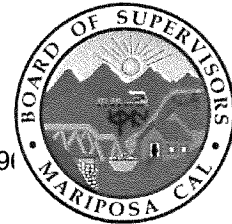




MARIPOSA COUNTY

HHS/Behavioral Health & Recovery Services · (209) 91



RESOLUTION - ACTION REQUESTED 2019-200

MEETING: April 16, 2019

TO: The Board of Supervisors

FROM: Chevon Kothari, Health and Human Services Director

RE: Authorize Increasing the Salary of Extra-Help Psychiatrist to Step 5
Hourly Rate

Budget Action

RECOMMENDATION AND JUSTIFICATION:

Authorize Increasing the Salary of the Incumbent Extra-Help Psychiatrist to the Step 5 Hourly Rate Effective Immediately; and Approve Budget Action Transferring Funds in the Health and Human Services Budget to Cover the Additional Cost (\$8,000).

We wish to increase the salary of the incumbent Extra-Help Psychiatrist to the Step 5 hourly rate, currently \$234.460 per hour. The Health and Human Services Agency is seeking to retain a highly qualified professional who has provided our clients with excellent Psychiatric services since July 14, 2011. During this entire period, the incumbent has been paid at step 1. Step 1 pay is below market rates in the region for this profession. Psychiatrists working in the mental health field are in extremely high demand throughout the State. This individual also serves as the Agency Medical Director, which is a vital role as we expand our programs to meet Medication Assisted Treatment and other new state requirements. Dr. Harry is a high producing employee whose salary is offset by Medi-Cal and Medicare revenue claimed for the services he performs. In addition, he readily shares his time in the Agency team efforts and new projects. This highly qualified employee has served our Agency well for eight years.

Extra-Help employees are paid at the Step 1 hourly rate of a classification, and Board approval is required to pay an Extra-Help employee above Step 1. The Step 1 hourly rate for an Extra-Help Psychiatrist is \$195.384 per hour.

The Agency believes it is important to recognize an individual's relevant experience, and the increase in salary will allow the Agency to retain this employee's professional services and continue to meet the needs of clients.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board of Supervisors has approved other department requests for consideration of Extra-Help hourly increases.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

If the Board chooses not to approve the increase in salary to the step 5 hourly rate, the Agency may be in danger of losing an excellent employee in an extremely high demand

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profession.

FINANCIAL IMPACT:

This position will generate Medi-Cal revenue for services performed that will offset the salary increase, and supplemental funds are available, if necessary, in the current Behavioral Health budget to accommodate this request. There will be no impact to the County General Fund.

ATTACHMENTS:

Budget Action 001-0402 for step increase for the E.H. Psychiatrist (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Marshall Long, District III Supervisor

SECONDER: Rosemarie Smallcombe, District I Supervisor

AYES: Rosemarie Smallcombe, Merlin Jones, Marshall Long, Kevin Cann

EXCUSED: Miles Menetrey

BUDGET ACTION FORM

FUND	DEPT/DIV	ACCOUNT	DESCRIPTION	PROJECT	INCREASE	DECREASE
001	0402	622.02-01	EXTRA HELP		\$8,000	
001	0402	622.03-13	MEDICAL/DENTAL/VISION			\$4,800
001	0402	622.03-14	RETIREMENT-EMPLOYER			\$3,200
To budget for step increase for the E.H. Psychiatrist from step 1 to step 5						
				TOTAL	\$8,000	\$8,000

TRANSFER BETWEEN FUNDS						
TOTALS					\$0	\$0

ACTION REQUESTED: (Check all that apply)

- Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending the total amount available in the county budget, or in any one fund of the budget , or appropriating Reserve for Contingencies;
- Transfer by Board of Supervisors (3/5ths Vote Required): Moving existing appropriations from one budget to another, or between categories within a budget unit;

JUSTIFICATION:

DEPT HEAD SIGNATURE Chevon Kote DATE 4/1/19
 APPROVED BY RES NO. 19-200 CLERK Amey Austin, Deputy DATE 4-17-19

AUDITOR'S USE ONLY BA #

C:\EXCEL\BUDGET98\BUDCHGS\Budget Action 001-0402 for step increase for the E.H. Psychiatrist