



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: CEO
Department No.: 043
For Agenda Of: June 21, 2016
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department
Director(s) Lori Gentles, Human Resources Director, 568-2805
Contact Info: Alice Gleghorn, PH.D., Director
Behavioral Wellness, 681-5220
SUBJECT: Allocate job classification of Health Care Practitioner for Department of Behavioral Wellness

County Counsel Concurrence:

N/A

Auditor-Controller Concurrence:

N/A

Other Concurrence:

N/A

Recommended Actions:

That the Board of Supervisors:

- A. Adopts the resolution in Attachment A to allocate the classification of Health Care Practitioner (Class #003930), Range #3930 (\$41.766 - \$50.988 per hour) and reallocate two positions in the new classification to the Department of Behavioral Wellness; and
- B. Determines pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The recommended actions allocate the job classification of Health Care Practitioner in the Department of Behavioral Wellness in order to create a position classification aligned with the duties of a Nurse Practitioner or Physicians Assistant specializing in psychiatric services provided by the department.

In the past year the County of Santa Barbara Department of Behavioral Wellness has significantly expanded its crisis services. Recruitment of staff is vital to success of the system and has been challenging with limited position classifications. This level of expansion and complexity of care associated with clients of the crisis system is in line with the standards of care that a Health Care Practitioner is licensed to perform.

The department recommends the following actions:

1. Delete two half time Psychiatrist positions; and
2. Add two full time Health Care Practitioners.

Background:

Since December 2014, Behavioral Wellness has added multiple layers of programs to serve Santa Barbara residents in the midst of a mental health crisis. These two Health Care Practitioner positions will be assigned primarily to support the Psychiatric Health Facility and the county's first Crisis Stabilization Unit opened in January 2016 which provides 24/7 immediate access to care 365 days/year.

Historically, Behavioral Wellness has experienced continuing difficulty recruiting and retaining healthcare professionals to the area. Psychiatrist availability is at an all-time low. According to the American Medical Association, the total number of physicians in the U.S. increased by 45 percent from 1995 to 2013, while the number of adult and child psychiatrists rose by only 12 percent, from 43,640 to 49,079. During that span, the U.S. population increased by about 37 percent; meanwhile, millions more Americans have become eligible for mental health coverage under the Affordable Care Act. As a result the department has continued to expand recruitment strategies and options to attract and hire psychiatrists. . This includes partnerships with new locum tenens providers, hiring incentives, use of recruiters, and implementing tele-psychiatry services.

In addition to continuing these hiring routes, the Department believes that expanding the classifications to include Health Care Practitioners will enhance the ability to provide timely and high quality services. The department has utilized multiple resources to fill civil service staffing gaps including using temporary staffing agencies, Contractors on Payroll, and Extra-help employees. Currently the department is working with FCS Psychiatric Recruitment (FCS) to recruit psychiatrists and/or Psychiatric Nurse Practitioners to meet County's staffing requirements. In an effort to retain these recruitments, Behavioral Wellness would like the option to hire the classification type as Civil Service employees.

In order to add this classification, Behavioral Wellness proposed to reallocate two half time equivalent Psychiatrist positions to create two new full time Health Care Practitioners. These Health Care Practitioners would be licensed to practice as Nurse Practitioners or Physicians Assistants and will have had specialized training in the care of individuals with serious and persistent mental illness. The Crisis Stabilization Unit and Psychiatric Health Facility will utilize these staff in order to maintain the required staff requirements for services provided at each location.

Fiscal and Facilities Impacts

Budgeted: Yes

Fiscal Analysis:

The above referenced recommended action would be funded by State and Federal funds. The funding sources are included in the FY 2016-2017 Proposed Budget. The Department will substitute two .50 full time equivalent (FTE) vacant Psychiatrist positions at Step E for \$116.26 an hour for 2.0 FTE Health Care Practitioner at Step E for \$50.99 an hour.

The salary costs of two .5 FTE Psychiatrist with special duty pay is \$386,922.

The salary costs of two 1.0 FTE Health Care Practitioners with special duty pay is \$346,902.

This is a salary savings of \$40,020 and will result in 40 additional hours each week of staff time and an additional one FTE position.

Ongoing, the budget is relatively neutral with some savings as the costs for the full time Health Care Practitioner is lower than the half time Psychiatrist. In the initial recruitment, the department will incur a conversion fee from the recruiter of \$20,000 per individual hired. This is budgeted from salary savings that results when the positions are vacant.

Overall, the position allocation from two .5 FTE Psychiatrist with special duty pay to two 1.0 FTE Health Care Practitioners with special duty pay will result in a salary savings of \$40,020, of which \$20,000 will be used for the recruitment of these positions. The positions will be fully funded from State and Federal Funding sources (Non General Fund).

Special Instructions:

Please return one (1) Minute Order for the above recommended action to admhscontractsstaff@co.santa-barbara.ca.us.

Attachments:

Attachment A: Resolution to allocate Health Care Practitioner classifications

Authored by: Lindsay Walter

cc: Mona H. Miyasato, County Executive Officer
Terri Maus-Nisich, Assistant County Executive Officer
Alice Gleghorn, Director of Behavioral Wellness