



24-2166

DATE: February 6, 2024

TO: Board of Supervisors

FROM: Paul Lorenz, Chief Executive Officer, Santa Clara Valley Healthcare

SUBJECT: Extension of Hours Limitation for Santa Clara Valley Healthcare

RECOMMENDED ACTION

Approve extension of extra-help hours beyond the current 1,040 hours limitation for the remainder of Fiscal Year (FY) 2023-2024 for 699 extra-help Santa Clara Valley Healthcare (SCVH) clinical and support services staff.

FISCAL IMPLICATIONS

The recommended action, if approved, would not require modification to the current Board-approved Fiscal Year (FY) 2023-2024 budget for Santa Clara Valley Healthcare (SCVH). Extra help staff enables departments to continue providing care while coded positions are vacant, or staff is out sick, on vacation, or on leave.

REASONS FOR RECOMMENDATION

Pursuant to Merit System Rule A25-188(e), no person may receive payment in an extra help capacity in the same classification in the same department for more than 1,040 hours in any fiscal year unless otherwise approved by the Board of Supervisors.

SCVH is requesting approval for an extension of 515 non-SEIU 521 extra help staff (including 509 clinical nurses) and an extension of 184 SEIU 521 extra help staff, of an additional 520 hours, listed in Attachment A through June 30, 2024. This request includes 28 extra help staff supporting Custody Health Services and represents staff with direct health and safety responsibilities in departments supporting 24-hour services.

Registered Nurses Professional Association (RNPA) was notified on January 12, 2024 and requested a meet and confer. During that process RNPA requested that additional extra help nurses be forwarded for approval. SCVH worked collaboratively with RNPA to share the projected hours methodology and review updated utilization to help verify this request only included extra help staff that are projected to exceed 1,040 hours. RNPA concurs with this request.

Approved: 02/06/2024

Service Employees International Union (SEIU) Local 521 was notified of the proposed action on January 12, 2024. On January 26, 2024, SEIU communicated its nonconcurrency. Furthermore, SCVH stated to SEIU on January 29, 2024, that SCVH will continue to move forward with the extension request, although concurrence was not received.

SCVH leaders have been actively working to reduce extra help staff utilization as part of efforts to address the structural deficit. This request represents multiple cycles of leader review. The staff in this request are focused on direct patient care and are needed to ensure continued uninterrupted support for priority clinical and operational services.

SCVH finance staff is monitoring staffing levels and operational needs and has established regular meetings with departments to review and reconcile the use of extra help and identify opportunities to further reduce use of extra help hours. Census increases within SCVH may require additional utilization of extra help hours to support patient care.

The Employee Services Agency supports the recommended action.

CHILD IMPACT

The recommended action will have no/neutral impact on children.

SENIOR IMPACT

The recommended action will have no/neutral impact on seniors.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

CONSEQUENCES OF NEGATIVE ACTION

Failure to approve the recommended action would make it more difficult to provide adequate staffing to support patient care during periods of increased activity and patient acuity.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors will notify George Hurrell, Director of Business Development & Managed Care, when an approved copy of this legislative file is available.

ATTACHMENTS:

- Attachment A – Extra Help Extension Final