



County of El Dorado

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Legislation Details (With Text)

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On agenda: 6/10/2008 **Final action:** 6/10/2008

Title: Human Resources Department recommending the Board authorize the Chief Administrative Officer to sign a retroactive signing bonus in the amount of \$6,000 for Denise Kellaheer, Psychiatrist in the Mental Health Department.
RECOMMENDED ACTION: Approve.

FUNDING: MediCal 40%, MHSA 40%, Realignment 20%

Sponsors:

Indexes:

Code sections:

Attachments: 1. Signing Bonus.PDF

Date	Ver.	Action By	Action	Result
6/10/2008	1	Board Of Supervisors	Approved	Pass

Human Resources Department recommending the Board authorize the Chief Administrative Officer to sign a retroactive signing bonus in the amount of \$6,000 for Denise Kellaheer, Psychiatrist in the Mental Health Department.
RECOMMENDED ACTION: Approve.

FUNDING: MediCal 40%, MHSA 40%, Realignment 20%

BUDGET SUMMARY:		
Total Estimated Cost		\$6,000
Funding		
Budgeted	\$6,000	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$6,000	
Change To Net County Cost		0

Fiscal Impact/Change to Net County Cost: : No change to Net County Cost. Funds are available within the Mental Health Department budget. Signing bonus of \$6,000 to be paid out over 26 pay periods.

Background: Board Policy E-7 allows for hard to fill positions, as designated by the Chief

Administrative Officer (CAO), to be eligible for a signing bonus in an amount not to exceed \$6,000. There is currently a national shortage of Psychiatrists, and El Dorado County has been officially designated as a Mental Health Professional Shortage Area. Several recruitments have proven unsuccessful, and as a result of not filling this position, the department experienced a backlog of appointments for necessary psychiatric care with six to eight week waiting periods for appointments. Complaints were received from the community due to the extended delay for services.

Reason for Recommendation: Board Policy E-7 requires that Human Resources recommend to the CAO hard to fill positions where a signing bonus may increase the number of qualified candidates and that upon concurrence from the CAO the position may be advertised with the signing bonus. At the onset of this recruitment, the position was reviewed for signing bonus eligibility was approved by the Director of Human Resources and the CAO on December 21, 2007.

This hiring strategy has proven successful and the Department offered the position and the recruitment signing bonus to a well qualified candidate on April 16, 2008. Procedures outlined in Policy E-7 require CAO approval prior to offering a recruitment signing bonus to an applicant. Due to a misunderstanding of the procedures, CAO approval was not obtained prior to the specific offer to the candidate and retroactive authorization is requested at this time.

Action to be taken following Board approval: Authorization will be forwarded to Payroll Department for disbursement.

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