

**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: August 4, 2009

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

ACTION REQUESTED:

Approve a contract employee agreement with Steve Sugden, M.D. as staff psychiatrist from August 17, 2009 through August 16, 2010 with direct compensation of \$272,200, a total compensation package not to exceed \$321,622, and authorize the Chairman to sign subsequent amendments up to 10 percent of the original contract amount. This amount reflects total cost of salary, benefits, employer payroll contribution and 15 weeks of after-hours on-call. The required County General Fund contribution for this contract is \$96,487. These costs are included in the Department's FY 2009-10 Proposed Budget.

BACKGROUND:

Dr. Sugden will fill a vacant position as staff psychiatrist for the Adult System of Care due to a recent retirement. This position will provide specialty emergency and in patient psychiatric services for 1,775 persons in severe psychiatric distress as well as other outclient duties in the Adult System of Care mental health clinic in Roseville. This position will assist in the strategic management of short lengths of stay in the psychiatric hospital. The average length of stay in the hospital is now six days, a reduction that eliminated prior year out-of-county hospital costs of \$500,000. This has allowed clients to more quickly return to the community with support and contributed to the ability to provide services to Nevada County residents in this setting resulting in \$150,000 in revenue for this program. Dr. Sugden is a seasoned practitioner who is bilingual and available to provide critical on-call, after-hours crisis response services for 15 weeks per year. He will provide over 3,500 hours of clinical service to the Adult System of Care with this combination of day and after-hours services.

The psychiatrist salaries have been frozen since a 2006 salary survey was conducted in conjunction with personnel and the County Executive Officer (CEO) and it was determined that these specialized positions were adequately compensated. In addition, it includes language to apply any wage and/or benefit changes such as the recently approved FY 2009-10 mandatory time off agreement.

A Request for Proposals (RFP) is currently in process to assure that the current model of inpatient and residential service provision is the most cost effective for Placer County.

Personnel, County Counsel, and CEO's Office have reviewed this contract, and all are fully supportive of this approach.

FISCAL IMPACT:

The total compensation for this agreement is \$321,622. Funding for these services includes \$225,135 in federal and state funds, and \$96,487 in County General Funds. These costs are included in the Department's FY 2009-10 Proposed Budget.

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

