



Las Vegas

AGENDA SUMMARY PAGE  
CITY COUNCIL MEETING OF NOVEMBER 7, 2007

DEPARTMENT: HUMAN RESOURCES  
DIRECTOR: CLAUDETTE ENUS

Consent  Discussion

**SUBJECT:**  
Approval to create one regular full-time Psychologist for the Human Resources Department (\$90,000 salary + \$36,000 benefits - General Fund)

**Fiscal Impact:**

- No Impact  Augmentation Required
- Budget Funds Available

Amount: \$126,000  
Funding Source: General Fund  
Dept./Division: Personnel Services/Human Resources

**PURPOSE/BACKGROUND:**

For the past 11 years, the city has been paying an outside psychologist to conduct suitability assessments as required for all Las Vegas safety employees. Our current psychologists, Drs. Harrison and Shari Stanton, are also utilized very heavily by LVMPD, Henderson and Clark County. Because the time they have remaining for us is getting more and more limited, we are proposing that we be able to bring Shari Stanton to the city as an employee. Not only would she be solely dedicated to the city's safety position suitability assessments, she would also be able to pick up responsibility for our Fitness for Duty examinations, and assist with our Employment Assistance Program. We currently spend approximately \$130,000 on an annual basis for these services. Filling this position would reflect a savings of approximately \$4,000 annually. Having our own internal psychologist would greatly enhance our ability to be more efficient in completing our background requirements and subsequent hiring as well as allow us to continue a professional relationship that has been extremely successful for the city since 1998. We are requesting an effective date of June 30, 2008.

**RECOMMENDATION:**

Approve the creation of one regular full-time Staff Psychologist for the Human Resources Department.

**BACKUP DOCUMENTATION:**

None

Motion made by LARRY BROWN to Approve Items 11-17, 19, 22-26, 30, 32-37, 39-51, 53-57, 60 and 61

Passed For: 6; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 1  
RICKI Y. BARLOW, LOIS TARKANIAN, LARRY BROWN, GARY REESE, STEVE WOLFSON, STEVEN D. ROSS; (Against-None); (Abstain-None); (Did Not Vote-None); (Excused-OSCAR B. GOODMAN)