



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Public Health
Department No.: 041
For Agenda Of: June 16, 2015
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Takashi Wada, MD, MPH, 681-5102
Director(s)
Contact Info: Elena Morelos, Human Resource Manager, 681-5377
SUBJECT: Health Officer Special Duty Pay

County Counsel Concurrence

As to form: Yes

Other Concurrence: CEO/Human Resources

As to form: Yes

Auditor-Controller Concurrence

As to form:

Recommended Actions:

That the Board of Supervisors consider recommendations regarding Health Officer special duty pay:

- a) Adopt a resolution, effective June 16, 2015, establishing a special duty allowance of 10% annually for Charity Dean, MD, MPH, Health Officer of the Public Health Department.
- b) Approve the side letter to the County's Memorandum of Understanding with the Union of American Physicians and Dentists (UAPD), dated May 27, 2015, memorializing the parties' agreement on Special Duty Pay for Legally Appointed Health Officer.
- c) Determine that the above actions are organizational and administrative activities of government that are not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(5) of the CEQA Guidelines.

Summary Text:

As approved by your Board on January 21, 2014, Dr. Charity Dean has performed in an interim role as the County's appointed Health Officer (Health and Safety Code § 101000) while Dr. Takashi Wada was filling two positions as Director of Public Health and Interim Director of the Alcohol Drug and Mental Health Services. Since Dr. Wada's return as full-time director of Public Health, Dr. Dean has continued to serve as County Health Officer. The demands on the Health Officer role have increased substantially due to an increasing number of complex health-related issues such as outbreak investigations, and having a dedicated full time Health Officer has improved the speed of our response and decision making on operational issues. As this structural model increasing Health Officer capacity has been working

successfully for 2 years, this Special Duty pay allows for a mechanism to appropriately compensate Dr. Dean to continue this operational model. The Health Officer will continue to report to the Public Health Department Director and major policy decisions will still require the Director's consultation.

Background:

The Public Health Department is requesting special duty pay for one individual, Dr. Charity Dean, to reflect responsibilities above and beyond her classification as staff physician. Dr. Dean provides clinical leadership for many health related programs and services that impact the health of the community. Special duty pay is requested to accompany her ongoing responsibilities as Health Officer. Staff has met with the Union of American Physicians and Dentists (UAPD), the labor organization that represents employees in classifications that would be affected by the proposed special duty pay, and the parties have reached agreement on this issue, per the attached side letter.

As Tuberculosis (TB) Controller, Dr. Dean is personally involved in each TB case in the County and functions as our tuberculosis clinician in our Health Care Centers. Santa Barbara County has TB rates that are one of the highest in the state of California and a number of those cases are multi-drug resistant. Many of these cases require consultations with state and national experts, health officer orders for patients who are not compliant, and coordination with many local partners. As Health Officer, she is able to seamlessly and effectively perform TB Controller and Health Officer responsibilities.

Increases in emerging diseases and new trends in community based health are increasing the need for Health Officer time and expertise. In March of 2015, Santa Barbara County had a traveler from West Africa who developed a temperature. This situation required monitoring of the traveler, isolation from the community, a hospital stay in a facility prepared to provide Ebola level infection control, and laboratory testing. In the spring of this year, the County initiated an investigation of possible exposure to bloodborne viruses from a medical office that involved daily consultation with the California Department of Public Health and the Centers for Disease Control and Prevention. This investigation was initiated and continues to be led by our Health Officer, Dr. Dean. As more is discovered in the investigation, more decisions will be made to protect the community. Decisions related to this investigation are not pre-determined nor do they follow a well-defined algorithm. There have been other disease control activities that required significant Health Officer involvement and rapid response and decision making, including the California measles and UCSB meningitis outbreaks as well as multi-drug resistant tuberculosis cases. Time, resources and expertise are essential to keep the community safe and protected with these complex and emerging health situations. Having Dr. Dean in the role of Health Officer allows for greater Health Officer capacity and improves the speed of our response on daily operational community health and disease control issues.

Dr. Wada continues as full-time Director of Public Health and Deputy Health Officer, allowing him to back up the Health Officer on operational activities. Dr. Wada provides leadership for the organization. In this structure, the Health Officer will continue to report to and consult with the Director on all major policy decisions as well as all emerging issues and situations that may have a community-based impact. Any situations that might require declaration of an emergency or notification of elected officials are discussed with the Director prior to taking any action. Dr. Wada and Dr. Dean provide a uniquely effective team with two physicians that have a similar body of knowledge with specific areas of highly specialized expertise, who perform different Health Officer related tasks as needed. Together they make a complementary team of physicians that enable the Public Health Department to be incredibly responsive and successful, as recognized by the Centers for Disease Control and Prevention.

The department will continue to work with CEO/Human Resources to determine if this structure is appropriate in the long term or if a new Health Officer classification should be developed.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The estimated cost for the Special Duty Allowance of 10% for remainder of FY 14-15 is \$1,928. The annual, ongoing cost is projected at \$23,140, is budgeted in the department's FY 15-16 Recommended Budget submission, and is reimbursed from Medi-Cal and Medicare funds, some 1991 Health Realignment, and patient fees.

Key Contract Risks:

N/A

Staffing Impacts: N/A

Legal Positions:

0

FTEs:

0

Special Instructions:

Please send a copy of the executed Resolution and an electronic copy of the minute order to phdcu@sbcphd.org and Elena Morelos in CEO/HR.

Attachments:

1. Resolution establishing Health Officer Special Duty Allowance
2. Appointment of Public Health Department Health Officer (January 21, 2014)
3. UAPD MOU Side Letter (May 27, 2015), re: Special Duty Pay for Legally Appointed Health Officer

Authored by:

Elena Morelos, HR Business Center Manager, Public Health Department