



# Public Health Laboratory Succession Planning

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# Situation

- Lab director retiring in May
- Demand for many lab services declining
- Some testing remains mandatory
- Options (not mutually exclusive) assessed:
  - Replace director/operate status quo
  - Contract mandated services/discontinue others
  - Future expansion/change of services offered

# Challenges

- California Public Health Laboratory Director requirements changed of late – higher qualifications include:
  - Doctoral degree
  - board exam
  - 4 years experience
  - PH microbiologist certificate
- Serious shortage of qualified candidates
- Work in EDC not likely attractive to someone with these qualifications

# Assessment of Options

- Numbers of tests – mandatory & nonmandatory
- Costs
- Likelihood of recruiting new lab director
- Options for contracting or redirecting clients
- Public health benefits
- Current vs. future needs
- Potential benefit to county programs (HHSA or other Departments)

# Recommendations

## Immediately (May 2017)

Contract with another county's public health lab

## Future (TBD)

Investigate potential to provide different lab services to benefit public health and county

- Lower qualification/credentials requirement
- Could qualify with existing staff
- Decision or implementation not likely urgent

# Logistics

- Mandated testing will require specimen packaging & transporting
- Nonmandatory testing redirected
  - Water testing
  - Clinical/confirmatory testing for hospitals
  - Rabies testing for other county(ies)
  - Blood-lead levels
- Lab decommissioned, authorities notified
- Identify new manager for Local Enforcement Agency contract

# Summary

1. **Recommend** Board approve Public Health contracting with Sacramento County for laboratory services.
2. **Recommend** Board approve staff further investigating options for laboratory services (other than high-complexity) that could be performed by HHS-Public Health



**Thank you**

Questions?