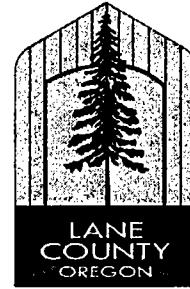


W.3.B.1.

## AGENDA COVER MEMO

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**AGENDA DATE:** April 16, 2008  
**TO:** Board of County Commissioners  
**DEPARTMENT:** Health & Human Services  
**PRESENTED BY:** Rob Rockstroh



**AGENDA TITLE:** ORDER AND RESOLUTION / \_\_\_\_\_ IN THE MATTER OF ADDING A .5 FTE TEMPORARY PHYSICIAN IN FUND 286 OF THE DEPARTMENT OF HEALTH & HUMAN SERVICES AT THE COMMUNITY HEALTH CENTERS OF LANE COUNTY

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### **I. MOTION**

In the Matter of Adding a .5FTE Temporary Physician in Fund 286 of the Department of Health & Human Services at the Community Health Centers of Lane County

### **II. AGENDA ITEM SUMMARY**

The Community Health Centers of Lane County (CHCLC) has been unsuccessful in its recruitment of a fulltime, classified physician, forcing it to instead rely on Extra Help. Although recruitment for physicians is again underway, the current Extra Help physician will meet the maximum number of hours permissible under that category in May. This action seeks to create a Temporary physician position, funded from the unfilled fulltime FTE to ensure continuity of service, until such time as the permanent positions can be filled.

### **III. BACKGROUND/IMPLICATIONS OF ACTION**

#### **A. Board Action and Other History**

The Board last authorized a temporary position in Health & Human Services (a mental health associate) via BO 08-1-8-7 and last added FTE for the Community Health Center (most notably the Division Manager position) via BO 07-12-5-4.

#### **B. Policy Issues**

Although very few temporary classified positions have been established in H&HS, the use of this type of position, in this particular circumstance is warranted. The temporary designation comes at the end of the current Fiscal Year and, should the current physician recruitment be ineffective, the Community Health Centers can continue to use the temporary position in FY 09 and/or allocate resources for Extra

Help, via the routine budget appropriation cycle for the coming year.

This temporary physician will provide service at the Riverstone Clinic. The Riverstone's clientele represent the medically disenfranchised of Lane County and any increased difficulty or delay in their ability to secure a needed treatment date imperils this population's likelihood of investing sufficient effort in following a course of treatment or properly monitoring a medical condition. Increasing the likelihood that these clients will instead place an increased burden on emergency medical service sites and will permit the severity of their problems to increase.

### **C. Board Goals**

Supports Board goal of protecting the health and welfare of County residents and strategic goal of revenue development.

### **D. Financial and/or Resource Considerations**

The creation of this position will have a zero net effect on the Community Health Center's FY 08 budget, as position number 50288 has been vacant all fiscal year and funds in the amount of \$187,205 were appropriated for that position. At step 10, a .5FTE physician costs \$91,700/annum, without benefits, overhead and indirects. For the two-month period sought under this authority, the total cost of the requested temporary position would be \$28,002 (including benefits).

Physician positions generate revenue, though the Clinic's current payor is not self-sustaining. Estimated at an average of 32 encounters/week for a half-time position, lack of the physician hours proposed for creation under this action would result in an estimated loss of \$27,000 in revenue, for the two months remaining in this FY (needed to bridge the recruitment period), or \$162,000/year; based on a payor mix of 27% OHP (wrap eligible), 59% self-paying at the nominal or no fee rate and 14% higher rate self-paying or insured.

### **E. Analysis**

Overall, the Community Health Center has had an excellent track record of recruiting and retaining physicians. The current difficulty is the result of a delayed interview process and the candidate's subsequent decision to accept other employment. Had H&HS moved the recruitment process along more quickly, the candidate would have been selected and hired, before the later job offer was received.

H&HS has already improved its response time to the receipt of critical applications, such as the Division Manager and Clinical Financial Officer positions authorized under the second BO cited in Paragraph III.A, above. H&HS will ensure that the medical providers applications referred to it by HR as part of the current recruitment receive the same prompt attention.

**F. Alternatives / Options**

1. Approve the addition of a .5FTE physician position for the Community Health Centers.
2. Decline the proposed addition and instruct the Community Health Centers to recruit additional Extra Help or to curtail services.

**IV. TIMING/IMPLEMENTATION**

Board approval being received, Health & Human Services will submit the required update to Human Resources, requesting the position establishment and immediate posting of the vacancy.

**V. RECOMMENDATION**

Health & Human Services staff support approval of this request.

**VI. FOLLOW-UP**

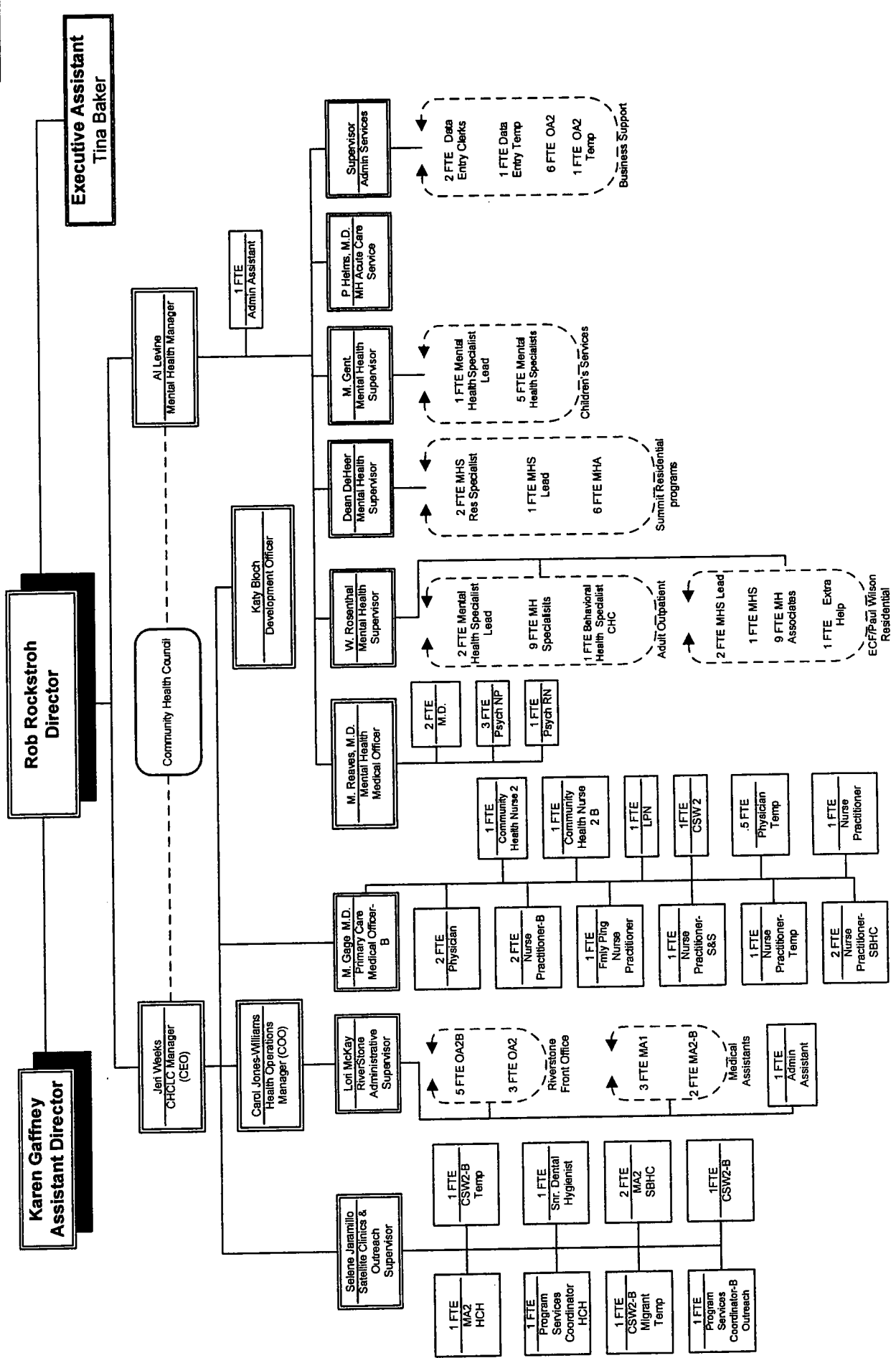
H&HS will expend due effort to recruit and hire a full-time physician by the start of FY 09.

**VII. ATTACHMENTS**

Board Order  
Proposed revised organizational chart - CHCLC



# Health & Human Services Community Health Centers



**THE BOARD OF COUNTY COMMISSIONERS, LANE COUNTY, OREGON**

**ORDER:**            ) IN THE MATTER OF ADDING A .5 FTE TEMPORARY  
                          ) PHYSICIAN IN FUND 286 OF THE DEPARTMENT OF  
                          ) HEALTH & HUMAN SERVICES AT THE COMMUNITY  
                          ) HEALTH CENTERS OF LANE COUNTY

WHEREAS the continuity of service at the Riverstone Clinic, which provides medical services to the under- and uninsured of Lane County, is of importance to the Board of Commissioners and the Department of Health & Human Services; and

WHEREAS, this action represents a zero net change to appropriations within the Community Health Center's FY 08 budget and will actually enhance revenue; and

WHEREAS, the County Human Resources Division has approved this action;

NOW THEREFORE, IT IS HEREBY ORDERED, that the Board of County Commissioners appropriate and authorize the creation of a .5 FTE temporary physician position for the Community Health Centers of Lane County.

DATED this 16<sup>th</sup> day of April, 2008.

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Faye Stewart, Chair  
Lane County Board Of Commissioners

APPROVED AS TO FORM

Date 4-8-08 Lane County

  
OFFICE OF LEGAL COUNSEL