



SR#2013-1062

CLARK COUNTY

DEC 04 2013

Human Resources

STAFF REPORT

DEPARTMENT: Clark County Public Health

DATE: December 10, 2013

SPECIFIC REQUEST: Addition of a 1.0 FTE Community Health Specialist position and (voluntary) 0.50 FTE reduction to an existing 1.0 FTE Public Health Nurse II position in the Vaccine Quality Assurance & Safety program. Also included is the downward re-classifications of three additional (vacated) positions, which allows this reorganization to remain cost-neutral.

PUBLIC HEALTH STRATEGIC INITIATIVES

<input type="checkbox"/> 1 – Ensure public safety and increase community resilience	<input type="checkbox"/> 4 – Link public health, primary care, behavioral health, oral health, and community resources in alignment with health care reform
<input type="checkbox"/> 2 – Increase opportunities for healthy living	<input checked="" type="checkbox"/> 5 – Demonstrate excellence in local public health practice and management
<input type="checkbox"/> 3 – Increase opportunities for every child to have a healthy start	<input type="checkbox"/> 6 – Other --

BACKGROUND

Clark County Public Health has embraced comprehensive workforce planning with a constant focus on providing services in the most cost effective manner. A voluntary FTE reduction is allowing the reorganization of the Vaccine Quality & Safety Assurance program, which will result in an additional 0.50 net FTE be added to the program. The downward reclassification of three other (vacated) positions in the Public Health Department allows this reorganization to remain cost-neutral.

The specific requests herein are:

- Reduction of HEC0078, Public Health Nurse II from 1.0 FTE to 0.50 FTE
- Addition of a new 1.0 FTE Community Health Specialist
- Reclassification of HEW0075 from a Program Manager III to a Senior Management Analyst. This position was vacated January 4, 2013 and is currently in the recruitment process at the lower classification.
- Reclassification of HEW0058 from a Program Coordinator I to a Community Health Specialist. This position was vacated August 8, 2013 and re-filled on October 23, 2013.
- Reclassification of HEA0261 from a Program Coordinator I to a Community Health Specialist. This position was vacated August 18, 2013 and remains vacant, currently in the vacancy review process.

COMMUNITY INVOLVEMENT

None.

HEALTH EQUITY

The Department will continue to ensure we strive to address health inequities

ACTION REQUESTED

1. Reduction of HEC0078, Public Health Nurse II from 1.0 FTE to 0.50 FTE
2. Addition of a new 1.0 FTE Community Health Specialist
3. Reclassification of HEW0075 from a Program Manager III to a Senior Management Analyst.
4. Reclassification of HEW0058 and HEA0261 from Program Coordinator I to Community Health Specialist.

*Prevent disease * Promote healthy choices * Protect food, water and air * Prepare for emergencies*

BUDGET AND POLICY IMPLICATIONS

This reorganization of the Vaccine Quality & Safety Assurance program is cost neutral to the Department.

FISCAL IMPACT

Yes (see attached form)

No


DISTRIBUTION

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Approved:
BOARD OF CLARK COUNTY COMMISSIONERS


DEC. 10, 2013

SR 253-13

