

**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: 5/13/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 05/28/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors
FROM: Ann Goodrich, Director
Human Resources Department
STAFF CONTACT: Theresa Duer, Deputy Human Resources Director
568-2822
SUBJECT: Reconciliation of Allocated Positions

Recommendation(s):

That the Board of Supervisors:

Adopt one (1) resolution effective May 27, 2002, as follows:

A. ESTABLISH JOB CLASSIFICATION

Establish the job class of Pharmacist-in-Charge (Class #005772), Range 690 (\$7,576-\$9,249 per month).

SALARY CHANGES

Increase the salary range of Pharmacist (Class #5770), from Range 638 (\$5,846-\$7,136 per month) to Range 680 (\$7,208-\$8,799 per month); and, Pharmacist, Supervising (Class #5771), from Range 672 (\$6,926-\$8,455 per month) to Range 710 (\$8,371-\$10,219 per month).

B. ESTABLISH JOB CLASSIFICATIONS

Establish the job classes of Lactation Consultant (Class #4549), Range 513 (\$3,134-\$3,826 per month); Breastfeeding Coordinator (Class #1352), Range 558 (\$3,922-\$4,788 per month); Nutrition Site Supervisor (Class #5384) Range 546 (\$3,695-\$4,510 per month); and, Nutrition Services Supervisor (Class #5383) Range 570 (\$4,164-\$5,084 per month).

DELETE JOB CLASSIFICATIONS

Delete the job classes of Lactation Specialist (Class #4550) Range 533 (\$3,463-\$4,227 per month); Public Health Nutritionist, Senior (Class #6326) Range 533 (\$3,463-\$4,227 per month); and, Public Health Nutritionist, Supervising (Class #5413), Range 553 (\$3,826-\$4,670 per month).

RECLASSIFICATIONS-PUBLIC HEALTH (#5210)

1.0 FTE	From: Lactation Specialist To: Breastfeeding Coordinator
2.0 FTE	From: Public Health Nutritionist Supervising To: Nutrition Services Supervisor
4.0 FTE	From: Public Health Nutritionist Senior To: Nutritionist Site Supervisor
1.0 FTE	From: Health Education Assistant, Senior To: Lactation Consultant

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

A. Executive Summary and Discussion:

Human Resources recommends the establishment of a new classification of Pharmacist-in-Charge. The Pharmacist-in-Charge is a state mandated position responsible for compliance with federal and state regulations at each individual pharmacy. The addition of a Pharmacist-in-Charge will make it possible for the Public Health Department to operate more than one pharmacy.

The Human Resources Department has conducted a compensation study for the job classifications of Pharmacist, Pharmacist-in-Charge, and Pharmacist-Supervising. The study was conducted after Human Resources conducted two unsuccessful recruitments to fill a Pharmacist position in Santa Maria.

In conducting its compensation study, Human Resources concentrated on the regional private sector market, identified by the Public Health Department as their primary competition for Pharmacists. The compensation study indicates that, as a result of high demand for and low availability of pharmacists, private sector compensation is significantly higher than current County compensation. The recommended salaries are in line with private sector salaries and should allow Santa Barbara County to remain relatively competitive for the next two years.

Mandates and Service Levels:

No change.

Fiscal and Facilities Impacts:

The cost of increasing the salary range for Pharmacist and Pharmacist-Supervising will be approximately \$5,673.00 for the remainder of FY2001-02. Due to time constraints for recruitment and hiring, adding a new Pharmacist-in-Charge (PIC) position for the Santa Maria Pharmacy will not impact the budget for the remainder of FY2001-02. Ongoing annual costs of approximately \$75,066.00 for Pharmacist and Pharmacist-Supervising, and \$17,945.00 for the PIC will be financed by increased realignment, Medi-Cal funding and reduction in the use of community-based providers who charge the department at higher rates.

B. Executive Summary and Discussion:

The Human Resources Department has conducted classification and compensation studies for the Nutritionist, Lactation, and Breastfeeding classifications in the Public Health Department's Women, Infants, and Children (WIC) program. Human Resources recommends establishing the new classifications to better meet the needs of the Public Health Department's clients. The incumbents are being reclassified into the appropriate new classifications.

Mandates and Service Levels:

No change.

Fiscal and Facilities Impacts:

The re-classification of these positions will not result in an increase of general fund contribution to the Public Health Department (PHD). It will result in approximately \$65,693 of additional salaries and benefits expenditures to be paid for by federal nutrition grant funding. Total PHD and A87 overhead costs for the re-classification are estimated to be \$11,332. These additional costs will be met partly through federal and state grant reimbursements, and partly through the reallocation of existing Public Health Department funds.

There is no impact to County facilities.

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

Concurrences:

County Administrator

CC: County Administrator
SEIU Local 620
Public Health

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

IN THE MATTER OF AMENDING RESOLUTION)
NO. 01-208, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 01-208 established a Classification Plan, and authorized Departmental Position Allocation effective June 25, 2001; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 01-208, as amended, in the manner provided in this Resolution;

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

1. Resolution No. 01-208, adopted by this Board on June 26, 2001, is hereby amended by amending that (those) portion(s) of Section(s) 2 & 4 to read as follows effective May 27, 2002:

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>Add:</u>					
005772	PHARMACIST-IN-CHARGE	690	A-E	\$43.561-\$53.179	NO
004549	LACTATION CONSULTANT	513	A-E	\$18.018-\$21.996	YES
001352	BREASTFEEDING COORD	558	A-E	\$22.552-\$27.531	NO
005384	NUTRITION SITE SUPV	546	A-E	\$21.242-\$25.932	NO
005383	NUTRITION SERVICES SUPV	570	A-E	\$23.943-\$29.229	NO
<u>Change:</u>					
005770	PHARMACIST	680	A-E	\$41.442-\$50.592	NO
005771	PHARMACIST, SUPV	710	A-E	\$48.130-\$58.757	NO
<u>Delete:</u>					
004550	LACTATION SPECIALIST	533	A-E	\$19.908-\$24.304	NO
006326	PH NUTRITIONIST SR	533	A-E	\$19.908-\$24.304	NO
005413	PH NUTRITIONIST SUPV	553	A-E	\$21.996-\$26.853	NO

SECTION 4. Departmental Position Allocation

<u>DEPARTMENT/BUDGET UNIT</u>	<u>ACTION/AFFECTED POSITION #</u>	<u>CLASS</u>	<u>P/T</u>	<u>NO. OF POSITIONS</u>	<u>TITLE</u>
<u>PUBLIC HEALTH (#5210)</u>					
Change 6477					
	From:	004550		000	LACTATION SPECIALIST
	To:	001352		001	BREASTFEEDING COORD
Change 1180, 3009					
	From:	005413		000	PH NUTRITIONIST SUPV
	To:	005383		002	NUTRITION SERVICES SUPV
Change 995, 2120, 3563, 4886					
	From:	006326		000	PH NUTRITIONIST SR
	To:	005384		004	NUTRITION SITE SUPV
Change 4110					
	From:	003907		004	HEALTH EDUC ASST SR
	To:	004549		001	LACTATION CONSULTANT

2. Except as amended by this Resolution, Resolution No. 01-208 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 _____, 2002, 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
5/28/02

By: _____ (SEAL)
Deputy Clerk