



**Contra
Costa
County**

To: Board of Supervisors
From: William Walker, M.D., Health Services Director
Date: August 2, 2016

Subject: Reallocate the classification of Pharmacist I and II, Clinical/Drug Information Coordinator, and Pharmacy Technician on the Salary Schedule

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21887 to reallocate the classifications of the Pharmacist I (VYWA) (represented) position from Salary Plan and Grade TC5 1998 (\$8,369 - \$9,689) to Salary Plan and Grade TC5 1998 (\$10,043 - \$11,626), Pharmacist II (VYTA) (represented) position from Salary Plan and Grade TC5 1964 (\$8,092 - \$10,328) to Salary Plan and Grade TC5 1964 (\$9,711 - \$12,394), Pharmacy Technician (VY9B) (represented) position from Salary Plan and Grade TC5 1065 (\$3,322 - \$4,039) to Salary Plan and Grade TC5 1065 (\$3,987 - \$4,846), and the Clinical/Drug Information Coordinator (VYSD) (represented) position from Salary Plan and Grade TC5 1923 (\$7,770 - \$9,917) to Salary Plan and Grade TC5 1923 (\$9,324 - \$11,900) on the Salary Schedule in the Health Services Department.

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$1,105,572.89 with pension costs of \$266,992.09 already included. The cost is completely offset by Enterprise Fund I.

BACKGROUND:

The Health Services Department is requesting the salary reallocations due to recruitment

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **08/02/2016** ☒ 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: August 2, 2016

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

By: Chris Heck, Deputy

Contact: Jo-Anne Linares, (925)
957-5240

and retention issues as a result of the base salaries of Pharmacy classifications not being competitive. There are 25 permanent-full

BACKGROUND: (CONT'D)

time Pharmacist positions, and although the recruitment is open on a continuous basis, 12 positions remain vacant. Since 2014, the Department has experienced voluntary resignations from eight (8) Pharmacists in addition to two (2) retirements. Consequently, this staffing shortage forced the Department to rearrange staff schedules to meet core hours of operation.

A recent salary survey of Bay Area counties indicated the County's compensation in the pharmaceutical field is significantly below market. In order to attract and retain employees, it becomes necessary to reallocate the salaries to compete with surrounding Bay Area counties. The Meet and Confer process has been completed.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Department is in jeopardy of maintaining critical staffing levels required to provide pharmaceutical services to the patients of Contra Costa Regional Medical Center and its Health Centers, and members of the Contra Costa Health Plan.

ATTACHMENTS

AIR 26529 P300 21887 Salary Reallocation

AIR 26529 P300 21887 Recommendation Attachment