



COUNTY ADMINISTRATOR  
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## MEMORANDUM

**TO:** Wesley Prater, Chair  
Ways & Means Committee

**THROUGH:** Robert E. Guenzel  
County Administrator

**FROM:** Kathleen Reynolds, Director  
Washtenaw Community Health Organization

**DATE:** March 22, 2004

**Re:** Resolution to Approve Hiring Debra A. Leathers, RN as a Health Services Access Professional at the top of the salary table, Grade 21 at a salary of \$45,471.65.

### BOARD ACTION REQUESTED:

The Board is requested to approve hiring Debra A. Leathers, RN at \$45,471.65 as Health Services Access Professional. The position will be leased to the WCHO.

### BACKGROUND:

Over the past year, the Washtenaw Community Health Organization (WCHO) has taken steps to reorganize the Health Services Access Department in order to achieve the vision for an integrated model that includes mental health, substance abuse and public health screening and information services. With the reclassification of existing positions, the Health Services Access Professional staff position was designed to be filled by Master's prepared social workers as well as Nurses with medical, mental health and substance abuse treatment experience.

### DISCUSSION:

Ms. Leathers is uniquely qualified to fill this highly specialized position. She comes to Washtenaw County with over twenty-five years of nursing experience in general medicine; mental health and substance abuse nursing; crisis management, intake and referral for behavioral health. She was most recently serving as the nurse case manager for the Partial Hospitalization Program at Oakwood Healthcare Systems,

Dearborn. Other past positions included Crisis Team Specialist; Inpatient Charge Nurse; and general medical nursing.

Ms. Leathers is a perfect match for the integrated ACCESS model developed here in Washtenaw County. Her experience in different aspects of nursing allows the organization maximum flexibility needed to manage consumers having multiple areas of service need. Ms. Leathers will also serve as a back-up to the Washtenaw Health Plan nurse program coordinator (senior management analyst).

**IMPACT ON HUMAN RESOURCES:**

Ms. Leathers is being hired above midpoint of the salary range and Board of Commissioner approval is needed. She is currently filling a vacant position.

**IMPACT ON BUDGET:**

In the redesign of this position, the prior budgeted allocation was maintained, in order to accommodate the market costs for a nursing position. The funds for this position are available as budgeted and the position will be leased to the WCHO.

**IMPACT ON INDIRECT COSTS**

None.

**IMPACT ON OTHER COUNTY DEPARTMENTS OR AGENCIES:**

None.

**CONFORMITY TO COUNTY POLICIES:**

This action conforms to all appropriate County policies.

**ATTACHMENTS:**

Ms. Leather's vitae.

A RESOLUTION APPROVING THE HIRING OF DEBRA A. LEATHERS AS HEALTH SERVICES ACCESS PROFESSIONAL AT AN ANNUAL SALARY OF \$45,472.

WASHTENAW COUNTY BOARD OF COMMISSIONERS

April 7, 2004

WHEREAS, Washtenaw Community Health Organization has determined that Debra A. Leathers is the best qualified candidate for the Health Services Access Professional position; and

WHEREAS, Ms. Leathers brings exceptional credentials to the position; and

WHEREAS, the department has budgeted the funds necessary for this position and it results in no increase in the budget; and

WHEREAS, the Washtenaw Community Health Organization can fund the position out of its current budget; and

WHEREAS, this matter has been reviewed by the University of Michigan, the Washtenaw Community Health Organization, County Administration, the Finance Department, Human Resources, Corporation Counsel and the Washtenaw County Ways and Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the hiring of Debra A. Leathers as a Health Services Access Professional position ID# 2180-0006 for the Health Services Access Program at a salary of \$45,472; Grade 21, Step 8, Group 11