



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Health System



Date: November 8, 2012
Board Meeting Date: December 11, 2012
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Jean S. Fraser, Chief, Health System
Stephen Kaplan, Director, Behavioral Health and Recovery Services

Subject: Introduction to a Salary Ordinance

RECOMMENDATION:

Introduction of an ordinance amending the Master Salary Ordinance and waiver of reading the ordinance in its entirety.

BACKGROUND:

For the past several years, there has been a shortage of adult and child psychiatrists in California and in the nation, making it difficult to fill staff positions. Although BHRS reaches out to psychiatrists in an effort to fill positions, the psychiatrists have previously been unwilling to accept staff positions, opting to contract with BHRS instead. Recently, BHRS has identified two psychiatrists that are now willing to enter into employment. BHRS seeks to stabilize its staffing of psychiatrists and promote retention through employment. Employees can often more easily facilitate the coordination of care, and have greater access to the electronic records and prescribing system.

DISCUSSION:

BHRS proposes to increase the Physician Series by two (2) positions.

Action: Add: Two (2) positions of F122S, Physician Series
Biweekly salary \$5,481.60 - \$7,275.20
Approximate monthly salary \$11,877 - \$15,763

Explanation: This change represents an estimated annual salary and benefits increase of \$429,589. BHRS will have a corresponding annual decrease in contracted psychiatry services of \$396,068, resulting in a net annualized increase in costs of \$33,521. BHRS will terminate two contracts for psychiatry

services in conjunction with the addition of these two positions. For FY 2012-13 there will be an increase in cost of \$16,760.

At the time that the positions are filled, any contract between the County and the psychiatrists for services would be cancelled. The funding that would have been available for contract services will be available to offset the costs the salaries and benefits.

This Ordinance has been reviewed and approved by the County Counsel.

The proposed Salary Ordinance Amendment contributes to the Shared Vision 2025 outcome of a Healthy Community by providing in-house psychiatry services for clients. BHRS provides a range of services to promote wellness and recovery and to support consumers remaining in the lowest possible level of care. The provision of mental health program services is one established level of care. The services provided contribute to this measure. It is anticipated that 87% of clients who receive services will be maintained at a current or lower level of care.

PERFORMANCE MEASURE(S):

Measure	FY 2011-12 Actual	FY 2012-13Projected
Percentage of clients maintained at a current or lower level of care.	87%	87%

FISCAL IMPACT:

This action will result in a net increase in costs for psychiatry services for FY 2012-13 of \$16,760. The increase will be funded through savings from contracted psychiatry services. The total projected FY 2012-13 combined contract and salary and benefit costs for these services is \$412,829. These costs will be funded by \$75,701 of Federal Financial Participation, \$45,421 from 2011 Realignment for Early Periodic Screening, Diagnosis and Treatment (EPSDT), \$67,050 from local schools, \$38,240 through private insurance and \$56,644 through 1991 Realignment. These costs and revenue are included in the BHRS FY 2012-13 Adopted Budget and will be included in the BHRS FY 2013-14 Recommended Budget. There is no Net County Cost.