

TEHAMA COUNTY HEALTH SERVICES AGENCY



Interoffice Memo

Date: 12/12/2024

To: Coral Ferrin
Personnel Director

From: Jayme Bottke
Executive Director

RE: Proposed New Epidemiologist Position

The Tehama County Health Services Agency (TCHSA) is requesting approval of the new Epidemiologist classification specification. The creation of this new class specification is predicated on the necessity of having an Epidemiologist in Public Health. Epidemiology is the core science for the Public Health field. Epidemiologists carry a unique skill set which includes:

- Data analytics and assessment
- Public Health science
- Communication skills
- Community partnership skills
- System thinking and program planning skills
- With the move to the County Organized Healthcare System (COHS) with Partnership HealthPlan of California for Medi-Cal Managed Care and the addition of new Medi-Cal benefits under CalAIM, it has become apparent that we need our medical support staff to begin working in new and sometimes highly complex roles within the agency.

The need for this new classification is being driven by the following factors:

- 1) The health department currently must contract out for these services with Shasta County and to date those services have been very limited to our emergency preparedness program.
 - 2) Local health departments across the state of California are being required to build their organizational infrastructure to ensure that local health departments can provide the core public health functions that meet the essential public health services. Epidemiology is a core function and there is ongoing funding support for this through the Future for Public Health Grant.
 - 3) Other core functions required by CDPH is to have community wide health assessment and the capacity to monitor communicable and chronic diseases at the local level. This type of work requires the expertise of an epidemiologist. Currently, we have been using
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some of our Covid and Infrastructure grant funds to contract out with an epidemiology consulting firm to help build those systems. Those funds will be going away and once those systems are built, they will need to be maintained and revised. Being able to recruit for a staff epidemiologist will help Public Health sustain these required practices over the long term.

I would recommend the new Epidemiologist level of pay be set at Range 44 in the Tehama County Joint Council (JC) Bargaining Unit which is comparative to both Shasta and Butte County rates for epidemiologist.

Tehama County Health Services Agency Epidemiologist Financial Implications						
	Bargaining Unit	Proposed Range	FTE Budget Unit # 40121	Total Annual Salary & Benefits @ Step A	Total Annual Salary & Benefits @ Step E	Total Annual Maximum Increased Cost
Epidemiologist	JC	44	1.00	\$128,095	\$150,484	\$150,484
Total Additional Cost / Year				\$128,095	\$150,484	\$150,484
Funding Source						
Future of Public Health Funding						
This position will be paid for with the Future of Public Health funding. There are no County General Fund dollars included in these costs.						

Thank you for your consideration of this proposal.

