

DEPARTMENT: Personnel By: Jeffrey G. Green PHONE: 209/966-3222

RECOMMENDED ACTION AND JUSTIFICATION: Policy Item: Yes () No (X)

Resolution authorizing a 3% incentive pay for a Public Health Nurse II to oversee the Public Health Department's Tobacco Education Program. Rather than create a separate position, Personnel has determined that the most appropriate approach to compensating the individual who will oversee the planning, organizing and implementing of the Tobacco Education Program is to provide an incentive pay. The individual assigned this responsibility will direct the ongoing management of the program including management of the budget and clinical competency of the program. This person will represent the program to state and federal officials responsible for its oversight. The Health Officer will be responsible in assigning the appropriate individual to oversee this program.

The individual who has been overseeing this program has done so out-of-class. Because of the length of time to gather the information pertaining to incentive pay in conjunction with this program, it is recommended that the 3% incentive pay be retroactive to January 1, 2000.

Approve budget action increasing revenue as position is grant funded.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The Board has approved similar incentive requests in the past.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

- Approve this action as requested.
- Do not approve and direct staff to find an alternative method to resolve this issue.

COSTS: () Not Applicable

A. Budgeted current FY \$ _____

B. Total anticipated costs \$ _____

C. Required additional funding \$ _____

D. Internal transfers \$ _____

SPECIAL INSTRUCTIONS:
List the attachments and number the pages consecutively:

No attachments.

SOURCE: () 4/5ths Vote Required

A. Unanticipated revenues \$ _____

B. Reserve for contingencies \$ _____

C. Source description: _____

Balance in Reserve for Contingencies, if approved: \$ _____

CLERK'S USE ONLY:

Res. No.: 00-432 Ord. No. _____

Vote - Ayes: 5 Noes: _____

Absent: _____ Abstained: _____

Approved: _____ () Denied _____

() Minute Order Attached () No Action Necessary

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
This item on agenda as:

Recommended

Not Recommended

For Policy Determination

Submitted with Comment

Returned for Further Action

Comment: _____

A.O. Initials: [Signature]

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____

ATTEST: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: _____
Deputy

BUDGET ACTION FORM

FUND	DEPT/DIV	ACCOUNT	DESCRIPTION	INCREASE	DECREASE
001	0401	305-5203	TOBACCO CESSATION	(1,600)	
001	0401	621-0242	Incentives-non-PERS	1,279	
001	0401	621-0301	BENEFITS	321	
001	0401				
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001	0104	014-1090	GENERAL CONTINGENCY	\$	
				TOTAL	\$0.00
					\$0.00

ACTIONS REQUESTED: (Check all that apply)
 Budget appropriation by Board of Supervisors (4/5ths Vote Required): Amending the total amount available in the county budget, or in any one fund of the budget, or appropriating Reserve for Contingencies;
 Transfer by Board of Supervisors (3/5ths Vote Required): Moving existing appropriations from one budget to another, or between categories within a budget unit;

JUSTIFICATION
100% Grant funded position costs increased by 3% retroactive to January 1, 2000. Grant revenues increased accordingly.

DEPT HEAD SIGNATURE *Charles B. Mosher* DATE 12-1-00
CHARLES B. MOSHER, M.D., HEALTH OFFICER, PUBLIC HEALTH DEPT

APPROVED BY RES NO. 00-437 CLERK *mm* DATE 12-12-00

Health

AUDITOR'S USE ONLY
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