



**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: Human Resources
Department No.: 064
For Agenda Of: 10/17006
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Susan Paul, Assistant CEO/Human Resources Director 568-2817
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839
SUBJECT: Compensation Changes for Physicians and Psychiatrists

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

That the Board of Supervisors:

Adopt a resolution effective October 2, 2006 implementing compensation changes for members of the Union of American Physicians and Dentists (UAPD) related to the Public Health Department's (PHD) agreement with Marian Medical Center (MMC) for hospitalist services in Santa Maria.

Summary:

As required, the County and UAPD have met and conferred regarding the impact of PHD contracting for hospitalist services in Santa Maria. An agreement to mitigate the impact of this change has been reached by the parties and is within the parameters established by the Board. Included in the agreement is a restructuring of the "on-call" provisions related to responding to patient care needs evenings and weekends. This change will provide PHD and ADMHS with the flexibility to meet their operational needs by incorporating this function into the regular duties of County Physicians and Psychiatrists.

Background:

PHD's business needs are to focus resources on providing care to patients through clinic based services. The Department has determined that contracting with MMC will optimize the effectiveness of its core providers and clinic staff. Additionally, PHD and ADMHS are changing the manner that "on-call" status is compensated by requiring response to patient needs on evenings and weekends as part

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of a physician's core responsibilities. This configuration is consistent with the medical profession in general.

The agreement between the County and the UAPD contains the following key components:

- The County will continue to pay each of three UAPD members in Santa Maria a special duty allowance for hospital practice through the end of the current contract in October 2007 and \$1500 per month for six months to compensate for lost income.
- The County and UAPD have agreed to eliminate "on-call" pay practices in recognition that responding on evenings and weekends is part of a physician's core responsibilities. In lieu of "on-call" pay, the parties have agreed to 8% of salary for participating physicians per a rotation schedule to be established by ADMHS and PHD.

Fiscal and Facilities Impacts:

Budgeted: Yes No

Fiscal Analysis:

There is no additional cost for continuing the special duty allowance through the end of the current contract. The one-time cost of paying three Santa Maria physicians \$1500 per month for six months is approximately \$27,000.

The estimated additional cost of moving to an 8% flat rate for all physicians on call in PHD is approximately \$95,000 for the remainder of Fiscal Year 2006-07 and approximately \$155,000 annually thereafter. The estimated additional cost of moving to an 8% flat rate for all physicians on call in ADMHS is approximately \$50,000 for the remainder of Fiscal Year 2006-07 and approximately \$80,000 annually thereafter.

Of the total increased annualized cost, estimated at \$235,000, approximately \$36,200 will be in the form of an increase in the County's contributions to the Retirement System. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Retirement Board and the Board of Supervisors includes certain economic and non-economic assumptions in setting the employer's contribution rate. These assumptions include projected cost-of-living, merit, and career advancement pay increases for employees.

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

Please return one signed copy of the resolution to Susan Kean in the Human Resources Department

Attachments:

Authored by: Joseph Pisano

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cc:

County Executive Officer

Auditor Controller

Retirement Administrator

ADMHS Director

Public Health Director

**RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

**IN THE MATTER OF AMENDING RESOLUTION)
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)**

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that (those) portion(s) of Section(s) 2 to read as follows effective October 2, 2006:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LIMIT</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
<u>Establish:</u>					
007102	STAFF PHYSICIAN I	7386		\$55.510-\$67.766	NO
007103	STAFF PHYSICIAN II	7486		\$58.349-\$71.232	NO
007319	STAFF PHYSICIAN SUPV	7606		\$61.947-\$75.625	NO
006165	PSYCHIATRIST I	7446		\$57.196-\$69.825	NO
006166	PSYCHIATRIST II	7666		\$63.829-\$77.922	NO
006167	PSYCHIATRIST II-BD CERT	7766		\$67.429-\$82.317	NO

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2006, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
10/17/06

By: _____ (SEAL)
Deputy Clerk