



Monterey County

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

Legistar File Number: A 20-119

May 19, 2020

Introduced: 5/4/2020

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Director of Health or Assistant Director of Health to execute the Unit U Contract Physician Agreement (Agreement) with Allyson Garcia, M.D., with a term of July 18, 2020 through June 16, 2021 and a total compensation amount not to exceed \$219,658.06, and modifying template language requiring physician's fulfillment of State of California medical licensure.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Authorize the Director of Health or Assistant Director of Health to execute the Unit U Contract Physician Agreement (Agreement) with Allyson Garcia, M.D., with a term of July 18, 2020 through June 16, 2021 and a total compensation amount not to exceed \$219,658.06, and modifying template language requiring physician's fulfillment of State of California medical licensure.

SUMMARY/DISCUSSION:

The Health Department's Clinic Services Bureau (Clinic Services) operates ten community clinic sites designated as Federally Qualified Health Center (FQHC), which provide preventive, primary, and specialty medical care services.

Allyson Garcia M.D currently resides in Michigan, where she is a licensed, board-certified pediatrician. Dr. Garcia would like to accept the County's offer of employment and begin relocating to California. In the current economic climate due to the Covid-19 pandemic, Dr. Garcia is unable to consider relocation to California without a fully executed agreement in hand. Dr. Garcia has applied with the State of California Medical Board for, but has not yet received, a license to practice medicine in California, a process which is likely to take several months.

Clinic Services seeks Board approval authorizing execution of a proposed "at will" employment agreement with Dr. Garcia, effective July 18, 2020, utilizing the Board-approved Unit U Contract Physician Employment Agreement template.

Typically, the Director of Health may execute an employment agreement drafted on the template without further Board approval. Dr. Garcia is unable to represent, however, she is licensed to practice medicine in this state, as required by the template language. Consequently, Clinic Services seeks Board approval authorizing execution of the agreement template modified to delete the provision that the physician represent that she is licensed to practice medicine in California and to add a provision that the physician represent she has submitted an application to the State Medical Board to practice medicine in California and that as of the start date of the Agreement, she shall be duly licensed to practice medicine in the State of California. Further, any licensed physician employment with Clinic Services' is contingent upon meeting all credentialing requirements, including among other things, proof

of CA medical licensure.

Although Clinic Services is requesting Board approval of a modified version of the Board approved agreement template for the specific reasons described in this Agreement, Clinic Services intends to continue use of the Board approved template without modifications.

This work supports the Monterey County Health Department 2018 - 2022 Strategic Plan initiative(s): 3. Ensure access to culturally and linguistically appropriate customer-friendly, quality health services. It also supports one or more of the ten essential public health services, specifically: 7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable; and 8. Assure competent public and personal health care workforce.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved the Agreement as to form.

FINANCING:

Sufficient funds are available in the FY2020-2021 Recommended Budget for Clinic Services Bureau, Health Department (4000-HEA007). There is no financial impact to the General Fund resulting from approval of this Agreement.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiatives:

Economic Development:

- Through collaboration, strengthen economic development to ensure a diversified and healthy economy.

Administration:

- Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.

Health & Human Services:

- Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and healthy environments in collaboration with communities.

Infrastructure:

- Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.

Public Safety:

- Create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared by: Prisca Segovia, Management Analyst II, 755-4939

Approved by:

 Date: 05/11/2020
Elsa M. Jimenez, Director of Health, 755-4526

Attachment:

Unit U Agreement is on file with the Clerk of the Board