

**MEMORANDUM
PLACER COUNTY HEALTH AND HUMAN SERVICES
Adult System of Care**

TO: Honorable Board of Supervisors

FROM: Richard J. Burton, M.D., M.P.H.
Placer County Health Officer and Director of Health & Human Services
Maureen F. Bauman, Director of Adult System of Care

DATE: June 19, 2012

SUBJECT: Contract Employee Agreements with Psychiatrists

ACTION REQUESTED:

Approve contract employee agreements for the following psychiatrists from July 1, 2012 through June 30, 2013, and authorize the Chair to sign subsequent minor or ministerial amendments, other than for direct compensation, up to 10 percent of the original contract amounts:

- a. Olga Ignatowicz, M.D., as Chief Psychiatrist, with direct compensation of \$333,056 for a total compensation package not to exceed \$396,970,
- b. Sarah Altschuler, M.D., with direct compensation of \$137,900 for a total compensation package of \$169,371,
- c. Richard Malek, M.D., with direct compensation of \$260,568 for a total compensation package not to exceed \$312,892,
- d. Mai Nguyen, M.D., with direct compensation of \$133,187 for a total compensation package of \$159,354.

BACKGROUND:

Health and Human Services is mandated to utilize physicians with psychiatric specialization to provide specific medication services for adults and children receiving mental health services. These services are provided to residents residing throughout Placer County. These specialized providers are strategically placed in both physical health and mental health clinics to most cost effectively provide services while also leveraging Federal and State revenues. Combined, these critical staff provides 4,400 residents with critical mandated mental health services. These four physicians representing 3.1 FTE provide 9,028 hours of day and after-hours mandated crisis and essential medication services through these contracts. These services result in decreased hospitalization and increased community integration so that there is a decreased burden to families and our community as a result of untreated mental illness.

Dr. Olga Ignatowicz serves as our full-time (1.0 FTE) Medical Director and provides services in the locked psychiatric health facility as well as providing outclient services in ASOC. Dr. Sarah Altschuler provides part-time (0.6 FTE) outclient psychiatric services in ASOC. Dr. Richard Malek provides full-time (1.0 FTE) outclient services in the Auburn Medical Clinic, offering an effective integration of physical and behavioral health care. Dr. Mai Nguyen provides part-time (0.5 FTE) psychiatric and medication support, and crisis medical consultation to 500 children and youth annually in the Children's System of Care, including three sites around the County.

The employee contracts for Drs. Ignatowicz, Altschuler, and Malek remain in the same salary range as the previous year, while Dr. Nguyen includes an 8% rate adjustment to align her salary with the approved compensation schedule. These contracts are consistent with all County ordinances and employee compensation schedules approved by the Board. Personnel, County Counsel, and CEO's Office are fully supportive of this approach. These contracts were also reviewed and recommended for approval by the Mental Health, Alcohol, and Drug Advisory Board at its regular meeting on May 21, 2012.

The Adult System of Care, Children's System of Care, and Community Health, Clinics, and Animal Services Division have reviewed their respective contracts to determine the most cost effective means to provide consistently effective service for the County.

FISCAL IMPACT:

Funding for Dr. Ignatowicz and Dr. Altschuler's services includes \$314,885 (56%) in Federal and State funds, and \$251,456 (44%) in required County General Fund match. For Dr. Nguyen, funding includes \$131,900 (83%) in Federal and State funds, and \$27,454 (17%) in required County General Fund match. Federal, State, insurance and private pay funding pays for over 60% of the cost of Dr. Malek's contract; the remainder is paid by County General Funds for the provision of mandated services to County-responsibility patients. These expenditures are included in the Department's FY 2012-13 Proposed Budget.

These contracts are on file with the Clerk of the Board for review.