



COUNTY ADMINISTRATOR
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TO: Martha Kern, Chair
Ways & Means Committee

THROUGH: Robert E. Guenzel
County Administrator

FROM: Mark Ptaszek, Interim Director
Community Mental Health

DATE: May 2, 2001

SUBJECT: A Resolution Creating 2.0 Staff Psychiatrist Positions in the
Community Mental Health Department

BOARD ACTION REQUESTED:

It is requested that the Washtenaw County Board of create 2.0 Staff Psychiatrist Positions in the Community Mental Health Department.

BACKGROUND:

Currently Washtenaw County Community Mental Health (CMH) employs 6 contractual, part time psychiatrists for 8-10 hours per week and 2 Staff Psychiatrists to provide medication reviews. During emergencies with consumers, doctors working under contract are often not on site because it is not their clinic hours. Clinic hours also needed to be scheduled at times the physician *is* available, creating conflicts with the best time for consumers to receive services. The change to permanent staff psychiatrists, who work full and part time only for CMH, has been successful in increasing physician coverage and stabilizing physician back up at CMH sites.

DISCUSSION:

CMH wants to hire two permanent staff to replace four of the six physicians currently under contract.

Use of staff psychiatrists provides more continuity of care to our clients, and more control over schedules and assignments. By adding two full-time Staff Psychiatrist positions, CMH will be able to insure full time coverage and availability of physician services. The cost for these positions will be transferred from the costs currently used to pay the contractual psychiatrists. The Washtenaw Community Health Organization (WCHO) will provide additional revenue to CMH to cover the difference in cost, because

they will be able to refer more clients to CMH for care rather than utilizing their own contracted psychiatrists.

The County has difficulty recruiting talented psychiatrists due to competition with the University of Michigan and St Joseph Mercy Health System. In addition there are considerable opportunities for psychiatrists in private practice in this area and they can make significantly more than what the County can offer. The salary proposed for the staff psychiatrists is competitive, but not out of line for what physicians could obtain from those systems or through private practice.

IMPACT ON HUMAN RESOURCES:

Creation of the following two new positions:

Position #	Position Title	Grade	Group	Create
3432-0003	Staff Psychiatrist	34	32	1.0
3432-0004	Staff Psychiatrist	34	32	1.0

IMPACT ON BUDGET:

The budget will be amended to reflect additional revenue from the WCHO and transfer of contracted personnel budget to permanent staff budget.

IMPACT ON INDIRECT COSTS

None.

IMPACT ON OTHER COUNTY DEPARTMENTS OR AGENCIES:

None.

CONFORMITY TO COUNTY POLICIES:

This action conforms with all appropriate County policies.

ATTACHMENTS:

None

A RESOLUTION CREATING TWO (2.0 FTE) STAFF PSYCHIATRISTS EFFECTIVE MAY 16, 2001 AT AN ANNUAL SALARY OF \$110,000 EACH, A SALARY HIGHER THAN MID-POINT OF GRADE 34, GROUP 32.

WASHTENAW COUNTY BOARD OF COMMISSIONERS
May 16, 2001

WHEREAS, the Community Mental Health Department has determined that the creation of two (2.0 FTE) additional positions of Staff Psychiatrists are important to quality service delivery; and

WHEREAS, the change from contractual to permanent staff psychiatrists, who work full and part time only for CMH, has been successful in increasing physician coverage and stabilizing physician back up at CMH sites; and

WHEREAS, use of staff psychiatrists provides more continuity of care to our clients, and more control over schedules and assignments; and

WHEREAS, Community Mental Health will fund the positions from savings in contractual services and additional revenue from the Washtenaw Community Health Organization; and

WHEREAS, this matter has been reviewed by the County Administration, the Finance Department, Human Resources, Corporation Counsel and the Washtenaw County Ways and Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the creation of two (2.0 FTE) Staff Psychiatrists at a salary of \$110,000 each effective May 16, 2001

BE IT FURTHER RESOLVED that the Board of Commissioners amends the budget as attached hereto and made a part hereof.

Position #	Position Title	Grade	Group	Create
3432-0003	Staff Psychiatrist	34	32	1.0
3432-0004	Staff Psychiatrist	34	32	1.0

Medical Director 29302107

Object Account Account Description

		<u>Current</u>	<u>Revised</u>	<u>Variance</u>
Revenues				
58000	Local Revenue	559,669	696,497	136,828
	Total Revenue	559,669	696,497	136,828
Expenses				
70050	Personal Services	337,669	639,497	301,828
80000	Other Services & Charges	222,000	57,000	(165,000)
	Total Expense	559,669	696,497	136,828