



## Legislation Text

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**File #:** 15-0927, **Version:** 1

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Health and Human Services Agency and Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **133-2015** amending the salary schedule for the classification of Public Health Officer.

**FUNDING:** Public Health Realignment.

### **DEPARTMENT RECOMMENDATION**

HHSA and Human Resources Recommend the Board adopt resolution 133-2015 to establish the salary schedule for the classification of Public Health Officer to be competitive with base salary in comparable counties in order to successfully recruit and retain this mandated position.

### **DISCUSSION / BACKGROUND**

In accordance with the California Health and Safety Code, Section 101000, the Board of Supervisors is required to appoint a County Public Health Officer. The current incumbent has notified the Agency that she will be resigning effective September 11, 2015, and while it is acknowledged that the County is about to contract for a County-wide classification and compensation study, based on the difficulties experienced in previous recruitments, the mandate HHSA have a Public Health Officer, and the critical need of the County to hire a qualified candidate promptly, it is recommended that a salary adjustment be made for this position in order to be competitive with comparable counties to support the successful recruitment and retention of a qualified candidate.

Human Resources conducted a salary survey of its comparable agencies and found that even after the final 5% increase for this classification, El Dorado County's step 5 salary (\$14,206) is 15.5% below the mean (\$16,810). A recommendation is being made to bring our Public Health Officer step 5 to the mean of comparable agencies (\$16,810), making the new monthly salary range \$13,829 (step 1) - \$16,810 (step 5). For example, the current annual salary for the position at step 5 is \$170,472 and the new annual salary for the position at step 5 is \$201,728.

In January 2012, the Human Resources Department (HR) began recruiting for the position upon receiving notice of the resignation of the Public Health Officer effective February 6, 2012. While HR received thirteen (13) applications from this recruitment, only one (1) applicant met the minimum qualifications. The applicant was referred, but not hired. HR opened a second recruitment on an "open until filled" basis on April 14, 2012. HR received three (3) applications; one on April 18, 2012; one on July 11, 2012; and the last one on September 30, 2012. One (1) applicant did not meet the medical requirements, one (1) applicant withdrew from the recruitment; and the third candidate (current incumbent) was hired effective April 15, 2013. This was fourteen (14) months after the resignation of the previous incumbent.

### **ALTERNATIVES**

N/A

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

**CAO RECOMMENDATION**

It is recommended that the Board approve this item if it would like to increase the salary to expedite a recruitment for a County Public Health Officer.

**FINANCIAL IMPACT**

This Resolution has no General Fund impact. Sufficient funding will be included in HHSA's budget to cover the increased salary rate.

**CLERK OF THE BOARD FOLLOW UP ACTIONS**

Board Clerk to provide Human Resources and the Health and Human Services Agency each with one (1) copy of the executed resolution signed by the Chair.

**STRATEGIC PLAN COMPONENT**

**CONTACT**

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