

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Behavioral Health And Recovery Services

BOARD AGENDA # *B-1

Urgent

Routine

AGENDA DATE February 9, 2016

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval of the Appointment of a Psychiatrist at Step Five (5) of the Salary Range at Behavioral Health and Recovery Services

STAFF RECOMMENDATIONS:

Authorize the Behavioral Health Director to hire Elmer Ignacio, MD, as a Psychiatrist at Step 5 of the salary range, effective March 21, 2016

FISCAL IMPACT:

The estimated annual cost associated with the position is \$300,753.00 including benefits. The salary range for Psychiatrist is \$86.95 to \$105.69. Funding for this position is provided through Federal Financial Participation funding for Medi-Cal services and 1991 Realignment. Dr. Ignacio will be replacing a full-time psychiatrist, who is currently at Step 5. Consequently, the full cost of this position for the remainder of this Fiscal Year has been included in the Department's Fiscal Year 2015-2016 Final Budget. There is no impact to the County General Fund associated with this request.

BOARD ACTION AS FOLLOWS:

No. 2016-74

On motion of Supervisor Withrow, Seconded by Supervisor O'Brien
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST:

Christine Ferraro
CHRISTINE FERRARO TALLMAN, Clerk

File No.

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DISCUSSION:

Behavioral Health and Recovery Services has historically experienced significant difficulty in the recruitment of psychiatrists. Due to the competitive market for psychiatrists, there is a shortage of available, qualified and experienced candidates. The Department is currently working with a number of recruitment agencies in its search for psychiatrists. We have also been advertising year round in national professional news magazines. We are also working with Locum Tenens Agencies for tele-psychiatry services.

Elmer Ignacio, MD, is a Board Certified psychiatrist with years of clinical experience. He had worked for the county as a contractor from 1987 to 2000 in our outpatient clinics, so he is very familiar with our clientele. Subsequently, he remained in the Modesto area and worked for the Veterans Administration from 2000 until now. Given his experience in providing psychiatry services in this area for more than two decades, he is uniquely qualified to serve our population and is very familiar with the available local resources. Dr. Ignacio also speaks three languages, including working knowledge of Spanish, which will be very helpful in meeting the need to provide services in the preferred language of the client.

Dr. Ignacio will be replacing Dr. Tomonori Fukui, who is a fulltime psychiatrist with the county for many years. He is leaving his position with BHRS officially in the beginning of April 2016. However, he will be on vacation for the last month, beginning early in March. Without the ability to hire a psychiatrist to replace Dr. Fukui, there would be no provider for the full load of clients Dr. Fukui is currently treating. Dr. Ignacio has agreed to start working on March 21, 2016, given approval of his request for Step 5. For the most part, this will allow the Department to ensure a smooth transition of Dr. Fukui's clients.

As noted above, the Department uses recruitment agencies as part of the recruitment efforts. Dr. Ignacio has initiated his application for this position directly and has not been referred by any recruitment agency, which saves the county tens of thousands of dollars in recruitment fees if he is hired in this position.

Behavioral Health and Recovery Services is requesting to employ Dr. Elmer Ignacio, effective March 21, 2016, at Step 5, at an hourly rate of \$105.69 plus benefits. Given the higher salary being offered by private agencies, without the Step 5 salary scale, we will not be competitive in hiring him to work with us. He has stated that he will not be able to take the job at any less than a Step 5 level, given that he has other options.

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POLICY ISSUES:

Board of Supervisors approval is required to appoint classified staff at Step 5 of a classification. Approval of the recommended action supports the Board of Supervisors priorities of A Healthy Community and the Efficient Delivery of Public Services by providing access to critical health care services to the community.

STAFFING IMPACT:

There is no other impact on staffing associated with this item.

CONTACT PERSON:

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