



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 13-0875, **Version:** 1

Amend Personnel Policies and Practices Resolution No. 98-394 to adjust the salary range for Deputy Director of Behavioral Health as shown in Attachment A.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Amend Personnel Policies and Practices Resolution No. 98-394 to adjust the salary range for Deputy Director of Behavioral Health as shown in Attachment A.

SUMMARY:

A compensation survey of Deputy Director of Behavioral Health conducted by CPS HR Consulting found that Deputy Director of Behavioral Health was below mean of the County's comparable agencies and recommended that the salary range for Deputy Director of Behavioral Health be raised from \$10,267/month at Step 7 to \$11,113/month at Step 7.

DISCUSSION:

Until early 2011, the management organizational structure of the Monterey County Behavioral Health Bureau within the Health Department included a Director of Behavioral Health, a Deputy Director of Behavioral Health - Adult Services, and a Deputy Director of Behavioral Health - Children's Services. After the retirement of the Deputy Director of Behavioral Health - Adult Services, the Deputy Director of Behavioral Health - Children's Services assumed management responsibility for both Adult and Children's services to ensure an integrated approach to these services. The Department has found this to be an effective structure that has increased not only greater integration of these services, but also greater consistency across services in performance expectations and service delivery. The classification specification for Deputy Director Behavioral Health has been updated to reflect the changes in scope of responsibility.

Within the Behavioral Health Bureau, Adult Services employs approximately eighty-five [85] employees and Children's Services employs approximately one hundred [100] employees. Functional/programmatic areas of responsibility for the study position are:

- Adult Services
- Children's Services
- Contracted services
- Personnel management
- Quality improvement
- Clinical oversight

Given that Monterey County's Deputy Director of Behavioral Health has oversight of both Children's and Adult Services, CPS HR Consulting was asked to review the compensation for positions with a similar scope of work within the County's established labor market.

When evaluating the salary level for Deputy Director Behavioral Health as it relates to responsibility for both the Adult and Children's services areas, CPS HR Consulting found the current salary to be below market by approximately 9%.

Therefore, it is recommended that your Board approve adjustment of the salary range for Deputy Director of Behavioral Health from \$10,267/month at Step 7 to \$11,113/month at Step 7.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and approved this action. Due to late submission of this Board Report, the CAO Budget and Analysis Division was not provided adequate time to fully review for potential fiscal, organizational, policy, or other implications to the County of Monterey. Attachment A is on file with the Clerk of the Board

FINANCING:

There are sufficient appropriations in the Health's FY 2013-14 Adopted Budget (4000- HEA012-8410) for the recommended action. The funding for this position is Mental Health Services Act (67%) and Federal Financial Participation (33%). Total annual increased expenditures are estimated to be in the amount of \$12,317.

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Attachments:

Attachment A is on file with the Clerk of the Board