



Board of Supervisors
Meeting Date: September 12, 2017
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Regular Item

**HEALTH SERVICES AGENCY / PERSONNEL - Personnel Director Missi Bullington
and Executive Director Valerie Lucero**

Requested Action(s)

- a) OTHER THAN "A" STEP - Request approval of the Personnel Action Form appointing Lisa Pallow as a Marriage and Family Therapist II at Range 81, Step C, effective 10/1/17

Financial Impact:

The funds for this position are budgeted in 40131 - Mental Health for FY 17-18 and the salary for the position at Range 81 Step C is \$5,695/month. There are currently four vacancies for this position.

Background Information:

There is a continuous recruitment for the Marriage and Family Therapist II open since 02/17/2015. Currently, there are four vacancies.

Ms. Pallow has a Master's Degree in Psychology and has been a Licensed Marriage and Family Therapist for ten (10) years. She brings nine (9) years of County Behavioral Health experience, as well as residential treatment experience. While working for San Bernadino County, Ms. Pallow gained extensive knowledge of crisis services, supervision of staff, Medi-Cal chart auditing, and providing direct client services. In addition, Ms. Pallow has worked with the Los Angeles Men's and Women's Prisons while employed as an admissions coordinator for a residential treatment facility, giving her experience working with the inmate population.

We find Ms. Pallow to be highly qualified for the position. Her experience working with inmates, along with her extensive behavioral health knowledge including Medi-Cal standards would make her a valuable asset to the Tehama County Health Services Agency. If the requested action is not approved, the County will lose the opportunity to hire this highly qualified applicant.

Personnel has reviewed the candidate's skills and experience and agree with appointment at "C" step contingent upon clearance of all pre-employment requirements.

Attachment List:

Other Than A Step Form and PAF (PDF)