



Santa Clara Valley Healthcare
 County of Santa Clara Health System
 751 South Bascom Avenue, San Jose, CA 95128
 Tel: 408-885-4010 | Fax: 408-793-1817 | Web:
 scvmc.org

DATE: March 30, 2023

TO: Honorable Members of the Board of Supervisors
 Jeffery V. Smith, M.D., J.D., County Executive

FROM: Paul Lorenz, Chief Executive Officer, Santa Clara Valley Healthcare
 John P. Mills, Director, Employee Services Agency

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SUBJECT: Report Back on the Hiring of Extra Help into Coded Positions

At the Board of Supervisors' meeting on February 28, 2023 (Item No. 27), at the request of Supervisor Lee and Supervisor Ellenberg, the Board directed Santa Clara Valley Healthcare (SCVH) to provide an off-agenda report relating to the hiring of current extra-help employees into coded positions to expedite the filling of vacancies.

Employee Services Agency (ESA) meets with labor unions and SCVH on a regular basis to discuss extra help usage, recruitment strategies, and other workforce concerns. Currently, ESA has several strategies in place to help facilitate the hiring of extra help employees into coded positions, including awarding preferential points on examinations to extra help, per Merit System Rules, Sec. A25-149.1, and alternately staffing positions as unclassified for training opportunities for coded positions wherever possible.

ESA has also proactively collaborated with Service Employees International Union (SEIU) Local 521 to waive the SEIU Pathway to Permanency Program requirement until the end of the term of the current Memorandum of Agreement (MOA). The SEIU Pathway to Permanency Program required the County to hire extra help from eligible lists for several entry-level classifications, which severely constrained the County's ability to hire extra help in these classifications. The suspension of the program allows for the expeditious hiring of extra help employees to support shortages in staffing. Other efforts include notifying current extra help employees when open-competitive recruitments are posted to allow them the opportunity to apply for coded positions. ESA anticipates that hiring extra help into coded positions will be a topic of discussion during the upcoming contract negotiations with SEIU.

A separate off-agenda report will be submitted in response to the request for information regarding nurse hiring and retention.

cc: Chief Board Aides
Greta S. Hansen, Chief Operating Officer
James R. Williams, County Counsel
Tiffany Lennear, Clerk of the Board of Supervisors
Mary Ann Barrous, Agenda Review Administrator
Jason McCluskey, Budget and Public Policy Analyst
Shawn Whiteman, Program Manager II