

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: HEALTH SERVICES AGENCY

BOARD AGENDA # *B-17

Urgent _____ Routine X *W*

AGENDA DATE 11/20/01

CEO Concurs with Recommendation YES X NO _____
(Information Attached)

4/5 Vote Required YES _____ NO X

SUBJECT:

AUTHORIZATION TO APPOINT LAWRENCE SAMPSON TO THE POSITION OF LABORATORY TECHNOLOGIST II AT THE FIFTH STEP OF THE SALARY RANGE.

STAFF
RECOMMEN-
DATIONS:

AUTHORIZATION TO APPOINT LAWRENCE SAMPSON TO THE POSITION OF LABORATORY TECHNOLOGIST II AT THE FIFTH STEP OF THE SALARY RANGE.

FISCAL
IMPACT:

The salary range for the position of Laboratory Technologist II is \$22.65 – \$27.53. The anticipated additional cost from fourth (\$26.22) to fifth step (\$27.53) will be approximately \$1,844 for the remainder of the fiscal year. However, reduced use of overtime by existing HSA employees should offset all of this increased cost.

BOARD ACTION

No. 2001-893

On motion of Supervisor Caruso , Seconded by Supervisor Blom
and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy

File No.

AUTHORIZATION TO APPOINT LAWRENCE SAMPSON TO THE POSITION OF LAB TECH II AT THE FIFTH STEP OF THE SALARY CLASSIFICATION

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DISCUSSION: The Health Services Agency operates both a clinical lab and a Public Health Lab, which, by State regulations, have different staffing requirements, as well as different licensure and certification requirements for staff. The Agency has been advertising for over a year for licensed staff to fill vacancies in both of these areas without success.

A recent article in the College of Pathologist Newsletter States "According to the U.S. Bureau of Labor Statistics, 5,300 new medical technologist and medical Laboratory Technologist positions will be created annually through 2008. Retirements will push that number up to an estimated 9,300 available positions a year. Yet the National Accrediting Agency for Clinical Laboratory Sciences reported that only 2,491 medical technologists and 2,381 medical Laboratory Technologists graduated last year".

Recruitment efforts to fill the vacant Laboratory Technologist positions have included newspaper and Internet advertisements.

In Stanislaus County, the Clinical Lab processes over 180,000 tests/year and the Public Health Lab processes over 18,000 tests/year. Currently, due to the resignation of one Public Health Microbiologist and the retirement of another Public Health Microbiologist, the Public Health Lab is suffering a staffing shortage. Consequently, we are not able to process all tests in-house and must rely on the Merced Public Health Lab to perform some of our testing. Clearly, during these times when the community and the public rely on the Public Health Lab for prompt and timely testing, the need for full staffing is paramount.

The Health Services Agency now has an applicant, Mr. Lawrence Sampson, who is trained as a clinical Microbiologist and is licensed as a CLS. This individual has been accepted into the state Department of Health Services Public Health Lab Certification Program, which would give us the flexibility to have him work in both the Clinical and Public Health Lab. This individual currently works at Emanuel Medical Center and earns \$28.39/hour.

Mr. Sampson has over fifteen years as a Clinical Laboratory Technologist working in a hospital setting. He will be working toward his Public Health Microbiology certification and should be eligible for licensure within the next eight months. The Health Services Agency will allow Mr. Sampson to adjust his schedule to meet his training needs. Until he receives his Public Health Certification he will work as a Microbiologist in our Clinical Lab filling the current vacancy in this lab.

Mr. Sampson will be taking a decrease in salary of \$1.33 an hour, or \$2,766.40 annually, to accept the position at the Health Services Agency. For this reason, he was not willing to accept appointment at anything less than Step 5 of the classification. He was willing to take this cut in order to have the opportunity to work as a Public Health Microbiologist in our Public Health Lab.

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POLICY

ISSUES:

Approval by the Board of Supervisors support the Board's goals of a safe, healthy community and efficient government operations.

STAFFING

IMPACTS:

There is no staffing impact associated with this request.