



## Legislation Details (With Text)

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**Type:** Agenda Item      **Status:** Approved

**File created:** 12/19/2012      **In control:** Board of Supervisors

**On agenda:** 1/15/2013      **Final action:** 1/15/2013

**Title:** Health and Human Services Agency, Public Health Division, recommending the Board consider the following:  
 1) Appoint Alicia Paris-Pombo, M.D. to serve as the County Public Health Officer and Local Registrar for Vital Statistics effective April 15, 2013;  
 2) Approve the advanced step hiring at Step 5 of the salary range totaling \$12,272/month for this position;  
 3) Find it is in the best interest of the County to waive the requirements of Government Code Section 24001 pertaining to an individual's eligibility for appointment as County Officer;  
 4) Approve the assignment of a recruitment signing bonus pursuant to Board of Supervisors Policy E-7; and  
 5) Approve the allowance of relocation reimbursement pursuant to Board of Supervisors Policy E-6.

**FUNDING:** Public Health Realignment Funds.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A-PHO Relocate Reimburse+Signing Bonus, 01-15-13.pdf

Date	Ver.	Action By	Action	Result
1/15/2013	1	Board of Supervisors	Approved	Pass

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### Fiscal Impact/Change to Net County Cost

None. Expenses associated with this position, including Chief Administrative Office (CAO) approved signing bonus and reimbursement of actual relocation costs (combined total of the CAO approved costs not to exceed \$11,000), are included within the Health and Human Services Agency Public Health Division's budget, and are supported by Public Health Realignment funding.

### Background

California Health and Safety Code requires each County to have an appointed Public Health Officer. By law, the Health Officer is the local registrar for the Local Registration District and is responsible for registration of certificates of birth, fetal death, and death events.

This critical position became vacant effective February 2012 and has been filled on an interim basis through Agreement for Services 417-S1210 with Dr. Robert Hartmann. The current agreement with Dr. Hartmann expires on February 6, 2013. HHSa plans to return to your Board prior to February 6, 2013, to extend the term of Dr. Hartmann's agreement to coincide with the appointment of Dr. Paris-Pombo as the County Public Health Officer.

After extensive recruitment, the Health and Human Services Agency, Public Health Division (HHSa) identified Alicia Paris-Pombo, M.D., as an outstanding candidate for the County of El Dorado Public Health Officer. Dr. Paris-Pombo brings a wealth of knowledge and background specific to Public Health, holds a Doctoral degree in both family medicine and preventive medicine, and a Master's of Science degree in epidemiology. During her employment with the County of Monterey Health Department, Dr. Paris-Pombo's was the Public Health Epidemiologist and the Communicable Disease Controller. Her recent experience was in a hospital-associated non-profit clinic caring for patients from diverse socioeconomic populations.

### **Reason for Recommendations**

#### Appointment and Advanced Step Placement

California Health and Safety Code Sections 101000 - 101010 require the County Board of Supervisors appoint a County Public Health Officer. Dr. Paris-Pombo is a licensed physician in good standing with the Medical Board of the State of California with excellent credentials, background, and experience in Public Health, all of which will enhance the County's Public Health programs and services to the community. HHSa recommends the appointment of Dr. Alicia Paris-Pombo as the County's Public Health Officer to ensure the continuation of activities mandated by the Health and Safety Code. Based on her education and experience, HHSa is also recommending appointment at Step 5 of the salary range.

#### Waive requirements of California Health & Safety Code Section 24001

California Health & Safety Code Section 24001 states, "A person is not eligible to a county or district office, unless he or she is a registered voter of the County or district in which the duties of the office are to be exercised..." However, the section further states "The Board of Supervisors or any other legally constituted appointing authority in a county or district may, if it finds that the best interests of the county or district will be served, waive the requirements of this section for an appointed county or district office."

While Dr. Paris-Pombo will be relocating from Monterey, at this time she has not identified a permanent residence. As a result, HHSa is requesting the Board waive this requirement in the event Dr. Paris-Pombo chooses to reside in a neighboring County.

#### Recruitment Signing Bonus

Pursuant to Board of Supervisors Policy E-7, with the concurrence of the Chief Administrative Office, HHSa is recommending Board approval of a recruitment signing bonus in the amount of \$6,000. This bonus shall be paid over 26 biweekly pay periods beginning the first pay period of employment. In the event Dr. Paris-Pombo severs from County service for any reason the remaining bonus shall not be payable.

HHSA believes this bonus is justified based on the following:

- This position is considered critical to the operation of a program or facility and is mandated by state law.
- HHSA began recruiting to fill this position since January 2012. Since April 2, 2012, the recruitment was changed to “open until filled” and has been posted on 10 separate recruitment websites.
- HHSA received five certification lists throughout the recruitment process with only one candidate each. Once candidate withdrew, one did not meet the medical requirements and two were interviewed but not selected.

#### Relocation Reimbursement

Pursuant to BOS Policy E-6, with the concurrence of the Chief Administrative Office, HHSA is recommending Board approval of relocation expenses not to exceed \$5,000. If approved, HHSA will work with County Counsel to prepare a Promissory Note to be signed by Dr. Paris-Pombo stating the full amount of relocation expenses will be repaid if employment with El Dorado County is severed prior to completion of two full years of service

#### **Action to be taken following Board approval**

HHSA will notify the State of California of the appointment and will work with County Counsel to finalize and execute a Promissory Note with Dr. Paris-Pombo prior to the appointment date of April 15, 2013.

#### **Contact**

Daniel Nielson, M.P.A., Director

#### **Concurrences**

Human Resources and Chief Administrative Office