



10/12/2023
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RNPA Proposal 50, October 12, 2023

Section 18.8 - Custody Health Services Professional Performance Committee

a) The Custody Health Services ("CHS") Professional Performance Committee ("PPC") shall be composed of nurses currently employed by CHS. The PPC shall have two (2) representatives from Main Jail, two (2) representatives from Elmwood, one (1) representative from Juvenile Hall, and one (1) representative from the Ranch. All appointed and new positions will be filled by election by October 31 of each year.

b) Nurses employed by the County recognize their obligation to perform the highest level of nursing care for the patients. The CHS PPC shall act as an advisory body to CHS' Administration. CHS will make a good faith effort to implement recommendations agreed to by the PPC and the Director of CHS.

c) The PPC shall not involve itself in grievances as defined and set forth in this Agreement. The purpose and function shall be as set forth in its bylaws and shall include the following:

1. Recommend nursing policies and procedures to the Director of CHS.
2. Review nursing policies and procedures prior to implementation, when possible, except in emergencies.
3. Additional agenda items may be added upon request. Additional topics for the agenda may include, but are not limited to:
 - Preparing for and responding to changes in patient condition and placement;
 - Quality standards, performance improvement and quality assurance;
 - Achieving operation efficiencies.

d) The Director of CHS or designated representative will meet with the PPC at their regularly scheduled meeting when requested. The Director of CHS will respond in writing to all



written recommendations within sixty (60) calendar days unless extended by mutual agreement.

e) Attendance at the PPC will be voluntary by the elected representative. PPC members will be granted release time to attend the meetings when attending during a scheduled shift. Those members who attend during other than duty time will be granted up to four (4) hours of compensatory time. Meetings will be held monthly or more often as mutually agreed to by the Committee and Director of CHS. **If needed, elected representative(s) may receive up to 2 hours of Release Time for meeting prep per month.**

f) A subcommittee shall be formed as part of the CHS PPC to review nursing vacancies and current recruitment efforts within CHS. Through its work, the subcommittee shall develop a variety of recommendations to address both planned and unplanned nursing vacancies. The subcommittee shall not seek to mandate a specific staffing model, but rather to provide recommendations and broad guidelines for how to fill vacancies to prevent staffing issues. Such recommendations must comply with the County's Merit System Rules, policies, and labor agreements. The subcommittee shall meet quarterly following a scheduled PPC committee meeting for a period of one hour. The Director of Custody Health Services or designated representative shall provide oversight to the subcommittee and shall respond in writing to all written recommendations within sixty (60) calendar days unless extended by mutual agreement.