

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: December 19, 2006

SUBJECT: Contract Employee Agreements for Adult System of Care Psychiatric Services

ACTION REQUESTED:

Approve contract employee agreements for the provision of psychiatric services in the Adult System of Care, authorizing the Chairman to sign the resulting contracts and any subsequent amendments for the following physicians:

1. Donna L. Schindler, M.D. from January 16, 2007 through October 15, 2007 for a total compensation package of \$120,148, and
2. Olga Ignatowicz, M.D. from December 27, 2006 through August 26, 2007 for a total compensation package of \$206,000.

BACKGROUND:

Placer County has five adult psychiatrists, three children's psychiatrists, and one Tahoe psychiatrist on contract to provide specific mental health services, primarily in the area of medication support. These positions are normally 12 months in duration, and expire at different times based on the date of hire. The Systems of Care wish to remain competitive in retaining persons from this highly sought after specialty. A salary survey has recently been completed in order to provide the Board with a comparison of Placer salaries with relevant regional salary information. The survey results indicate that the current Placer salaries are commensurate with the rates paid in other counties in surrounding areas, therefore there has been no increase in the rates over the prior contract period.

The previous contracts with Donna L. Schinder and Olga Ignatowicz had been extended for a short period in order to allow for completion of the above-mentioned salary survey. At this time, in order to continue each contract on its original cycle, these agreements are being renewed for an abbreviated period, eight months for Dr. Ignatowicz and nine months for Dr. Schindler, at the existing Placer salary rates. The Adult System of Care (ASOC) has been working with both Drs. Schindler and Ignatowicz since 2001 and is very pleased with their contributions in our system. Each psychiatrist has provided excellent care to clients as a part of the ASOC multi-disciplinary team.

The Personnel Department, County Counsel, and CEO's Office have reviewed these contracts.

FISCAL IMPACT:

These services were projected as part of the Adult System of Care budget for mental health services. The funding utilized for these services is a combination of Medi-Cal (35%), Realignment (35%), and County General Fund (30%).

Each contract is established at the salary range of Step 5. The contract term and salary package for each contract employee is summarized as follows:

<u>Name</u>	<u>Contract Term</u>	<u>Employee Compensation¹</u>	<u>Total Compensation Package²</u>
Olga Ignatowicz, M.D.	12/27/06 – 8/26/07	\$180,218	\$206,000
Donna L. Schindler, M.D.	1/16/07 – 10/15/07	\$103,939	\$120,148

¹Employee compensation includes salary, benefits, expense reimbursements, and a retention bonus, plus on-call and bi-lingual pay as appropriate.

²The total compensation package includes employee compensation plus mandated payroll costs.

To: **Clerk of the Board**
From: HHS Administration

Please keep these Agreements on file:

- 1. Donna L. Schindler, M.D.**
- 2. Olga Ignatowicz, M.D.**

for BOS meeting:

December 19, 2006