



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: 4/14/2015
Placement: Administrative
Estimated Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Jeri Muth, Human Resources Director, CEO Human Resources 568-
Director(s) 2800
Contact Info: Theresa Duer, Assistant Human Resources Director 568-2822

SUBJECT: **Establishing Job Classification**

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors
Adopt a resolution effective April 13, 2015, as follows:

a) **ESTABLISH JOB CLASSIFICATION**

Behavioral Health Specialist – (Class 5193; \$4,684 - \$5,717 monthly)

b) **REALLOCATE POSITIONS**

PUBLIC HEALTH DEPARTMENT (5210)

Add: 2.0 FTE Behavioral Health Specialist (Class 5193; \$4,684 to \$5,717 monthly)

Delete: 2.0 FTE Health Care Practitioners (Class 3930; \$7,192 to \$8,780 monthly)

Summary Text:

CEO/Human Resources recommends the establishment of a new classification of Behavioral Health Specialist. Behavioral Health Specialist is the journey-level professional classification for Licensed Clinical Social Workers (LCSW) and Clinical Psychologists responsible for providing time-limited, evidence based interventions to support patients with mild to moderate mental health conditions or substance disorders in addressing behaviors that impact health. These enhanced and integrated Behavioral Health Services are in line with The Affordable Care Act (ACA) which includes mental health care and substance abuse treatment among its 10 “essential” benefits for the health center patient population, particularly Medi-Cal patients. These services are also aligned with HRSA 330 FQHC requirements and Patient Centered Medical Home (PCMH) objectives.

CEO/Human Resources also recommends the addition of two (2.0FTE) Behavioral Health Specialists positions and the deletion of two vacant (2.0 FTE) Health Care Practitioners to the Public Health Department.

Background:

Nearly 6,800 out of 27,812 (24%) PHD health center patients served in 2014 were diagnosed with a qualifying Mental Health condition and/or a Substance Abuse disorder. 1,368 of these patients were homeless at the time of treatment. The target populations for these services are patients with mild-to-moderate impairments, those coping with situational stress, and stabilized patients with serious mental disorders.

The Behavioral Health Specialist will conduct visits that generally consist of brief interventions. _Not unlike chronic disease management for diabetes, asthma and hypertension, these visits are designed to fit within the existing primary care model. Those who are dealing with Mental Health and Substance Use conditions beyond the scope of this service (those with moderate to severe and/or persistent issues) will continue to be referred and treated through the existing collaborative relationship with the Santa Barbara County Department of Alcohol, Drug, and Mental Health Services (ADMHS).

Performance Measure:

N/A

Fiscal and Facilities Impacts: The Department currently has adequate funding.

Budgeted: Yes

Fiscal Analysis:

The projected annual cost for 2.0 FTE Health Care Practitioners at step A is \$246,838. The projected annual cost for 2.0 FTE Behavioral Health Specialists at step A is \$160,743, resulting in annual savings of \$86,095 for the positions.

The cost of the 2.0 FTE Behavioral Health Specialists is projected to be covered by patient service revenues from Medi-Cal, Medicare, and other public programs.

Key Contract Risks:

N/A

Staffing Impacts: N/A

Legal Positions:

FTEs:

Special Instructions:

Please send one (1) copy of the Minute Order to:

CEO Human Resources
Attn: Maya Barraza
1226 Anacapa St
Santa Barbara, Ca 93101

Attachments: Resolution

Authored by: Maya Barraza

cc: Elena Morelos