



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: Human Resources
Department No.: 064
For Agenda Of: October 4, 2011
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Exempt Status of Healthcare Practitioners*

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors adopt the attached resolution amending the Classification and Compensation Plan to change the overtime status of Job Classification # 003930, Healthcare Practitioner, from exempt to non-exempt.

Summary Text:

The recommended action addresses operational needs in the Public Health Department (PHD) and brings this classification into alignment with the overtime status of other nursing-related classifications by making Healthcare Practitioners eligible for overtime.

Background:

In the health care industry, nursing-related classifications are typically overtime eligible. With the exception of Healthcare Practitioners, the County also pays its front line nursing-related classifications overtime.

The recommended action would potentially affect 10 employees in PHD; 5 of them are part-time employees and would be most directly affected. In order to have more flexibility and to ensure adequate staffing without disrupting patient services, PHD would like to be able to assign additional hours to these part-time employees when the need arises and to pay the employees for the additional hours worked.

This is consistent with the practice for other front line nursing-related classifications, which are overtime eligible, but the overtime exempt status of these part-time Healthcare Practitioners precludes PHD from paying them for any additional hours worked beyond their regularly assigned shifts.

Although the recommended action would make this group of employees eligible for overtime pay, as a practical matter, affected part-time employees would only be paid at their regular rate of pay for hours worked above those normally assigned unless they work more than 40 hours in a workweek, which would be rare. In addition, PHD would only approve overtime for full-time employees in this job classification in unusual circumstances.

The job classification of Healthcare Practitioner is represented by the Service Employees International Union, Local 620; the union concurs with the recommended change.

Fiscal Analysis:

Fiscal staff in PHD estimate that making Healthcare Practitioners eligible for overtime would result in increased costs of approximately \$14,400 for the remainder of Fiscal Year 2011-12 and approximately \$16,700 annually thereafter. These additional costs would be managed within the existing PHD budget.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert W. Geis, Auditor-Controller
Dr. Takashi Wada, Public Health Director

Attachment