



Contra  
Costa  
County

To: Board of Supervisors  
From: Anna Roth, Health Services Director  
Date: October 18, 2022

Subject: Temporary Hire of County Retiree-Waiver of 180-Day Sit-out Period

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**RECOMMENDATION(S):**

1. WAIVE the 180-day "sit-out" period for Flordeliza Eaton, Senior Clinical Laboratory Scientist (VHNA), in the Health Services Department
2. FIND that the appointment of Flordeliza Eaton is necessary to fill a critically needed position
3. APPROVE and AUTHORIZE the hiring of retiree Flordeliza Eaton as a temporary, County employee for the period of October 17, 2022 through October 17, 2023

**FISCAL IMPACT:**

Upon approval, this action has an annual cost of approximately \$61,560. No impact to the General Fund. Salary costs are included within the Department's operating budget. Contra Costa Health Services - Hospital Enterprise Fund I will fund this position.

**BACKGROUND:**

Flordeliza Eaton has been in the Senior Clinical Laboratory Scientist (VHNA) classification since 8/17/2011 and is managing the Microbiology section of the lab. There are eight other incumbents in this classification; however, they have their own section in the lab to manage and lack the experience and knowledge to troubleshoot any issues in the Microbiology

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **10/18/2022** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: October 18, 2022

Contact: Lauren Jimenez,  
(925) 957-5262

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

cc:

sub-unit.

Microbiology identifies the disease-causing organisms and determines the appropriate treatment. The steps involved are hands-on and require years of experience to make the appropriate decision. A wrong decision can lead to a misidentification of the disease-causing organism leading to inappropriate treatment, a financial impact on the County due to patients having prolonged hospital stays and delayed treatment, and will impact the pharmacy formularies since the Microbiology sub-unit works with Infection Control and Pharmacy to determine antibiotic resistance.

Management requests the 180-day "sit-out period" to be waived so she can help and train the next incumbent that will take over this great responsibility in the Microbiology sub-unit. Her special knowledge must be retained in the lab. Without this knowledge and skills, the department may fail to provide a correct diagnosis impacting patient care.

### CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the department may fail to provide a correct diagnosis impacting patient care.

### CLERK'S ADDENDUM

**Speaker: Name not given.**

WAIVED the 180-day "sit-out" period for Flordeliza Eaton, Senior Clinical Laboratory Scientist (VHNA), in the Health Services Department; FOUND that the appointment of Flordeliza Eaton is necessary to fill a critically needed position; APPROVED and AUTHORIZED the hiring of retiree Flordeliza Eaton as a temporary, County employee for the period of October 17, 2022 through October 16, 2023.

### ATTACHMENTS

Cost Sheet