



Mendocino County

Legislation Text

File #: 19-1042, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: November 19, 2019

Department Contact: Cherie Johnson

Phone: 234-6600

Department Contact: Denise Bartolomei

Phone: 234-6600

Item Type: Regular Agenda

Time Allocated for Item: 15 Minutes

Agenda Title:

Discussion and Possible Action Including Adoption of Resolution Authorizing Title Change and Salary Assignment as Follows: Health & Human Services Agency, Budget Unit 4010 - Public Health Officer to County Health Officer, Salary Grade 7911

(Sponsor: Human Resources)

Recommended Action/Motion:

Adopt Resolution authorizing title change and salary assignment as follows: Health & Human Services Agency, Budget Unit 4010 - Public Health Officer to County Health Officer, Salary Grade 7911; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

On June 18, 2019, the Board of Supervisors adopted the Master Position Allocation Table for the FY 2019-2020 Budget, Resolution number 19-200.

Summary of Request:

The Human Resources Department is charged, as part of the overall maintenance of classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine requests for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

PHO Management to Unrepresented

Since the 2010 resignation of the Public Health Officer, Position No. 1433, in Budget Unit 4010 remains vacant, but the County has contracted with individuals to fulfill the requirements of the County Health Officer. The Health and Human Services Agency (HHSA), desires to recruit and fill the allocated position with a full-time County employee rather than with a contractor. At the request the Health and Human Services Agency, Human Resources developed a classification specification and conducted a salary study for County Health Officer. The County Health Officer ensures enforcement of California statutes and regulations, and local ordinances pertaining to public health.

Pursuant to Mendocino County Code of Ordinances 3.16.100 this position is exempt from Civil Service; therefore, in accordance with the Employer Employee Relations Resolution (EERR), the Interim Human Resources Director has determined that the classification be designated unrepresented, rather than its current

designation in the Management Association Bargaining Unit. The County has fulfilled its communication obligation with the affected bargaining unit.

The fiscal impacts below reflect step 5 of the salary grade and includes the cost of benefits. Costs associated with this action relative to the Health & Human Services Agency for Budget Unit 4010 are 1991 Health Realignment, Federal and State grants. In addition to these funding sources, there is a required Maintenance of Effort from the County General Fund in the amount of \$21,249, which is less than 1% of the overall budget. Any increase in costs will be absorbed by the department without budget adjustments.

Alternative Action/Motion:

Direct staff to study alternatives

Supervisory District: All

vote requirement: Majority

Supplemental Information Available Online At: N/A

Fiscal Details:

source of funding: Budget Unit 4010

current f/y cost: \$188,474

annual recurring cost: \$350,022

budgeted in current f/y: Yes

if no, please describe:

revenue agreement: No

budget clarification: Non-general fund with the exception of \$21,249 Maintenance of Effort costs.

Agreement/Resolution/Ordinance Approved by County Counsel: Yes

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

CEO Comments:

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Executed By: Lindsey Dunham, Deputy Clerk I

Date: November 22, 2019

Final Status: **Adopted**

Executed Item Number: **Resolution** Number:
19-392

