



Board Report

File #: RES 20-126, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classifications and associated broad salary ranges of Hospital Chief Medical Information Officer and Hospital Chief Medical Director of Ambulatory Care Services as indicated in the attached resolution; and
- b. 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 classifications and associated broad salary ranges of Hospital Chief Medical Information Officer and Hospital Chief Medical Director of Ambulatory Care Services as indicated in the attached resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center expressed a need to create two unique positions to support continued growth of ambulatory care services and evolution of the use of electronic health record/electronic medical record (EHR/EMR) in healthcare - the first, an executive level position to oversee, align and strategize the integration of the existing health informatics platform with clinical process for the hospital and the second, an executive level position to oversee the medical direction of the ambulatory care services provided at Natividad.

DISCUSSION:

In response to both the increased use and importance of EHR/EMR and ambulatory care services as they relate to the sustained viability of Natividad in the healthcare field, Natividad finds it necessary to create executive level classifications to ensure strategic alignment of these areas 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 classification studies that classifications dedicated to the oversight and continued management of these functions are needed. The most efficient and effective way to achieve this is through the creation of two executive level classifications: Hospital Chief Medical Information Officer and Hospital Chief Medical Director of Ambulatory Care Services.

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.

The Hospital Chief Medical Director of Ambulatory Care will oversee the ambulatory care services (medical care provided on an outpatient basis, including diagnosis, observation, consultation, treatment, intervention, and rehabilitation services) and ensure the effective delivery of medical services and compliance with all laws, regulations and rules related to the practice of medicine at Natividad. With the expansion and growth of outpatient care services provided at Natividad, it is necessary to dedicate a position responsible for the planning, development and implementation of departmental goals to properly align with the strategic goals of Natividad. This classification will also represent hospital administration at outside functions and fulfill the medical leadership role in the absence of the Chief Medical Officer.

A market salary survey was conducted on this classification and the proposed salary is set at the mean of the County's comparable agencies where comparable positions were identified.

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:

This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of the creation of these classifications with the associated broad salary ranges will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective departments 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