

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

DEPT: Health Services Agency

BOARD AGENDA #: \*B-6

AGENDA DATE: April 18, 2017

**SUBJECT:**

Approval of Appointment of a Manager III (Chief Epidemiologist) above the Midpoint of the Salary Band

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**BOARD ACTION AS FOLLOWS:**

No. 2017-185

On motion of Supervisor Withrow, Seconded by Supervisor Olsen  
and approved by the following vote,

Ayes: Supervisors: Olsen, Withrow, Monteith, DeMartini, and Chairman Chiesa

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None


1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:

MOTION:

  
\_\_\_\_\_

ATTEST: PAM VILLARREAL, Assistant Clerk

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Health Services Agency

BOARD AGENDA #: \*B-6

Urgent  Routine

AGENDA DATE: April 18, 2017

CEO CONCURRENCE: *PH*

4/5 Vote Required: Yes  No

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**SUBJECT:**

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**STAFF RECOMMENDATIONS:**

Approve the appointment of the top candidate to the position of Manager III as the Chief Epidemiologist with the Health Services Agency at an annual salary of \$95,000 which is above the mid-point of the salary band.

**DISCUSSION:**

The Health Services Agency has been actively attempting to fill the position of Chief Epidemiologist – Manager III. This position became vacant on August 27, 2016. The resulting recruitment effort which included outreach through Public Health and Epidemiology associations and publications, through government jobs listings and general internet-based job listing services, resulted in only six applicants who met the minimum qualifications. Two of those applicants withdrew from consideration, and one declined the practicum examination which is part of the qualifications review for this position. Of the remaining three, Foloruso Akintan was selected.

This candidate is a medical research analyst with over 20 years of experience in healthcare. Trained abroad as a physician in general practice, this candidate has a successful history of grant awards as the principal investigator/co-investigator of approximately 25 separate clinical research and community based studies and intervention programs. This candidate's work experience includes health analytics, strategic planning, project implementation, staff mentoring, performance and quality management, budgeting and forecasting, and contract management, and across community, tribal, state, national and international projects and agencies. Research projects managed by this candidate required collaboration with partners from government, academic institutions, hospitals, clinics, and private health agencies; experience deeply valued by the Health Services Agency.

This candidate earned a Medical Doctor degree from Nigeria in 1999, earned a Master degree in Public Health Epidemiology and Maternal and Child Health from Tulane University, New Orleans, LA (Houston, TX campus) in 2005, and a Masters of Business Administration – Management and Finance, also from Tulane University in 2016.

This candidate's credentials, solid knowledge and experience, leadership skills and successes, causes the Health Services Agency to deem her an ideal candidate for the needs of the

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Agency. This candidate is willing to move from out of State to our community, and is only willing to accept the position at the salary of \$95,000.

The Health Services Agency is very fortunate to have someone with this candidate's knowledge, experience, and education interested in joining our team and recommends the approval of an offer above the midpoint of the salary band at an annual salary of \$95,000.

### **POLICY ISSUE:**

Board of Supervisors' approval is required to appoint unclassified employees at fifty-one percent or more above the salary band.

### **FISCAL IMPACT:**

The cost of filling the Chief Epidemiologist – Manager III position at an annual salary of \$95,000 can be supported within the existing 2016/2017 Fiscal Year adopted final budget and no increase in appropriations is being requested.

### **BOARD OF SUPERVISORS' PRIORITY:**

Approval of this appointment supports the Board's priority of Efficient Delivery of Public Services by ensuring that the Health Services Agency employs highly qualified candidates.

### **STAFFING IMPACT:**

Approval of this salary above the midpoint of the salary band will allow a hard-to-recruit vacant management position to be filled in the Health Services Agency with a highly qualified applicant.

### **CONTACT PERSON:**

Rebecca Nanyonjo-Kemp, 209-558-7163

### **ATTACHMENT(S):**

None