



Legislation Text

File #: 19-857, **Version:** 1

TO: Board of Supervisors

FROM: Todd Metcalf, B.S.

DATE: September 17, 2019

SUBJECT: Approve advance step 5 increase of Mr. Paul Donovan in the position of Mental Health Specialist II.

EXECUTIVE SUMMARY: As this candidate possesses a Master's degree in Social Work, and was a licensed clinical social worker in the state of Florida in addition to having more than five years' worth of clinical experience providing mental health services to both adults and children, I am requesting approval to bring Mr. Paul Donovan in at salary step level five at \$27.89 per hour. The Human Resources Director is in agreement with my recommendation.

In order for us to be competitive with other agencies and maintain long-term employment, we feel it is necessary to negotiate a reasonable starting salary for this candidate. Individuals having knowledge and expertise in this field are extremely valuable to us. Therefore, Behavioral Health Services respectfully requests Board approval to offer Mr. Donovan the starting pay at step five at \$27.89 per hour.

FISCAL IMPACT: Adequate funds exist in wages and benefits object codes for this request and is accounted for in the existing budget due to unfilled positions resulting in staff salary savings.

STAFFING IMPACT: None

RECOMMENDED ACTION: Approve advance step 5 increase of Mr. Paul Donovan in the position of Mental Health Specialist II.