

**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:** November 8, 2011

**SUBJECT:** Contract Employee Agreement with Steve Sugden, M.D. for Psychiatric Services

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**ACTION REQUESTED:**

Approve a contract employee agreement with Steve Sugden, M.D. as staff psychiatrist for the provision of inpatient psychiatric services from December 1, 2011 through November 30, 2012 with direct compensation of \$276,704 (which includes compensation for after-hour coverage for 15 weeks) for a total compensation not to exceed \$333,504, and authorize the Chairman to sign subsequent amendments up to 10 percent of the original contract amount.

**BACKGROUND:**

The Adult System of Care (ASOC) provides unique and mandated mental health services, which includes specialty psychiatric services to 757 persons with acute symptoms at the Placer County Psychiatric Health Facility (PHF) at Cirby Hills. The persons receiving specialty psychiatric services are those who are potentially a danger to themselves or others, or gravely disabled due to a mental illness.

The current ASOC plan is to restructure current resources to re-establish one full-time psychiatric inpatient physician for this at-risk patient population. ASOC is fortunate to re-establish a contract with Dr. Steve Sugden who is a seasoned practitioner with experience at both county and private inpatient programs. Dr. Sugden will be assigned to cover full-time inpatient services at the PHF, and the current two part-time PHF psychiatrists (Dr. Lin and Dr. Altschuler) will be assigned to outpatient services to cover other current psychiatrist vacancies (Dr. Schindler and Dr. Romer). These changes will improve the continuity of care in all critical service areas including medication management, consistency and familiarity with patients and their families, consistency when interfacing with crisis, ER, law enforcement and partners providing on-call and admission orders to the PHF as well as internal staff, Public Guardian and Telecare staff.

Dr. Sugden possesses many skills in addition to his inpatient specialty. He is bilingual in Spanish, experienced in addiction treatment and well versed in legal, ethical and risk management issues related to the delivery of psychiatric emergency and inpatient services. The timeliness of his return to County service provides a solution to our critical coverage need and we welcome his return and continued excellent service to Placer County patients.

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

**FISCAL IMPACT:**

The direct compensation for the physician is \$276,704 with a total compensation package not to exceed \$333,504. In addition, as Dr. Sugden is eligible for future health benefits upon retirement, the Department will be responsible for a one-time OPEB cost of \$52,000 in the current fiscal year. Funding for this contract includes \$193,432 (58%) in Federal and State funds and \$10,072 (42%) in the required County General Fund match. These costs are included in the Department's FY 2011-12 Final Budget. A copy of this contract is on file with Clerk of the Board for review.

