

Stark Physician Benefit Policy

Updates Approved by Compliance Committee: 9.6.2023

Reviewed w/ No Changes: 9.4.2024; 9.3.2025

Revised:

Purpose:

Cayuga Health System (CHS) is committed to ensuring that its practices comply with all federal and state laws, regulations, guidelines, and policies. This policy will be used to address adherence with the Federal Stark Law's Non-Monetary Compensation and Medical Staff Incidental Benefits regulations found at 42 C.F.R. § 411.357.

Policy:

Non-Monetary Compensation

This includes compensation from CHS in the form of items or services (not including cash or cash equivalents) above a particular limit. This amount is adjusted each year based on CPI. For the current limit amount please contact CHS's Compliance Director. Examples include but are not limited to:

- Physician chocolates
- Physician poinsettias
- Meals unrelated to a business purpose (one medical staff appreciation/holiday party per year for the entire medical staff is excluded from the total). However, any gifts or gratuities provided in connection with the event are subject to the limit.
- Group advertising
- Food in physician lounge in excess of the incidental benefit amount below
- Billing or Transcription Services for Physician Practice

Medical Staff Incidental Benefits

This includes compensation in the form of items or services (not including cash or cash equivalents) from CHS to a member of the medical staff. This is permissible only if the item or service is offered to ALL members of the medical staff, and is only usable on campus. This amount is adjusted each year based on CPI. For the current limit amount please contact CHS's Compliance Director. Examples include but are not limited to:

- Parking
- Lab coats
- Food/coffee
- Courier Services

Procedure:

The Medical Staff office [or other staff member designated by the Compliance Director] shall maintain a log of non-monetary compensation and incidental benefits provided to physicians. The log shall be reviewed annually as part of the Medical Staff Office compliance audit.