



**Contra  
Costa  
County**

To: Board of Supervisors  
From: William Walker, M.D., Health Services Director  
Date: March 1, 2016

Subject: Position Resolution No. 21830 - Reallocating the Salary Schedule of Specific Classifications in the Health Services Department

**RECOMMENDATION(S):**

Adopt Position Adjustment Resolution No. 21830 to reallocate the salaries of CCRMC Chief Executive Officer (VCB2) from salary plan grade and level B85-2614 (\$14,816) to B85-2645 (\$24,916), Medical Director (VCA2), Chief Medical Officer (VPS4) from salary plan grade and level B85-2643 (\$15,247) to B85-2645 (\$24,916), and Chief Nursing Officer (VWD2) from salary plan grade and level B8L-2449 (\$13,341) to B8L-2455 (\$19,083).

**FISCAL IMPACT:**

No net fiscal impact. The cost of this action will be offset by the discontinuance of On-Call duty pay and Sale of Vacation eligibility for employees in these classifications.

**BACKGROUND:**

The base salaries for these classifications are not competitive to sustain a strong knowledgeable leadership team. The Hospital and Health Centers provides care and services to a large portion of the ever increasing Contra Costa Health Plan membership, which is currently at 190,000 lives. This executive team is responsible for working with the Director of Health Services to maintain and enhance the quality of care for our patients. The state of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/01/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Mary N. Piepho, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 1, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: Dorette McCollum  
957-5253

California and the federal Centers for Medicaid and Medicare Services (CMS) announced that a high-level conceptual agreement

## BACKGROUND: (CONT'D)

was reached regarding the renewal of California's Section 1115 Medicaid Waiver. The Public Hospital Redesign & Incentives in Medi-Cal and Whole Person Care programs will require continued innovative improvement and re-design to achieve the necessary outcomes required by the State and CMS. It is critical for the County to maintain a skilled and experienced executive leadership team to ensure that the County services remain a strong public health care safety net for the citizens of Contra Costa County.

While reviewing the salaries of like positions in other Bay Area counties, the Health Services department found Contra Costa County's compensation for these four classifications to be significantly below market. Therefore, the department is requesting to reallocate the salaries of these classifications which will strategically place the Department in a better position to recruit and retain in the future, while offsetting the costs by the discontinuance of On-Call duty pay and sale of vacation for these classifications. By nature of their role in the organization all incumbents are expected to stand ready to report to work at any time, and the department has used on-call duty pay as a mechanism to adequately compensate these individuals. The incumbents will still be expected to stand ready to report to work outside of their normal work hours. However, on-call duty pay and the vacation buy- back program will no longer be available to incumbents in these classifications.

The four specified classifications are: CCRMC Chief Executive Officer (VCB2); Medical Director (VCA2); Chief Medical Officer (VPS4); and Chief Nursing Officer (VWD2).

## CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved the department will be in jeopardy of retaining a highly skilled and effective executive team, and may have difficulty recruiting in the future.

## ATTACHMENTS

P300 - 21830