



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

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**File #:** RES 20-175, **Version:** 1

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Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated broad salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2020-21 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2020-21 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2020-21 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated broad salary range of Hospital Chief Medical Information Officer as indicated in the attached resolution;
- b. Amend Natividad (Unit 9600) FY 2020-21 Adopted Budget to approve the reallocation of a Contract Physician position to a Hospital Chief Medical Information Officer position;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2020-21 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the approved position changes in the Natividad (Unit 9600) FY 2020-21 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center currently has a need to create a unique, executive level position to support the evolution of the use of electronic health record/electronic medical record (EHR/EMR) in healthcare and oversee, align and strategize the integration of the existing health informatics platform with clinical processes for the hospital.

DISCUSSION:

In response to the increased use and importance of EHR/EMR as it relates to the sustained viability of Natividad in the healthcare field, Natividad finds it necessary to create an executive level classification to ensure the strategic alignment of clinical informatics with the overall mission of the hospital. With continuity of care and the importance of the proper management of EHR/EMR being directly tied to reimbursement of care, it was determined through a classification study that a classification dedicated to the oversight and continued management of the integration of clinical informatics is needed. The most efficient and effective way to achieve

this is through the creation of an executive level classification: Hospital Chief Medical Information Officer.

The Hospital Chief Medical Information Officer (CMIO) will oversee the work performed at Natividad pertaining to clinical information technology. This classification is responsible for the coordination of IT services with the clinical staff hospital-wide to ensure the support of efficient designs, their implementation and ultimately, the effective usage of health technology. The scope of this position includes leading and directing the strategic planning of activities related to clinical IT. The Chief Information Officer is responsible for maintaining the infrastructure and security of the network in which all the technological applications and software are housed. In contrast, the Hospital Chief Medical Information Officer is responsible for ensuring that clinical solutions housed within that network are appropriately configured to meet the needs of clinicians responsible for providing patient care. Furthermore, the Hospital CMIO is responsible for ensuring clinicians are properly educated, have access to and appropriately use the health information platform during the delivery of clinical services. This classification establishes operational guidelines related to the usage of the health information platform. This position plays the vital role of ensuring that clinicians' IT needs hospital-wide are included, communicated and translated in all implemented IT solutions and applications.

Being that there was a lack of comparable data from two or more of the agencies included in the market survey for this classification, we were forced to look internally to ensure comparable pay for the duties. In looking at all the existing classifications, neither a Hospital Chief Medical Officer nor a Hospital Chief Information Officer could perform all of these duties effectively without the knowledge of the other. The proposed salary appropriately lands between both classifications salary ranges, which internally aligns within the existing executive level salary structure.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation.

FINANCING:

There is an annualized cost savings of \$138,136 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2020-21 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

*Approval of the creation of this classification with the associated broad salary range will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective department within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.*

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Janine Bouyea, NMC Human Resources Administrator, 783-2701

Approved by: Gary Gray, D.O., Chief Executive Officer, 783-2553

Attachments:  
Resolution