



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

March 13, 2008

To: Supervisor Yvonne B. Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF HEALTH SERVICES REQUEST TO APPOINT JORGE OROZCO TO THE POSITION OF HOSPITAL ADMINISTRATOR II (UC)

Consistent with County Policy on management appointments, the Department of Health Services (DHS) requests authorization to appoint Jorge Orozco to the position of Hospital Administrator II (UC) at an annual salary of \$180,896 (\$15,074/month), placing him in the 2nd quartile of this R19 position and reflecting a 27.4 percent increase over his current salary. We have reviewed the request and concur with the attached DHS request to appoint Mr. Orozco.

As the Hospital Administrator II (UC), Mr. Orozco will function as the Chief Executive Officer (CEO) of Rancho Los Amigos Rehabilitation Center (Rancho) where he has been the acting CEO since March 2007. In this capacity, Mr. Orozco will continue to select, direct and evaluate performance for medical, nursing and administrative services within the organization ensuring DHS goals and objectives are met. He will also direct the development and implementation of administrative policies and procedures including personnel, fiscal, accounting, contracts and other community related activities that meet the needs of rehabilitative services for the community. In addition, the incumbent will be responsible for establishing and maintaining relationships with the Board of Supervisors, Health Deputies, County CEO, Deputy CEO's, local elected officials, community groups, labor unions and various other agencies.

The Department indicates that Mr. Orozco has over 7 years of executive management experience at Rancho and over 18 years in rehabilitative services. A copy of his resume and additional information from DHS is attached.

Each Supervisor
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The Department indicates that salary placement for Mr. Orozco in the 2nd quartile of Range 19 would be consistent with the level of experience and knowledge that he brings to this position. Based on the information provided by DHS regarding Mr. Orozco's experience and qualifications, we concur with their request to appoint him to the position of Hospital Administrator II (UC) at the requested salary.

In accordance with the policy on managerial appointments, unless our office is informed otherwise from your offices by March 21, 2008, we will advise DHS that authorization has been granted to proceed with Mr. Orozco's appointment to Hospital Administrator II (UC) at an annual salary of \$180,896 effective March 24, 2008.

If you have any questions or concerns regarding this appointment, please call me, or your staff may contact Latisha Thompson of this office at (213) 974-1157.

Attachments

c: Executive Officer, Board of Supervisors
Director and Chief Medical Officer, Department of Health Services
Director of Personnel

Orozco.mbs

EDUCATION

FELLOW, 2007 CALIFORNIA HEALTH LEADERSHIP COLLEGE <i>California Hospital Association</i>	December 2007
CERTIFICATE, ADVANCED LEADERSHIP FOR HEALTH CARE EXECUTIVES <i>Harvard School of Public Health, Boston MA</i>	October 2004
MASTER'S OF SCIENCE, HEALTH CARE MANAGEMENT <i>College of Business and Economics, California State University, Los Angeles</i>	June 2003
BACHELOR OF SCIENCE, PHYSICAL THERAPY <i>University of California at San Francisco</i>	October 1988
BACHELOR OF ARTS, BIOLOGY <i>University of California at Santa Cruz</i>	June 1987

EMPLOYMENT

ACTING CHIEF EXECUTIVE OFFICER March 2007 – Present
Rancho Los Amigos National Rehabilitation Center *Downey, California*

- CEO for 167 (budgeted) bed rehabilitation and acute hospital with an operating budget of \$169 million, 1200 employees, 2,200 discharges and 54,000 outpatient visits.
- Expanded inpatient census by 30 beds to support DHS MetroCare implementation. Successfully obtained full accreditation by the Joint Commission and Commission on Accreditation of Rehabilitation Facilities (CARF).
- Developed and implemented *Performance Outcomes.net* a web based business intelligence tool that provided access and accountability to department specific budgets and performance metrics.
- Proposed, obtained funding and opened a 20 bed Acute Stroke/Neurology Unit. This unit admits patients directly from the Emergency Rooms of other County and Private Hospitals to mitigate the impact of MLK closure and more efficiently move patients through the continuum of care.
- Implemented a Day Rehabilitation Center that provides intensive outpatient rehabilitation services. This has allowed Rancho to further decrease its length of stay and begin the shift to a more cost and clinically effective outpatient delivery model.
- Obtained a \$560,000 grant from LA Care to develop rehabilitation contracts with private health plans and drive diversification of payer mix.

CHIEF OPERATING OFFICER December 2005 – Present
Rancho Los Amigos National Rehabilitation Center *Downey, California*

- Responsible for planning, coordinating and overseeing all aspects of hospital operations.
- Led the team that submitted LA County DHS Coverage Initiative application that resulted in a \$162 million grant for *Healthy Way LA*.
- Decreased rehabilitation length of stay by 8 days to within 1-2 days of National benchmark.
- Implemented Clinical Service specific outcome metrics that include monthly/quarterly performance against National benchmarks. These metrics were made available to all staff via Intranet.

ACTING ASSOCIATE HOSPITAL ADMINISTRATOR December 2004 - Dec 2005
Rancho Los Amigos National Rehabilitation Center *Downey, California*

- Responsible for planning, coordinating and overseeing hospital operations. Functioned as the acting CEO in the absence of CEO.
- Developed organizational performance metrics through "Executive Dashboard".
- Co-lead in hospital strategic planning.
- Lead role in accreditation preparation.
- Implemented Harris/Rodde settlement terms.

CHIEF REHABILITATION THERAPY DIVISION April 2001 – Dec 2005

- Executive level position (reports to CEO) responsible for providing administrative direction to large specialized clinical and support departments (Social Work, Occupational Therapy, Recreation Therapy, Physical Therapy Speech Pathology, and Audiology).
- Developed/controlled annual budgets for the Rehabilitation Therapy Division (consisting of over 200 employees with an annual budget of \$7.3 million).
- Served on Executive Council and Rehab Council to address clinical and operational issues with hospital-wide implications.
- Coordinated the operation of services with other divisions of the Department of Health Services, other County departments, and outside agencies.
- Directed the Rehabilitation Therapy Division Chiefs to ensure quality services, efficient resource utilization and regulatory compliance.

DIRECTOR, PHYSICAL THERAPY DEPARTMENT

Rancho Los Amigos National Rehabilitation Center

September 1996 – Dec 2005
Downey, California

- Responsible for clinical and administrative direction of the Physical Therapy Department (70 employees with an annual budget of \$2.8 million) and associated training and research activities.
- Responsible for human resources, performance improvement initiatives, regulatory compliance, and clinical effectiveness/efficiency for physical therapy services to a large population of inpatient and outpatients with severe physical disabilities.

CLINICAL MANAGER, PHYSICAL THERAPY

Rancho Los Amigos National Rehabilitation Center

September 1993 - October 1996
Downey, California

- Responsible for management of physical therapy services on the Adult Brain Injury, Neurology, and Stroke units.
- Directed supervisors and therapy staff in daily operations and clinical initiatives that ensure efficient and clinically effective services.
- Reduced departmental Budget by 45%.

NON-PHYSICIAN MANAGEMENT APPOINTMENT REQUEST

Candidate Name: Jorge Orozco

Employee No.:

(Check one) NEW HIRE: PROMOTION:

I. FACILITY/PROGRAM

A. Provide organization chart & highlight the position – Attach electronic copy of organization chart

SEE ATTACHMENT

B. Describe where the position fits into the management organizational structure:

The CEO of Rancho Los Amigos reports to the Chief Network Officer within DHS. The Chief Network Office reports to the Chief Deputy and the Chief Deputy reports to the Director of DHS.

C. Describe the duties and responsibilities which reflect the scope and complexity of the position:

The CEO of Rancho will select, direct and evaluate performance for medical, nursing and administrative services within the organization, ensuring DHS goals/objectives in addition to Countywide Goals are met. The position will also direct the development and implementation of administrative policies and procedures including personnel, fiscal, accounting, contracts and other community related activities that meet the needs of rehabilitative services for the community. In addition, the incumbent will need to establish and maintain relationships with the Board of Supervisors, Health Deputies, County CEO, Deputy CEOs, local elected officials, community groups, labor unions, regulatory agencies and accrediting agencies. The candidate has been functioning in this capacity and receiving a temporary assignment bonus of 5.5%, bringing his current monthly salary to \$12,480.680.

D. Indicate the candidate's unique qualifications, special skills or abilities, work background or experience, etc.:

Mr. Orozco brings seven years' executive management experience to DHS and Rancho Los Amigos, which is the only hospital to be listed in the US News and World Reports as one of America's Best Rehabilitation Hospitals. He has been a demonstrated leader for the past 18 years in rehabilitative services, with degrees in Health Care Management, Physical Therapy and Biology. Mr. Orozco led Rancho to full accreditation by the Joint Commission & the Commission on Accreditation of Rehabilitation Facilities (CARF). He proposed and obtained funding and opened a 20 bed Acute Stroke/Neurology Unit that admits patients directly from the emergency Room of other County and private hospitals to mitigate the impact of the MLK inpatient closure and more efficiently move patients through the continuum of care. Department wide, he led a team of DHS executives that developed the California Coverage Initiative application (Health Way L.A.) for Los Angeles County and was awarded \$162 million (\$54 million for three years) to implement the program.

Mr. Orozco's knowledge, skills and abilities were superior to those of other candidates that participated in the interview process. The Department feels that he has the vision and the capacity to advance the strategic goals of the County and to further propel Rancho's reputation as one of the premier rehabilitative hospitals in the nation.

E. Provide the candidate's résumé or curriculum vitae – Attach electronic copy

SEE ATTACHMENT

F. Identify highest paid subordinate reporting to this position

Name: Charles Stewart Employee #: Title: Chief Physician I

Base Monthly Salary: \$ 14,822.00 Calculated Salary: \$ 16,103.33 (with specialty bonuses)

Base Annual Salary: \$ 177,864.00 Base Calculated Annual Salary: \$ 193,275.96 Range/Quartile:

G. Identify management position above the position requested

Name: John R. Cochran III Employee #: Title: Chief Deputy Director, H.S.

Base Monthly Salary: \$ 23,066.54 Base Annual Salary: \$ 276,798.48 Salary Range/Quartile: R24

II. HUMAN RESOURCES

Certify that the position is vacant and budgeted

YES NO

Verify current salary of the individual for whom the request is being submitted.

CURRENT BASE SALARY: Month: \$ 11,830.00 Annual: \$ 141,960 Range, Quartile: S12, Step 16

NEW HIRE OR PROMOTION: Designate amount of proposed monthly salary based on standard 5.5 increases and/or verify that requested salary is consistent with other managers in the department.

PERCENTAGE INCREASE OVER CURRENT SALARY: 27.4+ %

PROPOSED SALARY: Monthly: \$ 15,074 Annually: \$ 180,896 Range, Quartile: R19, Second Quartile

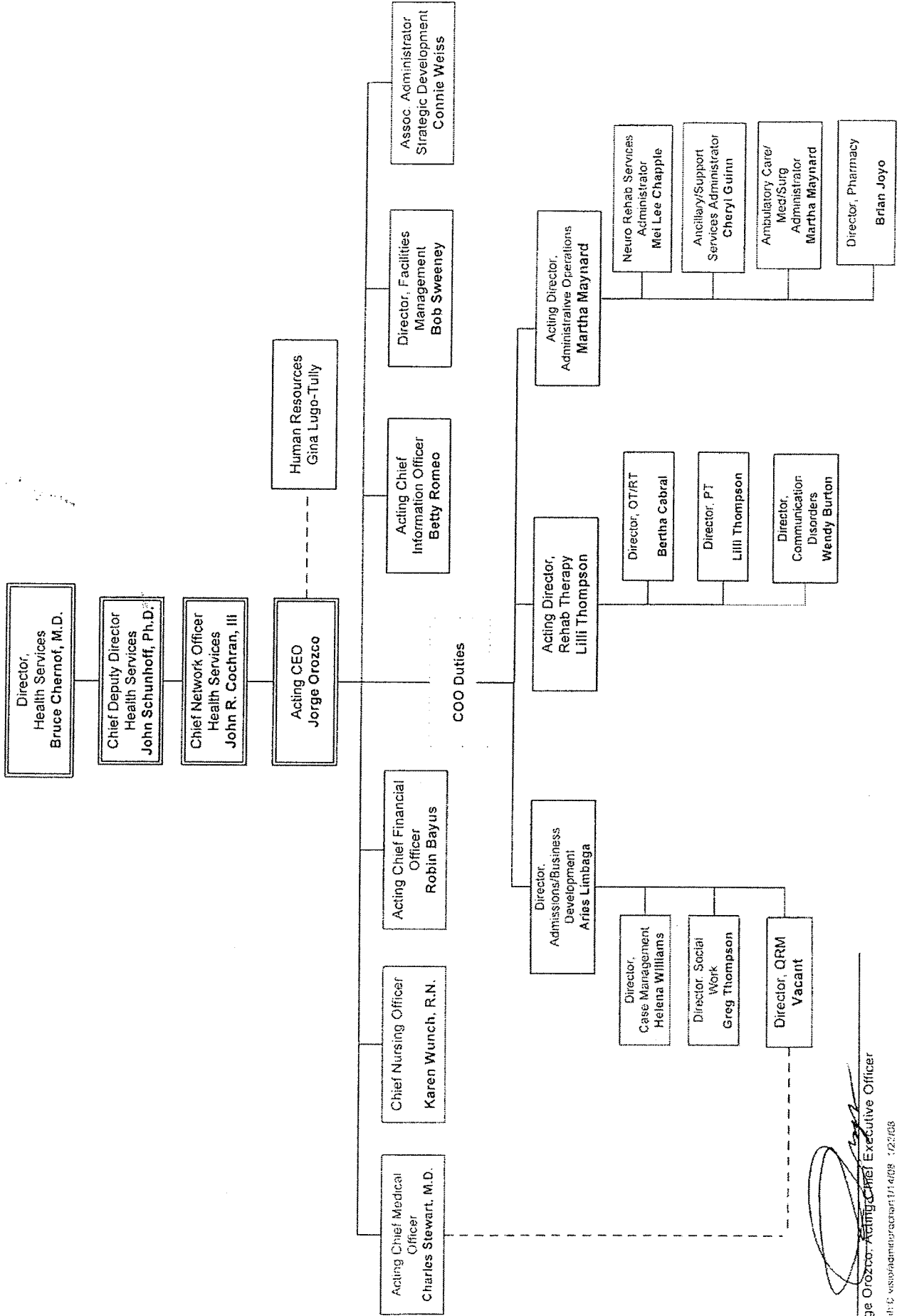
Provide listing of all internal equivalent positions within facility/program

Verify that candidate is listed on the appropriate Certification List and is reachable

YES NO



Los Angeles County Department of Health Services RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER



Jorge Orozco, Acting Chief Executive Officer

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