



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Health System



Date: April 9, 2013
Board Meeting Date: May 21, 2013
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Jean S. Fraser, Chief, Health System
Susan Ehrlich, MD, MPP, Chief Executive Officer, San Mateo Medical Center

Subject: Recommended Revision to the Salary Ordinance

RECOMMENDATION:

Introduction of an ordinance amending the Master Salary Ordinance to reflect the addition of six positions and waiver of reading the ordinance in its entirety.

BACKGROUND:

In the past four years, the San Mateo Medical Center (SMMC) Emergency Department (ED) has experienced a 16% growth in patient volume. SMMC ED now is routinely the busiest ED in the county. There has been no increase in the number of permanent nursing positions during this time period; instead SMMC has been using extra help and registry staff members. The addition of permanent positions will help to maintain safety and high quality of care.

DISCUSSION:

The salary ordinance changes herein represent the addition of six positions.

This Ordinance has been reviewed and approved by County Counsel as to form.

These changes contribute to the Shared Vision 2025 outcome of a Healthy Community by ensuring that the SMMC ED will have 24/7 nursing leadership coverage and a staff mix that will support SMMC's ability to meet the needs of the critically ill patients seen in the SMMC ED.

The specific actions are discussed in detail below.

Action A: Add: Five (5) positions of F009S, Patient Care Series
Biweekly Salary: \$3,569.60 - \$4,220.00

Approximate Monthly Salary: \$7,734.13 - \$9,143.33

Explanation: Currently, 43% of the SMMC ED staff is comprised of contract staffing nurses and extra help positions. The turnover of contract staffing personnel occurs every 6 to 13 weeks and the extra help positions are scheduled based on their availability. This makes it difficult to maintain consistency in the standard of care that patients receive. The addition of these positions will bring needed stability to the ED staffing by changing the staff mix from 57% permanent, 43% contract and extra help, to a staff-mix of 70% permanent, 30% contract. The positions will be filled with F022, Critical Care Nurses, which is a classification listed under F009S, Patient Care Series. For each permanent Critical Care Nurse position added an extra help position will be eliminated.

Action B: Add: One (1) position of F012, Charge Nurse
 Biweekly Salary: \$3,920.80 - \$4,635.20
 Approximate Monthly Salary: \$8,495.07 - \$10,042.93

Explanation: Currently, there are two Charge Nurse positions in the SMMC ED. This leaves one shift without consistent nursing leadership. The additional Charge Nurse position will provide continuous clinical leadership 24/7 in the SMMC ED. With the addition of this permanent Charge Nurse position an extra help position will be eliminated.

FISCAL IMPACT:

The increase in the monthly salary and benefits for the six permanent positions is \$85,160. The decrease in the monthly salary and benefits for the six extra help positions that will be eliminated is \$44,144. These actions represent a net estimated monthly salary and benefits increase of \$41,017 or an estimated annual cost of \$492,199.