

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: BEHAVIORAL HEALTH AND RECOVERY SERVICES  
Urgent \_\_\_\_\_ Routine X  
CEO Concurs with Recommendation YES \_\_\_\_\_ NO \_\_\_\_\_  
(Information Attached)

BOARD AGENDA # \*B-1  
AGENDA DATE April 24, 2001  
4/5 Vote Required YES \_\_\_\_\_ NO X

SUBJECT: AMENDMENT TO THE SALARY AND POSITION ORDINANCE RELATED TO PSYCHIATRISTS TO ENHANCE RECRUITMENT AND RETAINMENT EFFORTS

STAFF  
RECOMMEN-  
DATIONS:

APPROVE THE FOLLOWING AMENDMENTS TO THE SALARY AND POSITION ORDINANCE AND RELATED NOTES:

- A. CONSOLIDATE THE EXISTING CLASSIFICATIONS OF PSYCHIATRIST (976800) AND CHILD PSYCHIATRIST (924200) INTO A SINGLE CLASSIFICATION ENTITLED PSYCHIATRIST. EMPLOYEES IN THIS CLASSIFICATION SHOULD REMAIN DESIGNATED AS REPRESENTED AND UNCLASSIFIED EMPLOYEES ASSIGNED TO BARGAINING UNIT A
- B. ESTABLISH THE COMPENSATION LEVEL FOR PSYCHIATRIST AT \$65.67 TO \$79.82 PER HOUR

(Staff Recommendations Continued on Page 2)

FISCAL  
IMPACT:

Currently, psychiatrists employed by Behavioral Health and Recovery Services are employed through the use of Personal Service and Independent Contracts. Current expenditures are estimated for this fiscal year to be \$2,000,000. Approval of the recommendations is estimated to cost \$100,000. Overall costs will be an approximate increase of 5% to the organization's budget although the relationship between salaries and benefits are reconfigured. The organization has ample funds under existing Contracts line item to transfer to Salary and Benefits and will budget accordingly in 2001/2002. There will be no additional cost to the County General Fund.

BOARD ACTION AS FOLLOWS:

No. 2001-289

On motion of Supervisor Simon, Seconded by Supervisor Mayfield  
and approved by the following vote,

Ayes: Supervisors: Mayfield, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: Blom

Abstaining: Supervisor: None

1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

Motion:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

Christine Ferraro  
By: Deputy

File No.

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STAFF  
RECOMMEN-  
DATIONS:  
(Continued)

- C. AUTHORIZE A 5% CERTIFICATION DIFFERENTIAL FOR ANY PSYCHIATRIST CERTIFIED BY THE AMERICAN BOARD OF PSYCHIATRY AND NEUROLOGY AND/OR THE AMERICAN BOARD OF CHILD PSYCHIATRY AND NEUROLOGY
- D. INCREASE THE COMPENSATION FOR PROFESSIONAL ON CALL DUTY FOR EMPLOYEES WORKING IN THE CLASSIFICATION OF PSYCHIATRIST TO THE RATE OF \$200 PER NIGHT AND \$300 PER DAY AND WEEKENDS AND HOLIDAYS
- E. AUTHORIZE A 3% DIFFERENTIAL FOR ANY EMPLOYEE IN THE CLASSIFICATION OF PSYCHIATRIST ASSIGNED RESPONSIBILITY AS ASSISTANT MEDICAL DIRECTOR AT STANISLAUS BEHAVIORAL HEALTH CENTER

DISCUSSION:

As discussed with the Board of Supervisors in late February 2001, there exists an extreme shortage of trained psychiatrists to meet the needs of individuals needing mental health and drug and alcohol services throughout the State. Although this shortage is much less dramatic in urban areas, it has reached crisis proportions in the majority of the State. It was for this reason that the Board approved an amendment to an agreement with a contract agency to obtain Locum Tenens psychiatric services as a temporary means of assuring compliance with appropriate regulations.

Over the past year, the organization has been losing ground in our ability to recruit and retain psychiatrists despite very aggressive recruitment efforts. These efforts have been pursued alone and in collaboration with private physicians in the community who are also looking to recruit individuals to expand their practices. Our competitors in this arena are not only county government, but also the state and federal governments. It is our opinion that part of our difficulty in recruiting and retaining psychiatrists is that the current mechanisms for forming relationships with psychiatrists are no longer effective. Prior to this time, the organization has utilized Personal Service and/or Independent contracts, which have no benefit packages (including retirement plans). Although contracts provide for dollar equivalents, the current job market requires the existence of benefit packages similar to those offered to County employees. We have worked diligently with County Counsel in an attempt to identify various contracting mechanisms which could

AMENDMENT TO THE SALARY AND POSITION ORDINANCE RELATED TO  
PSYCHIATRISTS TO ENHANCE RECRUITMENT AND RETAINMENT EFFORTS  
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DISCUSSION:  
(Continued)

incorporate the necessary benefit package; however, state, federal and Internal Revenue laws make such arrangements more difficult. As a result, we have concluded that creating opportunities for psychiatrists to become County employees provides the best strategy for our success.

We, along with the Chief Executive Office, have done an extensive analysis of the prevailing rates (both contract and employee status) in other counties and in the state and federal governments. We believe that the recommended levels will place us in a competitive position.

Because of federal and state laws, as well as the needs of our customers and community standards, it is impossible to provide the level of services expected without appropriate psychiatric resources. Such requirements exist not only within Stanislaus Behavioral Health Center, but also within a myriad of other outpatient services provided throughout the community. As mentioned in the discussion in February, all (if not more) of the actual costs associated with the employment of psychiatrists are offset by revenues generated by services provided. Thus, the better we are able to staff the organization, the more optimistic our revenue future looks.

Finally, in order to recruit applicants, it may be necessary to expand certain benefits such as vacation time generally offered new employees. This will be done on a case by case basis and brought to the Board of Supervisors as necessary.

POLICY  
ISSUES:

The Board of Supervisors priorities include the attainment of a safe and healthy community. The provision of competent psychiatric services to residents of the community in need of these services helps meet that goal. The inability to recruit and retain competent psychiatrists places the organization in the position of not being consistent with federal and state requirements.

STAFFING  
IMPACT:

The organization is currently allocated five Psychiatrist and three Child Psychiatrist positions. Approval of the agenda item will not require the addition of more positions at the present time.

The changes requested in the Staff Recommendations section of this agenda item would require amendment to the County Salary and Position Ordinance as follows:

- Reclassify the Child Psychiatrist classification and positions to Psychiatrist

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STAFFING  
IMPACT:  
(Continued)

- Delete the Classification of Child Psychiatrist
- Adjust the salary of Psychiatrist to \$65.67 to \$79.82 per hour
- Amend the Salary and Position Allocation footnotes to reflect the following:
  - 5% certification differential for certification by the American Board of Psychiatry and Neurology and/or the American Board of Child Psychiatry and Neurology
  - On call pay of \$200 per night and \$300 per day, weekends and holidays
  - 3% differential when assigned to act as Assistant Medical Director at Stanislaus Behavioral Health Center.