

COUNTY OF SAN MATEO
Departmental Correspondence

DATE: January 14, 2002
HEARING DATE January 29, 2002

TO: Honorable Board of Supervisors

FROM: Margaret Taylor, Interim CEO, Director, Hospital and Clinics Division NT

SUBJECT: Amendment to the Master Salary Ordinance

RECOMMENDATION

Adopt an Amendment to the Master Salary Ordinance approving Call Pay and Investigation Rates for Sexual Assault Reporting Team (SART) Personnel.

Background and Discussion

In 1999 Adelaide and George Keller provided the funding for the Keller Center for Family Violence Intervention. This Center is designated to provide the most compassion and appropriate care for victims of sexual assault, child abuse, domestic violence and elder or dependent adult abuse and to establish community-based prevention efforts to end the cycle of violence. The Center allows medical and law enforcement interviews to be conducted in collaboration, reducing additional trauma of multiple interviews to the victim. The Kellers have committed to funding the Center through January 2004 with a possible extension of two additional years.

The unit is currently staffed with a full-time Adult Nurse Practitioner and a full-time Social Worker. Recruitment efforts are underway for a Pediatric Nurse Practitioner. These positions provide coverage Monday through Friday during normal business hours and some on-call. Staff is available for traumas during these hours and also provide education and outreach activities to various other agencies. More specifically, day time staff will work on the completion of a countywide protocol for adult victims of rape, begin staff domestic violence screening training of all Health Services Agency staff in coordination with Public Health, fully implement a Sexual Assault Response Team and do further child and elder abuse program planning.

From June 2001 to end of November 2001, the Center has performed 39 adult rape exams on victims ranging in age from 13 to 56. Twenty-two child exams (under 12 years) and ninety-three child interviews were also completed during this time.

Many of the incidents of abuse occur during non-business hours. It is essential to have staff on-call during the off hours to provide immediate response. It is requested that a separate pay structure be developed for this coverage and is requested at \$10.00 an hour for all hours on an on-call status and \$250.00 per investigation regardless of the number of hours the examination takes (a non-complicated exam generally takes three to four hours). It is anticipated that a team of nine people (Nurse Practitioners and Registered Nurses) will make up the on-call staff. Due to the fluctuating need, staff will be in an extra-help status and the pay range will be less than permanent on-call staffing. This structure is consistent with San Francisco, Santa Clara and Los Angeles Counties.

This amendment to the Salary Ordinance has been approved by Employee and Public Services.

Term and Fiscal Impact

Estimated cost for this coverage is \$30,000 for the remainder of this fiscal year and \$60,000 annually thereafter. Reimbursement will be made from the Keller donation. Should the donations cease, this service will be reevaluated and adjusted according to budget constraints. Funding for the current year will be covered by Salary savings due to the late start up of the program and delayed hiring. The Recommended Budget for FY 2002-03 and those thereafter will include the necessary revenue from the donations as well as anticipated appropriations.

ORDINANCE NO. _____
BOARD OF SUPERVISORS, COUNTY OF SAN MATEO,
STATE OF CALIFORNIA

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AN ORDINANCE AMENDING ORDINANCE 04060

The Board of Supervisors of the County of San Mateo, State of California, ordains as follows:

SECTION 1. Part 5 of the Ordinance is amended as indicated:

PART 5: SPECIAL COMPENSATION

Add the following section to the Health Department

- Extra help employees assigned to the Sexual Assault Reporting Team (SART) will receive on call pay at the rate of \$10.00 per hour for all hours in an on call status. When such employees are called to investigate an alleged sexual assault case said employees shall receive a flat rate payment of \$250.00 for all hours spent in relationship to the specific case. Employees shall not receive on call pay for time during which they are working on a specific case.

SECTION 2. Part 5 of this ordinance is effective at the start of the first pay period following adoption.