

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Behavioral Health	(2) MEETING DATE 3/11/2014	(3) CONTACT/PHONE Jeff Hamm, Health Agency Director, 781-4719	
(4) SUBJECT Submittal of a resolution increasing the salary range for the positions of Staff Psychiatrist and Mental Health Medical Director. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board adopt and instruct the Chairperson to sign a resolution increasing the salary range for the positions of Staff Psychiatrist and Mental Health Medical Director.			
(6) FUNDING SOURCE(S) Locum Tenen Savings	(7) CURRENT YEAR FINANCIAL IMPACT \$100,000.00	(8) ANNUAL FINANCIAL IMPACT \$393,345.00	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT { } Consent { } Presentation { } Hearing (Time Est. ____) { X } Board Business (Time Est. <u>15 minutes</u>)			
(11) EXECUTED DOCUMENTS { X } Resolutions { } Contracts { } Ordinances { } N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A { } 4/5 Vote Required { X } N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY { X } N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Reviewed by Leslie Brown			
(18) SUPERVISOR DISTRICT(S) All Districts -			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Jeff Hamm, Health Agency Director
Anne Robin, LMFT, Behavioral Health Administrator

DATE: 3/11/2014

SUBJECT: Submittal of a resolution increasing the salary range for the positions of Staff Psychiatrist and Mental Health Medical Director. All Districts.

RECOMMENDATION

It is recommended that the Board adopt and instruct the Chairperson to sign a resolution increasing the salary range for the positions of Staff Psychiatrist and Mental Health Medical Director.

DISCUSSION

San Luis Obispo County, among many counties in the State, has had difficulty recruiting and retaining qualified psychiatric staff. The department is allocated 6.0 Staff Psychiatrist, and since the more recent retirement in October 2013 only one of those positions has been filled. In the past 18 months, 6 psychiatrists have retired, forcing the County to contract at an increased rate with Locum Tenens organizations for temporary psychiatrists.

The current salary rate for Staff Psychiatrist tops out at \$193,980 per year. That salary is far below the market rate for comparable public agencies, such as the State Hospitals and California Department of Corrections and Rehabilitation, which typically start qualified psychiatrists at \$260,000 per year and higher. We are simply being out competed for qualified Staff Psychiatrists. It is recommended that the salary for Staff Psychiatrists be increased by 20%, which will increase top step salary from \$193,980 to \$232,770. There is also a Mental Health Medical Director position. That position is currently filled. It is not appropriate, however, to increase the salary of the Staff Psychiatrist positions without a similar increase to the salary of the MH Medical Director.

Frequent changes in psychiatric service have multiple negative impacts on consumers and their families. The Department has received many complaints from consumers that their medications have been changed with negative results, the lack of continuity hinders therapeutic relationships, and the constant turnover in psychiatric staff puts additional burdens on the rest of the clinic and administrative staff.

IT staff estimate that each new provider requires a minimum of 1.5 days of training on the department's electronic health record (EHR) system. For doctors who are not readily computer literate, the support required can easily double. Medical providers bill Medi-Cal at the highest available rate, and lack of familiarity with the EHR ultimately reduces the amount of revenue produced. Clinic staff also supports medical providers in their learning curve to accurately utilize EHR, which reduces their productivity.

OTHER AGENCY INVOLVEMENT/IMPACT

The Health Agency has worked closely with the Human Resources Department on this problem and the recommended solution. The Human Resources Department produced the attached resolution and supports the recommendation that it be adopted by your Board. The County Behavioral Health Board supports the recommended action, as indicated in the attached letter from its Chairperson.

FINANCIAL CONSIDERATIONS

The recommended resolution will increase Staff Psychiatrist salary by 20% and Mental Health Medical Director salary by 16%. Prior to the beginning of the upcoming 2014-15 fiscal year, staff will also recommend a similar increase in the rate paid to our long term, part time contract psychiatrists. The increased salaries are expected to reduce the vacancy rate we've been experiencing, which will also allow us to rely and spend less on Locum Tenens psychiatrists. The following table summarizes the financial consequences of the recommended action, which we expect to increase total psychiatrist labor costs by approximately \$393,000 per year.

Action	Current	Proposed	Salary change	Benefit change	Total
Staff Psychiatrist comp (6.0 FTEs)	\$193,981	\$232,773	\$38,792	\$15,517	\$325,854
MH Medical Director (1.0 FTE)	\$219,419	\$256,027	\$36,608	\$14,643	\$51,251
"Salary savings" due to vacant staff positions	(\$468,000)	\$0			\$468,000
Contract Psychiatrists (1,450 hrs)	\$100/hr	\$110/hr	\$10/hr	\$1.20/hr	\$16,240
Locum Tenens cost	\$765,000	\$297,000			\$(468,000)
Total					\$393,345

Staff expects the incremental cost for the balance of the current fiscal year to be approximately one quarter of the annual total cost, or \$100,000. The Agency expects to be able to absorb this expense within its existing 2013-14 budget, so is recommending no budget adjustment at this time.

RESULTS

It is expected that the recommended increase in salary for Staff Psychiatrists will result in a successful level of recruitment and retention of qualified Staff Psychiatrists. Being properly staffed at that position will allow the Behavioral Health Department to meet the needs of its clients, improve the quality of their lives. Improving the quality of the lives of our patients and outpatient clients will also reduce the potential for adverse patient/client outcomes. Properly staffed inpatient and outpatient services contribute substantially to the likelihood of meeting the Department's mission, and contributes to the County's efforts to achieve a Safe and Healthy Community.

ATTACHMENTS

1. Psychiatrist and Medical Director Compensation Increase Resolution
2. Letter from Behavioral Health Board to Board of Supervisors