



**Request for City Council Committee Action
From the Department of Health & Family Support**

Date: June 9, 2006

To: HEALTH, ENERGY & ENVIRONMENT COMMITTEE
Referral to: WAYS & MEANS/BUDGET COMMITTEE

Subject: REQUEST FOR STEP 4 FOR MANAGER, HEALTHY START

Recommendation: Council approval for Doriscile Everett-O'Neal to start at step 4 rate of pay for the federally funded position of Manager, Healthy Start, from fund/org 0300-860-8624.

Previous Directives: None

Prepared or Submitted by: Patricia Harrison, Director of Research and Program Development,
x3883

Approved by: _____
Gretchen Musicant, Commissioner of Health & Family Support

Presenters in Committee: Patricia Harrison

Financial Impact (Check those that apply)

No financial impact - or - Action is within current department budget.
(If checked, go directly to Background/Supporting Information)

Background/Supporting Information Attached

The Department of Health and Family Support is requesting that Doriscile Everett-O'Neal start at step 4 for the position of Manager, Healthy Start. Ms. Everett-O'Neal started with the Department on March 28, 2006, as Project Coordinator for the federally funded Healthy Start program. She accepted that position starting at Step 3, aware that the Department was simultaneously having that position and another Department position reviewed for reclassification. Human Resources made the determination to reclassify both positions as Managers (Grade 10), with titles specific to their grant funding source. Ms. O'Neal cannot be reclassified because of her short tenure, so the procedure requires that we terminate her in the Project Coordinator position and re-hire her in the Manager, Healthy Start position. However, Step 3 of the new salary scale is lower than the rate at which Ms. Everett-O'Neal was hired, so we believe the next step is appropriate.

Ms. Everett-O'Neal has a Master's Degree in Social Work from the University of Minnesota and has served in faculty positions at the University, St. Olaf College, and Metropolitan State University. She has 16 years of job-related experience, including 11 years working with disenfranchised populations, and 9 years in organizational leadership roles. She has the requisite experience managing a major grant program with formal supervisory experience. She also has the experience with culturally diverse and low-income women essential to addressing high rates of infant mortality and poor birth outcomes among minority populations in the Twin Cities. Her background includes extensive community involvement in work-related activities, volunteer service, and with foundations to improve cross-cultural understanding and address inequities experienced by communities of color.

Ms. Everett-O'Neal has successfully secured government and foundation funding as well as corporate support for projects. She has exceptionally strong experience engaging community members in programs and projects. She has demonstrated strong leadership ability in her successful initiation and management of programs and events. She received superlative recommendations with respect to her leadership ability, her facilitation skills with diverse community groups, her strong commitment to the community, and her strong organizational abilities.

The Twin Cities Healthy Start Manager position is funded by a federal grant through May, 2009, and the department has sufficient funds to accommodate this recommendation.