



Legislation Details (With Board Report)

File #: RES 22-027 **Name:** BH Position Reallocation
Type: BoS Resolution **Status:** Passed - Health Department
File created: 1/26/2022 **In control:** Board of Supervisors
On agenda: 2/8/2022 **Final action:** 2/8/2022

Title: Adopt a Resolution to:
a. Amend the Monterey County Health Department’s Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410) to reallocate one (1.0) FTE Management Analyst I (MAI) position, to one (1.0) FTE Management Analyst II (MAII), one (1.0) FTE Behavioral Health Services Manager I (BHSMI) to one (1.0) FTE Behavioral Health Services Manager II (BHSMII), three (3.0) FTE Psychiatric Social Worker II (PSWII) to three (3.0) FTE Social Worker III (SWIII), one (1.0) FTE Behavioral Health Group Counselor II (BHGCII) to one (1.0) FTE SWIII, and one and 0.975 (1.975) FTE Behavioral Health Aide (BHA) to two (2.0) FTE SWIII as indicated in Attachment A; and
b. Authorize the Auditor-Controller, Human Resources Department, and the County Administrative Office to incorporate these position changes in the Monterey County Health Department’s Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410).

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A, 3. Resolution, 4. Resolution, 5. Completed Board Order Item No. 24, 6. Completed Resolution Item No. 24

Date	Ver.	Action By	Action	Result
2/8/2022	1	Board of Supervisors	adopted - health department	Pass

Adopt a Resolution to:
a. Amend the Monterey County Health Department’s Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410) to reallocate one (1.0) FTE Management Analyst I (MAI) position, to one (1.0) FTE Management Analyst II (MAII), one (1.0) FTE Behavioral Health Services Manager I (BHSMI) to one (1.0) FTE Behavioral Health Services Manager II (BHSMII), three (3.0) FTE Psychiatric Social Worker II (PSWII) to three (3.0) FTE Social Worker III (SWIII), one (1.0) FTE Behavioral Health Group Counselor II (BHGCII) to one (1.0) FTE SWIII, and one and 0.975 (1.975) FTE Behavioral Health Aide (BHA) to two (2.0) FTE SWIII as indicated in Attachment A; and
b. Authorize the Auditor-Controller, Human Resources Department, and the County Administrative Office to incorporate these position changes in the Monterey County Health Department’s Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410).

RECOMMENDATION:

It is recommended that the Board of Supervisors Adopt a Resolution to:
a. Amend the Monterey County Health Department’s Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410) to reallocate one (1.0) FTE Management Analyst I (MAI) position, to one (1.0) FTE Management Analyst II (MAII), one (1.0) FTE Behavioral Health Services Manager I (BHSMI) to one (1.0) FTE Behavioral Health Services Manager II (BHSMII), three (3.0) FTE Psychiatric Social Worker II (PSWII) to three (3.0) FTE Social Worker III (SWIII), one (1.0) FTE Behavioral Health Group Counselor II (BHGCII) to one (1.0) FTE SWIII, and one and 0.975 (1.975) FTE Behavioral Health Aide (BHA) to two (2.0) FTE SWIII as indicated in Attachment A; and
b. Authorize the Auditor-Controller, Human Resources Department, and the County Administrative Office to

incorporate these position changes in the Monterey County Health Department's Behavioral Health Bureau FY 2021-22 Adopted Budget (4000-023-HEA012-8410).

SUMMARY/DISCUSSION:

The Monterey County Health Department's Behavioral Health Bureau (BHB) is requesting the reallocation of a Management Analyst I (MAI) to a Management Analyst II (MAII) the reallocation of a Behavioral Health Services Manager I (BHSMI) to a Behavioral Health Services Manager II (BHSMII), the reallocation of three Psychiatric Social Worker II (PSW II) to three SWIIIs, the reallocation 2 Behavioral Health Group Counselor II (BHGCII) to SWIIIs and 1.975 Behavioral Health Aides (BHA) to two SWIIIs in order to address ongoing needs in the Bureau.

The BHB currently has seven (7) MAII positions, which are currently all filled, and one MAI position which is currently vacant. The request to reallocate the vacant MAI to an MAII is to align the tasks previously performed by the MAI to provide high-level and complex support to the Adult System of Care in the ongoing implementation of the No Place Like Home initiative, expansion of the federal Community Mental Health Services Block Grant and preparations for the State's implementation of the Cal-AIM program. The position will develop agreement, monitor effectiveness, make programmatic recommendations, explore financial leveraging opportunities and other high-level complex analysis and provide administrative support to Deputy Director, managers and contractors. The financial impact, for current FY 2021-22, of this reallocation is an increase of \$3,929 assuming a hiring date of April 9, 2022 and an increase of \$17,274 for FY 2022-23.

The BHB currently has fifteen (15) BHSMII positions, of which fourteen (14) are filled, and one (1) BHSMI position, which is currently vacant. The request to reallocate the vacant BHSMI to a BHSMII is due to the Unit K Total Compensation Study (TCM) performed earlier this year which resulted in wage increases to a range of job classifications under this bargaining unit. The BHSMI is a supervisory position and the TCM and ensuing wage increases resulted in compaction issues between the BHSMI and its supervisees. In order to address this issue and to have an opportunity to fill the vacancy, BHB is requesting this reallocation. The financial impact, for current FY 2021-22, of this reallocation is an increase of \$3,728 assuming a hiring date of April 9, 2022 and an increase of \$16,390 for FY 2022-23.

The BHB current has thirty-six (36) SWIII positions, of which thirty-three (33) are currently filled and three (3) vacant. The request is to reallocate 3.0 vacant FTE PSWII on the Crisis team to 3.0 FTE SWIII is in reaction to the recent change in the relationship with the Natividad Medical Center which has necessitated operational modifications. The operation will be transitioning from Emergency Department (ED) based to a community focused response-oriented model. The SWIII classification better fits these new operational needs, which, in part, are now beneath the level of a PSWII. SWIII personnel can meet the needs of this team and support the clinical staff by providing ongoing discharge/referral coordination with hospital personnel and performing other duties within their scope of practice. These positions will help meet the mandate to provide 24/7 Crisis services to the community to prevent suicide, severe harm to others, clients with grave disabilities from further risk, and help ensure timely access to patients discharging from the ED in connecting with community-based care. The financial impact, for current FY 2021-22, of this reallocation is a decrease in Salaries & Benefits of \$14,644 assuming a hiring date of April 9, 2022 and a decrease of \$64,381 for FY 2022-23.

Additionally, the BHB is requesting to reallocate 1.0 FTE BHGCII to 1.0 FTE Social Worker III is needed to support clinical staff in the Bureau's Children's System of Care (CSOC) at a level outside of the scope of a Behavioral Health Group Counselor, particularly in the areas of case management and linking clients to community resources. Without this reallocation, operations will be inefficient and unable to meet the needs of the community, as clinical positions will have to absorb lower-level duties. This Social Worker III position will add support for clients and clinical staff and is vital in helping meet the increasing demand for behavioral health

treatment. The financial impact, for current FY 2021-22, of this reallocation is an increase in Salaries & Benefits of \$3,448 assuming a hiring date of April 9, 2022 and an increase of \$15,160 for FY 2022-23.

Lastly, the BHB is requesting to reallocate 1.925 FTE Behavioral Health Aides to 2.0 FTE Social Worker IIIs is needed to support Clinical staff in CSOC at a level outside of the scope of a Behavioral Health Aide, particularly in the areas of case management and linking clients to community resources. Without this reallocation, operations will be inefficient and unable to meet the needs of the community, as clinical positions will have to absorb lower-level duties. This Social Worker III position will add support for clients and clinical staff and is vital in helping meet the increasing demand for behavioral health treatment. The financial impact, for current FY 2021-22, of this reallocation is an increase in Salaries and Benefits of \$18,453 assuming a hiring date of April 9, 2022 and an increase of \$85,156 for FY 2022-23.

This work supports the Monterey County Health Department 2018-2022 Strategic Plan Initiatives: 1. Empower the community to improve health; and 2. Enhance public health and safety through prevention. It also supports one or more of the ten essential public health services, specifically: 7. Link people to needed personal health services and assure the provision of health care when otherwise unavailable, and 8. Assure competent public and personal health care workforce.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed and approved the proposed position reallocations. This item was also approved by the Monterey County Board of Supervisor's Budget Committee at its January 26, 2022, meeting.

FINANCING:

The requested actions are to reallocate one (1.0) FTE MAI to one (1.0) FTE MAII, one (1.0) BHSMI to one (1.0) BHSMII, three (3.0) FTE PSWII to three (3.0) FTE SWIII, one (1.0) FTE BHGCII to one (1.0) FTE SWII, and one and 0.975 (1.975) FTE BHA to two (2.0) FTE SWII with a combined estimated salary increases of \$14,914 for FY 2021-22, assuming all positions are filled by April 9, 2022. The BHB has enough appropriations to absorb the increase; therefore, no increase in appropriations is required. The combined increase in costs of \$69,598 for FY 2022-23 will be included and funded in next FY's Requested budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiatives:

Economic Development:

- Through collaboration, strengthen economic development to ensure a diversified and healthy economy.

Administration:

- Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.

Health & Human Services:

- Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and healthy environments in collaboration with communities.

Infrastructure:

- Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.

Public Safety:

- Create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared by: Jon Drake, Assistant Bureau Chief, 755-4357

Approved by:

Date: _____

Elsa Mendoza Jimenez, Director of Health, 755-4526

Attachments:

Attachment A

Resolution