



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: Behavioral Wellness
Department No.: 043
For Agenda Of: April 4, 2023
Placement: Departmental
Estimated Time: 5 Minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Department of Behavioral Wellness, 805-681-5220
Director(s) Antonette Navarro, LMFT, Director
Contact Info: Jeffrey Mariano, Human Resources Assistant Manager
805-681-5220
SUBJECT: **Approve Retirement Waiver and Extra Help Services for Behavioral Wellness Department**

County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

- A. In accordance with California Government Code Section 7522.56(f)(1), certify that the appointment of retired County employee Leonora Kearney, is necessary to fill a critically needed position in the Long-Term Care Team of the Behavioral Wellness Department before 180 days have passed from her date of retirement;
- B. Approve and authorize the Behavioral Wellness Department to appoint retired employee, Leonora Kearney, as an Extra Help employee to provide on a part time basis not to exceed 960 hours of annual service with an appointment effective date of April 6, 2023; and
- C. Determine that the above actions are organizational or administrative activities of the government that will not result in direct or indirect physical changes in the environment and are therefore not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(5) of the CEQA Guidelines.

Summary Text:

The above-referenced item is on the agenda to request the Board of Supervisors (Board) to certify that the appointment of retired County employee, Leonora Kearney, is necessary to fill a critically needed position before 180 days have passed from her date of retirement. Ms. Kearney has been a Marriage and Family Therapist (MFT) for the Department of Behavioral Wellness (BWell) for many years and is the sole individual in the Mental Health Division who has the expertise, knowledge, and experience with the court and all its officers to service in this role temporarily. She retired from her position on March 31, 2023. BWell anticipates that Ms. Kearney will be needed as an Extra Help employee for approximately six (6) months to one (1) year until a replacement may be identified and trained.

Background:

Leonora Kearney was a Marriage and Family Therapist (MFT) and Mental Health Practitioner for BWell for many years and is the sole individual in the Mental Health Division who has the expertise, knowledge, and experience with the court and all its officers to service in this role temporarily. She retired from her position on March 31, 2023. Upon her return as Extra Help, Ms. Kearney will provide training, continuity and succession of work for Long Term Care (LTC) caseload, court testimony work, interactions with Public Guardians, and will work to establish and renew all LPS conservatorships in Santa Barbara County. Ms. Kearney will also serve in a limited role to assist the current BWell Program team with new roles and to facilitate adequate court testimony and work with LPS Judges.

Any lapse in the duties of this position being performed could severely impact patients. Due to exigent circumstances, there was very little warning that Ms. Kearney would be retiring. The department is working to quickly develop a plan to preserve these required services, but it is exceedingly difficult to find a full-time permanent replacement with the knowledge base Ms. Kearney has. She is willing to return part-time as Extra-help, but can not work a full-time schedule. The department is actively working on a succession plan with a suitable replacement, but the position requires a very specialized skill set making it difficult to fill. Having Ms. Kearney available to train the new hire will be essential.

BWell anticipates that this will be a transitional plan and that hours will be 20 per week until the start of the new fiscal year, and then diminish and shift to approximately eight (8) hours or to allow for completion of court work. BWell recommends a Step E Pay rate and acknowledge this is a significant reduction in pay from current civil service status. The Step E Pay Rate information is as follows: 8500 E \$37,460 per hour; \$2,996.80; \$6,515; \$78,184 per year.

BWell anticipates that Ms. Kearney will be needed as an Extra Help employee for approximately six (6) months to one (1) year while the succession plan and training of new staff is completed.

Fiscal Impacts:

Budgeted: Yes

Fiscal Analysis:

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State	\$ 39,092.00		
Federal	\$ 39,092.00		
Fees			
Other:			
Total	\$ 78,184.00	\$ -	\$ -

Narrative: It is anticipated that Ms. Kearney will provide MFT services up to 960 hours at \$37.46 per hour, which does not exceed the maximum authorized in County’s salary tables for MFT’s, in accordance with Government Code, section 7522.56, subdivision (d). This position will be funded partially by Administrative Cost Reimbursement (Federal) and Realignment Funds (State). MFT, will be retired, leaving a vacant 1.0 FTE (\$78,184) funded position. Salary savings from the vacant civil service position will cover the funding for the Extra Help position.

Staffing Impacts:

None

Legal Positions:

0

FTEs:

0

Special Instructions:

Please email one (1) Minute Order to Amber Foschaar at cfoschaar@sbcbswell.org and to bwellcontractsstaff@sbcbswell.org.

Attachments:

N/A

Authored by:

A. Foschaar