

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: HEALTH SERVICES AGENCY *mx*  
Urgent \_\_\_\_\_ Routine   
CEO Concurs with Recommendation YES  NO \_\_\_\_\_  
(Information Attached)

BOARD AGENDA # \*B-8  
AGENDA DATE March 13, 2001  
4/5 Vote Required YES \_\_\_\_\_ NO

SUBJECT: AUTHORIZE THE APPOINTMENT OF KARRI HAWKINS TO THE POSITION OF SOFTWARE DEVELOPER II, HEALTH SERVICES AGENCY, AT THE FIFTH STEP OF THE SALARY RANGE (\$25.85 PER HOUR)

STAFF  
RECOMMEN-  
DATIONS:

AUTHORIZE THE APPOINTMENT OF KARRI HAWKINS TO THE POSITION OF SOFTWARE DEVELOPER II, HEALTH SERVICES AGENCY, AT THE FIFTH STEP OF THE SALARY RANGE (\$25.85 PER HOUR).

FISCAL  
IMPACT:

Ms. Hawkins' salary will have an additional fiscal impact of \$9,526.40 annually. This reflects the difference between Step 1 of the Software Developer II position and Step 5. However, Ms. Hawkins' level of expertise will allow her to make significant contributions to the Agency in a very short period of time.

BOARD ACTION

No. 2001-174

On motion of Supervisor Mayfield, Seconded by Supervisor Caruso,  
and approved by the following vote,  
Ayes: Supervisors: Mayfield, Blom, Caruso, and Chair Paul  
Noes: Supervisors: None  
Excused or Absent: Supervisors: Simon  
Abstaining: Supervisor: None

- 1)  Approved as recommended
- 2) \_\_\_\_\_ Denied
- 3) \_\_\_\_\_ Approved as amended

Motion:

ATTEST: REAGAN M. WILSON, Clerk *Christine Ferraro* File No.  
By: Deputy

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**DISCUSSION:** In the position of Software Developer II, Ms. Hawkins will be working on Meditech Healthcare applications. Meditech is the primary healthcare information system for HSA. Meditech has 28 interfaced modules currently supported by 1½ full time equivalent employees.

Ms. Hawkins has 20 years of healthcare experience and 13 years of Meditech analyst experience in a hospital information services department. This experience has provided her with a high level of expertise in the Meditech operating system, including ad hoc report writing, system interfaces, auditing, and training of users. Ms. Hawkins also has a background in retail pharmacy operations. This, combined with her Meditech experience, makes her a great asset to HSA. Pharmacy billing is an area of focus in the HSA financial recovery plan. Transition of staff has left a major void in this area.

Ms. Hawkins is currently working at Memorial Hospital in Modesto. The Health Services Agency has used her expertise in the past in a consultant capacity and has been very pleased with her work. We are fortunate to have found a candidate with the level of knowledge and expertise Ms. Hawkins will bring to the Health Services Agency. Although Ms. Hawkins will be taking a slight decrease in salary, she is interested in the challenges of ambulatory healthcare.

While the County recently reclassified information technology employees' salaries to be more competitive with the private sector, we were not able to recruit someone below the fifth step because of the specialized nature of the work. When the recruitment was conducted for Software Developer II, only eight applications were received. Of these, only two candidates were qualified. The only other qualified candidate chose not to pursue the position due to the salary range.

**POLICY ISSUES:** This recommendation supports the Board's priority of Efficient Government Operations.

**STAFFING IMPACTS:** There will be no staffing impact associated with this action.