

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

(1) DEPARTMENT Behavioral Health	(2) MEETING DATE 7/8/2014	(3) CONTACT/PHONE Cindy Collins, ASM, 788-2932; Amy Olson, ASO II, 781-4729	
(4) SUBJECT Request to approve amendments to the contracts (Clerk's File) with Joshua Deane, M.D.; Rose Drago, M.D., David K. Fennell, M.D.; Gayle Gaines, M.D.; Enn Mannard, M.D.; and Victor Perez Preciado, M.D. for calendar year 2014 to increase hourly rate of pay from \$100 to \$110 for providing psychiatric services to Mental Health patients. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board approve and direct the Chairperson to sign the amendments to the contracts (Clerk's File) with Joshua Deane, M.D.; Rose Drago, M.D., David K. Fennell, M.D.; Gayle Gaines, M.D.; Enn Mannard, M.D.; and Victor Perez Preciado, M.D. for calendar year 2014 to increase hourly rate of pay from \$100 to \$110 for providing psychiatric services to Mental Health patients.			
(6) FUNDING SOURCE(S) Medi-Cal, Realignment, EPSDT	(7) CURRENT YEAR FINANCIAL IMPACT \$178,640.00	(8) ANNUAL FINANCIAL IMPACT \$178,640.00	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date: <u> 1-7-14 & 3-11-14 </u>	
(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, Behavioral Health Administrator

DATE: 7/8/2014

SUBJECT: Request to approve amendments to the contracts (Clerk's File) with Joshua Deane, M.D.; Rose Drago, M.D., David K. Fennell, M.D.; Gayle Gaines, M.D.; Enn Mannard, M.D.; and Victor Perez Preciado, M.D. for calendar year 2014 to increase hourly rate of pay from \$100 to \$110 for providing psychiatric services to Mental Health patients. All Districts.

RECOMMENDATION

It is recommended that the Board approve and direct the Chairperson to sign the amendments to the contracts (Clerk's File) with Joshua Deane, M.D.; Rose Drago, M.D., David K. Fennell, M.D.; Gayle Gaines, M.D.; Enn Mannard, M.D.; and Victor Perez Preciado, M.D. for calendar year 2014 to increase hourly rate of pay from \$100 to \$110 for providing psychiatric services to Mental Health patients.

DISCUSSION

Behavioral Health Services has a need for psychiatrists on a part-time contract basis for psychiatric services at the Jail, Psychiatric Health Facility (PHF), to back-fill for staff psychiatrist vacancies and absences in the various outpatient mental health clinics. Their services are necessary to ensure mandated coverage at multiple sites throughout the County. Coverage is only required on a part-time basis and at various sites, which makes the use of contract psychiatrists the most effective method of providing these services. Psychiatrists diagnose client's mental condition, issue and renew prescriptions, monitor medication effectiveness, and evaluate client progress. Psychiatrists are the only staff authorized to perform these medication services.

The availability of a "pool" of contract psychiatrists for part-time assignments allows the flexibility needed to provide mandated services, but puts it under no obligation to utilize these services when there is otherwise sufficient staffing. Contract psychiatrists have proven to be an essential component in the Department's staffing plan for many years. All contract employee psychiatrist contracts are for a term of one calendar year, with these psychiatrists most recently approved for renewal by your Board on January 7, 2014. The psychiatrists 2014 contracts were renewed at \$100/hour, however an item that was approved by your Board on March 11, 2014 approved salary increases for Staff Psychiatrists and the Mental Health Medical Director, as well as the Contract Employee Psychiatrists. The Board action approved pay to be increased from \$100/hour to \$110/hour for contract psychiatrists. Behavioral Health is now requesting to amend the existing contracts with each contract employee psychiatrist to reflect the March 11, 2014 Board action.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the contracts as to form and legal effect.

FINANCIAL CONSIDERATIONS

The rate of pay for the contract employee psychiatrists had been \$100.00 per hour (\$121.00 including payroll taxes). However, with the March 11th Board approval of a rate increase for psychiatrists, the rate of pay is being amended in each contract to \$110.00 per hour (\$132.20 including payroll taxes). The \$10/hour rate increase will go into effect on July 8th, 2014 upon Board approval and signature and will be applicable to all services each psychiatrist provides.

The FY 2014-15 Behavioral Health budget for contract psychiatrists includes a cumulative amount of \$178,640. The

recommended contract amendments do not include a cap on services contractors may provide, however it is expected that the cost of these services will not exceed the budget. The increase in hourly rate will not impact the budget any differently than originally estimated since use of the contract psychiatrists is down due to the hiring of new staff psychiatrists. The chart below shows the details of the budgeted amount for 2014-15 as well as estimated costs for 2013-14:

Budgeted Contract Psychiatrist Costs FY 2014-15			
Location	2013-14 Estimated Cost	2014-15 Approximate Annual Units/Hours	2014-15 Annual Cost
Jail Psychiatrist	\$ 47,426	350	\$ 43,120
PHF Psychiatrist	\$ 123,966	400	\$ 49,280
Youth Services Psychiatrist	\$ 66,246	700	\$ 86,240
SLO Clinic Psych On-Call	\$ 40,284	225 shifts @ \$189.65/shift	\$ <u>42,671</u>
Total	\$ 277,922		\$ <u>178,640</u>

Independent Contracted Psychiatrists are scheduled to provide services at the above listed locations. On occasion, and if the psychiatrist's scheduled allows, contract psychiatrists may temporarily fill in for vacant positions when locum tenens psychiatrists are not available. During FY 2013-14, contract psychiatrists filled in more often than anticipated for the Jail, SLO Clinic, and Youth Services due to a several-month shortage of qualified locum tenen psychiatrists.

RESULTS

Psychiatric services are an integral part of Behavioral Health Services, and a critical component to the overall effort to provide quality client care. Psychiatrists are licensed and trained to prescribe the medications needed by mental health clients to help control mental health symptoms. Without these services, Behavioral Health could not meet State mandates for medication support services nor properly prescribe and monitor medications. Contracting with a pool of part-time psychiatrists contributes to the County meeting legal staffing requirements 100% of the time.

Providing psychiatrist throughout the County contributes to proper medication management and oversight of client treatment. Providing the most appropriate services to the clients increases the probability of positive treatment outcomes. Furthermore, positive treatment outcomes contribute to the wider County vision of a healthy and safe community.

ATTACHMENTS

1. Clerk's Filed Cover Sheet for Contract Employee Doctor 2014 Contract Amendments