



County of Monterey

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

Board Report

File #: A 21-242, **Version:** 1

Ratify execution of Amendment 1 by Director of the Health Department, authorizing an increased hourly pay rate of \$251.93 for Emily Todd, M.D., in excess of maximum approved rates set out in Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A Salary Tables and Appendix B Classifications, for the term of March 13, 2021 to May 3, 2021.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Ratify execution of Amendment 1 by Director of the Health Department, authorizing an increased hourly pay rate of \$251.93 for Emily Todd, M.D., in excess of maximum approved rates set out in Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A Salary Tables and Appendix B Classifications, for the term of March 13, 2021 to May 3, 2021.

SUMMARY/DISCUSSION:

Health Department Behavioral Health Bureau is seeking approval for an increased pay rate of \$251.93, for Dr. Emily Todd of the Contract Physician classification (Unit U). The current maximum approved rate is \$240.385, as set out in PPPR No. 98-394. Effective, May 3, 2021, Dr. Todd and the County mutually terminated the employment agreement, which is why authority for the increased rate is only sought through May 3, 2021.

This higher rate is requested to compensate Dr. Todd's additional responsibility as the lead Psychiatrist at the Natividad Medical Center Mental Health Unit. The additional compensation for providing extra weekend and night shift coverage, resulted in an inadvertent increase of Dr. Todd's total hourly rate, exceeding the maximum amount.

Early this year, two in-patient Psychiatrists resigned (one being the lead worker). This left the unit with uncovered shifts and no lead worker to oversee/manage the Unit. Dr. Todd was selected and agreed to provide supervision for the Unit and provide coverage for the shifts.

In-Patient psychiatry is a difficult position to fill. The application pool is limited and Hospital Credentialing can take up to 3 months to complete. As the demand for Mental Health services increases, Unit census is close to capacity, and the high patient acuity, the need to fill this gap was essential to continue to provide patient care for the Unit. Dr. Todd has been a valued member of the team. Dr. Todd trained at UCLA and has an advanced skill set working with complex cases and in emergency settings.

Considering these facts, it is recommended that Dr. Emily Todd be authorized a higher pay rate during the seven (7) weeks she performed these duties.

This supports the Monterey County Health Department 2018-2022 Strategic Plan Initiative: 4. Engage MCHD workforce and improve operational functions to meet current and developing population health needs. It also supports the following of the ten essential public health services, specifically: 8. Assure competent public and personal health care workforce.

OTHER AGENCY INVOLVEMENT:

County Counsel and the Auditor-Controller have reviewed this report.

FINANCING:

The Contract Physician positions are included in the Health Department's Behavioral Health Bureau (HEA012, Unit 8410) FY 2021-22 Requested Budget.

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: Pat Bass, Management Analyst, 755-4538

Approved by:

Date:

Elsa Mendoza Jimenez, Director of Health, 755-4526

Attachments:

Amendment No 1

Employment Agreement