



County of El Dorado

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Legislation Text

File #: 12-0783, Version: 1

Health and Human Services Agency, Mental Health Division, recommending the Board authorize an Advanced Step Placement at Step 5 of a candidate who has been selected to fill a vacant Psychiatrist position.

FUNDING: State Managed Care, Medi-Cal, MHSA and Realignment.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$264,950.00
Funding.....	
Budgeted.....	\$264,950.00
New Funding.....	
Savings.....	
Other.....	
Total Funding Available.....	\$264,950.00
Change To Net County Cost.....	0

Fiscal Impact/Change to Net County Cost

There is no Net County Cost associated with this placement. The annual cost including salary and benefits is approximately \$264,950 for this position. The additional cost of hiring at the advanced step will be offset by savings from the decreased use of contracted employees.

Background

The Health and Human Services Agency, Mental Health Division (HHSA/MHD) has continuously recruited for the position of Psychiatrist for more than three and one half years. Since April 2009, this vacancy has been regularly posted in the Psychiatric Times magazine and has been on the County's Human Resources website. During this period, five (5) candidates declined an interview for the position and nine (9) candidates declined an offer of employment. As a result, HHSA/MHD has had to find creative solutions to secure appropriate psychiatry services on an as needed basis. These solutions include telemedicine coverage, contracted psychiatry services, and the use of Locum Tenens placement agencies.

In accordance with El Dorado County Personnel Policy No. 2, advance step placements may be authorized in circumstances of difficult recruitments when few qualified candidates are available and it is necessary to hire at an advance step in order to fill the vacancy.

Reason for Recommendation

Approval of the Step 5 placement of the licensed Psychiatrist will fill one of two longstanding full-time

psychiatrist vacancies and will allow the Agency to reduce the use of contracted employees. In addition, continuity of care will improve as a result of having a full time Psychiatrist on staff.

Action(s) to be taken following Board approval

The Agency to continue with the hiring process and prepare the appropriate hiring paperwork for step 5 to start as soon as possible following Board approval.

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