



# County of El Dorado

330 Fair Lane, Building A  
Placerville, California  
530 621-5390  
FAX 622-3645  
www.edcgov.us/bos/

## Legislation Details (With Text)

**File #:** 08-0844 **Version:** 1

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

**File created:** 5/23/2008 **In control:** Board Of Supervisors

**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 Kellaher, 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 Kellaher, 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.

Contact: Patti Barton X5593