



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.: 012
For Agenda Of: January 12, 2016
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Robert MacLeod, Interim Human Resources Director, 568-2805
Director(s)
Contact Info: Alice Gleghorn, PH.D., Director
Alcohol, Drug and Mental Health Services

SUBJECT: Establish job classifications of Assistant Department Head – Psychiatrist and Assistant Department Head - Medical Director for Crisis and Acute Psychiatric Services for Alcohol Drug and Mental Health Services Department

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 establish the classification of Assistant Department Head – Psychiatrist (Class #7684), Range #7684 (approximately \$13,663 - \$22,771 per month) and reallocate one position in the new classification to the Alcohol, Drug and Mental Health Services Department (Attachment C: Organizational Chart); and
- B. Adopts the resolution in Attachment B to establish the classification of Medical Director for Crisis and Acute Psychiatric Services (Class #7685), Range #7685 (approximately \$15,029 - \$25,048 per month) and reallocate one position in the new classification to the Alcohol, Drug and Mental Health Services Department (Attachment C: Organizational Chart); and
- C. 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 establish the job classification of Assistant Department Head – Psychiatrist for the Alcohol, Drug and Mental Health Services Department in order to create an Assistant Department Head classification aligned with the duties of a Medical Director specializing in psychiatric services provided by the department.

The recommended actions also establish the job classification of Assistant Department Head – Medical Director for Crisis and Acute Psychiatric Services. In recent months the County of Santa Barbara Department of Alcohol Drug and Mental Health Services has significantly expanded its crisis services and facilities. This level of expansion and complexity of care associated with clients of the crisis system necessitates the need for senior level leadership of the overall inpatient and crisis system of care.

In addition, the recommended actions reallocate one Assistant Department Head – Psychiatrist and one Assistant Department Head – Medical Director for Crisis and Acute Psychiatric Services to the Alcohol, Drug and Mental Health Service Department.

Background:

Historically, the compensation for psychiatrists has been somewhat higher than the compensation for physicians based on the labor market for these two specialties and this trend continues based on current data. However, the leadership classification structure currently does not include an Assistant Department Head level psychiatrist position to provide a higher pay structure for this executive level position. In order to address this difference in salary and compaction issues between this executive level position and psychiatrists, Alcohol, Drug and Mental Health Services is requesting the addition of an Assistant Department Head – Psychiatrist classification.

Additionally, since December 2014, ADMHS has added multiple layers of programs to serve Santa Barbara residents in the midst of a mental health crisis. Mobile Crisis Teams are located in the three major population centers: Santa Maria, Santa Barbara, and Lompoc. Each team is staffed with mental health professionals and operates 24 hours a day, seven days a week. The mobile crisis teams work closely with law enforcement and focus on individuals who appear to be a danger to themselves or others or gravely disabled.

In addition new countywide crisis triage teams in all three regions provide field-based response in crisis situations contributing to reduced rates of hospitalization and incarceration among individuals with severe mental illness.

The County's first Crisis Stabilization Unit will provide 24/7 immediate access to psychiatric care 365 days/year. A second unit is expected to open in Santa Maria within the year.

Crisis Residential Treatment is now available in Santa Maria and Santa Barbara increasing capacity for community placement from 12 to 20 beds where clients in crisis can be treated and housed for up to 30 days.

The above enhancements to ADMHS services require strong medical leadership and support. Acute services provide immediate intervention to a more complex, urgent and potentially dangerous segment of the population compared to outpatient clinics. Front line staffing is provided by nurses, psychiatric technicians, social workers, and marriage/family therapists

with linkages to emergency departments and law enforcement – specialized skill, training and supervision by an experienced emergency psychiatrist is necessary for safe and cohesive intervention.

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. Need is greater than ever for acute psychiatric services, the suicide rate in Santa Barbara County is the highest it has been in the last 15 years.

The expansion of psychiatric services in Santa Barbara County calls for a specialized medical director to lead the greater than 100 staff employed in acute programs. The attached organizational chart (Attachment 3) outlines the various programs and staffing associated with the programming of the crisis and inpatient areas.

The compensation for staff working in crisis and acute psychiatric care settings is typically higher based on available comparable labor market data. Alcohol, Drug and Mental Health Services is requesting a new Assistant Department Head – Medical Director for Crisis and Acute Psychiatric Services to provide compensation for this specialty based on the complexity of this specialty noted above.

Fiscal and Facilities Impacts

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>
General Fund	\$ -	\$ -
State	\$ -	\$ 35,559.00
Federal	\$ -	\$ 35,559.00
Fees	\$ -	\$ -
Other: Salary Savings	\$ 35,560.00	\$ -
Total	\$ 35,560.00	\$ 71,118.00

The FY 15-16 salary and benefit rate for the Medical Director of Crisis and Inpatient Services from assigning additional duties to create this position is \$405,783. This includes a base salary up to \$300,580 and anchor point of \$270,522. Currently, the FY 15-16 salary and benefit rate of Medical Director of the Psychiatric Health Facility is \$346,489. The current base salary rate is \$215,967. The fiscal impact for the Medical Director of Crisis and Inpatient Services is based on the difference between current base salary of \$215,967 and proposed anchor point salary rate of \$270,522. Thus, the ongoing increase is \$54,555 and current FY 15/16 remainder of the year increase of \$27,278.

In addition, the FY 15-16 salary will increase by for the Assistant Department Head – Psychiatrist due to reallocation. The fiscal impact for this position is based on the difference between current base salary of \$229,366 and proposed anchor point salary rate of \$245,929. The ongoing salary rate increase is \$16,563 and current FY 15/16 remainder of the year increase of \$8,282.

The current year increased costs for the position reallocations of \$35,560 will be funded by FY 15/16 salary savings beyond budgeted as a result of psychiatry staff vacancies. The ongoing costs of \$71,118 will be funded by enhanced patient services revenues from State and Federal sources in subsequent fiscal years.

Attachments:

Attachment 1: Resolution to establish and reallocate Assistant Department Head - Psychiatrist classifications

Attachment 2: Resolution to establish and reallocate Assistant Department Head – Medical Director for Crisis and Acute Psychiatric Service classification

Attachment 3: Organizational Chart for Crisis Programs

Authored by: Elena Morelos

cc: Mona H. Miyasato, County Executive Officer
Terri Maus-Nisich, Assistant County Executive Officer
Alice Gleghorn, Director of Alcohol, Drug and Mental Health Services