



Contra
Costa
County

To: Board of Supervisors
From: William Walker, M.D., Health Services Director
Date: November 14, 2017

Subject: Reallocate the salary of Chief Quality Officer-Exempt classification in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22106 to reallocate the salary of the Chief Quality Officer - Exempt (VAB2) (unrepresented) classification from salary plan and grade B85-2508 (\$14,289) to salary plan and grade B85-2508 (\$18,289) on the salary schedule and discontinue vacation buy back eligibility for this classification in the Health Services Department.

FISCAL IMPACT:

Upon approval, this action has an annual cost increase of approximately \$70,560 with pension costs of \$17,040 already included. This cost will primarily be offset with Hospital Enterprise Fund I revenues and partially offset by the discontinuance of sale of vacation eligibility for employees in this classification.

BACKGROUND:

The Health Services Department is requesting to reallocate the salary of the Chief Quality Officer - Exempt classification in order to bring it to a competitive level for retention and recruitment needs. Under the direction of the Chief Executive Officer for the Contra Costa Regional Medical Center and Health Centers, the Chief Quality Officer-Exempt provides

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **11/14/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I
Supervisor
Candace Andersen, District II
Supervisor
Karen Mitchoff, District IV
Supervisor

ABSENT: Diane Burgis, District III
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 14, 2017

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

By: June McHuen, Deputy

Contact: Jo-Anne Linares,
957-5240

senior leadership and is responsible for overseeing the integration of health care system-wide quality improvement projects that promote a culture of safety and continuous process improvement.

BACKGROUND: (CONT'D)

Over the last few years, this classification has evolved significantly and is responsible for an integral part of the Public Hospital Redesign and Initiatives in Medi-Cal (PRIME) project. In order for PRIME to be successful, the incumbent must possess detailed knowledge of regulatory and professional standards related to patient safety and performance improvement, and must be able to ensure that the County hospital is meeting its PRIME goals and objectives in order to remain a thriving and viable system of care. If the Department fails to meet the PRIME goals and objectives, it could risk losing millions of dollars.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Department will not be able to appropriately compensate this critical single position classification and may have challenges meeting the program requirements of the PRIME project at the Contra Costa Regional Medical Center and Health Centers.

ATTACHMENTS

P300 No. 22106 HSD