



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: Human Resources
Department No.: 064
For Agenda Of: February 28, 2017
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, 568-2800
Contact Info: Alice Gleghorn, PH.D., Director Behavioral Wellness, 681-5220

SUBJECT: Allocate Job Classification of Health Care Practitioner to 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. Approve and authorize the Chair to add two 1.0 FTE positions, one Director of Nursing (Enterprise Leader) and one Health Care Practitioner, to the Department of Behavioral Wellness, and delete one Psychiatrist position from 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:

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 one Psychiatrist position,
2. Add one full time Director of Nursing (Enterprise Leader), and
3. Add one full time Health Care Practitioner or Physician Assistant.

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. The Health Care Practitioner positions will be assigned primarily to support the ACT/AOT program and the Director of Nursing will support the Behavioral Wellness facilities and programs which provide immediate access and care 24/7 365 days/year.

Historically, Behavioral Wellness has experienced continuing difficulty recruiting and retaining healthcare professionals to the area. National 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 the best candidates. This includes partnerships with new locum tenens providers, hiring incentives, use of recruiters, and implementing tele-psychiatry services.

In addition to continuing these hiring strategies, the Department has been required by the Center for Medicare and Medicaid Services (CMS) auditors to include a Director of Nursing for the Psychiatric Healthcare Facility and other Behavioral Wellness programs. Hiring someone to fill this position 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) and Thomas Widroe Consulting 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 proposes to delete one full time Psychiatrist position to create two new full time positions including one Health Care Practitioner for the ACT/AOT program. The Health Care Practitioner would be licensed to practice as a Nurse Practitioner or Physician's Assistant and will have had specialized training in the care of individuals with serious and persistent mental illness. The Health Care Practitioner will be able to promote the prevention of and recovery from addiction and mental illness among individuals, families and communities, by providing effective healthcare and delivering state-of-the-art, culturally competent services.

The AOT program provides treatment to a specific population as identified in AB1421. Services are provided through community based, mobile, multidisciplinary, highly trained mental health teams with a staff ratio of no more than 10 clients per team member. Assisted

outpatient treatment provides for voluntary as well as court-ordered treatment to those who qualify. Services provided by the team include culturally-competent wellness and recovery mental health services, substance abuse treatment, housing services, and the ability to provide the client with a 24/7 response.

ACT/AOT Health Care Practitioner will take a holistic approach to services, helping clients with medications, housing, finances, and everyday problems in living, and may provide services in community settings and deviating from traditional case management approaches. 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 funding sources are included in the FY 2016-17 Adopted Budget. The Department will eliminate one 1.00 full time equivalent (FTE) vacant Psychiatrist salary \$303,590 for 2.00 FTE positions; a Health Care Practitioner and a Director of Nursing (RN) (Enterprise Leader) position.

The salary costs of one 1.00 FTE Health Care Practitioner pay is \$152,407. The salary costs of one 1.00 FTE Director of Nursing (RN) (Enterprise Leader) with special duty pay is \$186,525. Salary savings will cover the remaining cost \$35,342 of the Director of Nursing position.

Special Instructions:

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

Please return one (1) copy of the Minute Order and signed resolution to Stefan Brewer, Human Resources Department.

Attachments:

Attachment A: Salary Resolution

Authored by: Kathy Acosta-Smith, MA HRM

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