



October 24, 2019

TO: Health and Hospital Committee

FROM: René G. Santiago, Deputy County Executive &
Director, County of Santa Clara Health System

Dr. Nathaniel Woods, Interim Director
Custody Health Services

SUBJECT: Custody Health Services Staffing Update

At the October 22, 2019 Board of Supervisors meeting, the Board approved on Consent Item 31, the Third Amendment with South Bay Emergency Physicians Group. The Board directed that during the October 30 Health and Hospital Committee, there be discussion on Custody Health staffing and that an update be brought back to the full Board at a future BOS meeting.

Attached is the most recent matrix on Custody Health staffing for your review and discussion at HHC.

**SCVHHS CUSTODY HEALTH SERVICES
VACANCY SUMMARY for BU 0414 as of 10/7/19**

Administration	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Administrative Assistant	3	1	2	33.3%	3.0	1.0	2.0	33.3%	Recruitment in progress
Admin Nurse II (Informatics)	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Admin Services Manager II	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Clinical Nurse III (Quality Imprvmt)	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
CHS Director	1	1	0	100.0%	1.0	1.0	0.0	100.0%	Vacancy eff 8/26
Custody Beh. Health Director	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Executive Assistant II	2	0	2	0.0%	2.0	0.0	2.0	0.0%	--
Health Care Prog Analyst Associate	2	1	0	50.0%	2.0	1.0	1.0	50.0%	1 Candidate to start 11/18/19
Janitor	7	1	6	14.3%	7.0	1.0	6.0	14.3%	Recruitment in progress
Medical Unit Clerk	13	5	8	38.5%	11.5	4.5	7.0	39.1%	Recruitment in progress
Nurse Manager (QI Mgr - Medical)	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Office Management Coordinator	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Office Specialist III	4	1	3	25.0%	4.0	1.0	3.0	25.0%	Recruitment in progress
Optometrist	1	1	0	100.0%	0.5	0.5	0.0	100.0%	Candidate pending backgrounds
QI Coordinator - Mental Health	2	1	1	50.0%	2.0	1.0	1.0	50.0%	Recruitment in progress
QI Coordinator - SCVMC	1	1	0	100.0%	1.0	1.0	0.0	100.0%	Recruitment in progress
QI Manager - Mental Health	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--
Senior Management Analyst	2	0	2	0.0%	2.0	0.0	2.0	0.0%	
Staff Developer	3	0	3	0.0%	3.0	0.0	3.0	0.0%	3rd position is place holder only / not funded
	48	13	34		46.0	12.0	34.0		
Behavioral Health - Clinician	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Sr Health Care Program Manager	2	0	2	0.0%	2.0	0.0	2.0	0.0%	--
Sr Mental Health Program Specialist	1	0	1	0.0%	1.0	0.0	1.0	0.0%	
Health Care Program Manager II	6	0	6	0.0%	6.0	0.0	6.0	0.0%	--
Psychiatric Social Worker	56	12	44	21.4%	53.6	10.0	43.6	18.7%	Requisitions submitted, at various stages of recruitment
Community Worker	1	0	1	0.0%	1.0	0.0	1.0	0.0%	
	66	12	54		63.6	10.0	53.6		
Behavioral Health - Nursing	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Nurse Manager	1	0	1	0.0%	1.0	0.0	1.0	0.0%	
Assistant Nurse Manager	3	1	2	33.3%	3.0	1.0	2.0	33.3%	2 ANM's to start 11/4
Clinical Nurse	13	0	13	0.0%	12.8	0.0	12.8	0.0%	
Psychiatric Nurse	20	1	19	5.0%	18.3	1.0	17.3	5.5%	
	37	2	35		35.1	2.0	33.1		
Behavioral Health - Psychologist	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Chief of Psychology	1	1	0	100.0%	1.0	1.0	0.0	100.0%	Recruitment in progress
Senior Psychologist	2	2	0	100.0%	2.0	2.0	0.0	100.0%	Recruitment not handled by CHS
Psychologist	15	7	8	46.7%	14.0	6.5	7.5	46.4%	Recruitment not handled by CHS
	18	10	8		17.0	9.5	7.5		
Dental	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Registered Dental Assistant	4	0	4	0.0%	3.5	0.0	3.5	0.0%	--
	4	0	4		3.5	0.0	3.5		
Medical - Main Jail	# Pos	# Vacant	# Filled	% Vacant	# FTE	# Vacant	# Filled	% Vacant	Notes
Nurse Manager	1	0	1	0.0%	1.0	0.0	1.0	0.0%	--

Admin Nurse II	4	0	4	0.0%
Clinical Nurse	49	14	35	28.6%
Hospital Services Assistant	8	1	7	12.5%
Licensed Vocational Nurse	4	0	4	0.0%
Medical Social Worker	1	0	1	0.0%
	67	15	52	

4.0	0.0	4.0	0.0%
41.3	11.8	29.5	28.6%
7.5	1.0	6.5	13.3%
4.0	0.0	4.0	0.0%
1.0	0.0	1.0	0.0%
58.8	12.8	46.0	

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Recruitment in progress
Filled, candidate to start eff 9/23
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Medical - Elmwood	# Pos	# Vacant	# Filled	% Vacant
Nurse Manager	1	0	1	0.0%
Admin Nurse II	3	0	3	0.0%
Clinical Nurse	45	2	43	4.4%
Licensed Vocational Nurse	11	0	11	0.0%
	60	2	58	

# FTE	# Vacant	# Filled	% Vacant
1.0	1.0	0.0	100.0%
3.0	1.0	2.0	33.3%
33.2	1.0	32.2	3.0%
8.5	0.0	8.5	0.0%
45.7	3.0	42.7	

Notes
Pending start 11/4/19
Pending start 11/18/19
Recruitment in progress
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Juvenile Hall	# Pos	# Vacant	# Filled	% Vacant
Nurse Manager	1	0	1	0.0%
Clinical Nurse III	13	1	12	7.7%
Licensed Vocational Nurse	2	0	2	0.0%
Medical Unit Clerk	4	0	4	0.0%
Staff Developer	1	1	0	100.0%
	21	2	19	

# FTE	# Vacant	# Filled	% Vacant
1.0	0.0	1.0	0.0%
10.2	1.0	9.2	9.8%
2.0	0.0	2.0	0.0%
2.5	0.0	2.5	0.0%
0.5	0.5	0.0	100.0%
16.2	1.5	14.7	

Notes
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Recruitment in progress
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Requisition submitted to Nurse Recruitment, no list certified as of 9/5

	# Pos	# Vacant	# Filled	% Vacant
ALL without Juvenile Hall	300	54	246	18.0%
ALL with Juvenile Hall	321	56	265	17.4%

# FTE	# Vacant	# Filled	% Vacant
269.7	49.3	220.4	18.3%
285.9	50.8	235.1	17.8%

RNPA ONLY without JH	134	19	116	14.2%
RNPA ONLY	148	19	129	12.8%
RNPA ONLY + NPs from 921	156	22	134	14.1%

112.6	13.8	98.8	12.3%
123.3	14.8	108.5	12.0%
131.1	17.8	113.3	13.6%