



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Health System



Date: May 12, 2014
Board Meeting Date: July 1, 2014
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: Amendment to the Master Salary Ordinance

RECOMMENDATION:

Adoption of an ordinance amending the Master Salary Ordinance to reflect the deletion of one Cook II position and the addition of one Department Systems Analyst, previously introduced on June 17, 2014 and waiver of reading the ordinance in its entirety.

BACKGROUND:

Prior to April 2014, the San Mateo Medical Center (SMMC) Radiology Department utilized film / screen to produce all diagnostic x-ray and mammographic images. The Radiology Department is currently implementing a project to shift from analog to digital imaging systems. Completed in April 2014, Phase 1 of the project was to convert analog mammography images to digital media. Phase 2 of the project will be to convert all other diagnostic and portable images. Utilizing digital technology will yield remarkable outcomes in quality, patient experience and staff engagement at SMMC, including:

- Increasing mammography volumes by 30%
- Decreasing outpatient wait times by 25%
- Increasing staff engagement by upgrading existing technology
- Significantly improving the quality of diagnostic images
- Allowing providers to have immediate access to digital images in offsite locations

DISCUSSION:

The salary ordinance changes herein represent the addition of one position and the deletion of one position.

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

This change will contribute to the Shared Vision outcome of a Healthy Community by increasing patient access to digital technology, as well as providing the medical staff with the latest diagnostic tools for treating SMMC's patients.

Action A: Add: One (1) V233, Department Systems Analyst
 Biweekly Salary: \$3,123.20 - \$3,904.00
 Approximate Monthly: Salary: \$6 767.00 - \$8,459.00

Action B: Delete: One: (1) S030S Cook Series
 Biweekly Salary: \$1,728.80 - \$1,932.80
 Approximate Monthly: Salary: \$3746.00 - \$4,188.00

Explanation:

With the transition to digital technology, thousands of digital images will need to be managed on an ongoing basis to ensure that SMMC providers in acute care / outpatient clinics will have ready access to the images and reports for diagnostic purposes. This position will be responsible for maintaining the functionality and service of the Picture Archive System, ensuring uptime for both the radiologists and end users. In addition, the position will be responsible for managing future upgrades.

Regarding Action B, SMMC's Food and Nutrition Department has been able to realize efficiencies its day-to-day operations and as a result is in a position to delete a currently vacant Cook II position.

FISCAL IMPACT:

These actions represent a net estimated monthly salary and benefits increase of \$5,871, or an estimated annual cost of \$70,452. The increased expense will be included in the SMMC FY 2014-15 Recommended Budget. Similar arrangements will be made for future budget years.

Expenses at SMMC are covered by the fees for services or third-party payors whenever possible. The portion of expenses for services provided to the medically indigent or to those covered by programs that do not meet the full costs of care are covered by the County's General Fund contribution to SMMC, and are within the existing annual appropriation.