

Before the Board of Supervisors County of Placer, State of California

In the matter of:

A resolution directing and approving the layoff of Medical Clinic employees based on necessity due to a lack of work, pursuant to Chapter 3 section 3.08.1090 of the Placer County Code.

Resolution No.: 2016-145

The following Resolution was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held July 12, 2016, by the following vote on roll call:

Ayes: DURAN, HOLMES, UHLER, MONTGOMERY, WEYGANDT
Noes: NONE
Absent: NONE

Signed and approved by me after its passage.


Chair, Board of Supervisors

Attest:


Clerk of said Board

WHEREAS, Placer County Code Chapter 3, section 3.08.1090 provides that layoffs shall be made solely under the direction of the Board of Supervisors, and with Board approval, the county executive officer may direct the department's appointing authority to lay off employees for necessity, based on lack of funds or work;

WHEREAS, the implementation of the Affordable Care Act, in January 2014, radically altered the health care landscape with almost all indigent adults between the ages of 18 and 64 becoming eligible for Medi-Cal; Placer County Medical Clinic contracting with Anthem Blue Cross and California Health and Wellness plans to assume responsibility for serving all local Medi-Cal patients; outreach efforts increasing those on Medi-Cal from 25,000 to 56,000 while reducing those on Medical Care Services Plan (MCSP) to zero;

WHEREAS, the Placer County Medical Clinics requires a significant investment of county general fund each year to offset operational costs; the cost of providing services increases each year at a much higher rate than reimbursements; the cost per patient has risen over the last five years (excluding dental services); and, efforts to limit services that can be provided as part of primary or private care did not reduce the county general fund necessary to operate the Auburn and Tahoe Medical Clinics;

WHEREAS, the Tahoe Medical Clinic was analyzed by ECG Management Consultants in November 2015, on behalf of Tahoe Forest Hospital and Placer County, with resulting recommendations reducing the Tahoe Clinic losses by only 22 percent, leaving significant county general fund subsidy;

WHEREAS, the Placer County Medical Clinics were also analyzed by Pacific Health Consulting Group (PHCG) resulting in the determination that medical clinic providers productivity level is comparable to Federally Qualified Health Centers (FQHCs) in California; however, the financial losses are much more substantial as a result of the extremely high overall operation and administration costs; specifically, Placer County Medical Clinics non-clinical support staff, currently 50 percent, is double the 21 percent median in California FQHCs;

WHEREAS, Placer County issued a Request for Proposal (#10514) to select a contractor to take over provision of medical services provided in Auburn and medical and dental services provided in Tahoe; and,

WHEREAS, Placer County approved the award of the Request for Proposal to Western Sierra Medical Clinic and entered into an agreement with Western Sierra Medical Clinic to operate medical, dental, and behavioral health clinics in Auburn and Tahoe;

NOW, THEREFORE, BE IT RESOLVED, By The Board of Supervisors Of The County Of Placer, State Of California As Follows:

The Board directs the layoff of County employees in the classifications identified below as may become necessary and based on necessity due to a lack of work as related to the transition of County clinical services at the Auburn and Tahoe clinics to Western Sierra Medical Clinic:

Client Services Assistant
Community Health Aide II
Licensed Vocational Nurse
Medical Assistant

Mid-Level Practitioner II
Registered Nurse
Registered Nurse Supervising
Utilization Review and Quality Assurance Coordinator

BE IT RESOLVED, by the Board of Supervisors, County of Placer, State of California, the Board delegates to the County Executive Officer the authority under the County Code section 3.08.1090 to determine the timing of layoff. The layoff shall be conducted in accordance with the County Code sections 3.08.1090 through 3.08.1120.