

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

DEPT: Health Services Agency *ms*

BOARD AGENDA # *B-9

Urgent

Routine

AGENDA DATE June 9, 2009

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Appoint a Senior Nurse Practitioner for the Health Services Agency at a Salary of \$47.25 per hour, Step Five of the Band

STAFF RECOMMENDATIONS:

Authorize the Health Services Agency's Managing Director to appoint Pam Grassmidt to the position of Senior Nurse Practitioner at the Health Services Agency Clinics and Ancillary Division at a salary of \$47.25 per hour which is at Step Five of the Band.

FISCAL IMPACT:

The Fiscal Year 2008-2009 budget for the Clinic and Ancillary Division of the Health Services Agency is \$49,282,147. The estimated annual cost associated with this position is \$135,000 and is included in the Health Services Agency budget. In order to fully support this position there will be some marginal increase in direct expenses for medical supplies, clinic based staffing and general overhead; these additional expenses are estimated to be less than 20% of the direct employment costs. This is a revenue
(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2009-389

On motion of Supervisor Monteith, Seconded by Supervisor O'Brien

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Grover, Monteith, and Chairman DeMartini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

FISCAL IMPACT (Continued):

generating position and anticipated net revenue produced by billing for medical services provided by the appointee are expected to be in excess of \$500,000 per annum, more than off-setting direct and indirect costs associated with this position.

DISCUSSION:

The Health Services Agency has a continuous recruitment open for Senior Nurse Practitioners to supplement medical provider staffing in the County's ambulatory clinics. This position provides direct medical services to County patients and such services are billed to third party providers such as Medi-Cal. The Agency receives several applications per month for this classification; however, most are either recent graduates or do not have substantial experience in Family Practice or OB care which are critical needs for appointment.

Ms. Pam Grassmidt received an Associate's Degree in Nursing from Modesto Junior College in 1981, a Bachelor's Degree in Psychology from California State University at Stanislaus in 1985, and a Women's Health Nurse Practitioner certification from San Jose State University in 1993. Her professional experience includes working at the Stanislaus Medical Center as a Registered Nurse and subsequently within the County's clinic system as a Nurse Practitioner until September 2006 at which point she was at step 5 of the wage band and received \$42.83 per hour. Since that time she has been working for a private physician's office and her current wage is \$51.71 per hour.

The appointee would work at the Paradise Medical Office and effectively replace the services of a Senior Nurse Practitioner who resigned in the fall of 2008. An analysis of the services provided by this former mid-level clinician for Fiscal Year 2007-2008 show 4,715 visits with net collections of \$622,551. As the appointee has substantial experience as a mid-level provider and specific experience with the various programs within the County's clinic system it is anticipated that she would see in excess of 4,000 visits per annum. Revenue per visit would also be higher than in the analysis as the final Federally Qualified Health Center Look-alike (FQHC-LA) prospective payment system rate will be higher than the interim rate in use during the related fiscal year.

POLICY ISSUES:

Approval of this recommendation will meet the Board of Supervisors' priorities of *A healthy community* and *Efficient delivery of public services* by expanding healthcare access to the under served community, enhancing revenue and utilizing existing clinic resources. Board of Supervisor approval is required to appoint employees at step five of the salary range.

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STAFFING IMPACT:

Approval of this recommendation will allow the Health Services Agency to fill an allocated and budget position.