

County of Santa Clara
Santa Clara Valley Health & Hospital System
Santa Clara Valley Medical Center
Hospital Administration



100187 B

DATE: February 11, 2020

TO: Board of Supervisors

FROM: Paul E. Lorenz, Chief Executive Officer, SCVMC

SUBJECT: Salary Ordinance Amendment related to position for the Respiratory Rehabilitation Unit

RECOMMENDED ACTION

Adoption of Salary Ordinance No. NS-5.20.84 amending Santa Clara County Salary Ordinance No. NS-5.20 relating to compensation of employees adding one Clinical Nurse III or Clinical Nurse II or Clinical Nurse I position in Santa Clara Valley Medical Center.

- Introduce, waive reading, and preliminarily adopt on February 11, 2020.
- Adopt (Final) on February 25, 2020.

FISCAL IMPLICATIONS

Approval of the recommended action would have no net fiscal impact. The recommended action would not change the payroll budget for Santa Clara Valley Medical Center (SCVMC) in the current fiscal year. The payroll budget would increase by \$6,775 in FY 2021, because the position being added would be budgeted at Step 3, and SCVMC would offset the cost by reducing the budgeted FTE status of two other codes currently funded at Step 1 and Step 2. This would provide the department flexibility to hire an experienced candidate for the new position. Any remaining increase to budgeted payroll would be offset by an equivalent reduction to the salaries without benefits budget.

REASONS FOR RECOMMENDATION

Approval of the recommended action would provide one Clinical Nurse III/II/I position for the Respiratory Rehabilitation Unit (Department). If this recommended action is approved, the Department would fill two existing full-time positions at 0.8 FTE and 0.6 FTE and would fill the new position at 0.6 FTE. Approval of the recommended action would allow the budgeted FTE staffing level in the Department to remain neutral, while adding one additional position. The Department has had some difficulty recruiting for its current two full-time positions and has a need for three part-time positions that would provide the Department with

more flexibility in staffing the evening shift, especially on the weekends. Also, staff in the unit have indicated an interest in working the part-time shifts.

CHILD IMPACT

The recommended action will have no/neutral impact on children.

SENIOR IMPACT

The recommended action will have no/neutral impact on seniors.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

BACKGROUND

The Department has had some difficulty recruiting for its current two full-time positions and has a need for three part-time positions that would provide the Department with more flexibility in staffing the evening shift, especially on the weekends. Also, staff in the unit have indicated an interest in working the part-time shifts.

RNPA was notified of the recommended action by the Department on January 9, 2020. On January 12, 2020, RNPA concurred with the recommended action.

The Employee Services Agency supports the recommended action.

CONSEQUENCES OF NEGATIVE ACTION

The Department would not receive one additional Clinical Nurse II/II/I position that would be filled at the 0.6 FTE level and would not be able to move forward with the plan to recruit and fill the two existing full-time positions at the 0.8 FTE and 0.6 FTE level. The Department would continue to have difficulty recruiting candidates for the two full-time clinical nurse positions that would remain in the Department.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors would notify Michael Perry in SCVMC Nursing Administration when the recommendation is approved.

ATTACHMENTS:

- NS-5.20.84 – VMC – Add one Clinical Nurse III-II-I (PDF)