.74	145.19	56.77%		260.11	157.33	60.48%
UF Health Shands Hospital	484.61	332.18	68.55%		502.72	360.67	71.74%
University Hospital and Medical Center	21.00	21.00	100%		23.00	23.00	100.00%
University of Miami Hospital	125.79	57.42	45.65%		129.90	59.51	45.81%
University of Miami Hospital and Clinics	49.64	12.03	24.23%		46.17	21.78	47.17%
Wellington Regional Medical Center	17.38				18.00		
West Kendall Baptist Hospital	12.00	12.00	100%		10.87	10.87	100.00%
West Boca							
West Palm Hospital	20.50						
Westchester General Hospital	28.00	24.00	85.71%		22.00	22.00	100.00%
	4,373.21	2,178.61	49.83%		4,617.04	2,306.46	49.96%

Table 9 **GME Retention Program: Payments in Deficit Physician Specialties by Hospital**

Hospital Name	SFY 2015-16		SFY 2016-17	
	GME Resident FTE Count	Retention Payment	GME Resident FTE Count	Retention Payment
All Children's Hospital	12.59	\$283,119	11.12	\$127,506
Anne Bates Leach Eye Hospital	18.52	\$416,431	23.95	\$274,547
Aventura Hospital and Medical Center	6.01	\$135,138	8.90	\$101,985
Baptist Medical Center Jacksonville	21.71	\$488,126	23.15	\$265,348
Bayfront Health - St Petersburg	39.56	\$889,503	39.35	\$451,077
Bethesda Hospital East			9.16	\$104,968
Boca Raton Regional Hospital			5.31	\$60,882
Brandon Regional Hospital	0.48	\$10,793	0.48	\$5,485
Broward Health Coral Springs	0.88	\$19,787	0.88	\$10,087
Broward Health Medical Center	31.53	\$708,967	35.32	\$404,859
Cleveland Clinic Hospital	22.61	\$508,303	25.64	\$293,885
Delray Medical Center	2.00	\$44,971	2.90	\$33,240
Florida Hospital	93.98	\$2,113,184	94.38	\$1,081,766
Florida Hospital Carrollwood	2.49	\$56,060	2.00	\$22,955
Florida Hospital Tampa	5.25	\$118,083	5.15	\$59,061
Florida Hospital Wesley Chapel	0.50	\$11,274	1.40	\$16,015
H Lee Moffitt Cancer Center & Research Institute	72.24	\$1,624,277	46.76	\$535,917
Halifax Health Medical Center	26.00	\$584,622	25.00	\$286,554
Holy Cross Hospital				
Jackson Memorial Hospital	296.74	\$6,672,315	323.36	\$3,706,381
JFK Medical Center	7.58	\$170,440	8.88	\$101,784
Kendall Regional Medical Center	13.99	\$314,572	22.10	\$253,342
Lakeside Medical Center	11.58	\$260,382	15.00	\$171,932
Largo Medical Center	52.76	\$1,186,375	51.63	\$591,787
Larkin Community Hospital	178.02	\$4,002,882	157.39	\$1,804,010
Larkin Community Palm Springs			6.83	\$78,309
Lee Memorial Hospital	20.00	\$449,709	19.00	\$217,781
Manatee Memorial Hospital	14.00	\$314,797	11.78	\$135,024
Mayo Clinic	79.23	\$1,781,431	88.30	\$1,012,056
Memorial Hospital Jacksonville	1.19	\$26,758	1.58	\$18,145
Memorial Regional Hospital	16.02	\$360,170	9.57	\$109,692
Morton Plant Hospital	21.57	\$484,967	22.79	\$261,213
Mount Sinai Medical Center	56.06	\$1,260,535	58.29	\$668,139
Nemours Children's Hospital	0.30	\$6,739		
Nicklaus Children's Hospital	13.62	\$306,149	20.75	\$237,825
North Florida Regional Medical Center	9.76	\$219,386	16.91	\$193,812
Northside Hospital	5.00	\$112,427	6.00	\$68,773
Oak Hill Hospital				
Ocala Regional Medical Center	4.94	\$110,979	9.82	\$112,537
Orange Park Medical Center	7.00	\$157,398	14.00	\$160,470
Orlando Health	95.50	\$2,147,437	97.94	\$1,122,598
Osceola Regional Medical Center	7.62	\$171,231	10.23	\$117,262
Palms West Hospital				
Palmetto General Hospital	21.00	\$472,195	26.93	\$308,676
Regional Medical Center Bayonet Point				
Sacred Heart Hospital	14.76	\$331,885	16.00	\$183,395
St. Lucie Medical Center	15.00	\$337,282	15.00	\$171,932
St. Mary's Medical Center			0.64	\$7,348
St. Petersburg General Hospital	19.40	\$436,218	19.38	\$222,137
St. Vincent's Medical Center Riverside	31.57	\$709,976	30.01	\$343,945
Tallahassee Memorial Hospital	33.84	\$760,908	40.04	\$458,981
Tampa General Hospital	170.40	\$3,831,524	170.31	\$1,952,154
UF Health Jacksonville	145.19	\$3,264,748	157.33	\$1,803,312
UF Health Shands Hospital	332.18	\$7,469,331	360.67	\$4,134,002
University Hospital and Medical Center	21.00	\$472,195	23.00	\$263,630
University of Miami Hospital	57.42	\$1,291,116	59.51	\$682,110
University of Miami Hospital and Clinics	12.03	\$270,455	21.78	\$249,631
Wellington Regional Medical Center				
West Kendall Baptist Hospital	12.00	\$269,826	10.87	\$124,594
West Boca				
West Palm Hospital				
Westchester General Hospital	24.00	\$539,651	22.00	\$252,168
Totals	2,178.61	\$48,987,024	2,306.46	\$26,437,024

Appendix B

Florida Graduate Medical Education (GME) Key Milestones

State Fiscal Year (SFY)	GME Program / Policy
2013-2014 \$80M	July Medicaid Residency Program, Year-1 Created & \$80 M Appropriated
	September Medicaid Residency Program, Year-1 Self-Reported Resident FTE Count Release
2014-2015 \$80M	July Medicaid Residency Program, Year-2 \$80 M Appropriated
	July Medicaid Residency Program, FTE Count Audit Requirement Added
	September Medicaid Residency Program, Self-Reported Resident Count Released
2015-2016 \$180M	July Medicaid Residency Program, Year-3 \$80 M Appropriated
	July GME Start Up Bonus & Retention Created & \$100 M Appropriated
	July Medicaid Residency Program, IRIS Code Reporting of FTE Requirement Added
	September Medicaid Residency Program, Year-3 Self-Reported of Resident Count (using standardized IRIS Codes) Released
	March GME Start Up Bonus Applications Due / Approved
	March Audit of Yr 1 Medicaid Residency Program FTE Count
	April Retention Funds Distributed for Shortage Specialty FTE
2017-2018 \$197.3M	July Medicaid Residency Program, Year-5, \$17.3 M Added Total Appropriation (local/state/federal) \$197.3 M
	July Federally Qualified Health Center holding an Accreditation Council for Graduate Medical Education Institutional Accreditation Added as Qualifying Institution.

Note: Jackson Memorial Hospital and UF Health Shands provide the IGT match for the GME Start Up Bonus & Retention Program.