



## Legislation Details (With Board Report)

<b>File #:</b>	RES 21-148	<b>Name:</b>	Transfer PSWs from HD to NMC
<b>Type:</b>	BoS Resolution	<b>Status:</b>	Passed - Natividad Medical Center
<b>File created:</b>	8/10/2021	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	9/14/2021	<b>Final action:</b>	9/14/2021

**Title:** Adopt a resolution to:  
a. Amend the FY 2021-2022 Health Department Budget to delete 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
b. Amend the FY 2021-2022 Natividad Medical Center Budget to add 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
c. Direct the County Administrative Office and the Auditor-Controller to incorporate the position changes in the FY 2021-2022 Adopted Budget effective August 28, 2021, and the Human Resources Department to implement the changes in the Advantage HRM system.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A, 3. Bd Res - Trf PSWs from HD to NMC, 4. Completed Board Order and Resolution Item No. 21

Date	Ver.	Action By	Action	Result
9/14/2021	1	Board of Supervisors	adopted - natividad medical center	Pass

Adopt a resolution to:  
a. Amend the FY 2021-2022 Health Department Budget to delete 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
b. Amend the FY 2021-2022 Natividad Medical Center Budget to add 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
c. Direct the County Administrative Office and the Auditor-Controller to incorporate the position changes in the FY 2021-2022 Adopted Budget effective August 28, 2021, and the Human Resources Department to implement the changes in the Advantage HRM system.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:

Adopt Resolution to:

a. Amend the FY 2021-2022 Health Department Budget to delete 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
b. Amend the FY 2021-2022 Natividad Medical Center Budget to add 2.0 FTE Psychiatric Social Worker II positions as indicated in the Attachment A; and  
c. Direct the County Administrative Office and the Auditor-Controller to incorporate the position changes in the FY 2021-2022 Adopted Budget effective August 28, 2021, and the Human Resources Department to implement the changes in the Advantage HRM system.

**SUMMARY:**

Natividad recommends transferring two (2) full-time Psychiatric Social Worker II positions currently providing services in the hospital's Mental Health Unit from the Health Department budget to the Natividad budget. This recommendation allows Natividad to provide continuity of care and consistency in practice to patients by

assigning the hospital with full oversight and management of these services being provided to its mental health patients.

DISCUSSION:

Natividad Medical Center entered into a Professional and Call Coverage Services Agreement with CEP America-Psychiatry, PC, a California professional corporation dba Vituity, to provide psychiatry services at NMC for the period of June 1, 2021 to May 31, 2024. Through this agreement, Vituity, a comprehensive acute care psychiatric provider group, will provide 24/7 dedicated physician staffing and leadership for the hospital's Mental Health Unit and tele-psychiatry services, oversight and medical direction of the unit, and consult liaison services for medical and surgical inpatients.

Natividad recommends transferring two (2) full-time Psychiatric Social Worker II positions currently providing services in the hospital's Mental Health Unit from the Health Department budget to the Natividad budget. This recommendation allows Natividad to provide continuity of care and consistency in practice to patients by assigning the hospital with full oversight and management of these services being provided to its mental health patients.

Approval of the recommended actions in this report will direct the execution of a staff transition plan and facilitate the transfer of the two incumbent employees who have agreed to transfer to Natividad. This transfer of existing staff will allow for the continuous provision of patient care without disruption to patients.

OTHER AGENCY INVOLVEMENT:

Natividad and the Health Department have worked with SEIU to address questions and concerns of the impacted employees regarding the transfer. The County Administrative Office Budget Office, Auditor-Controller, County Counsel, and Human Resources have reviewed the recommendation.

FINANCING:

The annualized fiscal impact of this action is approximately \$181,087, which will be absorbed in the FY 2021-2022 Natividad Budget 9600. There is no impact to the General Fund resulting from the approval of the recommended action.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This recommendation supports the Board of Supervisors' Strategic Initiatives by providing consistent, high-quality patient care through County & hospital supported programs, and promoting access to equitable services to improve the mental health of patients in the community.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments: Attachment A  
Resolution