

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



ITEM: 3.32
(ID # 24063)

MEETING DATE:
Tuesday, January 30, 2024

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Adoption of Resolution No. 2024-037 for Exception to the 180-Day Wait Period for Daniel Padua, All Districts. [Total Cost - \$128,611, Source of Funds – Mental Health Services Act]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Adopt Resolution No. 2024-037 Approving an Exception to the 180-day Wait Period for Employing a Retired Annuitant for Daniel Padua;
2. Authorize the Chairperson to sign two (2) copies of the resolution; and
3. Direct the Clerk of the Board to retain one (1) copy of the signed resolution and return one (1) copy to the Human Resources Retirement Division for distribution.

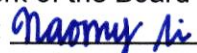
ACTION:Policy


Sarah Franco, Assistant County Executive Officer 1/24/2024

MINUTES OF THE BOARD OF SUPERVISORS

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

Ayes: Jeffries, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: January 30, 2024
xc: H.R.

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 128,611	\$128,611	\$ 257,222	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: Mental Health Services Act (MHSA)			Budget Adjustment:	No
			For Fiscal Year: 23/24-24/25	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Counties across the nation are facing a worsening psychiatrist shortage, at a time when demand for mental health services is acute. The shortage of psychiatrists has been occurring for years. In addition to the historical and current shortage, the U.S. Health Resources and Services Administration (HRSA) estimates that the nation's supply of adult psychiatrists is estimated to fall by 27% by 2030, resulting in a shortage of as many as 21,000 psychiatrists. According to the Association of American Medical Colleges, more than 60% of active psychiatrists in the U.S. were 55 or older (approximately 70% were 50 or older) in 2021, resulting in the majority of active psychiatrists approaching retirement while medical schools can't turn out enough new psychiatrists due to residency restrictions and the time it takes to fully train and license a physician.

The Riverside University Health System – Behavioral Health (RUHS-BH) operates the County's emergency and inpatient psychiatric facility, as well as multiple outpatient services and residential mental health programs. The Human Resources Department has worked in cooperation with RUHS-BH on a continuous open recruitment in an effort to allow interested licensed Psychiatrists to apply at any given time, however over the past year, RUHS-BH has only been able to hire six new psychiatrists to the department.

As a result, RUHS-BH requests to appoint retiree Dr. Daniel Padua to work as a retired annuitant to perform the duties of a Psychiatrist II – Per Diem (Job 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 current and increasing demands for the psychiatric care of the County's consumers and outpatient clinics. Dr. Padua will primarily work within the MHSA Lake Elsinore Clinic, evaluating and stabilizing vulnerable members of society who have a mental health diagnosis.

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Impact on Residents and Businesses

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

Additional Fiscal Information

The position will be funded through the General Fund-Mental Health Services Act. There are sufficient appropriations in the FY 23/24 budget and no new county funds are required.

Attachments:

Exhibit A: Resolution No. 2024-037

Exhibit B: Employment Agreement



Aaron Gettis, Deputy County Counsel 1/25/2024

2
3 RESOLUTION NO. 2024-037

4
5 A RESOLUTION OF THE BOARD OF SUPERVISORS OF
6 THE COUNTY OF RIVERSIDE APPROVING AN EXCEPTION TO THE 180-DAY WAIT PERIOD
7 FOR EMPLOYING A RETIRED ANNUITANT FOR DANIEL PADUA

8
9 WHEREAS, in compliance with Government Code section 7522.56, the County of
10 Riverside must provide this certification resolution to CalPERS when hiring a retiree before 180 days
11 have passed since his or her retirement date; and

12 WHEREAS, Dr. Daniel Padua (CalPERS ID [REDACTED]) retired from the State of
13 California, Department of State Hospital in the position of Staff Psychiatrist, effective December 30,
14 2023; and

15 WHEREAS, section 7522.56 requires that post-retirement employment commence no
16 earlier than 180 days after the retirement date, which is June 28, 2024, without this certification
17 resolution; and

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

20 WHEREAS, the Board of Supervisors, the County of Riverside and Dr. Daniel Padua
21 certify that Dr. Daniel Padua has not and will not receive a Golden Handshake or any other retirement-
22 related incentive; and

23 WHEREAS, the Board of Supervisors hereby appoints Dr. Daniel Padua as an extra help
24 retired annuitant to perform the duties of the Psychiatrist II – Per Diem for the County of Riverside under
25 Government Code section 21224, effective February 1, 2024; and

26 WHEREAS, the entire employment agreement, contract or appointment document between
27 Dr. Daniel Padua and the County of Riverside has been reviewed by this body and is attached herein; and

FORM APPROVED COUNTY COUNSEL
BY MCT 24 JAN 24
DATE
MICHAEL C THOMAS

1 themselves or others. The end date of this assignment will be December 31, 2024. The department
2 continues to recruit licensed psychiatrists, for which there is a critical shortage nationwide.

- 3 3. The Board hereby designates Chuck Washington, Chair of the Board of Supervisors, to execute
4 documents pertaining to Resolution No. 2024-037.

5
6
7 ROLL CALL:

8 Ayes: Jeffries, Washington, Spiegel, Perez, and Gutierrez
9 Nays: None
10 Absent: None

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

13 KIMBERLY A. RECTOR, Clerk of said Board

14 By: Naomy Li
15 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.



Re: Offer of Temporary Employment

Dear Daniel Padua,

On behalf of the Temporary Assignment Program, I am pleased to offer you a temporary short-term Temporary Assistant employment in the role of Psychiatrist II- Per Diem.

As we discussed, the pay rate for the position will be \$133.97 an hour. This position will be considered a non-exempt for the purposes of Federal Wage Hour law, which means that you will be eligible for overtime pay for hours worked in excess of 40 hours in a given work week as defined by the County of Riverside. As a Cal PERS retired annuitant, we are unable to offer any other benefits, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly pay rate stated *above*.

Temporary assignments typically last from 3 to 6 months, although all assignments are "At-Will" and may be subject to end earlier. This offer of temporary, short-term employment, if not previously accepted by you, will expire **seven (7) days** from the date of this letter. If you wish to accept the offer, please sign below and return the letter to me within the given deadline.

The offer described *above* is contingent upon the results of you successfully passing a reference/background check, which will include at minimum, a criminal record check through the California Department of Justice. In addition, this offer is contingent upon receipt of results of a satisfactory drug and alcohol screening test and a physical examination designed solely to determine your physical ability to perform the duties of the position being offered to you. The physical examination and drug test must be completed prior to employment commencing.

We recognize that you retain the option, as does the Temporary Assignment Program, to end your employment with the Temporary Assignment Program at any time, with or without notice and with or without cause. As such, your employment with the Temporary Assignment Program is At-Will. This letter nor any other oral or written representations should be considered a contract of any kind.

Should you have any questions, please do not hesitate to contact me (951) 955-3554 or (951) 955-9178, or via email at KDarby@RivCo.org.

Sincerely,

Kim Darby

Human Resources Department

I agree to the terms of employment as stated and set forth above.

Signature

Date

1 of 1

Sarah Franco
Interim HR Director

Steven Espinoza
Assistant HR Director

Shondi Miller
Assistant HR Director

Ronak Patel
Assistant HR Director

Mylene Daniels
Deputy HR Director