



HEALTH SERVICES AGENCY
ADMINISTRATION

COUNTY OF SANTA CRUZ

HEALTH SERVICES AGENCY

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May 29, 1998

AGENDA June 16, 1998

BOARD OF SUPERVISORS
County of Santa Cruz
701 Ocean Street, Fifth Floor
Santa Cruz, CA 95060

Re: Report Back on Bilingual Recruitment Efforts for Managed Care

Dear Members of the Board:

Background:

On March 5, 1998, the Local Mental Health Advisory Board wrote a letter to your Board concerning County Mental Health's difficulty in hiring bilingual staff for the managed care program, especially the Access Team which coordinates all intakes to the system of care.

In response to this letter, County Personnel and HSA Personnel created a "Bilingual Task Force" to assist Mental Health in their recruitment efforts. This group has been meeting since the issue was brought to the attention of your Board and efforts are underway to expand recruitments, expedite processing of qualified candidates, and evaluate factors which could attract bilingual employees to the county

Results from the Task Force to Date:

There have been some important gains as a result of the Task Force work:

- Seven bilingual hires and promotions have occurred. Two of these staff are on-the Access Team for Managed Care;
- Twenty-nine applicants have tested for bilingual skills;
- Staff have attended three statewide recruitment events, and commissioned a number of focused advertisements directed to bilingual professionals; and
- The new recruitments for key classifications have resulted in over 100 applications for the Mental Health Client Specialist classification, and thirty-two applications for the Mental Health Counselor classification. Hiring from these lists will occur in June and July 1998.

Ongoing Efforts:

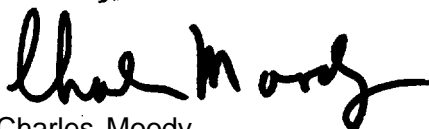
The Workforce Task Force has made a significant impact in this focused recruitment and hiring. The Task Force will continue to meet and focus on this issue as Mental Health currently has eight vacancies for which bilingual hires would be desirable.

Recommendation:

It is, therefore, RECOMMENDED that your Board:

1. Accept and file the report on Bilingual recruitment and the work of the "Bilingual Task Force".

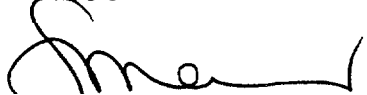
Sincerely,



Charles Moody
Health Services Administrator

CM:RK:ep

RECOMMENDED



Susan Mauriello
County Administrative Officer

cc: Auditor Controller
County Administrative Office
County Counsel
HSA Administration
Community Mental Health
HSA Personnel
Central Personnel
SEIU