

**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: March 22, 2011

SUBJECT: Contract Employee Agreement with Michael Lin, M.D. for Psychiatric Services

ACTION REQUESTED:

Approve a contract employee agreement with Michael Lin, M.D. as staff psychiatrist from May 1, 2011 through April 30, 2012 with direct compensation of \$164,471 for a total compensation package not to exceed \$242,647, and authorize the Chairman to sign subsequent amendments up to 10 percent of the original contract amount.

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 health and mental health programs in order to most effectively provide services while also leveraging Federal and State revenues.

Dr. Lin is presented as a result of a four-month competitive recruitment and state-wide physician publication advertisement to fill a vacant inpatient psychiatrist position. The position provides specialty emergency and inpatient psychiatric services for persons in severe psychiatric distress as well as after-hours services for both Adult System of Care (ASOC) and Children's System of Care. Over the last fiscal year, ASOC served 1,911 individuals in psychiatric crisis. In total, Dr. Lin will provide 2,298 hours of day and after-hours services through this contract, providing strategic leadership of the crisis response clinical care. Through implementation of best clinical management principles, ASOC has continued to reduce the average length of stay in the hospital, resulting in the ability to serve 188 additional admissions in FY 2009-10 compared to the prior fiscal year and avoiding approximately \$600,000 of additional County expenditures. Dr. Lin is an experienced practitioner who is dual Board Certified in psychiatry for adult and children.

Placer County psychiatrist salaries have been frozen since a 2006 regional salary survey was conducted including both public and private sector and it was determined that these specialized positions were appropriately compensated. The contract includes language that applies wage and/or benefit changes from recently approved FY 2010-11 negotiations. Personnel, County Counsel, and CEO's Office are fully supportive of this approach.

FISCAL IMPACT:

The direct compensation for the physician is \$164,471 with a total compensation package not to exceed \$242,647. In addition, as Dr. Lin is eligible for 75% of future health benefits upon retirement, the Department will be responsible for a one-time OPEB cost of \$39,000 in the current fiscal year. Funding for this contract includes \$163,355 (58%) in Federal and State funds, and \$118,292 (42%) in the required County General Fund match. These costs are included in the Department's FY 2010-11 Final Budget as well as the Department's submitted FY 2011-12 Base Budget.

This contract is on file with the Clerk of the Board for review.

