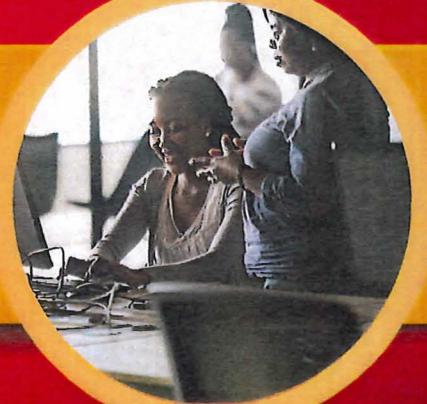


DEPARTMENT OF PUBLIC HEALTH

BOS COMMITTEE HEARING ON HIRING PUBLIC SAFETY POSITIONS

Presenter: Michael L. Brown, Director of Human Resources, DPH
January 23, 2020



LEADERSHIP CHANGES - 2019



TOP PRIORITIES

Hiring Registered Nurses and Behavioral Health Clinicians

- New Director of Public Health - Grant Colfax, MD
- New Director of Human Resources - Michael L. Brown
- New Acting Chief Officer Laguna Honda Hospital - Maggie Rykowski

IDENTIFIED PROBLEMS



- Ineffective Hiring Process Improvements
- Hiring Timelines Remain Excessive
- Complaint of Inadequate HR Staffing

PRIORITY - 52 Vacant BH Clinical Positions



51.73 FTE Mental Health Clinicians

- 2920 Medical Social Worker
- 2922 Senior Medical Social Worker
- 2930 Behavioral Health Clinician
- 2932 Senior Behavioral Health Clinician
- 2574 Clinical Psychologist
- 2576 Supervising Clinical Psychologist
- 2232 Senior Physician Specialist
- 2233 Supervising Physician Specialist
- Currently Recruiting for a BHC Director

OTHER WORKS IN PROGRESS



There are eighteen RN (2320) specialty areas

- We are collaboratively working with DHR how to streamline the RN hiring process reduce redundancy and reduce hiring timelines

Additional Hires

- Converted three (3) P103 to create (3) 2320 for ED
- Added (2) 2320 FTE in ED
- Street Medicine - Converted two (2) P103 to create (2) 2320
- Created Float Pool using (10) P103 to create (10) 2320 at ZSFG
- Created Float Pool using (2) P103 to create (2) 2320 at LHH
- Added (4) 2320 positions to ZSFG

For Additional Information



Please Contact:

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