



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: 8/23/2022
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Maria Elena de Guevara, Human Resources Director, 568-2816
Director(s)
Contact Info: Joseph Pisano, Employee Relations Division Chief, 568-2839

SUBJECT: Side Letter Agreement re. Terms of Employment for Psychiatric Nurses and Employees Assigned to the Crisis Stabilization Unit and Psychiatric Health Facility

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve the side letter agreement in Attachment A with the Service Employees International Union, Local 620, for changes to terms of employment for Psychiatric Nurses and employees assigned to the Crisis Stabilization Unit and Psychiatric Health Facility; and
- b) Direct staff to apply the same terms for increases in special duty allowance and shift differentials to similarly situated extra-help employees working in the Crisis Stabilization Unit and Psychiatric Health Facility; and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are a government fiscal activity which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore are not a project subject to environmental review.

Summary Text:

The Psychiatric Health Facility (PHF) is a 16-bed locked acute psychiatric hospital for involuntary stays; the Crisis Stabilization Unit (CSU) is a short-term treatment option for individuals experiencing mental health emergencies. The PHF typically operates at capacity, but because of serious staffing shortages, the cap on the census has frequently been reduced to 12 or fewer, and the CSU has been shuttered to make staff available to work in the PHF.

Failure to accommodate those who need to be hospitalized results in ER visits, costly transports out of the County, and delays in treatment/lower quality care. The recommended actions would increase compensation for staff assigned to the PHF and the CSU to make the Behavioral Wellness Department more competitive with the market, improve the Department’s ability to attract and retain staff, better manage services delivered, and provide maximum and safe care to the community,

Background:

Local market forces and nursing and related staffing shortages both in California and across the United States have resulted in unforeseen challenges in the County of Santa Barbara remaining competitive as an employer of choice for staff working at the CSU and the PHF. The Behavioral Wellness Department reports difficulty recruiting and retaining qualified staff to meet the needs of the PHF and other department programs.

The Department has been unable to fill key positions required to maintain State mandated staffing levels and adequately staff the PHF. In an effort to sustain service levels at the PHF, staff normally assigned to the CSU have been periodically reassigned to the PHF over the past 12 months, and the CSU has been intermittently unable to accept patients at various times. As of this writing, the CSU is temporarily shuttered and all County staff have been reassigned to the PHF to maximize services provided at that location

Staff surveyed the traditional Local 620 comparable agencies as well as Ventura and Los Angeles counties, with whom Behavioral Wellness management indicates the Department competes for staff. The following table summarizes the results of the survey:

Comparison County	Graveyard Shift per Hour	Weekend Differential per Hour	Swing Shift per Hour	Other Pay	Min Hourly wage	Max Hourly wage
Monterey County	4.50	1.25	3.00	3% - 9%	\$55.47	\$75.71
Marin County	10.89	7.262	5.45	n/a	\$59.74	\$72.62
Los Angeles County Behavioral Health	3.80	2.36	2.85	2%	\$45.81	\$68.58
Santa Cruz County	2.00	n/a	1.75	3%	\$45.21	\$57.13
Sonoma County	9.35	n/a	2.75	5% - 7.5%	\$45.26	\$55.02
Ventura County Behavioral Health	8.23	2.00	4.12	1% - 5%	\$44.29	\$54.89
Solano County	3.68	n/a	3.00	2.5% - 10%	\$44.89	\$54.56
Santa Barbara County	1.50	2.00	0.75	5%	\$43.04	\$51.83
San Luis Obispo County Behavioral Health	4.80	n/a	2.40	4%	\$39.48	\$47.99
Placer County	3.13	n/a	3.13	5%	\$36.37	\$41.68
Average of Comparison Agencies	5.60	3.22	3.16	N/A	\$46.28	\$58.69

The recommended actions would approve a side letter agreement with SEIU Local 620 for the following changes to terms of employment for Local 620 represented Psychiatric Nurses and other staff working at the CSU and the PHF, effective as soon as practicable:

- Increase base wages for Psychiatric Nurse I/II/Sr., and Supervisor by 10%

- Increase the Special Duty Allowance for employees in all Local 620 represented job classifications working in the CSU and/or PHF from 5% to 10%
- Increase the graveyard shift differential for all employees in Local 620 represented job classifications working in the CSU and/or PHF from \$1.50 per hour to \$5.00 per hour for all hours worked on a shift when the majority of hours worked on the shift are between 12:00 midnight and 7:00 a.m.
- Increase the weekend shift differential for all employees in Local 620 represented job classifications who work a scheduled weekend shift in the CSU and/or PHF from \$2.00 per hour to \$5.00 per hour

In addition to regular (i.e. Civil Service) staff represented by SEIU Local 620, the Behavioral Wellness Department also employs extra-help staff as needed at the CSU and the PHF, and staff recommends that these changes also apply to extra-help staff.

Performance Measure: Not applicable

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The recommended actions affect a total of approximately 60 regular and extra-help employees. Behavioral Wellness Fiscal Staff estimate the cost of the recommended actions to be approximately \$1.3M as set forth in the table below.

The Fiscal Year 2022-23 budget for Behavioral Wellness included funds to operate the CSU and the PHF by funding a variety of staffing options, including the use of Extra-help and other temporary staff as well as regular County employees. Department fiscal staff indicate that the actual costs to staff the CSU and the PHF if the recommended actions are approved are expected to be within current budget allocations. However, more of the currently budgeted funds will be spent on regular employees, assuming they can be hired and retained, after the increases go into effect. Costs to staff these operations are reimbursed in approximately equal parts: 50% from Medi-Cal Federal Funds and 50% from State Mental Health Services Act and Realignment funds.

TYPE	FTE	Currently Vacant	10% Increase	Special Duty Allowance	TOTAL	Graveyard Shift Differential (\$3.50/hr Increase) (Position type irrelevant)*	Weekend Shift Differential (\$3.00/hr increase) (Position type irrelevant)**	TOTAL Cost	FUNDING SOURCE		
									Medi-Cal Federal Funds	Realignment	MHSA
PHF Psych RN Civil Service	13.75	4.50	\$218,861	\$120,374	\$339,235						
PHF Psych RN Ex Hlp	4.00	2.00	\$45,401	\$24,970	\$70,371	\$130,354	\$106,120	\$878,429	\$439,215	\$439,215	
PHF Other Staff (Not RN's)	36.15		\$0	\$232,350	\$232,350						
CSU Psych RN Civil Service	3.75	0.00	\$58,636	\$32,250	\$90,886						
CSU Psych RN Ex Hlp	0.00	0.00	\$0	\$0	\$0	\$43,451	\$42,448	\$239,706	\$119,853		\$119,853
CSU Other Staff (Not RN's)	10.45	2.10		\$62,921	\$62,921						
OutPt Psych RN Cvl Svc	11.40	5.40	\$158,735	\$0	\$158,735	\$0	\$0	\$158,735	\$79,368		\$79,368
OutPt Psych RN ExHlp	0.50	0.00	\$4,331	\$0	\$4,331	\$0	\$0	\$4,331	\$2,165		\$2,165
	80.00	14.00	\$485,964	\$472,865	\$958,828	\$173,805	\$148,568	\$1,281,202	\$640,601	\$439,215	\$201,386

* Graveyard hours for PHF Est = 12 hrs*6.0 FTE*365 = 26,280 hrs; CSU Est 12 hrs*2.0 FTE*365 = 8,760 hrs

** Weekend hours for PHF Est = 48 hrs*52*10FTE = 24,960hrs; CSU Est 48 hrs*52*4.0 FTE = 9,984 hrs

Key Contract Risks:

None

Staffing Impacts:

None

Special Instructions:

Please send a copy of the Minute Order to Stefan Brewer, Workforce Planning Manager, at SBrewer@co.santa-barbara.ca.us

Attachments:

Attachment A: Side Letter with SEIU Local 620

Authored by: Joseph Pisano

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Antonette “Toni” Navarro, Behavioral Wellness Director
Teri Maus-Nisich, Assistant County Executive Officer