

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

DEPT: Behavioral Health And Recovery Services

BOARD AGENDA # *B-17

Urgent

Routine

ms

AGENDA DATE April 29, 2014

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Appoint a Psychiatric Nurse II at a Salary of \$38.49 per hour Step Five of the Band

STAFF RECOMMENDATIONS:

Authorize the Behavioral Health Director to appoint Phillip Quadra to the position of Psychiatric Nurse II in the Behavioral Health and Recovery Services at a salary of \$38.49 per hour which is Step Five of the salary band less the current 5% salary deduction.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$126,185 including benefits. This position is subject to the five percent salary deduction. Funding for this position in the amount \$19,413 for the remainder of this fiscal year is included in the 2013-2014 Fiscal Year budget.

BOARD ACTION AS FOLLOWS:

No. 2014-191

On motion of Supervisor Chiesa, Seconded by Supervisor Monteith
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:

Behavioral Health and Recovery Services (BHRS) has 21 allocated Psychiatric Nurse II positions that are used throughout the Department in systems of care serving children, adults and older adults. These positions are also assigned to the emergency response team, provide outpatient assessments and are able to dispense medications. The current vacancy is assigned to the Integrated Forensic Team – Intensive Community Support and has responsibilities related to the Mental Health Court, including assessment eligibility, participating in multi-agency case reviews and reports, and providing medication services. This position will interact with the Courts and several County departments including the District Attorney, the Sheriff and Probation.

The Psychiatric Nurse II positions have traditionally been hard to recruit and as such, a continuous recruitment was in place from February, 2013 to March, 2014. Over this fourteen-month process, a total of seven candidates met the minimum qualifications of graduation from an accredited school of registered nursing. The seven were then interviewed resulting in only two interested in full-time appointments. Of the two, only one had prior psychiatric nurse experience.

The candidate for this position, Mr. Philip Quadra, has over four years' experience as a registered nurse (RN) and has worked as a Psychiatric Nurse for approximately two years in a psychiatric inpatient unit. He also has experience working as an acute care nurse in a local area hospital. This makes him very familiar with the clientele that he will be serving. The unique knowledge base and experience Mr. Quadra brings to the Department is far above what could be expected from a regular RN. He also has experience and training with electronic health records which is important to the Department as its electronic health record system continues to be implemented.

The Department is requesting approval to appoint Mr. Quadra at the top step of the County's Psychiatric Nurse II salary band, to a salary of \$80,059 or \$38.49 per hour. This proposed salary is less than he is currently earning (\$39.90 per hour) and the candidate has declined to accept the position with an appointment rate of step one through step four. This salary is fair and equitable for this level of experience as well as the labor market realities for Mr. Quadra's level of experience and licensure. The wage requested does not consider the County's current five percent (5%) salary deduction.

POLICY ISSUES:

Approval by the Board of Supervisors is required to appoint personnel at Step Five of the salary band of a given classification. Filling this position is consistent with the Board of Supervisors' priorities of A Healthy Community, and Efficient Delivery of Public Services.

Approval to Appoint a Psychiatric Nurse II at a Salary of \$38.49 per hour, Step Five of the Band
Page 3

STAFFING IMPACT:

Approval of this item will allow the Behavioral Health and Recovery Services to fill this allocated and budgeted position.

CONTACT:

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