



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: September 1, 2015
Placement: Departmental
Estimated Tme: 5 minutes
Continued Item: No
If Yes, date from: N/A
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Takashi M. Wada, Director and Health Officer, Public Health
Director: Department
Contact Info: Dan Reid, Assistant Deputy Director. Ext. 5173
SUBJECT: Waiver of retirement exclusion for Marlene Henry, Registered Nurse for Primary Care and Family Health Division of the Public Health Department – Franklin Health Care Center

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

CEO, Human Resources:

Approved: Yes

Recommended Actions:

That the Board of Supervisors consider the following:

- A) Approve and authorize the Public Health Department Director to hire retiring employee, Marlene Henry, Registered Nurse (RN), as an Extra Help employee for continued registered nurse services.
- B) In accordance with California Government Code Section 7522.56(f)(1), certify that hiring a retiring County employee as an Extra Help employee is necessary to provide critically needed services related to the provision of patient care within the Primary Care and Family Health Division of the Public Health Department, before 180 days have passed from the date of retirement; and
- 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:

Marlene Henry has been a Registered Nurse for the Franklin Health Care Center (FHCC) since April 6, 2009. She will retire on August 31, 2015. During Marlene's tenure, she has been the primary Obstetrics Nurse for the expectant mothers at the Franklin Health Care Center. She personally case manages their care and follow-up services. Her responsibilities have a significant impact on the quality and outcomes of our highly regarded Obstetrics Program at the Franklin Health Care Center. Caring for

these patients not only requires an experienced obstetrics and gynecology practice provider, but also a strong provider-family relationship with a high level of confidence.

Additionally, the Public Health Department (PHD) has recently experienced unusually long recruitment and selection periods to fill other nursing and provider vacancies and is concerned an appropriate new Registered Nurse may require a similar lengthy recruitment process.

Therefore, PHD is requesting that the Board allow the incumbent Registered Nurse, Marlene Henry, be hired as Extra Help immediately following her retirement to assist with coverage during the recruitment period and transfer of her patient panel to a replacement Registered Nurse at the FHCC. Marlene will familiarize the incoming Registered Nurse with her patients, their families, their medical needs and any other relevant challenges faced. For her medically fragile patients, she will do a face-to-face transition with the family and the new provider. Marlene is well-experienced in that realm and will assist in transitioning that role to the incoming nurse as well.

Background:

Marlene Henry, RN, with 6 years of experience providing obstetrics and gynecology care at the FHCC, will retire as of August 31, 2015. Her departure will result in a serious gap in patient care as wait times for appointments will increase and recent nurse and provider recruitments are unusually long possibly as a result of the influx of Medi-Cal patients through the Affordable Care Act. It is important that a seamless transition of care be afforded to Marlene Henry's large panel of patients as the PHD recruits and brings on a new health care practitioner. The PHD has an opportunity to provide a suitable transition of care that will enable us to fill the gap between Marlene's retirement and the hiring of a new health care practitioner. PHD recommends that Marlene return as Extra Help before 180 days have passed after her retirement on August 31, 2015, to assist the department in efficiently transitioning to a new Registered Nurse. The recruitment effort is underway and the department hopes to fill the position in late Fiscal Year 15/16.

Fiscal Impacts:

It is anticipated, during this transition, that Marlene Henry usage will be up to a maximum of 960 hours at a rate of (Step E) \$38.95 per hour for an estimated cost of \$38,000 for her services during the transition period. This Extra Help position will be funded from salary savings from the vacant Registered Nurse position.

Special Instructions:

Please send an electronic copy of the minute order to: phdcu@sbcphd.org.

Authored by:

Dan Reid, Assistant Deputy Director, Administration and Fiscal Division