



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Anna Roth, Health Services  
Date: March 23, 2021

Subject: Cancel 4 Primary Care Provider-LMTD positions, add 4 Primary Care Provider positions; and Decrease the hours of 1 Pediatrician-Ambulatory position

**RECOMMENDATION(S):**

ADOPT Position Adjustment Resolution No. 25704 to cancel four (4) vacant Primary Care Provider-Limited-Exempt (VPT6) positions #14302, #16370, #7754 & #15465 at salary plan and grade 1PX-1000 (\$17,464 - \$19,917); add three (3) full time (40/40) and one (1) part time (35/40) Primary Care Provider-Exempt (VPT5) positions at salary plan and grade 1PX-1000 (\$17,464 - \$19,917); and decrease the hours of one (1) Pediatrician-Ambulatory-Exempt (VPS9) position #15668 at salary plan and grade 1PX-1009 (\$17,008 - \$19,465), from 37/40 to 28/40 in the Health Services Department. (Represented)

**FISCAL IMPACT:**

Upon approval, this action will result in an annual cost savings of approximately \$79,926 with \$30,995 in pension costs already included, due to the reduction of hours of position #15668. The addition of four new Primary Care Provider positions is 100% offset by the cancellation of four Primary Care Provider-Limited positions. (Hospital Enterprise Fund I)

**BACKGROUND:**

The Primary Care Provider-Limited-Ex classification was initially created

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **03/23/2021** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, 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: March 23, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Lauren Ludwig,  
925-957-5269

cc:



### BACKGROUND: (CONT'D)

for existing employees; no external applicants qualify to be hired into this classification. In order to obtain the necessary staffing to ensure that service requirements are being met, the Medical Staff Office would like to cancel four vacant limited-term positions and add 4 Primary Care Provider-Exempt positions. This will allow the department to hire additional staff in order to keep up with current healthcare service demands. The cost of adding the four Primary Care Provider positions will be 100% offset by the cancellation of the four Primary Care Provider-Limited-Exempt positions, since both classifications have the same salary range.

In addition, incumbents of the Pediatrician-Limited-Exempt classification have the ability to request that their position hours be increased or decreased, as outlined in their MOU. Managers evaluate these requests to determine whether the change will negatively impact divisional operations. The Medical Staffing Office has determined that the reduction of hours for position #15668 from 37/40 to 28/40, as requested by the incumbent, will have no significant impact on meeting service needs within the West County Health Center.

### CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the department will be unable to hire new staff to fill the vacant Primary Care Provider-Limited positions, as they can only be filled by current employees; therefore, the department will not have the necessary staff to maintain operations and meet the needs of the community.

### ATTACHMENTS

P300 No. 35704 HSD