



November 21, 2024, Quarterly Board Meeting

Division of Investigation, Health Quality Investigation Unit Update to the Medical Board of California

HQIU currently has 18 investigator vacancies, equaling a 22% vacancy rate. Two new investigators have started in November with one additional candidate cleared and pending a start date. There are 10 candidates in background, four of which are in the final psychological and medical portion of the process. In the meantime, we continue to screen new applications for each HQIU office on a repetitive 30-day cycle so we can quickly fill the remaining vacancies.

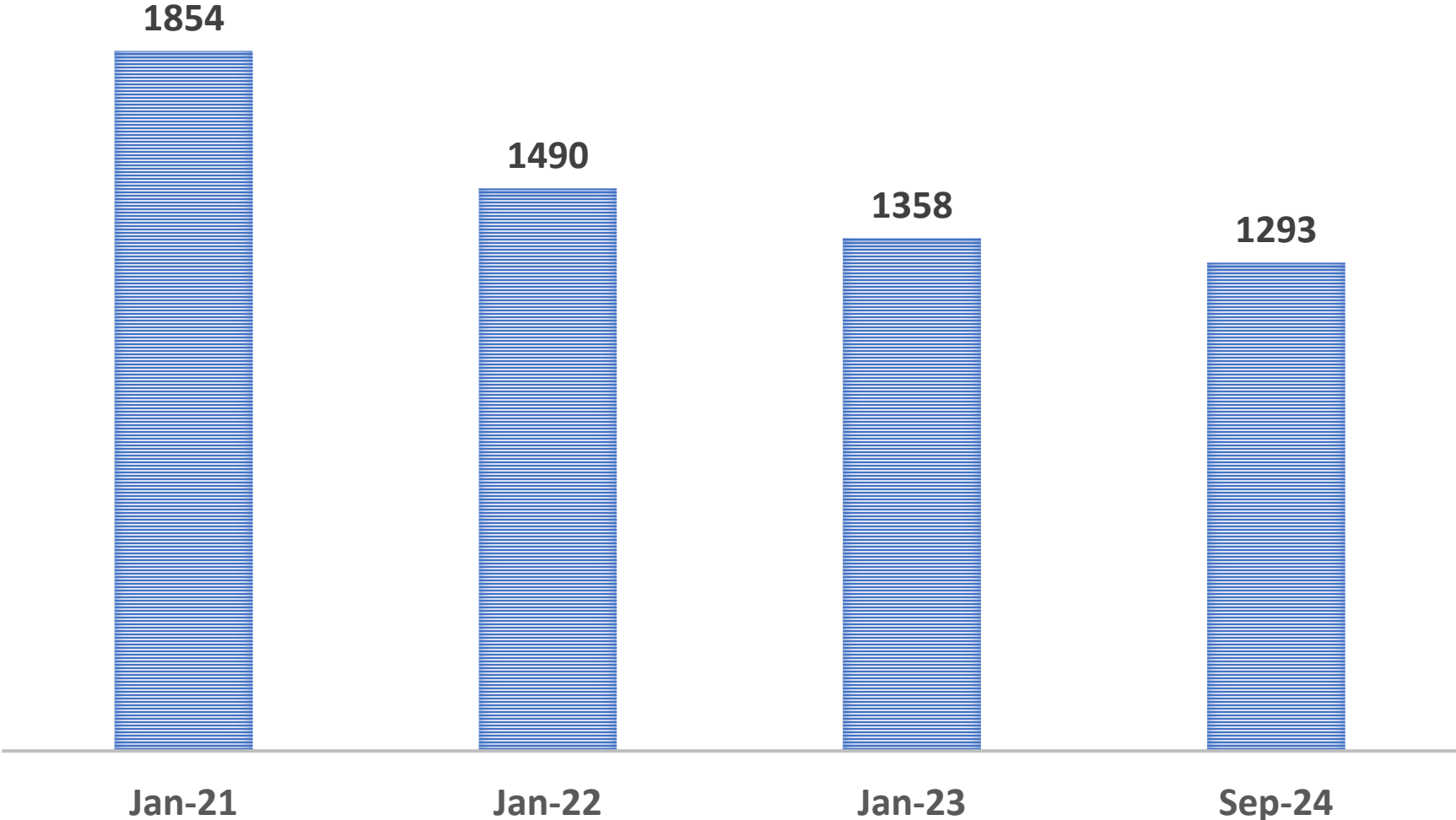
DCA's Division of Investigation (DOI) has started a new wellness program which is intended to be a holistic approach to staff's well-being, encompassing aspects such as physical fitness, mental health, and overall wellness. We are proud to be one of the first State agencies selected to be part of the program, which is sponsored by California's Commission on Peace Officer Standards and Training (POST) in partnership with UC San Diego. The primary goals of this wellness program are to increase staff retention and support a healthy quality of life for Division members.

One challenge we are facing with recruitment is the elimination of the State's Hire Above Minimum (HAM) process. As of October 1st, all State departments lost individual delegation to issue HAMs. Historically, the Division has utilized the HAM process to hire individuals who have vast knowledge and experience from outside agencies and be able to start them at a higher salary than the bottom of the pay scale. The Division applied to be considered for CalHR's new Ham Plus Process, which is an automatic higher starting salary based on classification, however, the investigator classification was not included. We have elevated our concerns regarding the significant impact this will have on DOI's hiring process.

HQIU has made progress on the pending workload and cases over a year old as demonstrated in our updated graphs in Board agenda item 8B.

In addition to sharing an automated monthly report with case status updates, HQIU leadership continues to hold weekly meetings with Board staff to discuss cases, answer questions and resolve issues efficiently.

Pending Investigations
JAN 2021 (1,854) - SEPT 2024 (1,293)



HQIU Investigations Over 365 Days Jan 2021 - Sept 2024

