



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: November 16, 2021
Placement: Administrative
Estimated Time: Not Applicable
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director
Director(s)
Contact Info: Erin Jeffery, Employment & Workforce Planning Division Chief,
805-568-2808
SUBJECT: Pay Rates for Extra Help Nursing Classifications

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Increase pay rates for Extra Help Nursing job classifications to the same rates as Regular Nursing job classifications, effective November 15, 2021; and
- b) Determine that these activities are exempt from California Environmental Quality Act review per CEQA Guideline Section 15378(b)(4), since the recommended actions are government fiscal activities which do not involve commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

Approval of the recommended actions will increase wages for certain Extra Help job classifications to address immediate business needs that exist within the Behavioral Wellness Department and Public Health Department regarding the ability to recruit and retain Extra Help nurses. Approval of the recommended actions will allow the departments to expand recruitment efforts by offering a pay structure that is more attractive to nurses and that will help to retain current Extra Help staffing in order to provide needed services in the County.

Background:

Historically, Regular employees and Extra Help employees were appointed to the same job classifications at the same base rates of pay. In 2018, when a unit cash allowance regular employees received was incorporated into base pay, separate job classifications were created for Extra Help employees, who did not receive a unit cash allowance. Extra Help employees have not received the same general wage increases as Regular employees since that time. This has resulted in pay rates for Extra Help staff falling below levels that allow for consistent recruitment and retention of nurses in particular, and has limited the ability to recruit and retain nursing staff to work in acute and outpatient behavioral health settings, and providing public health services to our community. In addition, due to COVID-19, the pressures on health care systems have increased, and nurses are in high demand across the country.

Behavioral Wellness’ inability to recruit Extra Help psychiatric nursing staff also results in increased use of staffing agencies and high turnover. As of July 2021, Santa Barbara County continues to be identified as a federally recognized Health Professional Shortage Area (HPSA) and is a high needs demographic region for mental health services. The local demand for psychiatric nurses creates a highly competitive job market that necessitates providing adequate pay to attract staff for all hourly shifts including nights and weekends.

In an effort to address these issues, representatives from Behavioral Wellness and the County Executive Office met with County Human Resources staff to discuss:

- (1) recruitment and retention issues within Behavioral Wellness in the job classes of Psychiatric Nurse I/II, Psychiatric Nurse Senior, and Psychiatric Nurse Supervisor; and
- (2) potential solutions for addressing recruitment and/or retention concerns for Extra Help staff in these classes.

Behavioral Wellness staff explained that the absence of salary increases for Extra Help job classifications that mirrored wage increases for the Regular psychiatric nursing job classifications since 2018 has resulted in unforeseen challenges in remaining competitive as an employer. The Department noted these challenges were seriously limiting their ability to recruit and retain qualified staff to meet the needs of the Psychiatric Health Facility and other Department programs. Subsequently, Human Resources staff reached out to management in the Public Health Department, who indicated they too had similar challenges recruiting Extra Help nurses when needed.

Approval of the recommended actions will raise the pay rates for Extra Help nursing job classes to match the current pay rates that Regular, Civil Service employees currently receive, including the 3.0% negotiated wage increase received by SEIU Local 620 effective October 4, 2021 as follows:

<u>JOB CLASS ID</u>	<u>JOB CLASS TITLE</u>	<u>STEP</u>	<u>SALARY MIN/MAX (\$/hr)</u>	<u>OT ELIGIBLE</u>	<u>BARGAINING UNIT</u>
8366	COMMUNITY HEALTH NURSE – EXH	A – E	FR: \$35.854 - \$43.769 TO: \$43.162 - \$51.984	Y	EXTRA HELP
8533	PSYCHIATRIC NURSE I – EXH	A – E	FR: \$34.007 - \$41.507 TO: \$41.103 - \$49.475	Y	EXTRA HELP
8534	PSYCHIATRIC NURSE II – EXH	A – E	FR: \$35.706 - \$43.638 TO: \$43.041 - \$51.839	Y	EXTRA HELP
8535	PSYCHIATRIC NURSE SENIOR – EXH	A – E	FR: \$38.524 - \$47.029 TO: \$46.139 - \$55.618	Y	EXTRA HELP
8536	PSYCHIATRIC NURSE, SUPERVISING – EXH	A – E	FR: \$44.742 - \$54.618 TO: \$53.069 - \$64.076	N	EXTRA HELP
8544	PUBLIC HEALTH NURSE – EXH	A – E	FR: \$36.394 - \$44.430 TO: \$43.764 - \$52.721	Y	EXTRA HELP

8545	PUBLIC HEALTH NURSE, SUPERVISING – EXH	A – E	FR: \$40.212 - \$49.089 TO: \$48.019 - \$57.914	N	EXTRA HELP
8593	STAFF NURSE – EXH	A – E	FR: \$34.007 - \$41.517 TO: \$41.103 - \$49.475	Y	EXTRA HELP
8594	STAFF NURSE SENIOR – EXH	A – E	FR: \$37.575 - \$45.871 TO: \$45.079 - \$54.326	Y	EXTRA HELP
8595	STAFF NURSE, SUPERVISING – EXH	A – E	FR: \$39.496 - \$48.215 TO: \$47.221 - \$56.938	N	EXTRA HELP

It is anticipated that departments will bring forward future requests for Extra Help wage adjustments for other job classifications when significant business needs arise, as is the case here.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State	\$ 22,220.00		
Federal	\$ 39,980.00		
Fees			
Other:			
Total	\$ 62,200.00	\$ -	\$ -

The fiscal impact of increasing the pay rates for the Extra Help Nursing job classifications, effective Pay Period 2021-25, is \$62,200 for the remainder of FY 2021-22; this is based on Extra Help costs budgeted by the Behavioral Wellness and Public Health Departments.

The anticipated fiscal impact to **Behavioral Wellness** for the proposed increase to budgeted EXH Psychiatric Nurses is approximately \$32,600. Behavioral Wellness will utilize salary savings from vacant nursing positions in FY 2021-2022 and ongoing costs will be included in future fiscal year budgets and funded primarily by Federal Medi-Cal and State revenues. With approval of the recommended actions, Behavioral Wellness expects to decrease use of temporary nurses and convert them to Extra Help, which will ultimately be a cost savings to the department.

The fiscal impact to the **Public Health Department** is anticipated to be approximately \$29,600 for the remainder of this fiscal year and will be covered by either patient service revenues from Medi-Cal, Medicare, or other public programs if extra help nursing staff or working in the County’s Health Care Centers or federal funding from the Epidemiology and Laboratory Capacity (ELC) expansion grant if extra help nursing staff are working in COVID-19 response programs.

Special Instructions:

Please return one (1) copy of the minute order to Stefan Brewer, Workforce Planning Division, Human Resources Department at SBrewer@sbcountyhr.org.

Attachments:

Authored by: Erin Jeffery

CC:

Mona Miyasato, County Executive Officer
Betsy Schaffer, Auditor Controller
Van Do-Reynoso, Public Health Director
Pam Fisher, Interim Behavioral Wellness Director