

COUNTY OF EL DORADO

HEALTH & HUMAN SERVICES


Patricia Charles-Heathers, Ph.D.
Director



INTEROFFICE MEMORANDUM

Date: September 18, 2017

To: Tameka Usher
Director of Human Resources

From: Patricia Charles-Heathers 
HHSA Director

Subject: Deputy Director Classification for Director of Nursing

As we have discussed previously, HHSA has been working through our Service Integration Strategic Plan Objective. Part of the Objective requires us to review our organizational structure in order to better determine how services could be delivered to the community.

One area that was reviewed was Public Health and Community Services. Our Public Health Division has multiple programs. There are multiple categories of programs within Public Health including Community Based Nursing, Animal Services, Emergency Response and Health Education. As we reviewed our organizational structure, we felt it made sense to move the programs to different Systems of Care as we redefine our service delivery model.

Animal Services and Emergency Response Programs will be moving to our Community Services Programs. Community Based Nursing and Health Education are being combined to form the Health Care and Education Programs. Currently the Director of Nursing manages the Community Based Nursing programs. However, in our new organizational structure, the Director of Nursing would also be managing the education programs including multiple grant funded programs.

This change in organizational structure establishes increased direct reporting staff and program responsibilities for the current Director of Nursing. Our request is to reclassify the current Director of Nursing to a Deputy Director as justified by expanded work requirements of managing multiple new programs and staff. Our request is also consistent with the department recommendation during the Classification and Compensation Study conducted last year.

Please do not hesitate to let me know if you have any additional questions.