



Board Report

File #: RES 22-044, **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 of Pharmacy Informaticist and Laboratory Informaticist with the salary ranges 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 of Pharmacy Informaticist and Laboratory Informaticist with the salary ranges as indicated in the attached Resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Since 2009, the importance of informatics has increased significantly due to the federal legislation changes to the requirements pertaining to the usage of electronic medical record (EMR) systems and electronic health records (EHRs). Technology continues to advance and bring with it increased computerization within the medical field, specifically in the laboratory and pharmacy departments. Creation of defined classifications that can ensure accuracy and utilization of IT functionality within all systems is currently being requested to further automate processes and create functional workflows that ensure quality patient outcomes and standardization throughout the hospital.

The enactment of the American Reinvestment and Recovery Act (ARRA) and accompanying Health Information Technology for Economic and Clinical Health (HITECH) Act created a rush for healthcare facilities, particularly Medicare and Medicaid-eligible providers, to adopt qualifying systems that created electronic medical records (EMRs). Incentives were given to assist hospitals and providers with the implementation of EMR systems and penalties to reimbursements for non-compliance, coupled with an increased focus on the capture and standardization of data became a primary focus. These requirements for the advancement of technology in the EMRs subsequently led to upgrades in the Meditech system that have transformed system utilization.

Clearly defined roles exist for the clinical positions in the Pharmacy (Pharmacist I) and Laboratory (Clinical Laboratory Scientist) Departments and as well, clearly defined Information Technology (Hospital Software Analyst I/II/III) positions exist that are assigned on a project basis to the respective departments. It is now apparent that there is a need for in-depth knowledge of the clinical sides of Pharmacy and Laboratory practices, policies and procedures in addition to the ability to capitalize on IT functionality. Someone that doesn't possess licensure is not legally able to perform verification of tests and would not be able to ensure the accuracy of orders/results. Furthermore, troubleshooting problems would exist because it is difficult for them to determine incorrect results and what accurate outcomes should look like without the clinical expertise.

A classification/compensation study was conducted and concluded to appropriately classify and compensate

informaticist duties performed at Natividad

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

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed the recommendation. The Service Employees International Union (SEIU) Local 521 was notified and concurs with the recommendations.

FINANCING:

Approval of the above actions has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This recommendation supports the Board of Supervisors' Strategic Initiatives by providing consistent, high-quality patient care through County & hospital supported programs, and promoting access to equitable services to improve the health of patients in the community.

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

Prepared by:

Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by:

Dr. Charles Harris, Interim Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Resolution