# OFFICE OF THE CITY ATTORNEY CHARLES PARKIN, City Attorney 333 West Ocean Boulevard, 11th Floor Long Beach. CA 90802-4664

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# AGREEMENT PURSUANT TO WORKERS' COMPENSATION ALTERNATIVE DISPUTE RESOLUTION PROGRAM FOR CITY OF LONG BEACH

THIS AGREEMENT is made and entered, in duplicate, as of July 6, 2015 for reference purposes only, pursuant to a minute order adopted by the City Council of the City of Long Beach at its meeting on October 9, 2007, by and between JEFFREY BERMAN, M.D., ORTHOPEDIST, whose address is 2080 Century Park East, Suite 305, Los Angeles, CA 90067 ("Physician"), and the CITY OF LONG BEACH, a municipal corporation ("City").

WHEREAS, the City requires independent and experienced physicians to provide Independent Medical Evaluations with respect to workers' compensation claims filed by Long Beach Police Officers and Firefighters injured while in the employment of the City of Long Beach; and

WHEREAS, the City of Long Beach wishes to reduce the delays inherent in the workers' compensation system which lead to increased costs and the unacceptable treatment of injured workers; and

WHEREAS, the above mentioned Physician is willing and able to expeditiously provide said Independent Medical Evaluation required by the City at the rates indicated in Exhibit "A";

NOW, THEREFORE, in consideration of the mutual terms, covenants and conditions herein, the parties agree as follows:

#### 1. SCOPE OF WORK OR SERVICES:

A. The Physician shall provide the following medical services to the City at the rates shown on Exhibit "A" attached hereto and incorporated herein by this reference:

- i. AOE COE EXAMS, (exams for the determination of industrial causation).
- ii. Evaluation for necessity of appropriate medical treatment.

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- iii. Assessment of employee's present ability to return to work, whether full duty or modified.
- iv. Advise on condition of maximum medical improvement status.
- V. Determine nature and extent of permanent disability, including factors of apportionment and need for future medical care.
  - ۷i. Resolve utilization review disputes.
- vii. Determine the need for spinal surgery pursuant to Labor Code section 4062(b).
- B. Physician shall perform the evaluation in full accordance with the standards defined by the Division of Worker's Compensation of the State of California and the AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition. This requires a report of the injury, prior status, clinical chronology, current status, and past medical history. The physical examination will document all pertinent positive, negative, and non-physiological findings. For extremity injuries, measurements must be documented bilaterally. Additionally, Physician agrees to:
  - Provide that medical exams will be set within thirty (30) days of the date of appointment request, and
  - ii. Prepare a written report of medical findings within thirty (30) days of the date of exam or evaluation and provide a copy to the parties within said time frame. If testing is required to complete the report, the testing shall be completed within fourteen (14) days of the date of the exam and the report shall issue within thirty (30) days of the completion of testing.
- C. The parties agree that the City is not obligated to pay compensation to the Physician except for agreed upon medical services and care. Failure of Physician to provide a written medical report within thirty (30) days of the date of the exam or the completion of testing, if required, subjects Physician to nonpayment for services rendered.

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D. Physician billing shall conform to the requirements listed in Section 9795 of Title 8 of the California Code of Regulations. Charges for services rendered will be reviewed in accordance with Section 9795 to determine appropriate level of service.

E. City shall pay Physician pursuant to Exhibit "A" within forty-five (45) days following receipt from Physician of invoices for services rendered and for which payment has not previously been made, provided that: Physician shall submit all invoices within ninety (90) days after the date of service.

#### 2. TERM:

A. The term of this Agreement shall be for the duration of the Labor-Management Workers' Compensation Supplemental Dispute Resolution Agreement ("Dispute Resolution Agreement").

- B. Either party hereto may terminate this Agreement at any time by giving to the other party written notice thereof at least thirty (30) days prior to the effective date of such termination. Physician agrees that withdrawal from this agreement is conditioned upon completion of all work in progress.
- C. Any notices required or desired to be given hereunder shall be in writing and personally served or deposited in the U.S. Postal Service, first class, postage prepaid to: Jamelle Peck, Claims Manager, 333 West Ocean Boulevard, 8th Floor, Long Beach, California 90802. Notice shall be deemed given on the date deposited in the mail or on the date personal delivery is made, whichever occurs first.

#### 3. INSURANCE:

As a condition precedent to the effectiveness of this Agreement, Physician shall procure and maintain at Physician's expense for the duration of this Agreement from insurance companies that are admitted to write insurance in California or from authorized non-admitted insurance companies that have ratings of or equivalent to A:VIII by A.M. Best Company:

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(a) Commercial general liability insurance equivalent in scope to ISO form CG 00 01 11 85 or CG 00 01 1093 in an amount not less than One Million Dollars (\$1,000,000.00) per occurrence and Two Million Dollars (\$2,000,000.00) general aggregate. Such coverage shall include but not be limited to broad form contractual liability, cross liability independent contractors liability, and products and completed operations liability. The City, its officials, employees and agents shall be named as additional insured by endorsement on the City's endorsement form or on an endorsement equivalent in scope to ISO form CG 20 10 11 85 or CG 20 26 11 85, and this insurance shall contain no special limitations on the scope of protection given to the City, its officials, employees and agents.

- (b) Workers' Compensation insurance as required by the Labor Code of the State of California and employer's liability insurance in an amount not less than One Million Dollars (\$1,000,000.00) per occurrence.
- (c) Professional (Medical Malpractice) or errors and omissions liability insurance in an amount not less than One Million Dollars (\$1,000,000.00) per claim.

Any self-insurance program, self-insured retention, or deductible must be separately approved in writing by City's Risk Manager or designee and shall protect City, its officials, employees and agents in the same manner and to the same extent as they would have been protected had the policy or policies not contained retention or deductible provisions. Each insurance policy shall be endorsed to state that coverage shall not be reduced, non-renewed or canceled in coverage except after thirty (30) days prior written notice to City, and shall be primary and not contributing to any other insurance or selfinsurance maintained by City, its officials, employees and agents. Physician shall notify the City in writing within five (5) days after any insurance required herein has been voided by the insurer or cancelled by the insured.

Physician shall require that all contractors and subcontractors which

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Physician uses in the performance of services hereunder maintain insurance in compliance with this Section unless otherwise agreed in writing by City's Risk Manager or designee.

Prior to the start of performance hereunder, Physician shall deliver to City certificates of insurance and required endorsements, including any insurance required of Physician's contractors and subcontractors, for approval as to sufficiency and form. The certificates and endorsements for each insurance policy shall contain the original signature of a person authorized by that insurer to bind coverage on its behalf. In addition, Physician shall, within thirty (30) days prior to expiration of the insurance required hereunder, furnish to City certificates of insurance and endorsements evidencing renewal of such insurance. City reserves the right to require complete certified copies of all said policies of Physician and Physician's contractor and subcontractors at any time. Physician shall make available to City all records and other information relating to the insurance coverage required herein during normal business hours.

Any modification or waiver of the insurance requirements herein shall only be made at the request of the City department administering this Agreement and with the written approval of the City's Risk Manager or designee. Not more frequently than once a year, the City's Risk Manager or designee may require that Physician, Physician's contractors and subcontractors change the amount, scope or types of coverages required herein if, in his or her sole opinion, the amount, scope, or types of coverages are not adequate.

The procuring or existence of insurance shall not be construed or deemed as a limitation on liability relating to Physician's performance of services or as full performance of or compliance with the indemnification provisions of this Agreement.

#### 4. INDEPENDENT CONTRACTOR:

In performing services hereunder, Physician is an independent contractor and not an employee, agent, or representative of the City. Physician acknowledges and agrees that the City will not secure workers' compensation or pay unemployment insurance to, for on Physician's behalf nor provide any of the usual rights, benefits or privileges of

City employees.

#### 5. <u>INDEMNITY</u>:

Physician shall defend, protect, indemnify and hold the City, its officials, employees, and agents harmless from and against any and all claims, suits, causes of action, losses, damages, demands, liabilities, costs and expenses including reasonable attorney's fees, whether or not reduced to judgment or paid through settlement, which may be asserted against City, its officials, employees and agents attributable to or caused directly or indirectly by Physician, its employees or agents in the performance of this Agreement, or caused by any alleged negligent or intentional act, omission or misrepresentation by Physician, its employees or agents, which act, omission or misrepresentation is connected in any way with performance of this Agreement.

#### 6. <u>AMENDMENT</u>:

This Agreement, including all exhibits, shall not be amended nor any provision or breach thereof waived except in writing signed by the parties.

#### 7. LAW:

This Agreement shall be governed by and construed according to the laws of the State of California. Physician shall comply with all laws, ordinances, rules and regulations of and obtain such permits, licenses, and certificates required by all federal, state, and local governmental authorities.

#### 8. <u>CONFLICT OF INTEREST</u>:

Physicians who act as an employee's independent medical examiner ("IME") under this agreement shall not act as the same employee's treating physician for the injury in dispute, unless otherwise mutually agreed by the City and the employee.

### 9. **ENTIRE AGREEMENT**:

This Agreement including all exhibits constitutes the entire understanding of the parties and supersedes all other agreements, oral or written, with respect to the subject matter herein.

#### 10. COSTS:

In the event that there is any legal proceeding between the parties to enforce or interpret this Agreement or to protect or establish any rights or remedies hereunder, the prevailing party shall be entitled to its costs and expenses, including reasonable attorney's fees.

#### 11. <u>WAIVER</u>:

The acceptance of any services or the payment of any money by the City shall not operate as a waiver of any provision hereof, or of any rights or remedies hereunder. The waiver of any breach of any provision of this Agreement shall not constitute a waiver of any other or subsequent breach.

IN WITNESS WHEREOF, the parties have caused this document to be duly executed with all formalities required by law on the date first stated above.

JEFFREY BERMAN, M.D., ORTHOPEDIST

Type or Print Name "Physician"
CITY OF LONG BEACH, a municipal corporation
No vendor 21, 2015 By 128M EXECUTED PURSUANT TO SECTION 301 OF THE CITY CHARTER.
City Manager  "City"  Assistant City Manager
This Agreement is approved as to form on 10 29 , 2015.
CHARLES PARKIN, City Attorney

# EXHIBIT A FEE SCHEDULE

#### **AOE-COE Exam**

In the case of a simple AOE-COE examination for the determination of Industrial causation, reimbursement will be at the basic rate with a modifier of 1.35. This would equal \$675.00. Conditions anticipated in this category would be hearing loss, skin cancer, hernia, conjunctivitis, eye strain and dermatitis. This may not include all types in this category.

A more complex exam that involves review of records, tests and expert opinion will be reimbursed at the ML 103 with the 1.35 modifier. This would be at \$1,012.50. It is anticipated this would include new vs. old injuries, internal exams, orthopedic exam with prior injuries or non-industrial conditions, cardiovascular cases, respiratory conditions, pneumonia, bronchitis, blood born pathogens, overuse syndromes and any CT type claim.

#### TREATMENT AND TEMPORARY DISABILITY ISSUES

When there is an issue on treatment or the employee's ability to perform some modified duty and an exam is not necessary the reimbursement would be at the ML 102 with the 1.35 modifier. This would be \$675.00. If an exam is needed to resolve the issue the payment would be \$1012.50. This would include issues regarding spinal surgery.

#### PERMANENT AND STATIONARY (MMI)

All Permanent and Stationary exams will be at the \$1012.50 level. If the parties agree the exam will reach a ML 104 the reimbursement will be at rate of \$350.00 per hour. The factors needed to support the ML 104 are outlined in Cal. Code of Regulations 9795.

#### **DEPOSITION FEE**

The hourly rate for depositions will be \$350.00, payable in guarter hours.

#### **REVIEW OF RECORDS**

The hourly rate for review of records will be \$350.00, payable in quarter hours.



COOPERATIVE OF AMERICAN PHYSICIANS

CERTIFICATE OF COVERA

Coverage through December 31, 2015

Member:

Jeffrey A. Berman, MD

Address:

2080 Century Park East Ste 305

Los Angeles, CA 90067

This certificate confirms that, on the date below, the above-named physician is a member of the Cooperative of American Physicians, Inc. (CAP) and a participant in the Mutual Protection Trust (MPT). MPT is an unincorporated interindemnity arrangement organized under California Insurance Code section 1280 7. This certificate confers no rights upon the member and does not amend, extend or alter the coverage afforded under the terms, conditions and exclusions of the MPT Agreement

Membership Number	Medical Specialty	Coverage Date	Retroactive Coverage Date	
21079	Independent Medical Exams	September 1, 2011	July 1, 1984	
	Subspecialty			
Coverage (Claims made and paid)  Medical Professional Liability Coverage		Current Limits of Liability		
		\$1.000.000	for all Claims based upon an Occurrence	
		\$3.000.000	each calendar year aggregate	

The member must remain a Member in good standing or arrange for Tail Coverage for any open or potential Claim that may arise during the Coverage Period Neither CAP nor MPT undertake any obligation to advise any party, other than the named member. of any changes to or termination of this coverage

Cooperative of American Physicians, Inc.

Alfred De Leon

Vice President, Membership Services

Mutual Protection Test viewed by:

**Principal Deputy City Atty** 

OCT 29 2015 Approved as to Form

August 06, 2015

0-13-01 Consultant

Risk Management

Reviewed by:



### CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 07/07/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED

REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER. IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s). PRODUCER CONTAC NAME: PHONE FAX (A/C. No): Automatic Data Processing Insurance Agency, Inc. (A/C, No, Ext) 1 Adp Boulevard ADDRESS Roseland, NJ 07068 INSURER(S) AFFORDING COVERAGE NAIC# **Employers Compensation Insurance Company** INSURER A : 11512 INSURED **INSURER B** JEFFERY A. BERMAN MD INC INSURER C 2080 CENTURY PARK E Los Angeles, CA 90067 INSURER D INSURER E INSURER F COVERAGES **CERTIFICATE NUMBER: 363026 REVISION NUMBER:** THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS. EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. ADDLISUBR POLICY EFF POLICY EXP TYPE OF INSURANCE I INSD I WVD POLICY NUMBER LIMITS COMMERCIAL GENERAL LIABILITY EACH OCCURRENCE DAMAGE TO RENTED ! 5 CLAIMS-MADE OCCUR PREMISES (Ea occurrer \$ MED EXP (Any one pers PERSONAL & ADV INJURY ! \$ GEN'L AGGREGATE LIMIT APPLIES PER GENERAL AGGREGATE ! \$ PRO-JECT POLICY LOC PRODUCTS - COMP/OP AGG | \$ OTHER : \$ AUTOMOBILE LIABILITY COMBINED SINGLE LIMIT : \$ ANY AUTO BODILY INJURY (Per person) ! \$ ALL OWNED AUTOS SCHEDULED BODILY INJURY (Per accident); \$ AUTOS NON-OWNED PROPERTY DAMAGE (Per accident) HIRED AUTOS AUTOS ! \$ ! **S** UMBRELLA LIAB OCCUR EACH OCCURRENCE : \$ EXCESS LIAB CLAIMS-MADE AGGREGATE \$ DED RETENTION \$ : \$ WORKERS COMPENSATION X STATUTE AND EMPLOYERS' LIABILITY I ANY PROPRIETOR/PARTNER/EXECUTIVE I OFFICER/MEMBER EXCLUDED? EIG150863403 : E.L. EACH ACCIDENT 1,000,000 : \$ 07/01/2015 | 07/01/2016 (Mandatory in NH) 1.000.000 E.L. DISEASE - EA EMPLOYEE \$ If yes, describe under DESCRIPTION OF OPERATIONS below 1,000.000 E.L. DISEASE - POLICY LIMIT ! \$ DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) CERTIFICATE HOLDER CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN JEFFREY A. BERMAN MD INC ACCORDANCE WITH THE POLICY PROVISIONS. Attn: HELENE HANADA 2080 CENTURY PARK EAST #305 AUTHORIZED REPRESENTATIVE Los Angeles, CA 90067

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REPRESENTATIVES.

90801-0198

IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR

WAIVER OF SUBROGATION	AUTHORIZED REPRESENTATIVE
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#### **IMPORTANT**

If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

#### **DISCLAIMER**

The Certificate of Insurance on the reverse side of this form does not constitute a contract between the issuing insurer(s), authorized representative or producer, and the certificate holder, nor does it affirmatively or negatively amend, extend or alter the coverage afforded by the policies listed thereon.