

SANTA BARBARA COUNTY BOARD AGENDA LETTER



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

Agenda Number:
Prepared on: 1/19/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 1/25/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director

STAFF CONTACT: Theresa Duer, Deputy Human Resources Director
568-2822

SUBJECT: Reconciliation of Allocated Positions and Classification Studies

Recommendation(s):

That the Board of Supervisors:

Adopt one resolution, effective January 31, 2005, as follows:

Establish the job classification of Public Health Director/Health Officer (Class 3900), with compensation set at Range 7734 (\$11,485 - \$14,020 per month);

Add 1.0 FTE Public Health Director/Health Officer.

Alignment with Board Strategic Plan:

The recommendation is primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

Establishment of this classification provides the County with maximum flexibility in appointing a department head for Public Health, as the proposed classification is a physician class. The addition of the position in the new classification gives the Board of Supervisors the option of appointing either a physician or non-physician as department head.

With regard to the recommended salary: currently, the Health Officer/Medical Director classification (the highest MD position in the Public Health Department) is compensated at Range 7594 (\$10,710 - \$13,075 per month). Placing the Public Health Director/Health Officer compensation at Range 7734 establishes a 7% differential between the two classifications. This is not an ideal differential; if the County were to conduct an open recruitment, your Board may want to consider increasing the differential.

Mandates and Service Levels:

Adoption of this recommendation will allow for a smooth transition in leadership of the Public Health Department, minimizing any disruption in service to the department's patients and clients.

Fiscal and Facilities Impacts:

The additional annualized salary cost of appointing a Public Health Director/Health Officer, rather than a non-physician Public Health Director, would be \$21,855, paid from realignment funds. This increased cost may be offset by eliminating the need to fill the position of Health Officer/Medical Director. Annual salary savings from leaving that position vacant would be \$156,362.

There is no facilities impact.

Special Instructions:

Please send one copy of the approved resolution to Sandra Viola, Human Resources Department.

CC: County Administrator
Public Health Director

**RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

IN THE MATTER OF AMENDING RESOLUTION)
 NO. 04-190, AS AMENDED, BEING THE SALARY) RESOLUTION NO. _____
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 04-190 established a Classification Plan, and authorized Departmental Position Allocation effective July 5, 2004; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 04-190, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 04-190, adopted by this Board on July 6, 2004, is hereby amended by amending that (those) portion(s) of Section(s) 2 and 4 to read as follows effective January 31, 2005:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LIMIT</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
<u>Establish:</u> 003900	PUBLIC HLTH DIR/HLTH OFFCR	7734	A-E	\$66.031-\$80.611	NO

SECTION 4. Departmental Position Allocation

<u>DEPARTMENT/BUDGET UNIT</u>	<u>CLASS</u>	<u>P/T</u>	<u>NO. OF POSITIONS</u>	<u>TITLE</u>
<u>PUBLIC HEALTH (#5210)</u>				
Add 1 new	003900		001	PUBLIC HLTH DIR/HLTH OFFCR

2. Except as amended by this Resolution, Resolution No. 04-190 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2005, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
1/25/05

By: _____ (SEAL)
Deputy Clerk