



TO: SOUTHERN NEVADA DISTRICT BOARD OF HEALTH DATE: February 23, 2017

RE: *Approval of Delegation by Southern Nevada District Board of its Authority to Approve New Classification Specifications to District Health Officer*

PETITION # 07-17

That the Southern Nevada District Board of Health *approve delegation of its authority to approve new Classification Specifications to the District Health Officer.*

PETITIONERS:

Annette L. Bradley, Esq., *General Counsel*
Joseph P. Iser, MD, DrPH, MSc, *District Health Officer*

DISCUSSION:

Classification, the process of evaluating the knowledge and skills required for competent performance of a position and identifying key responsibilities and other elements of a position to determine the most appropriate grouping and pay rate, is a traditional management function. As the General and Supervisory Unit CBAs are currently interpreted, management exercises this traditional function by determining new classifications, which are then submitted to this Board for approval. Health District management requests this Board affirm the Health District's managerial ability to determine classifications and delegate its approval authority to Health District management.

While delegation will improve Health District operational efficiency, it will not alter or affect the Health District's obligations regarding classification determinations as otherwise detailed in the CBAs, including but not limited to provisions of Article 1 – Recognition and Bargaining Unit Membership.

Board Governance Policy, Board Governance Process 006 (BGP-006) speaks to the overall function of the Board and the day to day managerial function of management. The delegation requested is consistent with BGP-006, which states, in pertinent part:

“The Board’s role is to provide leadership and oversight of the activities of the Southern Nevada Health District . . . In providing oversight, the Board will assess organizational performance in relation to the ends set by its policy goals and adherence to budget, rather than by examining or advising on day-to-day decisions” (BGP-6(1)(B)).

Delegation is also consistent with the Health District's Personnel Code, which states, in pertinent part:

“The Southern Nevada Health District reserves the right to exercise customary managerial functions including the right to...carry out all ordinary administrative functions.” (General Provisions, Paragraph 2)

FUNDING:

No funding impact with this action.