

Del Puerto Health Care District
Approved & Paid Capital Expenses
All Transactions

Item 26

Type	Date	Num	Name	Memo	Class	Debit	Credit	Balance		
DPHCD Capital Projects										
AMB Video/Speed Monitoring System										
General Journal	6/30/2022	JE 06-14	DPHCD Capital Projects:AMB Video/Speed Monit	AMB driver video & speed monitoring system.	02 Patterson District Ambulance	32,000		32,000		
General Journal	2/28/2023	JE 02-11	DPHCD Capital Projects:AMB Video/Speed Monit	Paid equipment deposit to ACETECH for AMB vehicle cameras.	02 Patterson District A	7,122		24,878		
						7,122	32,000	24,878		
AMB Tri-band Radio										
General Journal	6/30/2022	JE 06-14	DPHCD Capital Projects:AMB Tri-band Radio	Tri-band portable radio for AMB director.	02 Patterson District Ambulance	9,123		9,123		
						9,123	9,123			
Total AMB Tri-band Radio										
ADM Laptop Computers										
General Journal	6/30/2022	JE 06-14	DPHCD Capital Projects:ADM Laptop Computers	Admin, HR and Training.	01 DPHCD	3,003		3,000		
General Journal	2/28/2023	JE 02-09	DPHCD Capital Projects:ADM Laptop Computers	PAID Surface Pro 9 Asset Tag # 1026.	01 DPHCD	3,003		(3)		
						3,003	3,000	(3)		
Total ADM Laptop Computers										
HC Equipments										
General Journal	6/30/2022	JE 06-14	DPHCD Capital Projects:HC Equipments	HC old equipments replacements (ECG system, freezer, wheelchair & scale).	03 Del Puerto Health Center	4,985		4,985		
						4,985	4,985			
Total HC Equipments										
E St Bldg Conceptual Design										
General Journal	6/30/2022	JE 06-14	DPHCD Capital Projects:E St Bldg Conceptual Des	Ambulance Station & Admin Office conceptual design.	01 DPHCD	29,100		72,500		
General Journal	2/28/2023	JE 02-10	DPHCD Capital Projects:E St Bldg Conceptual Des	Paid architectural services for E St Bldg as of 2/28/2023.	01 DPHCD	29,100		43,400		
						29,100	72,500	43,400		
Total E St Bldg Conceptual Design										
ADM Firewall										
General Journal	10/31/2020	JE 10-09	DPHCD Capital Projects:ADM Firewall	Cost of Firewall BOD approved dtid 08/31/2020.	01 DPHCD	15,003		14,290		
General Journal	5/31/2021	JE 05-10	DPHCD Capital Projects:ADM Firewall	PAID firewall capital expenses.	01 DPHCD	15,003		(719)		
						15,003	14,290	(719)		
Total ADM Firewall										
ADM HR Desks										
General Journal	11/30/2022	JE 11-10	DPHCD Capital Projects:ADM HR Desks	Admin computer replacements Board approved Nov 22.	01 DPHCD	8,626		11,000		
General Journal	12/31/2022	JE 12-11	DPHCD Capital Projects:ADM HR Desks	To record purchase of 42 computers (Adm 7 & HC 35).	01 DPHCD	476		2,374		
General Journal	1/31/2023	JE 01-09	DPHCD Capital Projects:ADM HR Desks	Paid installation cost & cables to be added for 42 computers cost.	01 DPHCD	12,465		1,898		
						12,465	14,363	1,898		
Total ADM HR Desks										
AMB 2021 Ambulance										
General Journal	3/31/2021	JE 03-12	DPHCD Capital Projects:AMB 2021 Ambulance	New Ambulance purchase approved per Board Res#2021-01.	02 Patterson District Ambulance	240,829		254,000		
General Journal	11/30/2021	JE 11-07	DPHCD Capital Projects:AMB 2021 Ambulance	To record PAID/purchase 2021 Ambulance.	02 Patterson District A	4,375		13,171		
General Journal	2/28/2022	JE 02-10	DPHCD Capital Projects:AMB 2021 Ambulance	To transfer ClP total amount re: 2021 Ambulance.	02 Patterson District A	245,204		8,796		
						245,204	254,000	8,796		
Total AMB 2021 Ambulance										
AMB Crew Quarters										
General Journal	5/2/2019	JE 05-06	DPHCD Capital Projects:AMB Crew Quarters	Crew Quarter alerting system, crew lockers, bathroom repairs	02 Patterson District Ambulance	9,456		35,000		
General Journal	6/30/2021	JE 06-21	DPHCD Capital Projects:AMB Crew Quarters	Paid capital expense re: AMB Bathroom repairs.	02 Patterson District A	9,456		25,544		
						9,456	35,000	25,544		
Total AMB Crew Quarters										
HC Desks/ops & Scanners										
General Journal	11/30/2022	JE 11-10	DPHCD Capital Projects:HC Desks/ops & Scanners	HC computer replacements Board approved Nov 22.	03 Del Puerto Health Center	43,131		57,000		
General Journal	12/31/2022	JE 12-11	DPHCD Capital Projects:HC Desks/ops & Scanners	To record purchase of 42 computers (Adm 7 & HC 35).	03 Del Puerto Health (2,324		13,869		
General Journal	1/31/2023	JE 01-09	DPHCD Capital Projects:HC Desks/ops & Scanners	Paid installation cost & cables to be added for 42 computers cost.	03 Del Puerto Health (53,655		11,545		
						53,655	65,200	11,545		
Total HC Desks/ops & Scanners										
HC Drinking Water System										
HC cost for 3 drinking water dispensers approved by Board dtid										
General Journal	7/2/2019	JE 07-04	DPHCD Capital Projects:HC Drinking Water Syste	6/24/19 Agenda # 9.A.4.	03 Del Puerto Health Center	1,579		3,550		
General Journal	2/29/2020	JE 02-09	DPHCD Capital Projects:HC Drinking Water Syste	PAID capital expenses.	03 Del Puerto Health (1,755		1,971		
General Journal	3/31/2022	JE 03-08	DPHCD Capital Projects:HC Drinking Water Syste	Final installation cost for HC drinking system.	03 Del Puerto Health (3,334		216		
						3,334	3,550	216		
Total HC Drinking Water System										
HC Exhaust Fans Replacement										
General Journal	7/2/2019	JE 07-04	DPHCD Capital Projects:HC Exhaust Fans Replac	HC cost for replacement of exhaust fans (6) approved by Board dtid	03 Del Puerto Health Center	3,650		3,650		
						3,650	3,650			
Total HC Exhaust Fans Replacement										
Total DPHCD Capital Projects										
360,030 - Asset Replacement Fund - Other										
General Journ	44,985	JE 02-08	To transfer FY21 depreciation to Asset Replacement Fund per Board Res#22-05.						290,000	705,443
Total 360,000 - Assigned Fund Balance						0	290,000	705,443		

TOTAL ASSET REPLACEMENT FUND

838,777

BOARD OF DIRECTORS OF DEL PUERTO HEALTH CARE DISTRICT

Board Meeting – March 27, 2023

Item # Title

Page 1 of 1

Department: Chief Executive Office

CEO Concurrence: Yes

Consent Calendar: Yes

4/5 Vote Required: No

SUBJECT: Salaried Employees Compensation

STAFF REPORT: District policy requires a triennial review of market rates for all positions. Market rate adjustments were completed for ambulance and health center non-exempt (i.e., hourly) employees, which resulted in a 13% increase in April 2022 and an additional 2.5% to 5% increase in December 2022. Comparatively, salaried employees only received a 3.5% increase. Staff conducted a market rate study based on current positions and hiring, resulting in the attached recommendations for salary rate adjustments.

While we typically use public agency-reported salaries, that is not a representative standard since the reports are two years delayed (e.g., we receive 2021 salary data in 2023), and inflation has been 13.9% since 2021. As demonstrated in the mid-year budget update, additional income from the PP-GEMT-IGT program and Prospective Payment System encounter rate will significantly increase the district's revenue.

Staff recommendation is to adjust salaries according to the market survey, so we are less likely to lose valued employees to other organizations.

DISTRICT PRIORITY: Compensation at mid-market rates

FISCAL IMPACT: \$45,854 for January to June FY 2023

CONTACT PERSON: Karin Freese

ATTACHMENT(S): Employee Payroll Info

RECOMMENDED BOARD ACTION:

ROLL CALL REQUIRED: YES / NO

RECOMMENDED MOTION: *I move the Board of Directors approve the*

**Del Puerto Health Care District
Employee Payroll Info**

Job Title	Salary 7/2022	Market Increase	Market Increase	FY 2023 half	Market Salary	Market Average Low	Market Mid Rate	Market Average High	City of Patterson Position	City of Patterson Median
Health Center Manager	\$ 87,768	23.3%	\$20,450	\$10,225	\$108,218	\$ 93,742	\$108,220	\$ 122,697	Program Manager	\$128,748
Administrative Director/CEO	\$173,489	9.3%	\$16,134	\$ 8,067	\$189,623	\$ 165,830	\$189,520	\$ 213,210	Director/City manager	\$190,446
Clinical Education Coordinator	\$ 66,522	11.7%	\$ 7,783	\$ 3,892	\$ 74,305	\$ 63,794	\$ 74,542	\$ 85,291	n/a	n/a
Human Resources Manager	\$ 82,352	18.4%	\$15,153	\$ 7,576	\$ 97,505	\$ 83,212	\$ 97,520	\$ 111,829	Program Manager	\$128,748
Financial Accounting Manager	\$ 87,843	25.5%	\$22,400	\$11,200	\$110,242	\$ 80,128	\$110,273	\$ 140,417	Program Manager	\$128,748
Director of Ambulance Operations	\$112,497	8.7%	\$ 9,787	\$ 4,894	\$122,284	\$ 107,667	\$122,333	\$ 143,000	Fire Division Chief	\$125,747
	\$610,470	15.0%	\$91,707	\$45,854	\$702,178	\$594,372.80	\$702,408	\$816,443.80	\$	45,854.00

Health Center Manager

Market Evaluation Feb 2023

Title		Range	
	Company	Low	High
Recruiters	Health Clinic Manager		
	Salary.com	\$82,579.00	\$105,937.00
	indeed	\$91,559.00	\$141,068.00
	Glassdoor	\$72,963.00	\$118,000.00
	Mint Salary	\$84,500.00	\$143,000.00
	Payscale	\$63,500.00	\$90,000.00

Job Listings	Director of Practice Operations	First Choice Physician Partners	\$111,139.00	\$192,489.00
	Healthcare Operations Manager	Davita	\$89,440.00	\$126,880.00
	Clinic Manager	PT Solutions Phy Therapy	\$88,900.00	\$113,000.00
	Practice Manager	FCPP Urology	\$69,000.00	\$111,000.00

	Low	High	Mid
Market Average	\$93,742.00	\$122,697.00	\$108,219.50
2018 DPHCD Range	\$63,459.00	\$85,852.00	
DPHCD	Current Wage \$87,768.00		
	Under Market		-23%

**Del Puerto Health Care District
CEO Market Study 2020 Data + COLAS**

Operations	Revenue	Expense	#Ees	Total Wages	Title	Range Minimum	Current Salary	Range Maximum	Type	County	Geographic Wage Factor	Geo Adjusted Wage
UPDARIES July 25, 2022												
Similar Districts (2020 Data)												
Petaluma Health Care District	1,278,783	2,121,010	21	568,465	CEO	173,066	230,755	288,444	Health	Sonoma	2.8%	\$ 224,294
Stanislaus Council of Governments	n/a	n/a	33	1,246,499	ED	220,500	218,557	220,500	Government Services	Stanislaus	0.0%	\$ 218,557
Camarillo Health Care District	3,719,537	3,161,137	42	1,490,180	CEO	151,840	185,743	224,952	Health	Ventura	1.0%	\$ 183,886
Running Springs Water District	7,525,513	7,410,993	52	3,222,323	GM	172,368	178,998	193,184	Community	San Bernardino	0.3%	\$ 178,461
Patterson Irrigation District	8,807,483	5,848,111	20	922,772	GM	149,882	163,441	165,000	Water	Stanislaus	0.0%	\$ 163,441
Del Puerto Health Care District	6,230,500	5,795,235	58	2,531,545	CEO	133,600	160,188	200,400	Health	Stanislaus	0.0%	\$ 160,188
West Stanislaus Irrigation District	15,859,778	11,318,213	22	962,740	GM	116,514	157,272	160,830	Water	Stanislaus	0.0%	\$ 157,272
7 comparable districts sorted in order of current salary						Average Current w/25% Spread	\$ 161,869	\$ 184,993	\$208,118	Geo Adjusted Comp CEOs		\$ 183,728
						Geo Adjusted Salary Range	\$ 160,762	\$ 183,728	\$206,694	Health Care District Avg		\$ 189,456
						Recommend AD/CEO Salary Range	\$ 161,000	\$ 184,000	\$207,000	Stanislaus Districts Avg		\$ 179,757
						Current Salary	\$ 167,622			Average of 2020 studies		\$ 184,314
						Increase to Medium Wage						
						% Increase	3.50%	\$ 5,867	\$ 173,489			
						Net Increase						
						Gross Salary	\$ 173,489					
						Given to Salaried Staff 7/1/2022						

COLAS 2021
(1.5), 2022
(6.56), 2023
(8.13)

15.90% \$ 213,619 Market Rate
\$ 173,489 Current Salary
-23.1% Under Market

Red Italicized = specific information not available so estimate made based on averages. Salary range 12.5% above and below current.

- Mix of Health Care Districts & Stanislaus County = 50th percentile
 - Three from out of county & four from Stanislaus
 - Budget range \$1.3 to \$11.3 million

Clinical ED & QI Manager

Market evaluation

Title	Company	Range	
		Low	High
EMT/Paramedic Supervisor	Salary.com	\$63,618.00	\$99,543.00
EMS Manager	Glassdoor	\$112,000.00	\$144,752.00
EMS Manager	ZIP Recruiter	\$63,751.00	\$130,237.00
EMS Manager	Indeed	\$128,207.00	\$220,842.00

Recruiters

EMS Manager	City of Tracy	\$114,921.00	\$139,687.00
Medical Transport Manager	City of Manteca	\$80,000.00	\$90,000.00
Specialist Clinical Education	AMIR Buellton, CA	\$85,000.00	\$95,000.00
		79,347	
		71,500 -	99,000

Job Listings

73450 - 101,700
85300 - 102,361

Average
minus high/low

\$91,134.00 \$121,843.80

DPHCD		Difference
Current Wage	\$66,522.00	\$24,612.00
		\$55,321.00

7475 - 105196
Medic

Human Resources Manager

Market evaluation Feb 2023

Title	Company	Range		
		Low	Entry level	High
Human Resources Manager	salary.com	\$121,808.00		\$151,072.00
	indeed	\$88,963.00		\$128,832.00
	Glassdoor	\$80,434.00		\$122,000.00
	Payscale	\$80,000.00		\$106,000.00
	Mint Salary	\$80,000.00		\$117,500.00

Recruiters

Job Listings

Human Resources Manager	Pacific Southwest Container LLC	\$85,000.00		\$112,964.00
Human Resources	GXO Logistics	\$72,600.00		\$91,900.00
HR/payroll manager	Duarte	\$64,480.00		\$90,000.00
Human Resources Manager	Ashley Furniture	\$83,699.00		\$100,439.00
Human Resources Lead	AGP Glass -Tracy	\$95,000.00		\$115,000.00

	Low	High	Mid
Market Average	\$83,212.00	\$111,829.00	\$97,520.50
2018 DPHCD Range	\$64,569.67	\$86,899.22	
DPHCD	Current Wage \$82,352.00		-18%
	Under Market		

Accounting Finance Manager

Market Evaluation

Title	Company	Range	
		Low entry level	High
Recruiters			
Finance Manager	Salary.com	\$107,905.00	\$168,276.00
	Indeed	\$84,949.00	\$127,892.00
	Mint Salaries	\$119,000.00	\$132,000.00
	Payscale	\$86,000.00	\$134,000.00
	Talent.com	\$90,114.00	\$159,256.00
	Robert Half	\$120,000.00	\$140,000.00

Job Listings			
Finance Manager	Providence (Waterford)	\$117,353.00	\$143,436.00
Accounting Manager	Global Hires, LLC	\$80,000.00	\$130,000.00
Finance Director/Asst City Manager	City of Livingston	\$115,954.00	\$140,943.00
Finance Manager	Freshpoint	\$78,000.00	\$143,700.00

minus the highest/lowest

	Low	High	Mid
Market Average	\$80,128.00	\$140,417.00	\$110,272.50
2018 DPHCD Range	\$63,459.00	\$85,852.00	

DPHCD	Current Wage	\$87,843.00
	Under Market	-26%

Director of Ambulance Operations

Market evaluation Feb 2023

Range

Title	Company	Low	Entry level	High
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Recruiters

Title	Company	Low	Entry level	High
Director of Ambulance Operations	salary.com	\$67,000.00		\$88,000.00
	indeed			
	Zip Recruiter	\$96,200.00		\$162,000.00
	Payscale			
	Mint Salary			

Job Listings

Director of Operations	AMR Riverside	\$112,000.00		\$175,000.00
Director of Clinical Operations	Riggs Merced	\$95,000.00		\$105,000.00
Director of Clinical Operations	SEMSA Merced	\$117,000.00		\$149,000.00

	Low	High	Mid
Market Average	\$101,667.00	\$143,000.00	\$122,333.50
2018 DPHCD Rai	\$87,402.00	\$114,757.00	
DPHCD	Current Wage		\$112,497.00
			-9%

CITY OF PATTERSON
DEPARTMENT HEADS AND UNREPRESENTED SALARY SCHEDULE
EFFECTIVE JULY 1, 2022

DEPARTMENT HEADS	Monthly Salary					Semi-Monthly Salary				
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
City Clerk	\$10,186.95	\$10,696.30	\$11,231.11	\$11,792.67	\$12,382.30	\$5,093.48	\$5,348.15	\$5,615.56	\$5,896.34	\$6,191.15
Director of Community Development	\$12,722.10	\$13,358.21	\$14,026.12	\$14,727.42	\$15,463.79	\$6,361.05	\$6,679.11	\$7,013.06	\$7,363.71	\$7,731.90
Director of Engineering, Building and Capital Projects	\$12,722.10	\$13,358.21	\$14,026.12	\$14,727.42	\$15,463.79	\$6,361.05	\$6,679.11	\$7,013.06	\$7,363.71	\$7,731.90
Director of Finance	\$12,722.10	\$13,358.21	\$14,026.12	\$14,727.42	\$15,463.79	\$6,361.05	\$6,679.11	\$7,013.06	\$7,363.71	\$7,731.90
Director of Human Resources	\$13,040.15	\$13,692.16	\$14,376.77	\$15,095.61	\$15,850.39	\$6,520.08	\$6,846.08	\$7,188.39	\$7,547.81	\$7,925.20
Director of Public Works	\$13,040.15	\$13,692.16	\$14,376.77	\$15,095.61	\$15,850.39	\$6,520.08	\$6,846.08	\$7,188.39	\$7,547.81	\$7,925.20
Director of Recreation & Community Services	\$12,411.81	\$13,032.40	\$13,684.02	\$14,368.22	\$15,086.63	\$6,205.91	\$6,516.20	\$6,842.01	\$7,184.11	\$7,543.32
Fire Chief	\$12,722.10	\$13,358.21	\$14,026.12	\$14,727.42	\$15,463.79	\$6,361.05	\$6,679.11	\$7,013.06	\$7,363.71	\$7,731.90

Unrepresented	Monthly					Semi-Monthly				
	Step A	Step B	Step C	Step D	Step E	Step A	Step B	Step C	Step D	Step E
Deputy City Clerk	\$6,694.81	\$7,029.55	\$7,381.03	\$7,750.08	\$8,137.59	\$3,347.41	\$3,514.78	\$3,690.52	\$3,875.04	\$4,068.80
Deputy Director of Public Works - Operations and Maintenance	\$9,696.08	\$10,180.89	\$10,689.93	\$11,224.43	\$11,785.65	\$4,848.04	\$5,090.45	\$5,344.97	\$5,612.22	\$5,892.83
Deputy Director of Regulatory Compliance and Administrative Services	\$9,228.87	\$9,690.32	\$10,174.83	\$10,683.57	\$11,217.75	\$4,614.44	\$4,845.16	\$5,087.42	\$5,341.79	\$5,608.88
Executive Administrative Assistant Confidential	\$5,102.42	\$5,357.54	\$5,625.41	\$5,906.68	\$6,202.02	\$2,551.21	\$2,678.77	\$2,812.71	\$2,953.34	\$3,101.01
Fire Division Chief	\$9,459.59	\$9,932.57	\$10,429.20	\$10,950.66	\$11,498.20	\$4,729.80	\$4,966.29	\$5,214.60	\$5,475.33	\$5,749.10
Human Resources Analyst	\$6,694.81	\$7,029.55	\$7,381.03	\$7,750.08	\$8,137.59	\$3,347.41	\$3,514.78	\$3,690.52	\$3,875.04	\$4,068.79
Information Technology Manager	\$9,696.08	\$10,180.89	\$10,689.93	\$11,224.43	\$11,785.65	\$4,848.04	\$5,090.45	\$5,344.97	\$5,612.22	\$5,892.83
Information Technology Technician I	\$5,494.74	\$5,769.48	\$6,057.96	\$6,360.85	\$6,678.90	\$2,747.37	\$2,884.74	\$3,028.98	\$3,180.43	\$3,339.45
Information Technology Technician II	\$6,065.17	\$6,368.43	\$6,686.85	\$7,021.19	\$7,372.25	\$3,032.59	\$3,184.22	\$3,343.43	\$3,510.60	\$3,686.13
Program Manager	\$9,696.08	\$10,180.89	\$10,689.93	\$11,224.43	\$11,785.65	\$4,848.04	\$5,090.45	\$5,344.97	\$5,612.22	\$5,892.83

HR Dir 156,180 - 190,200
 HR Analyst 80,338 - 97,651
 Program Mgr. 116,352 to 141,428