RECOMMENDED ACTION AND JUSTIFICATION:

Recommend resolution authorizing modification of Nurse Practitioner salary to $44/hour, Extra Help. As program responsibilities and budget complexities have grown at the Health Department (particularly with the addition of Public Health Preparedness/Bio-Terrorism activities, the West Nile Virus epidemic, and Environmental Health growth) the Health Officer’s time is severely over-stretched. Therefore, it has become more crucial than ever to maintain clinical services at the Health Department with what is called a mid-level practitioner. We provide many clinical services which are an integral part of the Health Department, including pre-employment examinations, STD exams, treatment and limitation of disease spread, including tuberculosis, childhood screening examinations, immunization, occasional fitness for duty examinations, and occasional evaluations of parolees regarding the level of their addiction and their fitness for a rehabilitation program. These issues have been discussed with the CAO and he has stated that he supports the recommended action. The increased costs will be absorbed by keeping other Extra Help positions underfilled.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Family Nurse Practitioner salary was last adjusted by the Board of Supervisors September, 2002. Private industry demand for such highly skilled nurses is skyrocketing.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Possible loss of experienced mid-level Practitioner with no obvious replacements at this salary range in our small community.

Financial Impact? ( ) Yes (X) No  Current FY Cost:  
Budgeted In Current FY? (X) Yes ( ) No ( ) Partially Funded
Amount in Budget:  $13,068  Annual Recurring Cost:  
Additional Funding Needed:  $0
Source:
Internal Transfer
Unanticipated Revenue  4/5’s vote
Transfer Between Funds  4/5’s vote
Contingency  4/5’s vote
( ) General ( ) Other

CLERK’S USE ONLY:
Res. No.: 5  Ord. No.  
Vote – Ayes: 5  Noes: 
Absent:  
Approved  
Minute Order Attached  ( ) No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date:  
Attest: MARGIE WILLIAMS, Clerk of the Board  
County of Mariposa, State of California  
By:  
Deputy

COUNTY ADMINISTRATIVE OFFICER:
( ) Requested Action Recommended
( ) No Opinion
Comments:

CAO:  

Revised Dec. 2002
MARIPOSA COUNTY BOARD OF SUPERVISORS

MINUTE ORDER

TO:        DR. CHARLES MOSHER, Health Officer
FROM:      MARGIE WILLIAMS, Clerk of the Board
SUBJECT:   MODIFICATION OF NURSE PRACTITIONER SALARY TO $44/HOUR, EXTRA HELP
Resolution No. 04-467

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA,

ADOPTED THIS Order on October 26, 2004

ACTION AND VOTE:

Approval of the Consent Agenda (See End of the Minutes)

BOARD ACTION: Tom Guarino, County Counsel, advised that he has changes to make to items 2, 4 and 5. Chairman Parker advised that item 6 was pulled by Public Works. Supervisor Bibby pulled items 4, 7 and 13.

Consent Agenda item 13/modification of the Nurse Practitioner salary – Supervisor Bibby asked what the recommendation of the County Administrative Officer is, and Rich Inman advised that he recommends this action. She referenced the statement in the staff report that says the increased costs will be absorbed by keeping other extra help positions underfilled, and she stated she wants to make sure that we do not have any extra help employees working out of class or positions being underfilled. (M)Balmain, (S)Bibby, item 13 was approved/Ayes: Unanimous.

CA-13   Adopt a Resolution Modifying the Nurse Practitioner Salary to $44/Hour, Extra Help (Health Officer); Res. 04-467

cc:        Ken Hawkins, Auditor
           Sandi Laird, Administrative Analyst
           File