

*Employment Agreement -- A Collaboration between Packard Community Clinic and
Dr. Catherine Wilkerson
August 30, 2004*

Dr Wilkerson agrees to:

- provide family practice services in a manner which is consistent with the values and mission of Packard Community Clinic as a not for profit medical institution—that is, to provide high quality health care to all members of the community regardless of income. Also, Dr. Wilkerson as a representative of the practice, agrees to model the employee culture at PCC -- a team style which relies on open communication, and a shared problem solving effort.
- aid in the ongoing development of PCC as an organization striving for Excellence as a standard in all aspects of organizational functioning, and as a medical practice of choice.
- provide family practice medical services 3 days per week. A full day is understood to be an average of 7 patient contact hours a day. Scheduled working hours will be negotiated in keeping with the needs of the practice.
- provide on call services 1 night per week to be negotiated; to provide weekend on call services as a part of the call group rotation; to provide on call services as a backup for sick or vacation time in cooperation with other physicians in the practice; to provide hospital rounding services and hospital call services as the practice requires.
- participate as a Packard Community Clinic representative in activities which support the mission and purposes of the Clinic, e.g. fundraising events, meetings, etc. These activities will be negotiated on an as need basis with Dr. Walden.
- strongly consider that the needs of Packard are to incorporate a physician who has an interest in preserving the continuity of services here; while PCC is not asking for a contract beyond 2 years at this time, it is understood that we are strongly interested in developing a physician/organization match which will serve the needs of patients for as long a term as possible
- secure practice privileges at St. Joseph Mercy Hospital/HVPA as a condition of employment.
- not compete for clinic patients within a radius of 5 miles from the clinic for a period of 1 year after leaving the employ of the clinic.

Packard Community Clinic agrees to:

- provide a professional work environment which is supportive to the provision of high quality health care for all
- provide an annual compensation of \$60,000.00
- provide 3 weeks of paid annual leave time (3 days per week).
- provide 1 week (3 days per week) of paid Continuing Medical Education time.
- Provide up to \$300 in compensation for Continuing Medical Education
- provide for paid holidays except when there is an on call responsibility.
- provide for medical liability insurance while in the employ of the practice
- provide for participation in the Huron Valley Physicians Association while in the employ of the practice
- provide a short term disability policy which will pay 60% of the annual compensation for a period of six months.
- provide paid health insurance for the employee, if necessary.
- provide a \$15,000 life insurance policy.
- provide a retirement program which consists of two parts: 1) a self funded program in which the employee is able to contribute to a tax shelter annuity program; eligibility begins at the time of employment and 2) an employee funded program in which the clinic contributes an annual sum (to be determined annually on the basis of available funds) to an employee retirement fund (eligibility begins after 12 months of employment).

Dr. Wilkerson and the Packard Community Clinic agree that this agreement will be for a 2 year period unless it is determined by both parties that this is not a mutually agreeable work arrangement or that performance is not acceptable.

Catherine Wilkerson MD _____

Packard Community Clinic _____
Jerry S. Walden,MD Medical Director

Julie A. Tiplady MSW,MSOD Administrator