



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 17-011, **Version:** 1

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create the classification of Director of Public Health Nursing, with the salary range below Resolution;
- b. Amend the Health Department Budget (4000-HEA003-8124) to create the position of Director of Public Health Nursing; and
- c. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create the classification of Director of Public Health Nursing, with the salary range below Resolution;
- b. Amend the Health Department Budget (4000-HEA003-8124) to create the position of Director of Public Health Nursing; and
- c. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

Creating and establishing the Director of Public Health Nursing (DPHN) will comply with California Code of Regulations, Title 17 § 1253 requisite that each local health jurisdiction have a public health nursing staff under the supervision of a DPHN and such additional supervisors necessary to provide effective services. Local public health nursing staffs are to be qualified and knowledgeable in matters pertaining to health, safety and sanitation which includes but not be limited to:

- The control and prevention of communicable and chronic disease;
- The promotion of maternal, child and adolescent health;
- The prevention of abuse and neglect of children, spouses and elderly adults within the home environment;
- The assessment of accidents within the home environment; and
- The provision of services for populations at risk.

The Public Health Bureau currently employs seven supervising public health nurses (SPHN) and twenty-five (25) public health nurses who meet qualifications and knowledge to carry out these and other public health functions.

The DPHN will serve as the chief advisor to the Monterey County Health Officer on issues relating to County public health and suggest strategies to address emerging public health trends and will oversee and monitor a tracking system that ensures maintenance of public health nursing staff license and certification, as required by Title 17 CCR § 1253, renewal of CPR certification, adherence to Department employee TB screening policy,

compliance with Cal/OSHA regulations for nursing staff immunizations, renewal of advance practice or specialty certifications, and achievement of other nursing competencies, as necessary. In accordance with California Board of Registered Nursing regulations, the DPHN will directly supervise the supervising public health nurse staff during emergencies, during disaster preparedness exercises and drills, and periodically when supervising public health nurses are called upon to provide direct services.

Additionally, this position will plan, develop, implement, manage, monitor and evaluate programs and services under the Public Health Bureau's Community-based Nursing Services (CNS) division, represent the Public Health Bureau and Department at various community, regional, and state meetings as DPHN, and serve as liaison to professional, academic, and community groups as appropriate.

This action will support the Monterey County Health Department's 2011-2015 Strategic Plan Initiatives: 1. Empower the community to improve health through programs, policies, and activities; 2. Enhance community health and safety by emphasizing prevention; 3. Ensure access to culturally and linguistically appropriate, customer-friendly, quality health services; This work also supports eight of the ten essential public health services: monitor health status to identify and solve community health problems; inform, educate, and empower people about health issues; mobilize community partnerships and action to identify and solve health problems; develop policies and plans that support individual and community health efforts; enforce laws and regulations that protect health and ensure safety; assure competent public and personal health care workforce; evaluate effectiveness, accessibility, and quality of personal and population-based health services; and research for new insights and innovative solutions to health problems.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and concurs with these recommendations.

FINANCING:

Costs for this position in FY 2016-17 are \$42,947 and for FY 2017-18 are \$171,788. Funding sources are 41% Medi-Cal and 59% Realignment. There are sufficient appropriations and revenues included in Health Department's (4000-HEA003-8124). FY 2016-17 Adopted Budget Health will include funding for this position in its FY 2017-18 Requested Budget.

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Approved by: Elsa Jimenez, Director of Health, x4526

Irma-Ramirez-Bough, Director of Human Resources, x5043

Attachment:

Resolution is on file with the Clerk of the Board