



Contra
Costa
County

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

Subject: Abolish three classifications, cancel three positions, and add two positions in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21979 to:

- Effective December 1, 2016, abolish the classifications of Contra Costa Health Plan Medical Director-Exempt (VPD4) and Mental Health Medical Director-Exempt (VPD1) at salary plan and grade B85-2643 (\$15,858) and cancel their respective vacant positions #9979 and #13822; and abolish the classification of Ambulatory Care Chief Executive Officer - Exempt (VAB1) at salary plan grade and level B85 2614 (\$15,408) and cancel vacant position #13890; and
- Effective November 2, 2016 add two Medical Director-Exempt (VCA2) positions at salary plan and grade B85 2645 (\$25,913) in the Health Services Department.

FISCAL IMPACT:

Upon approval of all actions, the total increased salary and benefit costs are approximately \$112,835, which includes estimated pension costs of \$51,594. The department has offset most of the costs with the elimination of three exempt classifications and their respective three positions. Additionally, the Medical Director - Exempt position for mental health will

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **11/01/2016** ☒ 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: November 1, 2016

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

By: Chris Heck, Deputy

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

allow the department to eliminate a contract for mental health medical director services, which will offset the additional costs to mental health. Increased costs for CCHP will be funded 100% by CCHP Enterprise Fund II monies.

BACKGROUND:

Contra Costa Health Services system of care has grown and continues to expand its services to accommodate the increase in the number of patients served throughout Contra Costa County. Further, expanded services are necessary in order to meet guidelines and regulations set forth by federal, state, and accreditation agencies. These services require effective and efficient medical care oversight and warrant the addition of two Medical Director - Exempt positions within the Health Services Department that will also serve on the Senior Management Executive Team. The Medical Director-Exempt classification will be utilized in various areas of the health care system including Contra Costa Regional Medical Center and Health Centers, Mental Health, Contra Costa Health Plan, Emergency Medical Services and Public Health. The primary responsibility is to plan, organize, implement and direct the professional medical standards, comprehensiveness and efficiency of the medical care component in the health care system.

With the addition of the Medical Director - Exempt positions, the Department has determined that the classifications of Contra Costa Health Plan Medical Director, Mental Health Medical Director, and Ambulatory Care Chief Executive Officer and their vacant positions no longer meet operational needs.

CONSEQUENCE OF NEGATIVE ACTION:

Failure to obtain Board approval will hinder the Department's efforts to efficiently and effectively manage the expanded health services system of care, which may adversely impact patient care services.

CHILDREN'S IMPACT STATEMENT:

Not applicable.

ATTACHMENTS

P300 No. 21979 HSD