



San Bernardino County

Legislation Text

File #: 7391, Agenda Item #: 13

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

January 24, 2023

FROM

WILLIAM L. GILBERT, Director, Arrowhead Regional Medical Center

SUBJECT

Master Employment Agreement for Contracted Medical Imaging Positions

RECOMMENDATION(S)

1. Approve a Master Employment Agreement for the positions of Contract Ultrasound Technologist, Contract Radiological Technologist, and Contract Special Procedures Radiological Technologist, effective January 24, 2023, through January 23, 2026, with the option to extend the term for a maximum of two successive one-year periods.
2. Authorize the Director of Arrowhead Regional Medical Center to execute the individual Employment Agreements, on behalf of the County, subject to County Counsel review.
3. Authorize the Director of Arrowhead Regional Medical Center to execute amendments to extend the term of the Master Employment Agreement and the individual Employment Agreements for a maximum of two successive one-year periods on behalf of the County, subject to County Counsel review.
4. Direct the Director of Arrowhead Regional Medical Center to transmit amendments to the Master Employment Agreement to the Clerk of the Board of Supervisors within 30 days of execution.
(Presenter: William L. Gilbert, Director, 580-6150)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Provide for the Safety, Health and Social Service Needs of County Residents.

FINANCIAL IMPACT

Approval of this item will not result in the use of Discretionary General Funding (Net County Cost). The Master Employment Agreement identifies three positions, with the following compensation rate ranges: Contract Ultrasound Technologist (Minimum Rate \$39.19 - Maximum Rate \$50.03), Contract Radiological Technologist (Minimum Rate \$33.17 - Maximum Rate \$42.37), and a Contract Special Procedures Radiological Technologist (Minimum Rate \$39.19 - Maximum Rate \$50.03). The cost will be funded by State Medi-Cal, Federal Medicare, private insurances, and other departmental revenues. Funding sources may change in the future pending any legislative activity related to the repeal and/or replacement of the Affordable Care Act. Adequate appropriation and revenue have been included in the Arrowhead Regional Medical Center (ARMC) 2022-23 budget and will be included in future recommended budgets.

BACKGROUND INFORMATION

This Master Employment Agreement will allow ARMC to hire a Contract Ultrasound Technologist, a Contract Radiological Technologist, and a Contract Special Procedures Radiological Technologist who are represented

under the Teamsters Local 1932 (Teamsters Union) - MOU Appendix G - Medical Imaging. These positions have been negotiated with the Teamsters Union and this Master Employment Agreement is drafted to reflect the updated terms these positions will be held to.

ARMC's Medical Imaging Department utilizes these contract positions to supplement their regular staff, fill vacancies when recruitment of regular staff does not yield suitable number of needed positions, provide alternative work schedules to candidates, and provide necessary staffing during emergencies to ensure patient care is not impacted. ARMC has vacancies in these positions, and recruitment is challenging in the current marketplace. ARMC is actively recruiting for the regular position but would like the flexibility to hire individuals with varying work schedules and terms, to meet the needs of the hospital, including during emergencies.

PROCUREMENT

Not applicable.

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Cynthia O'Neill, Principal Assistant County Counsel, 387-5455) on December 28, 2022; Human Resources (Gina King, Deputy Director, 387-5755) on December 28, 2022; ARMC Finance (Chen Wu, Finance and Budget Officer, 580-3165) on December 29, 2022; Finance (Jenny Yang, Administrative Analyst, 387-4884) on December 29, 2022; and County Finance and Administration (Valerie Clay, Deputy Executive Officer, 387-5423) on January 4, 2023.