

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

DEPT: Health Services Agency *NR*

BOARD AGENDA # *B-10

Urgent

Routine

AGENDA DATE March 31, 2015

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

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(Information Attached)

SUBJECT:

Approval to Appoint a Manager IV (Public Health) with the Health Services Agency above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of Anuj Bhatia, DrPH to the position of Manager IV (Public Health) with the Health Services Agency at an annual salary of \$104,000 which is above the mid-point of the salary band.

FISCAL IMPACT:

The cost of filling the Manager IV (Public Health) position at a salary at 95% of the salary band, including full salary benefits and the current 2% salary deduction, is approximately \$141,000 annually. Funding for this position for the remainder of the Fiscal Year is included in the 2014-2015 Fiscal Year adopted budget and no increase in appropriations is being requested.

BOARD ACTION AS FOLLOWS:

No. 2015-129

On motion of Supervisor Chiesa, Seconded by Supervisor Monteith
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, De Martini, and Chairman Withrow

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST:


CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

The Health Services Agency's (HSA) Public Health division is responsible for the assessment of the health status of the County's residents, disease prevention, community mobilization, outreach, education, disease control, policy recommendation, and assurance of quality health care services throughout Stanislaus County. Included in these services are mandated programs such as HIV/STD screening, diagnosis, and case management; tuberculosis diagnosis, treatment and follow-up; refugee screening; and oversight of various nutrition-related programs. Public Health is divided into two divisions with both overseen by the Director of Public Health who reports to the Managing Director of the Health Services Agency.

The Assistant Director of Public Health Nursing oversees the following programs: Public Health Clinical Services, Community Health Services, Children's Medical Services, and the Medical Therapy Unit.

The Public Health Manager IV will be responsible for oversight of the following programs: Community Assessment, Planning and Evaluation, Emergency Preparedness, Public Health Laboratory Services and the Health Promotion Division which includes WIC, Nutrition Services, Tobacco Education and Obesity Prevention. Additionally, the Manager IV position will oversee all public health accreditation efforts. Public Health Accreditation is a national program to improve and protect the health of the public through advancing systems. The California Department of Public Health achieved accreditation in October 2014 and has expressed the importance of accreditation to local health jurisdictions throughout the state. Public health accreditation, similar to hospital accreditation, is voluntary and within the next five to seven years will be used as a tool for assessing competitiveness for funding. Public health departments who have undergone accreditation note that benefits include:

- Streamlining and strengthening process for responding to grant requests for proposals (RFPs);
- Providing data to community partners as part of efforts to address social determinants of health;
- Expanding opportunities for community and partner involvement in the community health assessment and community health improvement plan; and
- Improving communication with the governing entity.

A recruitment for the Manager IV position was opened in December 2014 with twenty-six (26) applicants for the position. Seven of these candidates met the minimum qualifications for the position and were invited to participate in the oral exam. Three of the seven candidates passed the oral exam with Anuj Bhatia, DrPH identified as the top candidate given his extensive academic and professional background and accomplishments. Dr. Bhatia has worked in public health since 2002. In his current role as Prevention and Policy Unit Manager for the City of Pasadena Public Health Department, Dr. Bhatia is responsible for leading accreditation efforts throughout the organization. Dr. Bhatia has co-authored several grants and has been listed as a

subject matter expert in many of the applications awarded to the City of Pasadena. Most recently, he was listed as the chronic disease expert for a competitive federal grant (REACH) for which the City of Pasadena received \$1.5 million for chronic disease interventions. Further, he has exhaustive experience in high level emergency preparedness, strategic planning and public speaking. His colleagues speak highly of his intellect, adaptability, with one colleague noting his diplomacy in engaging community partners and ability to assess value added throughout the programs he oversees. In addition to subject matter and budgetary expertise, Dr. Bhatia possesses a Doctor of Public Health degree from Loma Linda University.

Dr. Bhatia has expressed an interest in relocating to Stanislaus County. He has shared a desire to become a part of this community. His current salary is \$96,000 and he is not willing to accept a salary lower than ninety-five percent (95%) of the band, which is \$104,000.

The Health Services Agency is requesting approval to appoint Dr. Bhatia above the midpoint of the County's Manager IV Band D to a salary of \$104,000 or \$50.00 per hour. This proposed salary is \$8,000 more than what he is currently earning. The Health Services Agency is very fortunate to have a candidate such as Dr. Bhatia with his breadth of knowledge and experience in public health and, more specifically, in those areas he would oversee in his role as Manager IV. The wage requested does not consider the County's two percent (2%) salary cost reduction which will be in effect until June 30, 2015.

POLICY ISSUES:

Board approval is required to appoint unclassified employees at fifty-one percent or more above the salary band. Approval of this recommendation will meet the Board of Supervisors' priorities of A Healthy Community and Efficient Delivery of Public Services by having highly qualified management oversight and additional professional resources to provide excellent services and in support of the community and residents of Stanislaus County.

STAFFING IMPACT:

Approval of this recommendation will allow the Health Services Agency to fill this allocated and budgeted position.

DEPARTMENT CONTACT:

Mary Ann Lee, Managing Director, 209-558-7163