



Legislation Text

File #: 21-67, Version: 1

Memorandum

Date: March 2, 2021

To: The Honorable Bruno Sabatier, Chair, Lake County Board of Supervisors

From: Denise Pomeroy, Health Services Director

Subject: Approve Advance Step hiring of Ms. Eileen Harmon in the position of Public Health Nurse, Senior, at Step 5, due to candidates extraordinary qualifications

Executive Summary:

This applicant possesses over 30 years' worth of nursing experience, including 12 years' experience as a Public Health Nurse. Ms. Harmon has extensive hands on involvement in providing support and supervision in multiple Public Health programs, including family and adult services, communicable disease, and Child Health and Disability Prevention (CHDP) programs.

Ms. Harmon's established knowledge of Public Health programs and considerable hands on experience are an invaluable asset to the Health Services department. Hiring Ms. Harmon would allow the department to provide nursing support to understaffed programs, while maintaining full staffing for COVID Crisis Response efforts.

The Public Health Nurse, Senior has long been a hard to fill position at Health Services, with minimal qualified applicants applying. Factoring in the difficulty of attracting qualified applicants, and Ms. Harmon's impressive qualifications, Health Services respectfully requests approval to hire Eileen Harmon at the advance step rate.

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.

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Consistency with Vision 2028 and/or Fiscal Crisis Management Plan (check all that apply):

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Public Safety | <input type="checkbox"/> Infrastructure | <input type="checkbox"/> Not applicable |
| <input type="checkbox"/> Economic Development | <input type="checkbox"/> Disaster Recovery | <input checked="" type="checkbox"/> County Workforce | <input type="checkbox"/> Technology Upgrades |
| <input type="checkbox"/> Community Collaboration | <input type="checkbox"/> Business Process Efficiency | <input type="checkbox"/> Clear Lake | <input type="checkbox"/> Revenue Generation |
| | | | <input type="checkbox"/> Cost Savings |

If request for exemption from competitive bid in accordance with County Code Chapter 2 Sec. 2-38, fill in blanks below:

Which exemption is being requested?

How long has Agreement been in place?

When was purchase last rebid?

Reason for request to waive bid?

Recommended Action: Approve Health Services advance step hire request for Public Health Nurse, Senior applicant Eileen Harmon.