

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 6/26/02
Department Name: Public Health
Department No.: 041
Agenda Date: 7/9/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Roger E. Heroux
PHD Director

STAFF CONTACT: Jane Overbaugh
681-5173

SUBJECT: Personnel Action in the Public Health Department

Recommendation(s):

That the Board of Supervisors:

- A. Adopt a Personnel Resolution effective July 8, 2002, in budget unit 5210 to allow the following:
 - 1. Add: Eleven (11.0 FTE) Staff Physician I/II (7102/7103)(Range 699-E/Range 709/E)(\$9674/mo & \$10,169/mo)
 - 2. Add: One (0.75 FTE) Staff Physician I/II (7102/7103)(Range 699-E/Range 709/E)(\$7256/mo & \$7627/mo)
 - 3. Add: One (0.625 FTE) Staff Physician I/II (7102/7103)(Range 699-E/Range 709/E)(\$6046/mo & \$6357/mo)
 - 4. Add: One (1.0 FTE) Supervising Physician (7319)(Range 721-E)(\$10,796/mo)
 - 5. Add: One (0.9 FTE) Supervising Physician (7319)(Range 721-E)(\$9716/mo)
 - 6. Add: One (0.8 FTE) Supervising Physician (7319)(Range 721-E)(\$8637/mo)
- B. Authorize a 5% Special Duty Allowance for employees in the classification of Staff Physician I/II, who maintain a regular hospital practice as part of their assignment in the Public Health Department.
- C. Include the incumbent contractors in the Civil Service System based on historical service, including:
 - 1) The provision of a six (6) month probation period,
 - 2) The granting of service credit based on prior contractor on payroll status for such purposes as layoff and leave accrual.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 2. A Safe and Healthy Community in Which to Live, Work, and Visit, and Goal No. 5. A High Quality of Life for All Residents.

Executive Summary and Discussion:

The Public Health Department (PHD) employs physicians to provide medical services to its patients at Regional Health Clinics (Carpinteria, Franklin Center, Santa Barbara, Lompoc, Santa Maria, and New Cuyama) and in contract hospitals. Historically those physicians that have formed the core of our physician services have been employed as contractors on payroll. Due to the ongoing nature of their employment PHD is requesting the conversion of sixteen (16) positions representing 15.075 FTE's to regular status. This allows positions for fourteen (14) current contract employees as well as allows two (2) positions for hires to be made later this fiscal year. All of these positions were included in the FY 2002-03 budget as contract positions. Additionally, PHD is requesting the authorization of a 5% Special Duty Allowance applicable to those physicians, primarily in the North County, who maintain a regular hospital practice for County patients as part of their PHD assignment.

In the matter of including these employees in the Civil Service system, your Board has taken similar action in other instances such as the inclusion of the City of Carpinteria Police Department staff when the Sheriff was contracted to provide that service and when the County Marshals were incorporated as part of the Sheriff's Department. This action confers on these employees civil service rights based on their prior service to the County. The chart below provides the prior service information.

CONTRACTORS ON PAYROLL HIRE DATES AT 50% OR GREATER	
Linda Chu, MD	06/01/1990
Kamlesh Desai, MD	09/22/1997
William Edelstein, MD	01/02/1984
Daniel Flores, MD	01/22/2001
Andy Gersoff, MD	07/02/1981
Howard Gregersen, MD	08/01/1994
Peter Hasler, MD	06/15/1999
Don Hole, MD	08/04/1997
John Landsberg, MD	02/18/1986
Carols Maza, MD	06/22/1992
P.N. Ramalingam, MD	06/30/1996
Botrous Tawadros, MD	01/17/1994
Barry Williams, MD	04/03/1989
Tushar Yadav, MD	06/28/1999

The County Human Resources Department, PHD and the Union of American Physicians and Dentists, have met, conferred, and reached agreement on the terms and conditions of this change and come to agreement for this action.

Mandates and Service Levels:

The assurance of access to Primary Care services for indigent patients is mandated by California Administrative Code, Title 17, Chapter 3, Article 2, Sections 1276, 2500, 2501, 2502, 2503 and 2505; California Administrative Code, Title 17, Chapter 3, Subchapter 1 and Section 17000 of the Welfare and Institutions Code.

Fiscal and Facilities Impacts:

These actions will not increase the General Fund contribution or use of Special Revenue funds for the Public Health Department. There will also be no impact to the department’s indirect costs or use of A87 Plan County overhead. The actions are relatively cost neutral and the only new cost may come from the fact that the new employee status will allow for the payment of sick leave. The impact to the department from this new cost is projected to be a range of \$17,000 to \$42,000, which will be funded from departmental patient fee revenues. The funding for our physician services of \$2,509,375 comes from a mixture of general fund, Medi-Cal, and State Realignment funds, as detailed in the table below. The majority of patients in our primary care program are Medi-Cal or Medicare eligible.

Source	Percentage	Amount
General Fund	3.0	\$ 75,281
Realignment	10.0	250,938
FQHC Medi-Cal and Self-Pay	87.0	2,183,156
Total	100.0	\$2,509,375

The FY 2002-03 allotment for physician salaries and benefits is included in the South Coast, Lompoc, and Santa Maria Regional Clinic cost centers of the Family Health and Primary Care Division shown on page D-170 of the adopted County operating plan for FY 2002-03.

There is no impact on facilities.

Special Instructions:

Please send a signed copy of the Personnel Resolution and a Minute Order for recommendations B and C to Susan Kean at the Human Resources Department and Alan T. Kasehagen at PHD Personnel/Payroll.

Concurrence:

Human Resources Department

CC: Union of American Physicians and Dentists