

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

DEPT: Health Services Agency

BOARD AGENDA # \*B-9

Urgent

Routine

AGENDA DATE December 17, 2013

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval to Extend the Reduction-In-Force Date for Two Pharmacist Positions and the Deletion Date of the Pharmacist Job Classification from January 11, 2014 to January 18, 2014

STAFF RECOMMENDATIONS:

1. Authorize extending the reduction-in-force date for two Pharmacist positions and the deletion date for the Pharmacist job classification from January 11, 2014 to January 18, 2014.
2. Amend the Salary and Position Allocation report to reflect the changes as outlined in the staffing impacts section of this report, effective January 18, 2014.

FISCAL IMPACT:

The Health Services Agency Adopted Final Budget for Fiscal Year 2013-2014 included the Clinic and Ancillary division budget of \$45.29 million. The Clinic and Ancillary division budget included funding for a retail Pharmacy operation. The Board of Supervisor's approval on November 5, 2013, to eliminate the direct provision of Pharmacy will result in a cost avoidance estimated at \$1.1million for the remainder of this 2013-2014 Fiscal Year. There is minimal fiscal impact from the extension of the reduction-in-force dates.

BOARD ACTION AS FOLLOWS:

No. 2013-640

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

and approved by the following vote.

Ayes: Supervisors: O'Brien, Withrow, Monteith, De Martini and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

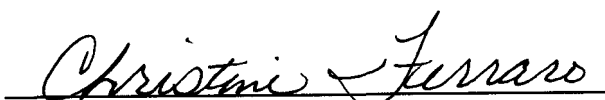
1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

4) \_\_\_\_\_ Other:

MOTION:



ATTEST:

CHRISTINE FERRARO TALLMAN, Clerk

File No.

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**DISCUSSION:**

On November 5, 2013 the Board of Supervisors conducted a public hearing pursuant to Section 1442.5 of the Health and Safety Code. As a result of this public hearing, the Board of Supervisors approved the elimination of the direct provision of Pharmacy Services, closing the existing retail pharmacy based on a recommendation to cease dispensing on Tuesday, December 31, 2013 with limited patient transition assistance available through Friday, January 10, 2014. The approval of the closure of the Pharmacy included the reduction-in-force of ten full-time allocated positions from the Clinic and Ancillary Budget and the deletion of Job Classification of Outpatient Pharmacy Manager, Pharmacist, and Pharmacy Technician, per the Staffing Impact section of the agenda item, effective January 11, 2014.

During the November 5, 2013 presentation of the Pharmacy closure proposal to the Board of Supervisors the Health Services Agency Managing Director noted there may be a need to delay the deletion of one Pharmacist position to coincide with that employee's retirement date, to be effective January 18, 2014. It is now recommended to delay the deletion of two Pharmacist positions. While the two employees have requested the extension for retirement purposes postponing the reduction-in-force date will also ensure the Pharmacy has coverage through the planned pharmacy closure and patient transition assistance period. Employees will use vacation balances during the additional week.

Health Services Agency staff will continue to monitor the implementation of the federal Patient Protection and Affordable Care Act to consider impacts to patients and to the Health Services Agency operation and budget.

**POLICY ISSUES:**

Approval of this item supports the Board of Supervisor's priorities of A Healthy Community and Efficient Delivery of Public Services.

**STAFFING IMPACT:**

In the Agenda Item approved by the Board of Supervisors on November 5, 2013 the staffing recommendations below were approved effective on January 11, 2014. It is now recommended to extend the reduction-in-force date for two Pharmacist positions (#0234, #0543) and deletion of the Pharmacist classification to January 18, 2014.

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<b>Position Number(s)</b>	<b>Allocated Job Classification</b>	<b>Vacant/Filled</b>	<b>Recommendation</b>
0291	Outpatient Pharmacy Manager	1 Filled	Delete Position and Job Classification
0234, 0543, 0570	Pharmacist	3 Filled	Delete Positions and Job Classification
0711, 1162, 3326,	Pharmacy Technician	3 Filled	Delete Positions and Job Classification
0776	Pharmacy Technician	1 Vacant	Delete Position
11608	Account Clerk III	1 Filled	Transfer Position to Health Services Agency Administration.
10150	Admin Clerk I	1 Vacant (incumbent to transfer to another vacant position)	Delete Position
9704	Admin Clerk II	1 Vacant (incumbent to transfer to another vacant position)	Delete Position

**DEPARTMENT CONTACT:**

Mary Ann Lee, Managing Director, 209-558-7163.