



**Contra  
Costa  
County**

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

Subject: Add 98 permanent positions in the Health Services Department

**RECOMMENDATION(S):**

ADOPT Position Adjustment Resolution No. 21995 to add the following represented classifications in the Health Services Department:

- one (1) 40/40 - Administrative Analyst (APWA) at salary plan and grade level ZB5-1277 (\$4,099 - \$4,982);
- one (1) 40/40 - Charge Nurse (VWTF) at salary plan and grade level L35-1883 (\$9,341 - \$10,298);
- twenty-seven (27) 40/40 - Public Health Nurse (VVXA) at salary plan and grade level LT2-1832 (\$7,663 - \$10,306);
- three (3) 40/40 - Registered Nurse - Experienced Level (VWXD) at salary plan and grade level L3H-0400 (\$8,049 - \$8,972);
- fifteen (15) 40/40 - Substance Abuse Counselor (VHVC) at salary plan and grade level TC5-1436 (\$4,797 - \$5,831);
- three (3) 40/40 - Clerk Senior Level (JWXC) at salary plan and grade level 3RX-1033 (\$3,210 - \$4,100);
- one (1) 40/40 - Public Health Program Specialist I (VBSD) at salary plan and grade level ZA5-1602 (\$5,655 - \$6,873);

☒ 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: Jo-Anne Linares

- nine (9) 40/40 - Mental Health Clinical Specialist (VQSB) at salary plan and grade level TC2-1384 (\$4,694 - \$6,969);
- twenty-seven (27) 40/40 -Community Health Worker II (VKVB) at salary plan and grade level TC5-1043 (\$3,251 - \$3,951);

## RECOMMENDATION(S): (CONT'D)

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- five (5) 40/40 - Community Health Worker Specialist (VKTA) at salary plan and grade level TC5-1103 (\$3,450 - \$4,193);
- one (1) 40/40 - Medical Social Worker II (X4VH) at salary plan and grade level 255-1590 (\$5,373 - \$6,531);
- one (1) 32/40 - Health Services Planner/Evaluator - Level B (VCXD) at salary plan and grade level ZB2-1323 (\$4,419 - \$7,242); and
- four (4) 40/40 - Mental Health Community Support Worker I (VQWE) at salary plan and grade level TC5-0875 (\$2,753 - \$3,346)

## FISCAL IMPACT:

Upon approval, this action has an approximate annual cost of \$12,801,986 with estimated pension costs of \$2,739,937 already included. This cost is 100% offset by the Whole Person Care Pilot Program funds.

## BACKGROUND:

Contra Costa Health Services received funding for a Whole Person Care (WPC) Pilot Program from the California Department of Health Care Services (DHCS). The program provides an 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 provides 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 DHCS and to deliver the team-based case management and care coordination services to the County's highest utilizing Medi-Cal population. This is the second phase to add 98 positions in varied classifications including administrative, clinical, technical and management staff to address underlying social determinants of health that are leading to poor health outcomes.

## CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, Health Services will not have the appropriate staff for this program and risk losing \$20 million annual funds from DHCS.

## CHILDREN'S IMPACT STATEMENT:

No impact.

## ATTACHMENTS

P300 No. 21995 HSD

P300 No. 21995 Attachment 1