

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

DEPT: Behavioral Health And Recovery Services

BOARD AGENDA # *B-2

Urgent

Routine

AGENDA DATE May 5, 2015

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the Appointment of a Senior Nurse Practitioner at Step Five (5) of the Salary Range at Behavioral Health and Recovery Services

STAFF RECOMMENDATIONS:

Authorize the Behavioral Health Director to hire Patricia E. Conteh, MSN, RN, PMHNP as a Senior Nurse Practitioner at Step 5 of the salary range, \$53.42 effective July 1, 2015.

FISCAL IMPACT:

The estimated annual cost associated with the position is \$153,315, including benefits. The salary range for Senior Nurse Practitioner is \$43.95 - \$53.42. Funding for this position is provided through the Mental Health Services Act (MHSA) and 1991 Realignment. The full cost of this position has been included in the Department's Fiscal Year 2015-2016 Proposed Budget. There is no impact to the County General Fund associated with this request.

BOARD ACTION AS FOLLOWS:

No. 2015-194

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:

Behavioral Health and Recovery Services has historically experienced significant difficulty in the recruitment of Psychiatrists and Psychiatric Nurse Practitioners (NP). Due to the competitive market for Psychiatric NPs, there is a shortage of available, qualified and experienced candidates. Compounding this issue is the current shortage of Psychiatrists making it even more crucial to have Nurse Practitioners who can see clients and prescribe medications thus allowing Psychiatrists to focus on and treat the most critically ill patients. The Department is currently working with a number of recruitment agencies in its search but has had only limited success.

Patricia Conteh is a fully qualified Nurse Practitioner who has received additional training in Psychiatry along with a specialized Psychiatric Nurse Practitioner Certification. She has over seven years of experience in working as a Nurse Practitioner and over two years of experience in working as a Psychiatric NP. She is qualified to see clients in all age groups including Child and Adult which are areas of severe shortage throughout the country. She has developed well rounded skills in managing a wide variety of psychopathology on her own through her years of clinic work. Ms. Conteh also speaks two languages other than English; Creole and Mende.

Behavioral Health and Recovery Services is requesting to employ Ms. Conteh, effective July 1, 2015, at an hourly rate of \$53.42 plus benefits. She is currently earning approximately \$58.34 hourly plus benefits. Additionally, she will be relocating to California from Minnesota, which adds a financial strain given the considerable pay cut even at Step, 5. She has stated that she will not be able to accept the position at any less than a Step 5 level given the financial issues mentioned above.

POLICY ISSUES:

Board of Supervisors approval is required to appoint classified staff at Step 5 of a classification. Approval of the recommended action supports the Board of Supervisors priorities of A Healthy Community and the Efficient Delivery of Public Services by providing access to critical health care services to the community.

STAFFING IMPACT:

There is no impact on staffing associated with this item.

CONTACT PERSON:

Madelyn Schlaepfer, Ph.D., Behavioral Health Director. (209) 525-6205