

**MEMORANDUM
PLACER COUNTY HEALTH AND HUMAN SERVICES
Administrative Services**

TO: Honorable Board of Supervisors

FROM: Richard J. Burton, M.D., M.P.H.,
Placer County Health Officer and Director of Health & Human Services
James T. Gandley, D.D.S., M.P.H., Assistant Director

DATE: May 8, 2007

SUBJECT: Resolution to Approve the Execution of Eleven Specific Contract Employee Agreements

ACTION REQUESTED:

Adopt the attached resolution approving renewals or replacements for the accompanying list of eleven specific contract employee agreements, maintaining salaries at the prior year levels, allowing changes in established benefit and mandated payroll costs if required, and authorize the Director of Health and Human Services to sign the resulting contracts and subsequent amendments. The total expenditure without changes in benefits or mandated payroll costs will be \$2,358,103.

BACKGROUND:

Placer County, through the joint efforts of Personnel, County Counsel and the HHS Department, utilizes a creative approach, the contract employee arrangement, as the most efficient and flexible way to hire and retain critical medical positions. These contracts allow more flexibility than the traditional civil service salary schedules and allow maximum flexibility in use or termination of positions. Placer County contracts with ten psychiatrists who provide county-wide specific mental health services and medication support to adults and children, and one dentist who provide dentistry services. Contractors receive regular employee benefits.

In November of 2006, the Board of Supervisors reviewed the results of a survey of psychiatrist salaries completed by Personnel. This information confirmed for the Board that Placer County is offering competitive salaries to attract and retain highly competent psychiatrists to fill critical and hard to recruit positions that are essential to the provision of mental health services. However, based on the results of this survey it was determined that the competitive salaries were adequate and contracts would be renewed at the same salary as the prior year with no cost of living increase.

Alternatives to the contract employee option include the use of temporary services through contract agencies or the conversion of all contracts to civil service positions. The contract employee position is less expensive than temporary service, more flexible than civil service positions, and has provided significant continuity of this service in Placer County over the last five years.

Under the current system, each annual agreement expires at different times of the year based on the date of hire and requires a specific Board action for approval. This represents a large effort on the part of HHS, County Counsel, CEO, and the Board of Supervisors. The proposed change, supported by all involved departments, would provide more efficiency for both the Board of Supervisors and County staff.

If approved, the attached resolution would authorize HHS to process, and the Director of Health and Human Services to sign, eleven contract employee agreements under this single board action. This action would not obligate the County to move forward with any agreement should funding or other circumstances change. The Personnel Department, County Counsel, and HHS managers will continue to review all contracts prior to submission to the Board for approval. The resolution authorizes the overall contract amount to be negotiated within the limits of the prior year contract allocation, with the

only allowable changes being related to changes in established benefits beyond the control of the Department such as health care premiums or PERS contributions, or mandated payroll costs such as Workers' Compensation contributions.

FISCAL IMPACT:

The aggregate contract amount of \$2,358,103 is incorporated in the Health and Human Services budget for FY 07-08. The funding utilized for these services is a combination of State, Federal, and County General Funds. The County general fund portion is \$798,000 or 34%. The salary rates shown on the attached listing include the detail of all pay and incentives as appropriate to the specific contractor. When compensation for stand-by coverage is identified, it is only incurred should stand-by coverage be required.

**Before the Board of Supervisors
County of Placer, State of California**

In the matter of:

Resolution No: _____

Adopt a resolution, approving renewals or replacements for the accompanying list of eleven specific contract employee agreements, maintaining salaries at the prior year levels, allowing changes in established benefit and mandated payroll costs if required, and authorize the Director of Health and Human Services to sign the resulting contracts and subsequent amendments. The total expenditure without changes in benefits or mandated payroll costs will be \$2,358,103.

Ord. No.: _____

First Reading: _____

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held **May 8, 2007**, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest: _____
Clerk of said Board

BE IT HEREBY RESOLVED that the Board of Supervisors of the County of Placer, State of California, adopts this resolution, approving renewals or replacements for the accompanying list of eleven specific contract employee agreements, maintaining salaries at the prior year levels, allowing changes in established benefit and mandated payroll costs if required, and authorizing the Director of Health and Human Services to sign the resulting contracts and subsequent amendments. The total expenditure without changes in benefits or mandated payroll costs will be \$2,358,103.

Contract Employee Detail

Contract Employee	Assignment/Location	APPN	Start Date	End Date	Annual Salary *	Total Compensation **
Ignatowicz, Olga	Psychiatrist - 1/2 time at PHF, 1/2 time outpatient (Cirby Hills clinic)	42930	12/27/06	08/26/07	\$204,684.98	\$301,557.10
Schindler, Donna L, M.D.	Psychiatrist - DeWitt outpatient	42930	01/16/07	10/15/07	\$119,184.05	\$174,192.49
Ruffman, Mitchel, DDS	Dentist - general dentistry/Auburn Dental Clinic	42950	11/17/06	11/16/07	\$114,553.50	\$181,214.09
Chief Physician - recruitment pending	Chief Psychiatrist - 1/2 time at PHF, 1/2 time Admin (oversight, scheduling, QI, CFMG, etc)	42930	12/28/06	12/27/06	\$231,519.72	\$366,126.00
Brody, Gerald, M.D.	Psychiatrist, Children's - Enterprise, outpatient/on-call ACCESS	42970	01/01/07	12/31/07	\$98,687.44	\$116,072.22
Van Auken, Peter	Psychiatrist - PHF, Court Testimony	42930	04/14/06	08/13/07	\$197,374.88	\$288,311.82
Malek, Richard A.	Psychiatrist - DeWitt outpatient and Cypress House	42930	05/15/06	05/14/07	\$197,374.88	\$300,332.06
Abramowitz, Beverly M.D.	Psychiatrist, Children's - Conroy outpatient/Sierra Vista South-Secret Ravine day treatment	42970	07/01/06	06/30/07	\$109,652.67	\$155,674.20
Aoki, Ellen M.D.	Pediatrician providing Psychiatric Coverage - Enterprise outpatient	42970	07/01/06	06/30/07	\$48,247.17	\$56,835.08
Jurkowski, Paul M.D.	Psychiatrist - Cirby Hills	42930	12/23/06	12/22/07	\$197,374.80	\$278,994.70
Nguyen, Mai, M.D.	Psychiatrist - Kings Beach outpatient for adults and children, Auburn including Receiving Home and Sierra Vista day treatment	42970	07/01/06	06/30/07	\$91,377.22	\$138,793.50

\$2,358,103.26

* While existing contracts may be more than 12 months in duration, salary and compensation amounts cited herein are based on a 12-month term

** Total Compensation includes salary, benefits, retention bonus, and expense/tuition reimbursements, and mandated payroll costs