



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: September 13, 2016

Subject: P300 21938 - Reallocating Classifications of Director of Pharmacy Services, Assistant Director of Pharmacy Services, and Health Plan Pharmacy Manager

**RECOMMENDATION(S):**

Adopt Position Adjustment Resolution No. 21938 to reallocate the salaries of the classifications of Director of Pharmacy Services (VYDC) from salary plan and grade ZA5-2164 (\$9,865-\$11,991) to (\$12,331-\$14,988); Assistant Director of Pharmacy Services (VYSC) from salary plan and grade ZA5-2041 (\$8,734-\$10,616) to (\$10,917-\$13,270), and Health Plan Pharmacy Manager (VYSE) from salary plan and grade ZA5-1973 (\$8,165-\$10,421) to (\$10,206-\$13,026) in the Health Services Department (Represented).

**FISCAL IMPACT:**

Upon approval, this action has an annual cost of approximately \$170,590.74 with pension costs of \$44,693.52 included. Costs will be funded by Hospital Enterprise I fund (100%).

**BACKGROUND:**

On August 2, 2016, the Board of Supervisors approved Position Adjustment Resolution No. 21895 increasing the salaries of the classification of Pharmacists I and II, Pharmacy Technicians and Clinical/Drug Information Coordinator in the Health Services Department. Consequently, these increases resulted in an internal salary compaction between line staff and management within the Pharmacy Services Units at Contra Costa Regional

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **09/13/2016** ☒ 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: September 13, 2016

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

By: Chris Heck, Deputy

Contact: (925) 335-1784



## BACKGROUND: (CONT'D)

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Medical Center and Contra Costa Health Plan. Furthermore, a recent salary survey of Bay Area counties indicated the County's pharmaceutical field is significantly below market. In order to address the compaction issue and in addition to the retention of management staff, the Department is requesting to reallocate the salaries of the Director of Pharmacy Services, Assistant Director of Pharmacy Services, and the Health Plan Pharmacy Manager classifications. After three (3) meet and confers with Local 21, the parties reached a satisfactory agreement on August 9, 2016. For consistency the Pharmacy management reallocation will be effective on the same date as the line staff reallocation.

## CONSEQUENCE OF NEGATIVE ACTION:

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

## ATTACHMENTS

P300 No. 21938 Health Services Pharmacy Classifications