

**SANTA BARBARA COUNTY  
BOARD AGENDA LETTER**



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

**Agenda Number:**  
**Prepared on:** 10/31/02  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 11/12/02  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Ann Goodrich, Director  
Human Resources Department

**STAFF CONTACT:** Theresa Duer, Deputy Human Resources Director  
568-2822

**SUBJECT:** Establishing Job Classifications

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**Recommendation(s):**

That the Board of Supervisors:

**Adopt one resolution effective November 11, 2002 establishing the following job classifications:**

- A. Management Specialist C (Class #5006), Range 6820 (\$7,280-\$8,887 per month).
- B. Mental Health Team Supervisor – Caseworker (Class #5173), Range 5080 (\$3,057-\$3,731 per month);  
Mental Health Team Supervisor – Clinical Psychologist (Class #5174), Range 6100 (\$5,084-\$6,206 per month);  
Mental Health Team Supervisor – Masters Registered Nurse (Class #5175), Range 5890 (\$4,578-\$5,589 per month);  
Mental Health Team Supervisor – Mental Health Technician (Class #5176), Range 5110 (\$3,103-\$3,788 per month);  
Mental Health Team Supervisor – Practitioner (Class #5177), Range 5610 (\$3,982-\$4,861 per month);  
Mental Health Team Supervisor – Registered Nurse (Class #5178), Range 5750 (\$4,269-\$5,212 per month);  
Mental Health Team Supervisor – Rehabilitation Specialist (Class #5179), Range 5460 (\$3,695-\$4,510 per month).

**Alignment with Board Strategic Plan:**

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

**A. Executive Summary and Discussion:**

General Services has implemented a minor reorganization in their Information Technology Department. The establishment of this classification of Management Specialist C recognizes the changes in duties that will be assigned as a result of this reorganization.

**B. Executive Summary and Discussion:**

Alcohol Drug and Mental Health Services management and executive staff requested that Human Resources establish a working supervisor class to reduce the number of staff reporting directly to Mental Health Program Managers. The creation of the Team Supervisor classification also responds to concerns expressed in a recent Grand Jury Report and in the ADMHS Labor Management Project Team's System of Care document by creating career ladders for the classifications of Mental Health Technician, Psychiatric Nurse, Mental Health Rehabilitation Specialist, Mental Health Caseworker, Clinical Psychologist, and Mental Health Practitioner.

The salary range for incumbents in the new class will depend on their professional background and area of expertise:

Staff without Graduate Degree Licensure

Registered Nurse license (Psychiatric Nurses) – Range 5750

Bachelor's degree in rehabilitation counseling or a behavioral science and four years of journey-level experience performing duties equivalent to a Mental Health Rehabilitation Specialist (Mental Health Rehabilitation Specialists) – Range 5460

Psychiatric Technician or Vocational Nurse license (Mental Health Technicians) – Range 5110

Bachelor's degree with 30 semester units in behavioral sciences (Mental Health Caseworkers) – Range 5080

Graduate Degree Licensed Clinicians

Psychologist license (Clinical Psychologist II) – Range 6100

Registered Nurse license and Master's degree in Psychiatric or Public Health Nursing (Psychiatric Nurses) – Range 5890

Clinical Social Worker license or Marriage and Family Therapist license (Mental Health Practitioner II) – Range 5610.

**Mandates and Service Levels:**

No change.

**Fiscal and Facilities Impacts:**

There is no fiscal impact associated with establishing job classifications.

**Special Instructions:**

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

CC: County Administrator  
ADMHS  
General Services  
SEIU, Local 620

**RESOLUTION OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

IN THE MATTER OF AMENDING RESOLUTION )  
NO. 02-234, AS AMENDED, BEING THE SALARY )  
RESOLUTION OF THE COUNTY OF SANTA BARBARA )

RESOLUTION NO. \_\_\_\_\_

WHEREAS, Salary Resolution No. 02-234 established a Classification Plan, and authorized Departmental Position Allocation effective June 24, 2002; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 02-234, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 02-234, adopted by this Board on June 25, 2002, is hereby amended by amending that (those) portion(s) of Section(s) 2 to read as follows effective November 11, 2002:

**SECTION 2. Job Classification Table**

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LIMIT</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
<u>Add:</u>					
005006	MANAGEMENT SPECIALIST C	6820	A-E	\$41.857-\$51.099	NO
005173	MH TEAM SUPV-CASEWORKER	5080	A-E	\$17.574-\$21.454	NO
005174	MH TEAM SUPV-CLIN PSYCH	6100	A-E	\$29.229-\$35.683	NO
005175	MH TEAM SUPV-MASTERS RN	5890	A-E	\$26.322-\$32.134	NO
005176	MH TEAM SUPV-MH TECH	5110	A-E	\$17.839-\$21.778	NO
005177	MH TEAM SUPV-PRACTITIONER	5610	A-E	\$22.892-\$27.946	NO
005178	MH TEAM SUPV-RN	5750	A-E	\$24.547-\$29.967	NO
005179	MH TEAM SUPV-REHAB SPEC	5460	A-E	\$21.242-\$25.932	NO

2. Except as amended by this Resolution, Resolution No. 02-234 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this \_\_\_\_\_ day of \_\_\_\_\_, 2002, by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Chair, Board of Supervisors

ATTEST:  
MICHAEL F. BROWN  
CLERK OF THE BOARD

APPROVED AS TO FORM:  
STEPHEN SHANE STARK  
COUNTY COUNSEL  
NOVEMBER 1993  
11/12/02

By: \_\_\_\_\_ (SEAL)  
Deputy Clerk