

JOINT RESOLUTION OF
THE HEALTH COMMISSION
AND
CIVIL SERVICE COMMISSION
Health Commission Resolution #27-94
Civil Service Commission Resolution #459-94-1

SUPPORTING THE DEPARTMENT OF PUBLIC HEALTH
ORGANIZATIONAL RESTRUCTURING
FOR
HEALTHCARE REFORM

WHEREAS, the Department of Public Health is at a major crossroads in its history, and state and national healthcare reform are moving forward at an aggressive pace; and

WHEREAS, the Department of Public Health must respond quickly and proactively to "re-tool" to meet the challenges of a managed care environment, and flexibility to change will be crucial to the Department's ability to survive and be competitive under a Medi-Cal managed care system; and

WHEREAS, the Department of Public Health must reorganize into a comprehensive, integrated, cost-effective service delivery system that focuses on prevention, primary care, and chronic/long-term care, and develop an incentive-based, performance-oriented, risk-sharing system of care that forges new partnerships with employee organizations, staff and contractors, community advisory committees, business groups, other city departments, and the San Francisco community in order to support its strategic direction; and

WHEREAS, the Department of Public Health must re-engineer its structure to be consumer/customer responsive to minimize cost to the City, and has developed a strategic direction for multi-year planning which will guide its reorganization into a comprehensive, integrated, cost-effective service delivery system that includes consolidation, cost reduction, productivity improvement, and revenue enhancement; and

WHEREAS, the City's Department of Human Resources has defined its major functions to provide quality services for its clients (departments) by recruiting and training qualified employees, emphasizing customer service and solving problems for its clients, building on the strengths and responding to the needs of the increasingly diverse work force; and

WHEREAS, the City's Department of Human Resources has set goals to begin a comprehensive classification and compensation study, assure full compliance with the Americans with Disabilities Act, implement phase I of a management information system that allows for management flexibility and meets charter requirements for Propositions C (flexibility in recruitment and selection) and D (expanded certification rule), and fully implements Proposition B (collective bargaining), and Proposition E (dismissals); and

WHEREAS, the Department of Public Health recognizes that human resources and labor relations issues will be critical in its ability to restructure a service delivery system that will be competitive under a Medi-Cal managed care system, now, therefore be it

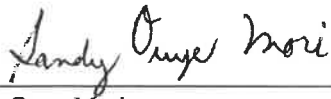
RESOLVED, that the Health Commission and the Civil Service Commission support the efforts of the Department of Public Health to reorganize and restructure its workforce in preparation for healthcare reform; and, be it

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FURTHER RESOLVED, that the Health Commission and the Civil Service Commission jointly urge the Department of Human Resources to work cooperatively with the Department of Public Health by providing the necessary assistance and advice in order to ensure the success of its restructuring efforts; and, be it

FURTHER RESOLVED, that the Health Commission and the Civil Service Commission urge the Mayor and the Board of Supervisors to support the efforts of the Department of Public Health to maintain its financial viability to be competitive under a Medi-Cal managed care system and meet the challenges of national healthcare reform.

I hereby certify that the foregoing resolution was adopted by the Health Commission and Civil Service Commission at a special joint Commission meeting on Tuesday, May 31, 1994.



Sandy Ouye Mori
Executive Secretary
Health Commission



Albert C. Walker
Executive Officer
Civil Service Commission