



HIDALGO COUNTY Personnel Adjustment Request Form



DEPARTMENT NAME/NUMBER: **WIC/350**
5-1292-441-00-350-018-5
CURRENT POSITION TITLE:

DATE: **3-31-15**
CURRENT SLOT. #: **01**

REQUESTED POSITION TITLE: **International Board Certified Lactation Consultant (IBCLC)**
(For new positions or reclassifications)

REQUEST FOR:

New Position Temporary Position Position Reclassification* Other _____

*Civil Service Positions are submitted to the Civil Service Commission.

POSITION SALARY REQUEST:

Salary Amount: \$ 0 Current Budgeted Salary \$ 63,000.00 Proposed Budgeted Salary \$ 63,000.00 Net Change *oz*

Position to be funded from one of the following:

Current Department Budget Annual Budget Cycle Will Require Additional Funds
 Other New Grant

POSITION Type:

Full Time Employee Object 113 Part Time Employee Object 114 _____
Full Time Temporary Object 121 Part Time Temporary Object 122 \$ _____
Enter hourly rate for temp. positions
Hourly Rate * 2,080 hrs. per year = Annual Salary

TEMPORARY POSITIONS:

Start Date	End Date	Working Days & Hours	Hours Per Week	Duration (2 weeks, 3 months, etc.)
CIVIL SERVICE:	FLSA:			
Exempt <input type="checkbox"/>	Exempt <input type="checkbox"/>			
Non-Exempt <input checked="" type="checkbox"/>	Non-Exempt <input checked="" type="checkbox"/>			
N/A <input type="checkbox"/>				

JUSTIFICATION/PRIORITY: (Explain why this position or adjustment request is essential)

Position needed to service WIC and None WIC Breastfeeding moms through new Lactation Center Expansion Grant.

NEW POSITION: Brief job description and attach a copy of the new job description.

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POSITION RECLASSIFICATION: Explain change and /or increase in duties and responsibility. (Attach new job description)

ADDITIONAL DUTIES: Explain reason for additional duties and attach list of additional duties.

COMMENTS: (Any comments you wish to make regarding this request)

HUMAN RESOURCES: Classification and Salary Recommendation

BUDGET & MANAGEMENT: Classification and Salary Recommendation

- | | | | | | |
|----|--|--------------------------|-----------------------------------|---|-----------------------------|
| 1. | 
DEPARTMENT HEAD | <u>3-31-15</u>
DATE | FUNDING AVAILABLE IN DEPT. BUDGET | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 2. | 
HUMAN RESOURCES DIRECTOR | <u>4/9/2015</u>
DATE | PERSONNEL PROCEDURES COMPLETED | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 3. | 
DEPARTMENT OF BUDGET & MANAGEMENT | <u>4-13-2015</u>
DATE | BUDGET PROCEDURES COMPLETED | <input checked="" type="checkbox"/> YES | <input type="checkbox"/> NO |
| 4. | COMMISSIONERS COURT APPROVAL | DATE | | | |

HIDALGO COUNTY WIC PROGRAM

INTERNATIONAL BOARD CERTIFIED LACTATION CONSULTANT

GENERAL DESCRIPTION

Under the direct supervision of the Registered Nurse IBCLC, performs moderate to high senior level professional lactation consultations independently within the scope of practice attributed to the skills of a International Board Certified Lactation Consultant. Responsible for the implementation of the standards of care and guidelines required to assist breastfeeding mothers in all areas of breastfeeding support, with the purpose to maintain breastfeeding and increase the duration of breastfeeding. Assist Lactation Care Center staff (consultants and peer counselors) and work in cooperation with hospitals, local state WIC Clinics.

EXAMPLES OF WORK PERFORMED

Observes, assesses, plans, performs specific care and evaluates participants' care based on assessments. Provides teaching to clients and their families. Performs all related activities according to acceptable IBCLC evidence based practices and procedures

Coordinates WIC breastfeeding activities within local hospitals and community organizations

Reviews literature and research findings to keep abreast of current lactation protocols and helps to serve as a resource for breastfeeding information to WIC participants, and staff

Demonstrates knowledge of breastfeeding principles, practices, procedures. Develops individual feeding plan and counsels clients along with support members

Maintains a system which insures the follow-up and continuous care for mothers and infants referred by hospitals, agencies and clinics

Records clients' progress and concerns. Informs clients of available referral services

Helps to collect and monitor Lactation Care Center; Statistics in order to compile reports

Conducts baby behavior and lactation classes as needed.

Audits and monitors breast pumps, breastfeeding aids and other breastfeeding materials in the Lactation Center

Participates in community outreach activities to promote Lactation Care services

Attends monthly supervisors' meetings and other required trainings

Perform utilization reviews, analyzes data, and makes recommendations to Registered Nurse/IBCLC

Assists with the training of all staff that provide direct breastfeeding services to participants

Attends work on the regular and predictable schedule in accordance with Hidalgo County leave policy and performs other duties as assigned

GENERAL QUALIFICATION GUIDELINES

Experience and Education

Graduation from an accredited two-year College with a minimum of an Associates Degree in Health, Nutrition or related field and two to three years of experience providing lactation support and instruction. Two (2) years of experience may substitute one (1) year of education.

Bilingual preferred (English/Spanish)

Certificates, Licenses, & Registrations

IBCLC Certification by International Board of Lactation Consultant Examiners.

Current Immunization Record and an annual Tuberculin test

Must possess a valid Texas Motor Vehicle Operator's License

Must be able to be insured by the County's insurance carrier

Knowledge, Skills, and Abilities

Ability to provide patient care, prepare and maintain follow-up on clients' records, organize, coordinate, and evaluate the Lactation Center activities and delivery of breastfeeding support services

Ability to train all levels of staff

Ability to analyze research data and compile reports

Knowledge and application of computer programs to include MS office software

Ability to plan, organize, schedule, and coordinate resources effectively

Effective oral and written communication skills

Completion of all required WIC modules during the probationary period

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

SAFETY REQUIREMENTS:

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others

- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations

