

**Sierra County  
Board of Supervisors'  
Agenda Transmittal &  
Record of Proceedings**

<b>MEETING DATE:</b> November 19, 2019	<b>TYPE OF AGENDA ITEM:</b> <input checked="" type="checkbox"/> Regular <input type="checkbox"/> Timed <input type="checkbox"/> Consent
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<b>DEPARTMENT:</b> Public Health <b>APPROVING PARTY:</b> Vickie Clark, Director <b>PHONE NUMBER:</b> (530) 993-6700
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**AGENDA ITEM:** Approval of new position of Sierra County Health Officer and Employment Contract between Celia Sutton-Pado and County of Sierra

**SUPPORTIVE DOCUMENTS ATTACHED:**  Memo    Resolution    Agreement    Other  
Budget request justification

**BACKGROUND INFORMATION:** Please see attached memo

**FUNDING SOURCE:** 0515610  
**GENERAL FUND IMPACT:** No General Fund Impact  
**OTHER FUND:**  
**AMOUNT:** \$ 130,269.00 Annually

<b>ARE ADDITIONAL PERSONNEL REQUIRED?</b>  <input checked="" type="checkbox"/> Yes, -- -- <input type="checkbox"/> No	<b>IS THIS ITEM ALLOCATED IN THE BUDGET?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  <b>IS A BUDGET TRANSFER REQUIRED?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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**SPACE BELOW FOR CLERK'S USE**

<b>BOARD ACTION:</b> <input type="checkbox"/> Approved <input type="checkbox"/> Approved as amended <input type="checkbox"/> Adopted <input type="checkbox"/> Adopted as amended <input type="checkbox"/> Denied <input type="checkbox"/> Other <input type="checkbox"/> No Action Taken	<input type="checkbox"/> Set public hearing For: _____ <input type="checkbox"/> Direction to: _____ <input type="checkbox"/> Referred to: _____ <input type="checkbox"/> Continued to: _____ <input type="checkbox"/> Authorization given to: _____	Resolution 2019- _____ Agreement 2019- _____ Ordinance _____ <b>Vote:</b> Ayes: Noes: Abstain: Absent: <input type="checkbox"/> By Consensus
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**COMMENTS:**

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CLERK TO THE BOARD _____	DATE _____
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# Memorandum

To: Sierra County Board of Supervisors

From: Vickie Clark, Public Health and Social Services Director

Reference: Agenda Item

Date of memo: November 6, 2019

Date of Board Meeting: November 19, 2019

Requested Action: Approval of Employment Contract between Celia Sutton-Pado and County of Sierra

Mandated by: California Health & Safety Code, Sections 101000-101300

## Funding

Budgeted? Yes  No

Revenue	\$130,269.00	Public Health program grants and allocations
Expenses	\$130,269.00	Public Health program grants and allocations
Difference	0	

**Background Information:** Sierra County Public Health desires to re-class the Medical Officer Contractor to a permanent part-time position.

Each County is required to have a Medical Officer. This position has historically been administered through an independent contractor.

Please refer to attached Budget Justifications which explain the benefits to Public Health service delivery and the finances.

**Potential Issues to consider:** Initially I anticipate a small increase to Public Health costs. We are getting a late start to being able to draw down indirect revenue. We also need to target her time to those program grants that will give us the highest return on reimbursement as a Skilled Professional Medical Personnel.

**Alternatives or Impacts of disapproval:** We could continue to the Independent Contractor arrangement which will not allow us to draw down the revenue to put towards the indirect costs and save unnecessary expenditure of Public Health realignment funding.

## **EMPLOYMENT CONTRACT**

This Contract dated November 19, 2019, is entered into by and between, the County of Sierra (hereinafter referred to as Sierra or County) and Celia Sutton-Pado MD (hereinafter referred to as Employee). Sierra employs Employee and the Employee accepts employment as Medical Officer upon the following terms and conditions:

In consideration of the services to be rendered, the sums to be paid, and each and every covenant and condition contained herein, the parties hereto agree as follows:

### **OPERATIVE PROVISIONS**

#### **1. PERFORMANCE OF DUTIES**

The purpose of this Contract is to retain Employee to perform all such duties as described in the job description attached hereto as Attachment A; and to perform duties as assigned.

Employee will do, perform, and carry out in a good and professional manner the tasks set forth in the job description (Attachment A, incorporated herein by reference), as prioritized by the Director of Public Health.

In performance of duties Employee will devote time, ability, and attention equivalent to a fifty percent full time professional effort necessary to fulfill the tasks as described in Attachment A. It is anticipated that Employee will generally be at work during normal Sierra office hours. Employee shall not engage in activities, which interfere with the completion of the tasks required to be performed hereunder, nor shall Employee engage in activities which conflict with the objective of Sierra County, or which would constitute a conflict of interest.

#### **2. AT WILL, EXEMPT POSITION.**

The position described herein is an appointed, at will position pursuant to Sierra County Code Section 3.05.040. This is a salaried position exempt from the wages and hours provisions of the Fair Labor Standards Act.

#### **3. TERM OF THE CONTRACT.**

The term of this Contract shall be for eighteen (18) months. The effective date of this Contract shall be November 25, 2019, and shall continue until May 24, 2021, unless earlier terminated. If the Employee terminates this Contract, the Employee shall provide at least thirty (30) days advance written notice. Sierra may, without cause, terminate this Contract at any time. Employee shall be notified that termination from employment is being considered and offered an opportunity to meet with the Director prior to any action being taken. Following this meeting, the Director shall take whatever action they deem appropriate.

In the event Sierra terminates Employee without cause, Sierra shall provide at least thirty (30) days advance notice. Upon a finding of cause, Sierra may terminate this agreement in writing with ten (10) days notice.

#### **4. PAYMENT.**

Sierra agrees to pay Employee compensation commencing on December 31, 2019 at the rate of \$8233.65 per month. Salary payments shall be subject to withholding and other applicable taxes. The salary for this position may be modified at any time during the term of this contract by written agreement of Employee and County.

Sierra shall reimburse Employee for travel expenses per County's Travel Policy.

## **5. BENEFITS**

The employee will decline health insurance benefits for the term of this contract.

Director will approve or deny sick and vacation leave requests.

Employee will participate in the California Public Employees Retirement System, 2% @ 62 formula. The County shall maintain its contributions to PERS for the term of this Contract. Employee shall pay the employee share of PERS retirement. The County shall ensure that the employee contribution shall be deducted in compliance with IRS Code section 414(h)(2) making such deductions tax free.

Employee shall be entitled to the paid holidays specified in the Sierra County Miscellaneous Employees' Association Memorandum of Understanding when her scheduled work days overlap that schedule.

## **6. WORK PRODUCT.**

All records, reports and documents developed under this Agreement will be the property of Sierra County.

## **7. OFFICE SUPPORT.**

Sierra County will provide office space, routine office supplies, and office equipment as reasonable to fulfill the terms of this agreement

## **8. WORK PLAN AND PERFORMANCE EVALUATION.**

The Employee's supervisor shall evaluate Employee's performance in writing and review that evaluation with Employee under procedures established by the Board. This performance evaluation is for purposes of communication only and shall not be deemed or construed to alter the at-will status of Employee or the ability of the County to discharge Employee in its sole discretion except as otherwise provided herein. Employee and the Employee's supervisor will develop and annual work plan which will be approved by the Employee's supervisor.

## **9. MISCELLANEOUS TERMS**

Employee shall perform the duties required hereunder in accordance with all local, state, and federal laws applicable to Sierra operations.

This document is the entire agreement between the parties with regard to the matters herein contained and supersedes all previous oral or written communications. Any previously made representation, warranties, or inducements not expressly contained herein are of no force or effect.

This Contract is entered into solely for the benefit of the parties and not for the benefit of any other person or party.

In the event legal action is brought concerning this Contract, such action may only be commenced and maintained in Sierra County, California, unless the parties otherwise agree in writing. Each party shall bear their own attorney's fees and costs in any such proceeding.

Whenever written notice is required under this Contract, it shall be deemed delivered if personally served or if placed in the U.S. Mail, return receipt requested, and addressed to the normal and customary address of the parties as shown on the last known records of Sierra,

## **10. PROFESSIONAL DEVELOPMENT AND TRAINING**

Subject to availability of funds and appropriations thereof by the Board, Sierra agrees to pay reasonable

professional fees, dues and subscriptions, which may include training and travel expenses, to assist in Employee's professional development and peer interaction.

**11. ATTACHMENTS.**

All attachments referred to herein are attached hereto and by this reference incorporated herein. Attachments include:

Attachment A – Job Description

**12. AGREEMENT DATE.** The Agreement Date is November 19, 2016 as approved by the Sierra County Board of Supervisors at the November 19, 2019, meeting.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day here first above written.

"COUNTY"

"EMPLOYEE"

COUNTY OF SIERRA

By \_\_\_\_\_  
PAUL ROEN, CHAIRMAN  
SIERRA COUNTY BOARD OF SUPERVISORS

\_\_\_\_\_  
CELIA SUTTON-PADO MD

ATTEST:

APPROVED AS TO FORM:

\_\_\_\_\_  
HEATHER FOSTER  
Clerk of the Board

\_\_\_\_\_  
DAVID PRENTICE  
County Counsel

## **Sierra County Job Classification**

Class Title: Medical Officer

Class Code: Unclassified

Status: Exempt & At Will

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### DEFINITION

Under the administrative direction of the Director of Public Health, is responsible to serve as the Health Officer per code and statutory requirements as enumerated in the California Health and Safety Code, sections 101000-101300; to plan, organize, direct and coordinate public health medical services and public health programs for the County; to enforce state and county public health laws; to provide guidance in controlling and preventing the spread of communicable disease, and reducing chronic disease and injury in Sierra County; to provide consultation to citizens, public officials, staff and community organizations and agencies on public health and preventive medicine issues;

### DISTINGUISHING CHARACTERISTICS

The Health Officer level recognizes a single position class that assumes responsibility for planning, organizing and directing the public health medical services and public health programs for the County including enforcement of applicable public health laws in both the incorporated and unincorporated areas of the County. This position is an unclassified, at will position.

REPORTS TO: Director of Public Health

### CLASSIFICATIONS SUPERVISED:

Exercises medical related and technical medical supervision over professional and clinical staff.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES (The following is used as a partial description and is not restrictive as to duties required.)

Act in the capacity as County Health Officer to provide input on and development of projects which require Health Department approval pursuant to federal, State and County statute, and administrative procedures;

Serve as a member of the California Conference of Local Health Officers (CCLHO).

Plan, organize, direct and evaluate the delivery of comprehensive county wide programs to protect and promote public health and mitigate public health hazards.

Provide medical consultation and coverage to staff and clinic programs;

Enforce health regulations as established by federal, state and county policies;

Consult and provide policy direction regarding communicable diseases control, outbreak investigations and emergency preparedness and response.

Participate as assigned by the Director of Public Health in policy development and operational aspects of any service sector within the department that includes a health component.

Direct, coordinate and participate in the development and delivery of goals, objectives, policies, procedures and priorities that protect public health and conform with applicable public health standards and accepted clinical practices.

Coordinate the activities of public health related programs with divisions, departments and outside agencies and organizations; prepare and present staff reports and other necessary correspondence.

Provide clinical services and medical consultation for Immunizations, Maternal Child Adolescent Health, Health Care Program for Children in Foster Care, Family Planning, Child Health and Disability Prevention Program, California Children Services and HIV Surveillance.

Establish programs for immunizations against disease;

Attend conferences and meetings as deemed pertinent;

Identifies and interacts with health care providers, key informants in the community, coalitions, etc., for the purposes of sharing analysis of local vital statistics, identifying at risk populations and assessing needs in the community.

Evaluate effectiveness of existing programs;

Review records/charts and reports for Human Services programs as requested by funding sources;

Consult with physicians in the diagnosis and investigation of a suspected communicable disease;

Investigate causes of communicable disease and direct measures to prevent epidemics;

Act in an advisory capacity in the administration of federal, state and county medical care programs;

Provide consultation to Environmental Health Director.

Under the PHEP, Pan Flu and HPP Programs, will provide medical oversight in order to meet the objectives of all sections of the work plans.

Will act as lead of the Medical Health Operational Area Coordination (MHOAC) program.

Will have duties and tasks as a shared HPP, PHEP and Pan Flu Coordinator that will be performed across all capabilities, domains, activities, functions and objectives as needed.

Will provide professional support and guidance in the development and implementation of trainings, drills, and Public Health and Medical Emergency response plans.

Act as medical expert and county authority on questions from animal services regarding rabies.

Research, prepare and interpret clinical, technical and administrative reports and studies; prepare written correspondence as necessary.

Build and maintain positive working relationships with co-workers, other County employees and the public using principles of good customer service.

Continuing education is a requirement of this position.

Perform related duties as assigned.

TYPICAL PHYSICAL REQUIREMENTS

Requires the ability to exert some physical effort such as walking, standing, and light lifting, sufficient dexterity in the use of fingers, limbs, and body in order to meet the ADA requirements for this position. Requires the ability to maintain effective audio-visual discrimination and perception as required for making observations and communicating with others.

TYPICAL WORKING CONDITIONS

Work is performed in an office environment; occasionally works outside; Continuous contact with the public and other staff; Travel by car to meetings or trainings.

MINIMUM QUALIFICATIONS

Any combination of experience and training that would provide the required knowledge and ability is qualifying.

Experience:

- Six years of increasingly responsible experience in public health service delivery, including two years of management responsibility.

Training:

- Equivalent to a Doctorate of Medicine degree from an accredited college or university.

License or Certificate:

- Board certification in a medical subspecialty such as Preventive Medicine, Internal Medicine, Pediatric or Family Medicine.
- Possession of a valid license issued by the California Department of Consumer Affairs Medical Board of California to practice as a physician and surgeon.
- Eligible to possess DEA license issued by the State of California
- Must possess a valid driver’s license as required by the position. Proof of adequate vehicle insurance

DESIRABLE QUALIFICATIONS

The successful candidate would possess a combination of the following related education and/or experience in Public Health Administration as follows:

- Graduate degree in related field or any combination of training and experience which would likely provide the required knowledge and abilities are qualifying and may substitute for education. 18 points
- Substantial related work experience with progressive advancement 20 points max
- Supervisory responsibility over professional and non-professional staff 10 points max
- Continuing Education 5 points max



□ Professional Certification

10 points max

Special Skills and Knowledge

In addition, the successful candidate should possess the following knowledge and special skills:

- Principles and practices of public health, including current trends I policy, research, treatment, prevention, education and related issues.
- Communicable diseases and principles and practices of communicable disease control.
- Principles and practices of clinical medicine.
- Epidemiology and biostatistics.
- Principles and practices of policy development and implementation.
- Principles and practices of program development and administration
- Principles and practices of budget preparation and administration.
- Principles and practices of leadership, motivation, team building and conflict resolution.
- Principles and practices of business correspondence and report writing
- Pertinent local, state, and federal laws, rules and regulations, including appropriate enforcement techniques.
- Principles and practices of organizational analysis and management.
- Principles and practices of supervision, training and performance evaluation

4 points max

TOTAL POINTS

62 points

MINIMUM POINTS NEEDED

53 (85%)

This class specification lists the major duties and requirements for this position and is not an all-inclusive list. Employees in this position may be expected to perform additional job duties related to those set out above and to the types of activities and functions of the employing department and may be required to have additional job related knowledge and skills.

- Plan, organize, direct and coordinate activities designed to protect and promote public health.
- Work with county, state, federal, and local government officials in the establishment of coordinated and effective program services to health clients.
- Present diverse medical and public health issues to both professional and lay audiences.
- Research, analyze, and evaluate new service delivery methods and techniques.
- Analyze, evaluate, plan and implement public health programs and budgets
- Supervise, train and evaluate personnel
- Interpret and explain appropriate laws, regulation, policies and procedures.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Gain cooperation through discussion and persuasion.
- Speak effectively before groups
- Perform medical diagnosis and treatment
- Establish and maintain effective working relationships with those contacted in the course of work.

- Communicate clearly and concisely, both orally and in writing.

**SPECIAL REQUIREMENTS:**

Possession of a valid driver's license at the time of application and maintained throughout employment may be required for hiring and retention.

I. ESSENTIAL FUNCTIONS (ADA)									
PHYSICAL REQUIREMENTS:									
<b>Frequency:</b> This factor includes the frequency to which the task appears while performing the overall job.  <b>A = Rarely</b> (once or twice, or never performed) <b>E = Daily</b> (from 0-1 hour per day) <b>B = Seldom</b> (on a quarterly to yearly basis) <b>F = Daily</b> (from 1-4 hours per day) <b>C = Occasionally</b> (on a monthly/bi-monthly basis) <b>G = Daily</b> (from 4-8 hours per day) <b>D = Frequently</b> (on a weekly basis)									
ACTIVITY			FREQUENCY						
			A	B	C	D	E	F	G
1.	CLIMBING	Ascending or descending ladders, stairs, scaffolding, ramps, poles and the like using feet and legs and/or hands and arms.			X				
2.	STOOPING	Bending body downward and forward by bending spine at waist.						X	
3.	KNEELING	Bending legs at knee to come to rest on a knee or knees.					X		
4.	CROUCHING	Bending the body downward and forward by bending legs and spine.					X		
5.	CRAWLING	Moving about on hands and knees or hands and feet.			X				
6.	REACHING	Extending hand(s) and arm(s) in any direction.						X	
7.	STANDING	Standing for long periods of time.					X		
8.	WALKING	Moving about on foot.						X	
9.	SITTING	Sits for extended periods of time.						X	
10	PUSHING	Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.	X						
11	PULLING	Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.		X					
12	FINGER DEXTERITY	Picking, pinching, typing or otherwise primarily working with fingers rather than the whole hand or arm.							X
13	GRASPING	Applying pressure to an object with the fingers and palm.						X	
14	FEELING	Perceiving attributes of objects, such as size, shape, temperature and texture by touching with skin.					X		
15	TALKING	Expressing or exchanging ideas by means of the spoken word.							X
16	HEARING	Receive detailed information through oral communication.							X
17	BALANCING	Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. (Exceeds that needed for ordinary locomotion and maintenance of body equilibrium)			X				

II. ESSENTIAL FUNCTIONS (ADA)								
VISUAL REQUIREMENTS:								
<b>Frequency:</b> <i>This factor includes the frequency to which the task appears while performing the overall job.</i>								
<b>A = Rarely</b> (once or twice, or never performed)				<b>E = Daily</b> (from 0-1 hour per day)				
<b>B = Seldom</b> (on a quarterly to yearly basis)				<b>F = Daily</b> (from 1-4 hours per day)				
<b>C = Occasionally</b> (on a monthly/bi-monthly basis)				<b>G = Daily</b> (from 4-8 hours per day)				
<b>D = Frequently</b> (on a weekly basis)								
ACTIVITY		FREQUENCY						
		A	B	C	D	E	F	G
1.	Work performed requires the ability to see distances under 12 inches.						X	
2.	Work performed requires the ability to see at arms length.							X
3.	Work performed requires the ability to see distances over 20 feet.					X		
4.	Work performed requires the use of both eyes (field of vision.)							X
5.	Work performed requires the ability to distinguish basic colors.						X	
6.	Work performed requires the ability to distinguish shades of color.		X					
7.	Work performed requires depth perception.						X	
OTHER FUNCTIONAL REQUIREMENTS:								
ACTIVITY		FREQUENCY						
		A	B	C	D	E	F	G
1.	Operates truck, tractor, motor vehicle, forklift or other moving equipment					X		
2.	Repetitive use of foot control.				X			
	right only				X			
	left only				X			
	both				X			
3.	Repetitive use of hands.						X	
	right only						X	
	left only						X	
	both							X

III. ESSENTIAL FUNCTIONS (ADA)								
WORKING CONDITIONS:								
<b>Frequency:</b> This factor includes the frequency to which the task appears while performing the overall job.								
<b>A = Rarely</b> (once or twice, or never performed)				<b>E = Daily</b> (from 0-1 hour per day)				
<b>B = Seldom</b> (on a quarterly to yearly basis)				<b>F = Daily</b> (from 1-4 hours per day)				
<b>C = Occasionally</b> (on a monthly/bi-monthly basis)				<b>G = Daily</b> (from 4-8 hours per day)				
<b>D = Frequently</b> (on a weekly basis)								
ACTIVITY		FREQUENCY						
		A	B	C	D	E	F	G
1.	Works outside in various types of weather.			X				
2.	Works inside.							X
3.	Works in extreme cold, below 32 degrees F, for more than one hour.	X						
4.	Works in extreme heat, above 100 degrees F, for more than one hour.	X						
5.	Worker is subject to vibration (oscillating movements of the extremities or whole body).	X						
6.	Works in excessive humidity.	X						
7.	Works in a dry atmosphere.	X						
8.	Works in environment with constant noise (to cause worker to shout to be heard).	X						
9.	Exposed to dust.	X						
10.	Exposed to silica.	X						
11.	Exposed to fumes, smoke, or gases (anesthetic gases, ethylene oxide, etc.)	X						
12.	Exposed to grease and oils (air and skin exposure).	X						
13.	Exposed to electrical energy.	X						
14.	Exposed to pesticides.	X						
15.	Exposed to solvents or other chemicals. (Specify types of chemicals - air and/or skin exposure)	X						
16.	Works on slippery or uneven surfaces.	X						
17.	Works around machinery with moving parts or stationary equipment.	X						
18.	Works around moving objects or vehicles.						X	
19.	Works on ladders or scaffolding.	X						
20.	Works below ground.	X						
21.	Works with hands in water.	X						
22.	Works in confined spaces.	X						
23.	Other - specify							

IV. ESSENTIAL FUNCTIONS (ADA)								
PHYSICAL EXERTION:								
ACTIVITY		WEIGHTS/HOURS PER DAY						
		Up to 10 lbs.	11-25 lbs.	26-50 lbs.	51-75 lbs.	76-100 lbs.	Over 100 lbs.	# hrs. per day
1.	LIFTING		X					< 1 HR.
2.	CARRYING		X					< 1 HR.
3.	PUSHING		X					< 1 HR.
4.	PULLING		X					< 1 HR.
5.	REACHING		X					< 1 HR.
6.	OTHER(Specify)							

Personnel Director

Date

Received and filed by:

County Clerk

Date

Sierra County  
 Public Health  
 2019-2020  
 Budget Request

Medical Officer  
 Reclassification  
 Independent Contract to Permanent Part-time Employee .5 FTE

**Justifications:**

Independent ABC test could question whether her duties are NOT being part of regular business –

**Service Level Impacts = Goal to Increase Access and Capacity**

Currently Public Health operates with one RN and the contracted Medical Officer one day a week. Both have a wide array of responsibilities beyond medical care which significantly limits the amount of clinical, hands-on patient care. The clinics in Sierra County have limited hours and staff as well. Only 28% of the MediCAL eligible children in Sierra County are receiving prevention healthcare services. Having a physician in the office two days a week will double the capacity of care and safety net services at the Health Department.

We can utilize increased MD to improve accessibility for the public in all clinical programming; Immunizations, Maternal Child Adolescent Health, Health Care Program for Children in Foster Care, Family Planning, Child Health and Disability Prevention Program, California Children Services and HIV Surveillance.

**Fiscal Impacts = Goal to Cost Neutral**

Wages surveyed by request through CHEAC (small counties) and open positions on InDeed classifieds range from the low end of \$85 hr to as high as \$200 hr depending on scope of work and county. Positions identified as Public Health Physicians are often paid more than Public Health Officers. Our contract scope of work is more of a hybrid to include both physician (hands on patient care) and health officer (administrative, consultation and directive). I utilized \$95 hr for this base salary calculation and presumed that this position would be classified as management without built-in merit or COLA increases.

Base Salary was aimed to match current contract which is in the amount of \$98,247.

Total Salaries	Employer PERS	PERS Unfunded Liability	FICA	MEDI	SUI/ETT Capped	Life Ins. Capped	Insurance Type	County Cap Health Ins. (Annual)	Life Flight	Total Employer Pd Benefits	Weighted Salary
98,803.80	6,901.45	10,242.51	6,125.84	1,432.66	434.00	114		6,120	95	31,465	130,269

As an employee we anticipate 100% of this position’s time to be direct charged to programs which will allow Public Health to draw 25% of the weighted salary and benefits, in the amount of \$32,552, to be utilized to offset indirect program costs that are currently having to be paid out of Public Health 91 Realignment. In addition, as an employee, this position will either charge their time as a physician or health officer. As a physician we will draw down a 75% Federal match

reimbursement and as a health officer we will draw down a 50% State match reimbursement. These charges will increase expenses to programs that we have historically been under-spending. Maximized grant expenditures will result in less reliance on realignment. Lastly, this position will allow Public Health to provide increased services to increased numbers of people, which will equate to increased utilization of programs. Increased expenditures drive up program funding allocations. The bottom line is that this change should be cost neutral after year one and savings are likely. She will likely opt not to use our medical insurance benefits which will decrease the projections noted above.

This position will be funded using Public Health program grants and allocations, which is also how the contract position is funded.

**Other Considerations & Future Possibilities = Goal to leverage resources**

Beginning July 1, 2019 –

All Health Care Coalitions (HCC) must fund at least 1.0 full-time equivalent (FTE) (combined and may include in-kind support of dedicated time) to support the following two staffing requirements:

- Clinical Advisor: individual(s) should be a physician, advanced practice provider, or registered nurse and should be from a lead or co-lead hospital or health care organization and be clinically active (i.e., works shifts/sees patients). Involvement in emergency services or response activities is preferred and knowledge of medical surge issues and basic familiarity with chemical, biological, radiological, nuclear, and explosives (CBRNE), trauma, burn, and pediatric emergency response principles is required. See Attached.

Our Tri-County HCC includes Sierra, Plumas and Lassen. Plumas and Lassen do not have staff or contracted staff who can meet this requirement at this time. Our physician is a valuable resource to the region on many levels for Emergency Preparedness Given our economy of scale it is always a balancing act in prioritizing the amount of time that should be dedicated to all of the preparedness activities that the state believes we should be doing.

There is also the possibility that other county departments could look at expanding the roles and responsibilities of this position in the future. Those possibilities could include Behavioral Health, Social Services, Office of Emergency Services, Public Records. I envision that there are many funding streams that could be blended to accommodate expansions.