

SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM  
3.35  
(ID # 10345)

MEETING DATE:

Tuesday, July 23, 2019

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Approve Resolution No. 2019-166 for Exception to the 180-Day Wait Period for Employing a Retired Annuitant Dr. Purificacion Marquez per Government Code Sections 7522.56 and 21224 for RUHS Behavioral Health; All Districts. [Total Cost - \$271,994; 50% Federal, 50% State]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Resolution 2019-166 for Exception to the 180-Day Wait Period for employing Dr. Purificacion Marquez as a retired annuitant in compliance with Government Code Sections 7522.56 and 21224 (Exhibit A); and
2. Authorize the Chairperson to sign three (3) copies of the resolution; and direct the Clerk of the Board to retain one (1) copy of each signed resolution and return two (2) copies to Human Resources for distribution.

ACTION:

*Brenda Diederichs*

Brenda Diederichs, Assistant CEO / Human Resources Director

7/11/2019

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MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Jeffries, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Date: July 23, 2019  
xc: HR

Kecia R. Harper  
Clerk of the Board  
By: *Kecia R. Harper*  
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,  
STATE OF CALIFORNIA**

<b>FINANCIAL DATA</b>	<b>Current Fiscal Year:</b>	<b>Next Fiscal Year:</b>	<b>Total Cost:</b>	<b>Ongoing Cost</b>
<b>COST</b>	\$135,997	\$135,997	\$271,994	\$0
<b>NET COUNTY COST</b>	\$0	\$0	\$0	\$0
<b>SOURCE OF FUNDS: 50% Federal, 50% State</b>			<b>Budget Adjustment: No</b>	
			<b>For Fiscal Year: 19/20-20/21</b>	

**C.E.O. RECOMMENDATION:** Approve

**BACKGROUND:**

**Summary**

In compliance with Government Code Section 7522.56, the County of Riverside is required to provide CalPERS with a certification resolution when hiring a retiree before 180 days has elapsed since the retiree's retirement date. Government Code Section 7522.56 requires that a retiree's post-retirement employment cannot commence earlier than 180 days after the retirement date without the certification resolution.

Riverside University Health System (RUHS) requests to appoint retiree, Dr. Purificacion Marquez, to work as a retired annuitant to perform the duties of a Psychiatrist II – Per Diem (Class Code – 73826) for the County of Riverside – RUHS Behavioral Health Services under Government Code Section 21224. The employment period shall be limited to 960 hours per fiscal year and the compensation paid cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties. Additionally, the retiree will not receive any other benefits, incentives, compensation in lieu of benefits, or any other form of compensation in addition to the hourly pay rate.

The need for this appointment is necessary to meet the increasing demands for emergency psychiatric care of the County's emergency and inpatient psychiatric facility. The department continues to recruit licensed psychiatrists, for which there is a critical shortage nationwide. Dr. Marquez will primarily work within the Emergency Treatment Services Unit of the facility, evaluating and stabilizing vulnerable members of society who have been determined to pose a risk to themselves or the public for mental health reasons.

Providing emergency psychiatric treatment is critical function and Dr. Marquez has demonstrated a commitment to these patients over the years. Dr. Marquez experience and understanding of the Behavioral Health network in the County will benefit the public.

**Impact on Residents and Businesses**

There is no direct impact on residents or businesses in the County of Riverside.

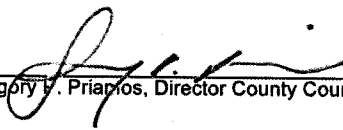
**Additional Fiscal Information**

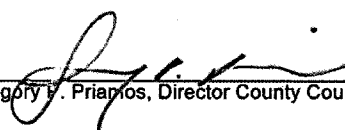
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The position will be funded through the General Fund – Mental Health Treatment. There are sufficient appropriations in the FY 19/20 budget and no new County funds are required.

**ATTACHMENT:**

Exhibit A: Resolution 2019-166 for Exception to the 180 Day Wait Period  
Government Code Sections 7522.56 and 21224.

  
Gregory V. Priamos, Director County Counsel 7/15/2019

  
Gregory V. Priamos, Director County Counsel 7/15/2019

2  
3 RESOLUTION NO. 2019- 166

4  
5 A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE  
6 COUNTY OF RIVERSIDE CERTIFYING TO CALPERS THE NATURE OF HIRING RETIREE  
7 DOCTOR PURIFICACION MARQUEZ AS RETIRED ANNUITANT TO PERFORM DUTIES OF  
8 PSYCHIATRIST II DUE TO THE NECESSITY TO FILL A CRITICALLY NEEDED POSITION  
9 BEFORE THE 180-DAY WAIT PERIOD

10 **WHEREAS**, in compliance with Government Code section 7522.56 the County of Riverside must  
11 provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or  
12 her retirement date; and

13 **WHEREAS**, Dr. Purificacion Marquez CalPERS ID 5992885932 retired from the California  
14 Department of Correction and Rehabilitation in the position of Staff Psychiatrist effective July 01, 2019;  
15 and

16 **WHEREAS**, section 7522.56 requires that post-retirement employment commence no earlier than  
17 180 days after the retirement date, which is December 28, 2019 without this certification resolution; and

18 **WHEREAS**, section 7522.56 provides that this exception to the 180 day wait period shall not apply  
19 if the retiree accepts any retirement-related incentive; and

20 **WHEREAS**, the Board of Supervisors, the County of Riverside and Dr. Purificacion Marquez each certifies  
21 that there is no clause in Dr. Purificacion Marquez's employment contract that will provide Dr. Purificacion  
22 Marquez with any significant severance package in the case that Dr. Purificacion Marquez's employment  
23 is severed through resignation, termination, restructuring, or scheduled retirement; and

24 **WHEREAS**, the Board of Supervisors hereby appoints Dr. Purificacion Marquez as an extra help  
25 retired annuitant to perform the duties of the Psychiatrist II – Per Diem for the County of Riverside under  
26 Government Code section 21224, effective August 01, 2019; and

FORM APPROVED COUNTY COUNSEL  
BY: *[Signature]* 15 JUL 2019  
DATE  
DAVID M. MCCARTHY

1           **WHEREAS**, the entire employment agreement, contract or appointment document between Dr.  
2 Purificacion Marquez and the County of Riverside has been reviewed by this body and is attached herein;  
3 and

4           **WHEREAS**, no matters, issues, terms or conditions related to this employment and appointment  
5 have been or will be placed on a consent calendar; and

6           **WHEREAS**, the employment shall be limited to 960 hours per fiscal year; and

7           **WHEREAS**, the compensation paid to retirees cannot be less than the minimum nor exceed the  
8 maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333  
9 to equal the hourly rate; and

10           **WHEREAS**, the maximum base salary for this position is \$23,221.47 monthly and the hourly  
11 equivalent is \$133.97 and the minimum base salary for this position is \$23,221.47 monthly and the hourly  
12 equivalent is \$133.97; and

13           **WHEREAS**, the hourly rate paid to Dr. Purificacion Marquez will be \$133.97 and

14           **WHEREAS**, Dr. Purificacion Marquez has not and will not receive any other benefit, incentive,  
15 compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate.

16           **NOW, THEREFORE, BE IT RESOLVED, DETERMINED AND ORDERED** by the Board of  
17 Supervisors of the County of Riverside, in regular session assembled, on July 23, 2019, at 9:30 a.m. or soon  
18 thereafter, in the meeting room of the Board of Supervisors, located on the first floor of the County  
19 Administrative Center, 4080 Lemon Street, Riverside, California, that:

20           **Section 1.**     The above recitals are true and correct.

21           **Section 2.**     The nature of the appointment of Dr. Purificacion Marquez as described herein and  
22 detailed in the attached employment agreement/contract/appointment document and that this appointment  
23 is necessary to fill the critically needed position of Psychiatrist II – Per Diem for the County of Riverside  
24 by August 01, 2019.

25           **Section 3.**     The need for this appointment is necessary to meet the increasing demands for  
26 emergency psychiatric care of the County's emergency and inpatient psychiatric facility. The department  
27 continues to recruit licensed psychiatrists, for which there is a critical shortage nationwide. Dr. Marquez  
28 will primarily work within the Emergency Treatment Services Unit of the facility, evaluating and stabilizing

1 vulnerable members of society who have been determined to pose a risk to themselves or the public for  
2 mental health reasons.

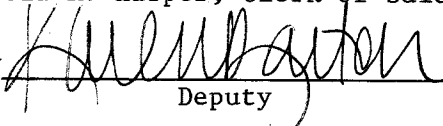
3 **Section 4.** Providing emergency psychiatric treatment is critical function and Dr. Marquez has  
4 demonstrated a commitment to these patients over the years. Dr. Marquez experience and understanding  
5 of the Behavioral Health network in the County will benefit the public.

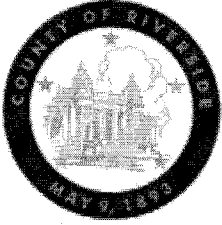
6 **Section 5.** This resolution shall take effect immediately upon its adoption.  
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9 **ROLL CALL:**

10 **Ayes:** Jeffries, Spiegel, Washington, Perez and Hewitt  
11 **Nays:** None  
12 **Absent:** None

13 The foregoing is certified to be a true copy of a resolution duly  
14 adopted by said Board of Supervisors on the date therein set forth.

15 Kecia R. Harper, Clerk of said Board  
16 By  Deputy



# PSYCHIATRIST II - PER DIEM

Class Code:  
73826

Bargaining Unit: Salary Ordinance 440 - Exempt Unit - Per Diem

COUNTY OF RIVERSIDE  
Established Date: Aug 1, 1989  
Revision Date: Jun 26, 2009

## SALARY RANGE

\$133.97 Hourly  
\$23,221.47 Monthly  
\$278,657.60 Annually

## CLASS CONCEPT:

Under general direction, positions in this series perform psychiatric work involving the examination, diagnosis, and treatment of patients receiving County mental health services; assist in providing training and educational programs; and do other related work.

This is the fully qualified Psychiatrist class that has completed three years of post internship training needed to qualify for the American Board examination in Psychiatry. Incumbents of this class are expected to work without close supervision and to provide responsible psychiatric services to patients in their assigned programs. In addition, incumbents may serve in a lead capacity over Psychiatrist I positions, training them in specialized techniques, directing them regarding the specific goals of the program, being available for questions and consultations, etc.

Per Diem personnel are distinguished from regular employees in that they receive additional compensation in lieu of County fringe benefits and work assignments may be on a flexible work hour schedule.

## REPRESENTATION UNIT:

Salary Ordinance 440 - Exempt Unit - Per Diem

## EXAMPLES OF ESSENTIAL DUTIES:

(Depending on the area of assignment, duties may include, but are not limited to, the following)

- Conducts comprehensive psychiatric assessments/evaluations and mental status examinations (MSEs) of patients/clients, and providing multi-axial diagnoses according to the current edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM) approved by the American Psychiatric Association (APA).
- Obtains and reviews data, including laboratory and other diagnostic procedures or consultations pertinent to the evaluation and treatment of patients/clients.
- Provides detailed written reports of assessments/evaluations, MSEs, diagnoses and summaries of treatment provided, and completes all medical records as required.
- Develops and implements individualized mental health treatment planning for assigned patients/clients.
- Provides expertise in the development and implementation of individualized mental health treatment planning for assigned patients/clients.
- Provides competent psychotropic medication treatment and other psychiatric treatments to meet the needs of assigned patients/clients.
- Provides psychiatric services in outpatient clinics, residential treatment programs, emergency rooms and other settings.
- Provides consultation, review, and guidance for other psychiatrists in the evaluation and treatment of patients.
- Advises the medical director and administration about policies and issues relating to the evaluation and treatment of mental health patient/clients.

- Participates in quality assurance, quality improvement and performance improvement programs and activities, including medical staff review.
- Provides consultative and training services for practicum students and non-physicians regarding the evaluation and treatment of mental health patient/clients.
- Provides advice and counseling for families and others involved regarding patient/client issues, problems and course of treatment. Presents information about mental disorders and their treatment to community groups and agencies.
- Prepares legal and other Court-related documents, written reports, and provides Court testimony as necessary.
- Participates in medical staff committee work as assigned and performs related tasks, as required.

## **RECRUITING GUIDELINES:**

**Experience:** Completion of three years post internship residency training in psychiatry of a nature that renders the individual eligible for examination for certification by the American Board of Psychiatry and Neurology.

**Knowledge of:** The principles and practices of psychiatry including both individual and group psychotherapy; the specialized techniques, procedures, and equipment used in psychiatry.

**Ability to:** Perform specialized medical services in psychiatry; establish and maintain effective working relationships with staff, patients, and others.

## **OTHER REQUIREMENTS:**

**License/Certificate:** Possession of a valid Physician's and Surgeon's Certificate issued by the State of California.

Possession of a valid California Driver's License may be required.

## **PRE-EMPLOYMENT:**

All employment offers are contingent upon successful completion of both a pre-employment physical exam, including a drug/alcohol test, and a criminal background investigation, which involves fingerprinting. (A felony or misdemeanor conviction may disqualify the applicant from County employment.)

## **PROBATIONARY PERIOD:**

As an Approved Local Merit System, all County of Riverside employees, except those serving "At Will," are subject to the probationary period provisions as specified in the applicable Memorandum of Understanding, County Resolution, or Salary Ordinance. Temporary and Per Diem employees serve at the pleasure of the agency/department head.