



Legislation Text

File #: 24-1007, Version: 1

Memorandum

Date: September 24, 2024

To: The Honorable Lake County Board of Supervisors

From: Anthony Arton, Health Services Director
Craig Wetherbee, Environmental Health Director

Subject: Approve Advanced Salary Step Appointment of Cheryl Bennett to Registered Environmental Health Specialist Senior and Approve Advanced Salary Step Appointment for Environmental Health Specialist Senior for Marc Benchimol

Executive Summary:

The Environmental Health Division is responsible for ensuring the public's safety through inspections, health enforcement, and education in areas such as food safety, hazardous materials, waste management, and more. The role of Registered Environmental Health professionals is critical in protecting the health of Lake County.

Due to the state licensing and education requirements, filling the role of Senior Environmental Health Specialist has been a significant challenge, leading to increased workloads for existing staff. The role of Environmental Health Specialist, Senior, has been vacant for one year, and we have been unable to hire a supervisor for this position since 2018. With the Bureau of Labor Statistics projecting a 12.1 increase in demand for Environmental Scientists and Specialists in California in the coming years, we anticipate increasing difficulty recruiting for this critical role. Rural Northern California counties in particular have had an exceedingly difficult time recruiting for this position.

Given the critical need to fill this vacancy, we seek your Board's approval to hire Cheryl Bennett and Marc Benchimol at Step 5 for the Environmental Health Specialist role.

1. Cheryl Bennett: A former Senior Environmental Health Specialist for Lake County with a Bachelor of Arts and Science, who left in 2021 after 10 years of service. Cheryl was an outstanding team member whose presence was missed by both her colleagues and the regulated community. Cheryl Bennett was a Senior Environmental Health Specialist from 2015 until she left in 2021. She left at Step 5.
2. Marc Benchimol: With 16 years of County Environmental Health experience, a Master of Science degree, and the required state certification, Marc far exceeds the minimum qualifications for the role. We request bringing him in at Step 5 due to his extensive expertise

and education.

The Class and Comp Committee has reviewed both requests and recommends approval of both candidates at Step 5.

If not budgeted, fill in the blanks below only:

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

Purchasing Considerations (check all that apply): Not applicable

- Fully Article X. <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI>- and/or Consultant Selection Policy <http://lcnet.co.lake.ca.us/Assets/Intranet/Policy/Policies+26+Procedures+Manual/Ch4_2021v2.pdf>-Compliant (*describe process undertaken in "Executive Summary"*)
- Section 2-38 <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI> Exemption from Competitive Bidding (*rationale in "Executive Summary," attach documentation, as needed*)
- For Technology Purchases: Vetted and Supported by the Technology Governance Committee <<http://lcnet.co.lake.ca.us/Assets/Intranet/Intranet+Forms/Information+Technology/AdvPlan.pdf>> ("Yes," if checked)
- Other (*Please describe in Executive Summary*)

Consistency with Vision 2028 <<http://www.lakecountyca.gov/Government/Directory/Administration/Visioning/Vision2028.htm>>

(check all that apply):

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Well-being of Residents | <input type="checkbox"/> Not applicable | <input checked="" type="checkbox"/> Disaster Prevention, Preparedness, Recovery |
| <input type="checkbox"/> Economic Development | <input checked="" type="checkbox"/> Public Safety | <input checked="" type="checkbox"/> County Workforce |
| <input type="checkbox"/> Community Collaboration | <input checked="" type="checkbox"/> Infrastructure | <input type="checkbox"/> Clear Lake |
| | <input type="checkbox"/> Business Process Efficiency | |

Recommended Action: Approve Advanced Salary Step Appointment of Cheryl Bennett to Registered Environmental Health Specialist Senior and Approve Advanced Salary Step Appointment for Environmental Health Specialist Senior for Marc Benchimol