



**Contra  
Costa  
County**

To: Board of Supervisors  
From: William Walker, M.D., Health Services  
Date: November 15, 2016

Subject: Add twenty-three (23) permanent full-time positions in the Health Services Department

**RECOMMENDATION(S):**

ADOPT Position Adjustment Resolution No. 21994 to add the following twenty-three (23) represented positions in the Health Services Department:

- one (1) 40/40 Director of Safety and Performance Improvement (VWFA) at salary plan and grade level ZA5-2180 (\$10,022 - \$12,182);
- one (1) 40/40 Director of Ambulatory Care Nursing Services (VWDC) at salary plan and grade level ZL5-2126 (\$10,073 - \$12,244);
- one (1) 40/40 Infection Prevention and Control Manager (VWSF) at salary plan and grade level ZL5-2084 (\$9,249 - \$11,242);
- one (1) 40/40 Clinical Laboratory Scientist II (VHVD) at salary plan and grade level TC5-1809 (\$6,941 - \$8,437);
- two (2) 40/40 Assistant Clinical Laboratory Manager (VHGF) at salary plan and grade level ZA5-1829 (\$7,080 - \$8,606);
- two (2) 40/40 Health Services Education and Training Specialist (VWSM) at salary plan and grade level L35-1873 (\$9,249 - \$11,242);
- seven (7) 40/40 Occupational Therapist II (V5VH) at salary plan and grade level TC5-1746 (\$6,521 - \$7,027);

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **11/15/2016** ☒ 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 15, 2016

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

By: June McHuen, Deputy

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

cc:

- six (6) 40/40 Physical Therapist (V5VF) at salary plan and grade level TC5-1746 (\$6,521 - \$7,027);
- two (2) 40/40 Speech Pathologist (VSVD) at salary plan and grade level TC5-1775 (\$6,711 - \$8,157)

### FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$3,953,665, with estimated pension costs of \$865,503 already included. These costs will be 100% offset with third party revenues.

### BACKGROUND:

The Joint Commission accredits and certifies nearly 21,000 health care organizations across the Country. On October, 28, 2016, the commission completed its survey of the Contra Costa Regional Medical Center and its health centers and a plan of correction was issued. Areas of concern included the need for higher level oversight of quality control related to infection control and ancillary services including rehabilitation therapy and laboratory services. The plan of correction must be addressed by the end of November 2016. These positions are necessary to provide high level oversight and management of programs focused on prevention and control of infectious diseases, quality management and safety performance improvement, inpatient and outpatient clinical laboratory services, rehabilitation therapy services and health education and training of clinical staff.

Failure to address these issues may result in the loss of our accreditation status, which will lead to the decline of Federal and State funding to our health care system.

### CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, Contra Costa Regional Medical Center and its health centers may lose their accreditation from the Joint Commission, which can result in loss of federal and state funds.

### CHILDREN'S IMPACT STATEMENT:

### ATTACHMENTS

P300 No. 21994 HSD

P300 No. 21994 Attachment 1