



Contra
Costa
County

To: Board of Supervisors
From: William Walker, M.D., Health Services Director
Date: July 12, 2016

Subject: Reallocate the salary of Pharmacist I (VYWA) and Pharmacist II (VYTA) in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21876 to reallocate the salary of Pharmacist I (VYWA) at salary plan and grade level TC5 – 1998 (\$8,047 - \$9,316) to (\$9,657 - \$11,179) and Pharmacist II (VYTA) at salary plan and grade level TC5 - 1964 (\$7,781 - \$9,931) to (\$9,337 - \$11,917) in the Health Services Department. (Represented)

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$757,430.64 with pension cost of \$230,738.15 already included. Costs will be funded by Hospital Enterprise I Fund. (100%)

BACKGROUND:

The base salaries for these classifications are not competitive enough to recruit and retain staff. There are 26 permanent full-time Pharmacists positions, and although the recruitment is on a continuous filing, 12 of the positions remain vacant. Since 2014 eight pharmacists have voluntarily resigned and two have retired. Due to the epic staffing crisis, the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **07/12/2016** ☐ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

Contact: Melissa Carofanello -
melissa.carofanello@hsd.cccounty.us -
925-957-5248

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: July 12, 2016

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

By: , Deputy

cc:

Department

BACKGROUND: (CONT'D)

has been forced to rearrange staff schedules in order to meet the core hours of operation. In reviewing the salaries of like positions in other Bay Area counties, the Health Services Department found Contra Costa County's compensation in the pharmaceutical field is significantly below market. The Department is requesting to reallocate the salaries of the identified classifications in order to compete with not only other counties, but private hospitals such as Kaiser and John Muir Medical.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved the department will be in jeopardy of maintaining the staffing levels required to provide service to the patients of Contra Costa Regional Medical Center and members of the Contra Costa Health Plan.

CHILDREN'S IMPACT STATEMENT:

Not Applicable.

CLERK'S ADDENDUM

RELISTED to a future date undetermined.

ATTACHMENTS

P300

Cost Sheet

Union Notification

AIR 25920 p300 21876