



Legislation Details (With Text)

File #: 22-01043 **Version:** 1
Type: Administrative Item **Status:** Agenda Ready
File created: 11/18/2022 **In control:** BOARD OF SUPERVISORS
On agenda: 11/29/2022 **Final action:** 11/29/2022
Title: Consider recommendations regarding Physician, Psychiatrist, and Health Care Practitioner Recruitment Incentives, as follows: (4/5 Vote Required)

a) Within existing funding, authorize the County Executive Officer (CEO) to approve requests from the Public Health Department (PHD) to provide new hire incentives for Staff Physicians, Staff Physicians, Supervising, and Assistant Department Leader - Attorney/Physician up to \$90,000.00 per appointment and for Health Care Practitioners up to \$50,000.00 per appointment as permitted by the New Hire and Promotional Incentives Policy, not to exceed a maximum aggregate total of \$650,000.00 for the remainder of the Fiscal Year ending June 30, 2023 and if required, to distribute new hire incentives awarded prior to June 30, 2023 in subsequent years depending on the actual hire date and/or structured payment plan;

b) Within existing funding, authorize the CEO to approve requests from the Behavioral Wellness Department (BWELL) to provide new hire incentives for Psychiatrists up to \$90,000.00 per appointment and for Health Care Practitioners up to \$50,000.00 per appointment as permitted by the New Hire and Promotional Incentives Policy, not to exceed a maximum aggregate total of \$460,000.00 for the remainder of the Fiscal Year ending June 30, 2023 and if required, to distribute new hire incentives awarded prior to June 30, 2023 in subsequent years depending on the actual hire date and/or a structured payment plan;

c) Approve the joint Budget Revision Request No. 0008539 from PHD and BWELL to increase appropriations of \$216,667.00 in the Public Health Department Health Care Fund for Services and Supplies funded by a release of Restricted Health Care Programs Fund Balance for physician recruitment incentives and increase appropriations of \$153,333.00 in the Behavioral Wellness Department Mental Health Services Act Fund for Services and Supplies funded by unanticipated 2011 Behavioral Health realignment growth; and

d) Determine that the above actions are not projects under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5) because they consist of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.

Sponsors: PUBLIC HEALTH DEPARTMENT, BEHAVIORAL WELLNESS DEPARTMENT

Indexes:

Code sections:

Attachments: 1. Board Letter, 2. Attachment A - New-Hire-and-Promotional-Incentives-Policy, 3. Attachment B - 11-10-15 PCFH ADM Staff Physician Psychiatrist Recruitment Incentives BL, 4. Attachment C - 08-23-16 Physician Hiring Incentive BL, 5. Attachment D - 03-13-18 PCFH ADM Staff Physician Recruitment Incentives BL, 6. Attachment E - BJE 0008593, 7. Minute Order

Date	Ver.	Action By	Action	Result
11/29/2022	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations regarding Physician, Psychiatrist, and Health Care Practitioner Recruitment Incentives, as follows: (4/5 Vote Required)

- a) Within existing funding, authorize the County Executive Officer (CEO) to approve requests from the Public Health Department (PHD) to provide new hire incentives for Staff Physicians, Staff Physicians, Supervising, and Assistant Department Leader - Attorney/Physician up to \$90,000.00 per appointment and for Health Care Practitioners up to \$50,000.00 per appointment as permitted by the New Hire and Promotional Incentives Policy, not to exceed a maximum aggregate total of \$650,000.00 for the remainder of the Fiscal Year ending June 30, 2023 and if required, to distribute new hire incentives awarded prior to June 30, 2023 in subsequent years depending on the actual hire date and/or structured payment plan;
- b) Within existing funding, authorize the CEO to approve requests from the Behavioral Wellness Department (BWELL) to provide new hire incentives for Psychiatrists up to \$90,000.00 per appointment and for Health Care Practitioners up to \$50,000.00 per appointment as permitted by the New Hire and Promotional Incentives Policy, not to exceed a maximum aggregate total of \$460,000.00 for the remainder of the Fiscal Year ending June 30, 2023 and if required, to distribute new hire incentives awarded prior to June 30, 2023 in subsequent years depending on the actual hire date and/or a structured payment plan;
- c) Approve the joint Budget Revision Request No. 0008539 from PHD and BWELL to increase appropriations of \$216,667.00 in the Public Health Department Health Care Fund for Services and Supplies funded by a release of Restricted Health Care Programs Fund Balance for physician recruitment incentives and increase appropriations of \$153,333.00 in the Behavioral Wellness Department Mental Health Services Act Fund for Services and Supplies funded by unanticipated 2011 Behavioral Health realignment growth; and
- d) Determine that the above actions are not projects under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378(b)(4) and 15378(b)(5) because they consist of government administrative or fiscal activities that will not result in direct or indirect physical changes in the environment.