

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING THE CONTINUED EMPLOYMENT OF DEPARTMENT OF PSYCHIATRY AT SAN MATEO MEDICAL CENTER STAFF DR. JOHN HERBERT TO AN EXTRA HELP POSITION TO PROVIDE PSYCHIATRIC CLINICAL CARE, AND CERTIFYING, PURSUANT TO GOVERNOR CODE §7522.56 (1), THAT THE NATURE OF EMPLOYMENT AND APPOINTMENT IS NECESSARY TO FILL A CRITICALLY NEEDED POSITION BEFORE THE POST-RETIREMENT 180-DAY SEPARATION PERIOD EXPIRES

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the Department of Psychiatry at San Mateo Medical Center (SMMC) provides psychiatric clinical care in the Psychiatric Emergency Room, Inpatient Psychiatric Unit, Consult Liaison Service on the Medical-Surgical Unit, Long Term Care Unit and Intensive Care Unit, Cordilleras Mental Health Services, and two SMMC outpatient primary care clinics; and

WHEREAS, on some units, the department is required to provide psychiatric coverage 24/7, 365 days a year, which currently translates to around 450-hours of clinical service per week; and

WHEREAS, these service hours are covered by Regular and Extra Help employees; and

WHEREAS, the Covid-19 pandemic continues to have a significant impact on SMMC's ability to staff these service lines; and

WHEREAS, over the past two years, multiple psychiatrists have separated from the organization either through retirement or resignation; and

WHEREAS, the ongoing shortage of psychiatrists is a major challenge and to keep up with effective patient care in in all services SMMC relies heavily on Extra Help staff; and

WHEREAS, Government Code §7522.56 requires a 180-day separation period, as established by the California Public Employees' Pension Reform Act, before re-hiring or contracting with a retired employee unless the entity's governing body makes a finding certifying that the appointment is necessary to fill a critically needed position; and

WEHEREAS, due to Dr. John Herbert's extensive experience with the organization and experience in providing coverage one to two night shifts a week for the past two decades, the Department of Psychiatry of SMMC seeks Dr. John Herbert to return to the County in an Extra Help capacity to help cover SMMC clinical service lines.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the San Mateo County Board of Supervisors certifies, pursuant to Government Code §7522.56(f)(1), the nature of the employment described above and that the requested appointment is necessary to fill a critically needed position at SMMC before 180 days have passed given the facts outlined above, and accordingly the County approves the hiring of John Herbert, upon his retirement to an extra-help position in order to assist SMMC Department of Psychiatry.

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