



**Contra  
Costa  
County**

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

Subject: Add 41 permanent full-time positions in varied classifications in the Health Services Department

**RECOMMENDATION(S):**

ADOPT Position Adjustment Resolution No. 21985 to add the following represented positions in the Health Services Department:

- One (1) 40/40 Exempt Medical Staff Physician (VPW9) at salary plan grade and level 1P5-2312 (\$11,052 - \$14,864)
- One (1) 40/40 Family Nurse Practitioner (VWSB) at salary plan grade and level L35-1873 (\$9,249 - \$11,242)
- One (1) 40/40 Public Health Nurse (VVXA) at salary plan grade and level LT2-1832 (\$7,663 - \$10,306)
- One (1) 40/40 Registered Nurse-Experienced Level (VWXD) at salary plan grade and level L3H-0400 (\$8,049 - \$8,972)
- One (1) 40/40 Licensed Vocational Nurse (VT7G) at salary plan grade and level TAX-1287 (\$4,129 - \$5,273)
- One (1) 40/40 Substance Abuse Counselor (VHVC) at salary plan grade and level TC5-1436 (\$4,797 - \$5,831)
- One (1) 40/40 Clerk-Senior Level (JWXC) at salary plan grade and level 3RX-1033 (\$3,210 - \$4,100)

☒ 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

- One (1) 40/40 Mental Health Clinical Specialist (VQSB) at salary plan grade and level TC2-1384 (\$4,694 - \$6,969)
- One (1) 40/40 Community Health Worker II (VKVB) at salary plan grade and level TC5-1043 (\$3,251 - \$3,951)
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### RECOMMENDATION(S): (CONT'D)

One (1) 40/40 Community Health Worker Specialist (VKTA) at salary plan grade and level TC5-1103 (\$3,450 - \$4,193)

- One (1) 40/40 Medical Social Worker I (X4WB) at salary plan grade and level 255-1369 (\$4,317- \$5,247)
- One (1) 40/40 Health Services Planner/Evaluator-Level B (VCXD) at salary plan grade and level ZB2-1323 (\$4,419 - \$7,242)
- Two (2) 40/40 Health Services Administrator-Level C (VANH) at salary plan grade and level ZB2-1723 (\$6,567 - \$8,407)
- One (1) 40/40 Mental Health Program Manager (VQDC) at salary plan and grade level ZA5-1844 (\$7,186 - \$8,734)
- Three (3) 40/40 Mental Health Program Supervisor (VQHP) at salary plan and grade level ZA5-1749 (\$6,541 - \$7,950)
- One (1) 40/40 Director of Public Health Clinic Services (VVGs) at salary plan and grade level ZA5-2177 (\$9,992 - \$12,146)
- Four (4) 40/40 Public Health Nurse Program Manager (VWHL) at salary plan and grade level ZA5-1989 (\$8,902- \$10,821)
- Four (4) 40/40 Public Health Program Specialist I (VBSD) at salary plan and grade level ZA5-1602 (\$5,655 - \$6,873)
- One (1) 40/40 Public Health Program Specialist II (VBND) at salary plan and grade level ZA5-1711 (\$6,299 - \$7,657)
- One (1) 40/40 Substance Abuse Program Manager (VHGE) at salary plan and grade level ZA5-1750 (\$6,547 - \$7,958)
- Three (3) 40/40 Substance Abuse Program Supervisor (VHHB) at salary plan and grade level ZA5-1682 (\$6,121 - \$7,440)
- Two (2) 40/40 Health Services Information Systems Programmer/Analyst (LBTC) at salary plan and grade level ZB5-1787 (\$6,791 - \$9,101)
- One (1) 40/40 Health Services Information Technology Security Specialist (LBSD) at salary plan and grade level ZB5-1884 (\$7,476 - \$10,019)
- One (1) 40/40 Health Services Information Technology Project Manager (LBGF) at salary plan and grade level ZA5-1884 (\$7,476 - \$10,019)
- Four (4) 40/40 Health Services Systems Analyst II (LBVC) at salary plan and grade level ZB5-1784 (\$6,771 - \$9,074)
- One (1) 40/40 Database Administrator (LWSA) at salary plan and grade level ZB5-1834 (\$7,115 - \$9,535)

### FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$6,605,676 with estimated pension costs of \$1,459,118 already included. The entire cost will be completely offset with Whole Person Care Pilot Program revenues, which will provide \$20 million net annually over a five-year period for the Department to identify high cost Medi-Cal utilizers that may benefit from the development and provision on low cost alternative services.

## BACKGROUND:

Contra Costa County Health Services is one of eighteen counties who has applied for and expects to receive \$20 million funding for a Whole Person Care (WPC) Pilot Program from the California Department of Health Care Services (DHCS). The Program provides integrated physical health, behavioral health, and social services in a patient-centered manner with the goals of improved health and well-being of a vulnerable population. It targets Medi-Cal patients who are high-risk, high-utilizers of high acuity medical services and/or across multiple delivery systems.

The Program will provide coordination of services through a three-pronged approach: 1) Integrated and Coordinated Data Systems, 2) Enhanced and Coordinated Case Management, and 3) a Sobering Center. It requires a robust staffing profile to meet the deliverables set forth by the DHCS and to deliver the team-based case management and care coordination services to the County's highest utilizing Medi-Cal population. The Department is requesting 41 positions in varied classifications including administrative and technical support, clinic providers, information technology and management staff to provide enhanced case management services in order to address underlying social determinants of health that are leading to poor health outcomes.

Immediately following Board approval, the Department plans to start recruitment processes to fill the positions and orient staff as the program implementation date is set for July 1, 2017.

## CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Department will lose \$20 million funds for the Whole Person Care Pilot Program from the Department of Health Care Services.

## CHILDREN'S IMPACT STATEMENT:

No impact.

## ATTACHMENTS

P300 No. 21985 HSD

P300 No. 21985 Attachment #1