



Agenda Date: 6/27/2006
Agenda Placement: 6DD

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Alice Hughey for Randy Snowden - Director
Health & Human Services
REPORT BY: Theresa Richmond, Chief Operations Officer, 259-8176
SUBJECT: Amend the Departmental Allocation and the Table and Index - HHSA/Public Health

RECOMMENDATION

Human Resources Director and Director of Health and Human Services Agency request adoption of a resolution regarding the following in connection with the Public Health Division of the Health and Human Services Agency, effective June 27, 2006:

1. Amend the Departmental Allocation List to add one (1) 0.6 FTE Nurse Practitioner and one (1) 0.8 FTE Staff Nurse; and
2. Amend the Table and Index to add Nurse Practitioner.

EXECUTIVE SUMMARY

Approval of the requested action will amend the Table and Index to add the proposed new Nurse Practitioner classification and amend the Departmental Allocation List to add one 0.8 FTE Staff Nurse and one 0.6 Nurse Practitioner.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Public Health
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Though the provision of the services is mandated, neither staffing levels nor the level of services to be provided are mandated.

The addition of a 0.6 FTE Nurse Practitioner in the Family Planning and Sexually Transmitted Disease Clinic will ensure consistent clinic staffing, thereby allowing HHSA to meet community demands and decrease the spread of sexually transmitted diseases (STDs) through prompt diagnosis and treatment. It also will allow the program supervisor to institute programmatic interventions to decrease the spread of STDs in Napa County.

The addition of a 0.8 FTE Staff Nurse will enable HHSA to improve its compliance with State CCS standards for staffing and for timeliness of medical approvals for CCS children, whose medical conditions are serious and need to be treated expeditiously.

Is the general fund affected? No

Future fiscal impact: These two positions are permanent positions. Appropriations will be budgeted accordingly.

Consequences if not approved: 0.6 FTE Nurse Practitioner: If this action is not approved, it will be difficult for HHSA to meet community demands for treatment of sexually transmitted diseases (STDs) and will hinder HHSA's efforts to control/decrease the spread of STDs in Napa County.

0.8 FTE Staff Nurse: If this action is not approved, HHSA would risk non-compliance with State CCS standards for staffing and timeliness of medical approvals for clients of this program.

Additional Information: The 0.6 FTE Nurse Practitioner will cost approximately \$65,327 in salary and benefits. This position will generate about \$43,000 in Medi-Cal, Family PACT, and private pay revenue. The remaining cost will be funded by budgeted Realignment.

The 0.8 FTE Staff Nurse will cost approximately \$68,032. A combination of state and federal funds from the California Children's Services program will account for 85% of the cost. The remaining cost will be funded by budgeted Realignment.

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Public Health Division of Health & Human Services Agency is mandated by the state to provide services to meet the needs of the community. Toward that end, the Agency proposes adding two nursing positions.

0.6 FTE Nurse Practitioner

The state mandates that the Public Health Division provide services to control sexually transmitted diseases (STDs) as a component of protecting the public's health. As part of this effort, and because there are no

other STD clinics in Napa County, Public Health provides clinical diagnostic and treatment services as well as programmatic control efforts. The County is seeing a dramatic increase in some STDs and smaller increases in other STDs. To address this increasing need for services, the Agency is proposing to add a part-time nurse practitioner to provide direct clinical services.

The Public Health Family Planning and Sexually Transmitted Disease clinics are currently staffed by a single nurse practitioner who provides much of the direct patient care, has responsibility for overall clinic management, and supervises the communicable disease and immunization units. These at-times conflicting duties have frequently led to the need to cancel clinics to attend to other urgent needs. A contract nurse practitioner occasionally provides additional services on a limited basis. However, a contract nurse practitioner has proven difficult to hire and retain with limited hours and no benefits.

Since HHS has the only STD clinic in Napa, the proposed addition would greatly enhance services to better meet community demands and decrease the spread of STDs through prompt diagnosis and treatment. It will also allow the supervisor to work with the Communicable Disease unit to begin instituting other programmatic interventions to decrease the spread of STDs in Napa County. This position should provide substantial increases in clinic revenue, which will largely offset the cost of the position.

0.8 Staff Nurse

California Children's Services (CCS) is a state mandated administrative case management program providing case coordination and authorization of services to children with catastrophic/handicapping medical conditions such as organ transplantation, congenital anomalies, and cancer. The proposed part-time staff nurse position would review medical documentation and determine program and medical eligibility according to program policies and procedures.

The state requires that the Public Health Division comply with state regulations (CCS, Title 22, Section 41700, et seq.) regarding timeliness of response and has, for several years, been encouraging Napa to add staffing to improve compliance. The caseload, however, remains more than the current staffing level can accommodate efficiently. An extra help staff nurse is currently covering a portion of the caseload. An extra help nurse is difficult to recruit and retain as the position has no benefits. Hiring and training new nurses delays management of these critical cases. Due to the seriousness of these cases, the essential timeliness of medical approvals, and the staffing standards set by the State Children's Medical Services (CMS) program, this position is essential. Approximately 85% of the cost of this position will be covered by an increase in Napa's allocation from the state CCS program.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Lorenzo Zialcita