

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: Health Services Agency

BOARD AGENDA # \*B-3

Urgent

Routine

AGENDA DATE January 28, 2014

CEO Concurs with Recommendation YES  NO

(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval to Appoint an Associate Director of Public Health with the Health Services Agency above the Midpoint of the Salary Band

STAFF RECOMMENDATIONS:

Approve the appointment of Rebecca Nanyonjo, DrPH to the position of Associate Director of Public Health with the Health Services Agency at an annual salary of \$130,220.48 which is above the mid-point of the salary band.

FISCAL IMPACT:

The cost of filling the Associate Director position at a salary at 85% of the salary band, including full salary benefits and the current 5% salary deduction, is approximately \$181,833 annually. Funding for this position for the remainder of the Fiscal Year is included in the 2013-2014 Fiscal Year adopted budget and no increase in appropriations is being requested.

BOARD ACTION AS FOLLOWS:

No. 2014-34

On motion of Supervisor Withrow, Seconded by Supervisor O'Brien

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, Monteith, and Chairman De Martini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

4) \_\_\_\_\_ Other:

MOTION:

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

**DISCUSSION:**

The Health Services Agency is filling the position of Associate Director that became vacant July 18, 2013. This position is critical to the provision of strategic planning, direction and leadership to fulfill mandated services and achieve outcomes consistent with the Agency's vision of "Healthy People in a Healthy Stanislaus", and the Board of Supervisors priority of a Healthy Community. This position is responsible for the administration of all Public Health programs and services, managing within a budget of approximately \$26 million. The position is expected to oversee the planning, and implementation of policies and procedures within the Public Health division in accordance with state and local law and policies and the Healthy People 2020 goals, as well as consult with the Health Officer in the development and implementation of medical policies and procedures.

Due to the July 2010 planned retirement of the Associate Director, an open recruitment was conducted. After more than one year of effort and an unsuccessful first round of applicants, a replacement was hired from out of State. This new Associate Director maintained the out of State residence while working locally during the week, however in June 2013 resigned due to family obligations back home. The former and retired Associate Director returned on a temporary part-time basis in July 2013 to provide leadership, and assist with the recruitment of this and other critical Public Health positions.

A new open recruitment for the Associate Director position was conducted in which only five applicants met the qualifications and were interviewed. In consideration of the difficulty, the Health Services Agency considered minimum qualifications in addition to desirable qualifications. The position is one of the most difficult to fill due to requirements for specific education and public health years of experience. Three candidates out of the five applicants reviewed during the second round were chosen for selection interview. One of the candidates declined the selection interview, reducing the selection to two candidates. Rebecca Nanyonjo, DrPH was the top candidate with significant broad public health, community and academic experience. She demonstrates the ability to effectively lead staff, establish and maintain cooperative, collaborative and informative relationships with community organizations concerned with population health, and to coordinate with other public agencies, including Federal, State and local authorities. In 2002, she earned a Masters degree in Public Health majoring in Epidemiology and International Health and in 2006; she earned a doctorate degree in Public Health majoring in Preventive Care.

Dr. Nanyonjo's experience includes over 6 years with San Bernardino County Public Health Department where she was responsible for critical public health programs and interventions. She was responsible for planning and budgeting of programs such as Maternal Child Adolescent Health, Infant Mortality, Sexually Transmitted Disease, HIV etc. and managed a budget of \$10 million.

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Dr. Nanyonjo currently works as the Public Health Director for Princess Cruises and Carnival Australia where she has worked 5 years. In her role she was responsible for the public health of over 10 Cruise Lines. Based on a reference check from a federal Centers for Disease Control (CDC) Epidemiologist, she was instrumental in helping curtail norovirus because of her expertise in epidemiology, which had been a major problem for the CDC in working with the cruise ships. Dr. Nanyonjo has conveyed an interest in returning to the local public health environment and applying her skills and passion at a community level. She has stated her willingness to relocate and her desire to become part of our community.

Her current salary is over \$150,000 annually and Dr. Nanyonjo was not willing to accept a salary lower than 85% of the band, which is \$130,220.48 annually. She does understand that all County employees are subject to a 5% salary deduction and will be subject to the same salary deduction. The Health Services Agency is very fortunate to have someone with Dr. Nanyonjo's knowledge, experience in community and public health join our team and recommends the appointment of Associate Director above the midpoint of the salary band at an annual salary of \$130,220.48.

**POLICY ISSUES:**

Board approval is required to appoint unclassified employees at fifty-one percent or more above the salary band. Approval of this appointment supports the Board's priority of Efficient Delivery of Public Services by ensuring that the Health Services Agency employs highly qualified candidates.

**STAFFING IMPACT:**

Approval of this appointment will allow a hard-to-recruit vacant Senior Manager position to be filled in the Health Services Agency with a highly qualified applicant.

**DEPARTMENT CONTACT:**

Mary Ann Lee, Managing Director, 209-558-7163.