



County of El Dorado

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Legislation Details (With Text)

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On agenda: 3/25/2008 **Final action:** 3/25/2008

Title: Public Health Department recommending advanced step placement of Terri Stratton at Step 5 of the salary range for the position of Public Health Preparedness Division Manager, to be effective pay period 8.
RECOMMENDED ACTION: Approve.

FUNDING: Salary cost savings - Public Health Fund.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
3/25/2008	1	Board Of Supervisors	Approved	Pass

Public Health Department recommending advanced step placement of Terri Stratton at Step 5 of the salary range for the position of Public Health Preparedness Division Manager, to be effective pay period 8.
RECOMMENDED ACTION: Approve.

FUNDING: Salary cost savings - Public Health Fund.

BUDGET SUMMARY:

Total Estimated Cost		\$2,250
Funding:		
Budgeted	\$2,250	
New Funding		
Savings		
Other		
Total Funding Available		\$2,250
Change to Net County Cost		\$0

Impact/Change to Net County Cost: Increase in salary from Step 3, limit of Department Head authority, to Step 5 will result in an increase of approximately \$2,250 in the remaining three and a half months of the Department's FY 2007-08 budget and will be covered by salary cost savings from vacancy. There will be no increase in net County cost.

Background: The Department conducted two recruitments for the position of Public Health Preparedness Division Manager and, after a comprehensive search, was successful in finding a highly qualified candidate with the managerial experience and professional background that satisfied its needs.

Reason for Recommendation: The candidate chosen to fill this position is Terri Stratton. Ms. Stratton worked at the California Department of Public Health (CDPH), formally a division of the California Department of Health Services (DHS), for five years as a Section Chief for the Risk Communication and Professional Training Section of the Emergency Preparedness Office. The position carried administrative and supervisory responsibilities, including grant and budget work, as well as program development and public information dissemination functions related to public health emergency preparedness.

Prior to her role as Section Chief with CDPH, Ms. Stratton served in a number of different capacities at DHS, which gave her experience in a broad array of fields in public health. Additionally, she has written or contributed to several health-related publications and has been a guest lecturer at UC Davis since 2005.

Ms. Stratton possesses a B.S. in Health Science and a Masters in Public Health (M.P.H.).

The Department has prioritized its services to focus on Communicable Disease and Community Health and away from Personal Healthcare. Strong leadership is required to guide the Department and staff through the transition process. In addition the task of integrating Communicable Disease with our Emergency Preparedness services will be vital to achieve the maximum benefit from limited dollars. Ms. Stratton has been chosen for her depth of experience in guiding successful program start ups, achieving effective collaboration among stakeholders, and maximizing limited resources to achieve successful outcomes. It is critical to the success of this new initiative that a person who has a track record of mature and tested leadership be selected to head the Division. Ms. Stratton has the skills and capabilities to meet the challenges. The Department recommends Step 5 placement for Ms. Stratton for these reasons. Additionally, her current salary is equal to Step 3, and she will be giving up some benefits accruing to long time State employees to come to work for El Dorado County.

Action to be taken following Board approval: Human Resources to process 5th step placement for Ms. Stratton as Public Health Preparedness Division Manager, effective Pay Period #8, March 29, 2008.

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