

**LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH
OFFICE OF ADMINISTRATIVE OPERATIONS**

May 25, 2018

TO: All Mental Health Psychiatrists and Supervising Mental Health
Psychiatrists

FROM: Gregory C. Polk
Chief Deputy Director

SUBJECT: **NEW MENTAL HEALTH PSYCHIATRIST RECRUITMENT AND
STUDENT LOAN REPAYMENT INCENTIVE PROGRAMS**

On February 20, 2018, the Board of Supervisors enacted the Los Angeles County Code (attached County Ordinance) authorizing the Department of Mental Health (DMH) to provide “financial incentives” to recruit and/or retain employees. Under this provision, eligible psychiatrists who meet the program requirements identified below, can select one of the two incentive programs offered during the term of his or her County employment.

An “eligible psychiatrist” is defined as a full-time permanent Mental Health Psychiatrist or Supervising Mental Health Psychiatrist with an overall rating of “competent or higher” performance evaluation during the qualifying period.

Mental Health Psychiatrist Recruitment Incentive

The recruitment incentive targets eligible psychiatrists hired or appointed on or after January 1, 2018, who do not have any outstanding student loans. The amount of the incentive will be a one-time award of \$50,000, consisting of a \$25,000 payment following the completion of one year of continuous service in DMH, and an additional payment of \$25,000 upon the completion of the second year of service.

Mental Health Psychiatrist Student Loan Repayment Incentive

The student loan repayment incentive provides funding to eligible psychiatrists, regardless of their hire date, who have completed one year of continuous qualifying service and have existing unpaid graduate and medical student loans, a financial incentive to be applied towards the repayment of those loans. Each eligible psychiatrist will receive a maximum annual amount of \$50,000 for a period of five years and a lifetime total of \$250,000. The award is based on the actual amount owed and shall not exceed the outstanding loan balance during any period within the five years of eligibility.

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Upon completion of 12 months of continuous qualifying service, all eligible psychiatrists must submit a copy of their current Performance Evaluation and a current lender statement of their student loan with the outstanding loan balance to receive payment for the qualifying year of service.

It is important to note that the incentive for both programs shall be treated as taxable wages subject to federal and State payroll tax reporting and withholding obligations.

For additional information and/or to apply for one of the incentive programs, please visit our Psychiatrist website at www.psychiatristjobs.la.

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