



**Health & Human Services
Agency
COUNTY OF TULARE
AGENDA ITEM**

BOARD OF SUPERVISORS

KUYLER CROCKER
District One
PETE VANDER POEL
District Two
AMY SHUKLIAN
District Three
J. STEVEN WORTHLEY
District Four
MIKE ENNIS
District Five

AGENDA DATE: December 18, 2018

Public Hearing Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Published Notice Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Advertised Published Notice	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
County Counsel Sign-Off	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Meet & Confer Required	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Electronic file(s) has been sent	Yes	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Personnel Resolution attached	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

CONTACT PERSON: Karen M. Elliott PHONE: 559-624-8400

SUBJECT: Approve Additional Incentive Pay for the Position of Health and Human Services Medical Director- Primary Care

REQUEST(S):
That the Board of Supervisors:

Approve additional pay for the position of Health and Human Services Medical Director-Primary Care, Class Code 073212, in Bargaining Unit 20 to allow participation in the same incentive program and at the same incentive rate as provided to members of Bargaining Unit 16, effective December 18, 2018.

SUMMARY:

The Health & Human Services Agency (HHS) Public Health Branch operates two health care centers that are designated as Federally Qualified Health Center (FQHC) Look-Alike sites. This federal designation requires a high degree of compliance and reporting based on federal clinic standards as established by the Health Resources and Services Administration. The health care centers are a highly specialized County workplace, involving medical providers and direct client services that requires staff with specialized training and experience. The Physician's Incentive Plan outlined in the Professional Association of Tulare County Physicians (PATCOP) Memorandum of Understanding (MOU) offers physicians the opportunity to be compensated for additional client encounters and on-call days over the established standards.

In an analysis completed by HHS of the existing medical provider positions it was

SUBJECT: Approve Compensation Incentive for the Position of Health and Human Services Medical Director- Primary Care

DATE: December 18, 2018

found that the Medical Director of Primary Care position does not have an established incentive program and the other medical providers working at the health centers are given additional pay pursuant to a Physician's Incentive Program under Article 14 of the PATCOP MOU, which allows for incentive pay in the following classifications: Family Practice, Internal Medicine, Obstetrics/Gynecology and Pediatrics.

The Health and Human Services (HHS) Medical Director of Primary Care position holds various roles and responsibilities that include both administrative and clinical components. The clinical responsibilities for the HHS Medical Director of Primary Care include a client encounter standard of 350 encounters per month, and five (5) on-call days per month.

HHS is requesting that the Board approve for the HHS Medical Director of Primary Care position, the additional pay allowed under the Physician's Incentive Program, consistent with the program provided to physicians in Bargaining Unit 16. The compensation incentive for this classification will allow for alignment of all medical providers who deliver clinical services on behalf of the County.


FISCAL IMPACT/FINANCING:

The potential increase in compensation will be funded by health care center program revenue – Federal, State, and realignment funding. The expenses and revenues are appropriately budgeted for Fiscal Year 2018/2019. No net County cost to the General Fund.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The County's five-year strategic plan includes Organizational Performance, to provide a qualified, productive and competitively compensation County workforce and to provide for the stability of County operations through periods of economic fluctuations, changing priorities, and service demands. This request would ensure that the HHS Medical Director of Primary Care receives a comparative compensation.

ADMINISTRATIVE SIGN-OFF:



Karen M. Elliott
Director of Public Health



cc: County Administrative Office
Human Resources & Development

Attachment(s) None

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF APPROVING)
ADDITIONAL INCENTIVE PAY FOR THE) Resolution No. _____
POSITION OF HEALTH AND HUMAN) Agreement No. _____
SERVICES MEDICAL DIRECTOR PRIMARY)
CARE)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD _____
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: JASON T. BRITT
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

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Approved additional pay for the position of Health and Human Services Medical Director-Primary Care, Class Code 073212, in Bargaining Unit 20 to allow participation in the same incentive program and at the same incentive rate as provided to members of Bargaining Unit 16, effective December 18, 2018.