



County of El Dorado

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Legislation Details (With Text)

File #: 11-0316 **Version:** 1
Type: Agenda Item **Status:** Adopted
File created: 3/21/2011 **In control:** Board of Supervisors
On agenda: 4/5/2011 **Final action:** 4/5/2011
Title: Human Resources Department recommending the Board adopt a resolution amending the salary schedule for the classifications of Mental Health Medical Director and Psychiatrist.

FUNDING: Funded primarily by MediCal, Mental Health Services Act (MHSA), Realignment.
Resolution 052-2011

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution.pdf, 2. B - Fully executed Resolution 052-2011

Date	Ver.	Action By	Action	Result
4/5/2011	1	Board of Supervisors	Adopted	Pass

Human Resources Department recommending the Board adopt a resolution amending the salary schedule for the classifications of Mental Health Medical Director and Psychiatrist.

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BUDGET SUMMARY:		
Total Estimated Cost	FY 2010/11 (Apr-Jun)	\$13,182
Funding		
Budgeted	\$	
New Funding	\$	
Savings	\$13,182	Position vacancies
Other	\$	
Total Funding Available	\$13,182	
Change To Net County Cost		\$0

Fiscal Impact/Change to Net County Cost:

The estimated cost of the salary adjustments for the remainder of FY 2010/11 (April - June) is \$3,000 for the Mental Health Medical Director and would be \$5,091 for each of the 2.0 Psychiatrist positions (currently vacant). Actual costs through June 30, 2011 will depend upon the date the vacant Psychiatrist positions are filled. The cost of salary adjustments will be funded primarily by MediCal, MHSA and Realignment Funds.

Background:

The Health Services and Human Resources Departments have been recruiting to fill Psychiatrist vacancies since December 2009. Human Resources staff has worked closely with Health Services staff to develop recruitment campaigns for Psychiatrist vacancies. These recruitment efforts include significant advertising for the position, signing bonus, and relocation reimbursement. El Dorado County is also designated as a Mental Health Professional Shortage Area, which has loan repayment benefits for successful candidates. Unfortunately, these efforts have not been successful in filling department vacancies on an ongoing basis.

To date, Human Resources has received and forwarded qualified applicants who have applied for the Psychiatrist position to Health Services for consideration. Several of those applicants have been deemed acceptable or well qualified by the Health Services Department. However, the Health Services Department has been unable to fill all vacant positions because qualified applicants have accepted employment with other agencies that offer higher salaries for comparable positions. Applicants have provided consistent feedback to Health Services staff indicating concern at the salary scale for Psychiatrist.

Reason for Recommendation:

Given the difficulty in attracting qualified applicants, and the inability to hire and retain qualified applicants, Human Resources conducted a salary survey of comparable classifications in comparator agencies to determine the County's competitiveness in this classification. Based on that study, it is recommended that the salary range for Psychiatrist be increased by approximately 11.40%. This adjustment should place the County in a more favorable recruiting position. It is further recommended that the salary for Mental Health Medical Director that provides medical supervision to the Psychiatrist positions be increased by approximately 6.11% to prevent compaction between the two positions.

The impacted bargaining units have been notified.

Action to be taken following Board approval: Human Resources staff will update the salary schedule and notify impacted departments of the revision.

Contact: Chris Little, HR

Concurrences: Neda West, Health Services Director