

Setting the Standard in Health Care Excellence

November 17, 2020

Board of Supervisors
County of Ventura
800 South Victoria Avenue
Ventura, CA 93003

Subject:

Adopt a Resolution to Add 24 Regular Positions and Delete 24 Fixed Term Positions for the Health Care Agency Ambulatory Care Division for the Whole Person Care Program.

Recommendation:

Adopt the attached Resolution to add 24 regular positions and delete 24 fixed-term positions for the Health Care Agency (HCA) Ambulatory Care Division for the Whole Person Care program effective November 22, 2020 as set forth below:

Add:

Position #	Job Code	Classification	Status	Budget Unit	FTE	Compensation Frequency	Salary Range
TBD	00406	Community Services Coordinator	Regular	3301	15.0	Bi-weekly	\$52,507.98 - \$73,608.58
TBD	01476	Alcohol and Drug Treatment Specialist	Regular	3301	2.0	Bi-weekly	\$48,731.12 - \$68,283.94
TBD	01330	Medical Office Assistant III	Regular	3301	1.0	Bi-weekly	\$34,321.90 - \$47,995.68
TBD	00855	Health Care Agency Training/Education Asst.	Regular	3301	1.0	Bi-weekly	\$43,452.00 - \$60,803.67
TBD	00431	BH Clinician IV	Regular	3301	2.0	Bi-weekly	\$60,307.38 - \$84,489.29
TBD	00234	Sr. RN Mental Health – Acute Care	Regular	3301	1.0	Bi-weekly	\$102,063.90 - \$122,026.51
TBD	00231	Sr. RN Ambulatory Care	Regular	3301	2.0	Bi-weekly	\$88,785.82 - \$106,156.46

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Delete:

Position #	Job Code	Classification	Status	Budget Unit	FTE	Compensation Frequency	Salary Range
28303 28304 28306 28307 28308 28309 28310 28311 28297 28298 28299 28300 28302 28301 28305	00406	Community Services Coordinator	Fixed Term	3301	15.0	Bi-weekly	\$52,507.98 - \$73,608.58
28320 28319	01476	Alcohol and Drug Treatment Specialist	Fixed Term	3301	2.0	Bi-weekly	\$48,731.12 - \$68,283.94
28318	01330	Medical Office Assistant III	Fixed Term	3301	1.0	Bi-weekly	\$34,321.90 - \$47,995.68
28316	00855	Health Care Agency Training/Education Asst.	Fixed Term	3301	1.0	Bi-weekly	\$43,452.00 - \$60,803.67
28313 28314	00431	BH Clinician IV	Fixed Term	3301	2.0	Bi-weekly	\$60,307.38 - \$84,489.29
28296	00234	Sr. RN Mental Health – Acute Care	Fixed Term	3301	1.0	Bi-weekly	\$102,063.90 - \$122,026.51
28295	00231	Sr. RN Ambulatory Care	Fixed Term	3301	1.0	Bi-weekly	\$88,785.82 - \$106,156.46
28294	00227	Nurse Practitioner – Fixed-Term	Fixed Term	3301	1.0	Biweekly	\$115,962.92 - \$124,493.53

Fiscal Impact:

Mandatory: No
Source of Funding: VCMC Operating Revenues/Collections
Funding Match Required: No
Impact on Other Departments: N/A

Summary of Annual Revenues and Costs:

	<u>FY 2020-21</u>	<u>FY 2021-22</u>
Revenue:	\$0	\$0
Direct Cost:	\$0	\$0
Indirect Cost:	\$0	\$0
Net County Cost:	\$0	\$0

Current Fiscal Year Budget Projections:

Current FY 2020-21 Budget Projections for Ventura County Medical Center #3300				
	Adopted Budget	Adjusted Budget	Projected Actual	Estimated (Savings/Deficit)
Expenditures	\$523,626,081	\$523,626,081	\$523,626,081	\$0
Revenue	\$540,682,161	\$540,682,161	\$540,682,161	\$0
Operational Income/(Loss)	\$17,056,080	\$17,056,080	\$17,056,080	\$0

The operational income includes "Operating Transfers In" that is primarily attributed to County contributions. FY 2020-21 Adopted Budget includes sufficient Revenues and Expenditures.

Discussion

In November of 2016, the Department of Health Care Services initiated a request for Whole Person Care (WPC) pilot programs. HCA submitted one of the selected programs. HCA has been awarded ongoing funding for the WPC program since its inception. The WPC program contributes more than \$22 million annually to the health care and services for some of the most disadvantaged individuals in the County.

The WPC program provides comprehensive services, using a multi-disciplinary approach to improve the overall health and health outcomes for high complexity adult Medi-Cal patients who are frequent utilizers of the emergency room and multiple public services.

The WPC program initially began as a pilot program and as a result all the staff hired and assigned to the program were classified as fixed-term employees. Due to the success of the program and significant infrastructure established to provide these comprehensive services it is anticipated that the WPC program will continue to be funded and supported into the future.

In order to maintain the current experienced staff, it is requested that the positions associated with the WPC program be converted from fixed term status to regular

employment status. Ventura County Personnel Rules and Regulations, Section 232 defines a fixed term position as:

*A position designated by the Director-Human Resources or Board of Supervisors to which persons may be appointed for fixed terms not to exceed three (3) years.
(Adopted 7/31/84)*

The three-year limitation to the fixed term positions has been exhausted, and with the continuation of the WPC program, it has become necessary to convert those position to regular status.

This letter has been reviewed by the County Executive Office, County Counsel, Auditor-Controller's Office, and Human Resources Division. If you have any questions regarding these recommendations, please contact Barry Zimmerman, HCA Chief Deputy Director at 805-677-5105.



Theresa Cho, MD
Chief Executive Officer, Ambulatory Care



William T. Foley
Health Care Agency Director

Exhibit 1– Resolution WPC Position Fixed Term to Regular