



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

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

Department Name: Public Health
Department No.: 041
For Agenda Of: March 17, 2015
Placement: Departmental
Estimated Tme: 5 minutes
Continued Item: No
If Yes, date from: N/A
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Takashi M. Wada, Director and Health Officer, Public Health
Director: Department
Contact Info: Dan Reid, Assistant Deputy Director. Ext. 5173
SUBJECT: Waiver of retirement exclusion for Dr. Panagattan N. Ramalingam for Primary Care and Family Health Division of the Public Health Department – Lompoc Health Care Center

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

CEO, Human Resources:

Approved: Yes

Recommended Actions:

That the Board of Supervisors:

- A) In accordance with California Government Code Section 7522.56(f)(1), certify that the following Agreement with a retiring County employee is necessary to provide critically needed services related to the provision of patient care within the Primary Care and Family Health Division of the Public Health Department, before 180 days has passed from the date of retirement and authorize the Public Health Department Director to enter into an Agreement with retiring P.N. Ramalingam, M.D., Staff Pediatrician –Lompoc Health Care Center for an amount not to exceed \$36,000 for the period of March 30 through September 30, 2015.
- B) Determine that the above actions are organizational and administrative activities of government that are not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(5) of the CEQA Guidelines.

Summary Text:

Panagattan N. Ramalingam, MD, has been a Staff Pediatrician for the Lompoc Health Care Center (LHCC) since June, 1997. He has given notice of his intent to retire effective March 29, 2015. During Dr. Ramalingam’s 18 year tenure, he served a large patient panel, including all of the LHCC’s medically fragile pediatric patients. These children have significant medical needs and require highly complex

medical care. Caring for these patients not only requires an experienced pediatrician, but also a strong provider-family relationship with a high level of confidence.

Additionally, PHD has recently experienced unusually long recruitment and selection periods to fill other provider vacancies and is concerned an appropriate new pediatric provider may require a similar lengthy recruitment process. The incoming pediatrician will be required to join the Lompoc Community Pediatric Call Group which requires hospital admitting privileges which can often take weeks to months to qualify in order to provide care for pediatric patients in the Lompoc Valley Medical Center.

Therefore, the Public Health Department (PHD) is requesting that the Board allow the incumbent Staff Pediatrician, Pattagan N. Ramalingam, to enter into an agreement for approximately six months immediately following his retirement to assist with coverage during the recruitment period and transfer of his patient panel to a replacement pediatrician at the LHCC. Dr. Ramalingam will familiarize the incoming pediatrician with his patients, their families, their medical needs and any other relevant challenges faced. For his medically fragile patients, he will do a face-to-face transition with the family and the new pediatrician. Dr. Ramalingam is well-experienced in that realm and will assist in transitioning that role to the incoming pediatrician as well.

Background:

Pattagan N. Ramalingam, MD, with eighteen (18) years of experience providing pediatric health care at the LHCC, will retire in March, 2015. His departure will result in a serious gap in patient care to our most vulnerable children. It is important that a seamless transition of care be afforded to Dr. Ramalingam's large panel of patients as the PHD recruits and brings on a new pediatrician. In addition to having served many patients from birth through the time that they transfer into adult care, he also provides medical services to all of the LHCC's medically fragile children. The PHD has an opportunity to provide a suitable transition of care that will not only enable us to fill the gap between Dr. Ramalingam's retirement and the hiring of a new pediatrician, but also to provide a more comprehensive "hand-off" for the many children with highly complicated medical conditions. PHD recommends that Dr. Ramalingam return as an independent contractor before 180 days have passed from his retirement on March 29, 2015, to assist the department in efficiently transitioning to a new pediatric provider in Lompoc. The recruitment effort is underway and the department hopes to fill the position by June, 2015.

Fiscal Impacts:

It is anticipated that Dr. Ramalingam will be used for approximately 400 hours at a rate of \$90.00 an hour for an estimated cost of \$36,000 for his services during the transition period. This use of an Independent Contractor Services Agreement will be funded from salary savings from the vacant pediatrician position.

Special Instructions:

Please send an electronic copy of the minute order to: phdca@sbcphd.org.

Authored by:

Dan Reid, Deputy Director, Primary Care and Family Health