



Legislation Details (With Text)

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Title: Health and Human Services Agency recommending the Board consider the following:
1) Appoint Nancy Williams, M.D. to serve as the County Public Health Officer and Local Registrar for Vital Statistics, effective October 5, 2015; and
2) Find it 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 a County officer.

FUNDING: Public Health Realignment Funds.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
9/22/2015	1	Board of Supervisors	Approved	Pass

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FUNDING: Public Health Realignment Funds.

DEPARTMENT RECOMMENDATION

Health and Human Services Agency (HHSA) recommends the County of El Dorado Board of Supervisors appoint Nancy Williams, M.D. to serve as the County Public Health Officer and Local Registrar for Vital Statistics, effective October 5, 2015.

DISCUSSION / BACKGROUND

Pursuant to California Health and Safety Code Section 101000-101010, the County Board of Supervisors is required to appoint a Public Health Officer. By law, the Public 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 position, which is mandated by statute, will become vacant October 2, 2015. In the past, HHSA has experienced challenges in recruiting a Public Health Officer resulting in lapses that required contracted coverage for this critical position. Upon receiving notice from the current Public Health Officer, HHSA conducted an extensive recruitment for a qualified candidate. The recruitment identified two qualified candidates; however, one of the candidates withdrew his name for consideration during the interview process.

The interview and selection process included an interview with mid-level managers, two interviews with executive level managers, as well meeting with staff in each of the Public Health Division programs. Through this process there was consensus among all staff that Nancy J. Williams, M.D. was an outstanding candidate for consideration of an appointment. In addition, she is known and recommended by other local health officers in the Northern California region.

Dr. Williams brings a wealth of knowledge and background specific to Public Health. She holds a Bachelor of Arts degree from University of California, Berkeley, a Master's degree in Public Health from University of Utah, and a Doctoral degree from University of Utah School of Medicine. Dr. Williams has served as the Medical Epidemiologist at Southern Nevada Health District from 2011 to the present. In addition, during the time Dr. Williams worked at Southern Nevada Health District, she served as the Acting Chief Health Officer as well as the Acting Director of Community Health for five months in 2014. HHSA is fortunate to locate such a highly recommended and qualified candidate.

Historically, in most counties the Public Health Officer also served as the Director of Public Health and reported directly to the Board of Supervisors. However, over the past 10 - 15 years, with the consolidation of Public Health into other departments and agencies, there has been a shift in many counties and the Public Health Officer now reports to an administrative director for day to day oversight and direction; however the legislation still requires the Board of Supervisors to make the official appointment. In El Dorado County the Public Health Officer position is classified as unrepresented management, not an unrepresented department head, and works under the direction of the Director of Health & Human Services.

Additionally, California Government Code Section 24001 states that "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. Williams will be relocating from Las Vegas, and while she anticipates residing in El Dorado County, 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. Williams chooses to reside in a neighboring county.

HHSA is fortunate to find such a well-qualified candidate before the current Public Health Officer vacates the position. Previous recruitments for this position have extended well beyond the vacancy date of the position.

ALTERNATIVES

Disapproval of the appointment of Nancy J. Williams, M.D. will cause the County to be without a statutorily required Public Health Officer, pursuant to Health and Safety Code Sections 10100-101010, and will be required to enter into an MOU with a Health Officer from another county in order comply with the State law while another recruitment is conducted.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

There is no Net County Cost associated with this Appointment. Sufficient appropriations are included in the fiscal year 2015-16 budget, and will be included in future budgets.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Clerk of the Board to provide one (1) Certified Minute Order to HHSA who will notify the State of California of the appointment prior to the appointment date of October 5, 2015.

STRATEGIC PLAN COMPONENT

Health and Human Services Agency Strategic Plan Project 1.1, "Staff Retention."

CONTACT

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