



HEALTH SERVICES AGENCY
ADMINISTRATION

COUNTY OF SANTA CRUZ

HEALTH SERVICES AGENCY

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AGENDA: February 23, 1999

January 26, 1999

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

RE: APPROVAL OF POSITION CHANGES IN CHILDREN'S MENTAL HEALTH

Dear Members of the Board:

Community Mental Health has implemented a number of new services over the past two years, primarily in the Children's program. Many of these services have been part of an interagency effort to reduce out of home placement from Probation, Child Protective Services, and Mental Health. This letter recommends changes in two positions in Children's Mental Health to continue this collaborative effort.

Background:

In the last five years, Children's Mental Health has added a significant number of new programs and positions which have achieved successful program outcomes, e.g., managing AFDC-FC costs, juvenile justice recidivism, and alternatives to hospitalization. The federal System of Care Grant, the new Probation and Child Welfare Family Preservation programs, and Managed Care/EPSTDT implementation have greatly expanded the scope of responsibility of the two existing Children's Mental Health Program Managers. No additional management positions have been added to the Children's program since the advent of the original System of Care grant in 1989. The scope of responsibility of the two existing Children's managers is now too large for effective

management and supervision and exceeds the scope of managers in the Adult Mental Health programs.

The proposed Children's management reorganization is cost effective and does not require additional net County cost. Attached is an organizational chart which depicts the proposed changes. Position changes are as follows:

1. Add 1 .0 FTE Mental Health Program Manager position in Children's Mental Health. Duties would be re-aligned so that each of three managers would carry primary responsibility for one of the major System of Care inter-agency programs: Juvenile Justice, Child Welfare, and Special Education. As a group, the three managers will supervise a total of 75 employees and monitor clinical services of four contract agencies.
2. Add 1 .0 FTE Clinical Psychologist position. There are currently two Clinical Psychologist positions in Children's Mental Health, one serving as the grant-required System of Care Evaluator, the other responsible for all psychological testing of children throughout the entire children's system (including formal forensic evaluations for the Juvenile Court). The program has doubled in size over the last six years, and there is an urgent need for an additional Psychologist position.

The specific duties of this new position would include carrying the lead responsibility for evaluation and testimony at Fair Hearing activities related to Special Education/Mental Health programs. The County is exposed to significant financial risk depending on the results of these Hearings. The Clinical Psychologist class carries the professional "weight" required of "expert witnesses" at Fair Hearings as well as performs psychological testing and evaluations. Fair Hearing activities and Special Education evaluations have each significantly increased in number in recent years. The evaluations are currently distributed to all staff; this approach has been less effective than hoped for due to the specialized nature of the testing and testimony duties.

3. Delete 2.0 FTE Senior Mental Health Client Specialist positions which are currently vacant. Responsibilities of these positions will be realigned to other clinical staff.

This is a small but important reorganization. It allows for continued growth of the Children's Mental Health program, while assuring adequate supervision and management of clinical programs and their outcomes.

These position deletions allow for this realignment of positions with no new County dollars. The attached personnel detail itemizes the proposed changes and funding.

It is, therefore, RECOMMENDED that your Board

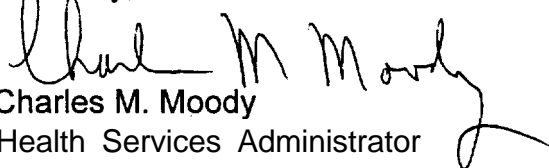
- I. Authorize the addition of two FTE positions within the Community Mental Health Division of HSA in the following classifications, and direct the Personnel Department to take necessary actions to classify the positions:

- A. 1.0 FTE Mental Health Program Manager
- B. 1.0 FTE Clinical Psychologist

Delete the following vacant Mental Health positions:

- a) 0.75 FTE MH Client Specialist (SK5006LA)
- b) 0.75 FTE MH Client Specialist (SK5028LA)
- c) 0.50 FTE MH Client Specialist (SK5069XC)

Sincerely,


Charles M. Moody
Health Services Administrator

CM:RK:PS:ep

RECOMMENDED


for Susan Mauriello
County Administrative Officer

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

Attachments:

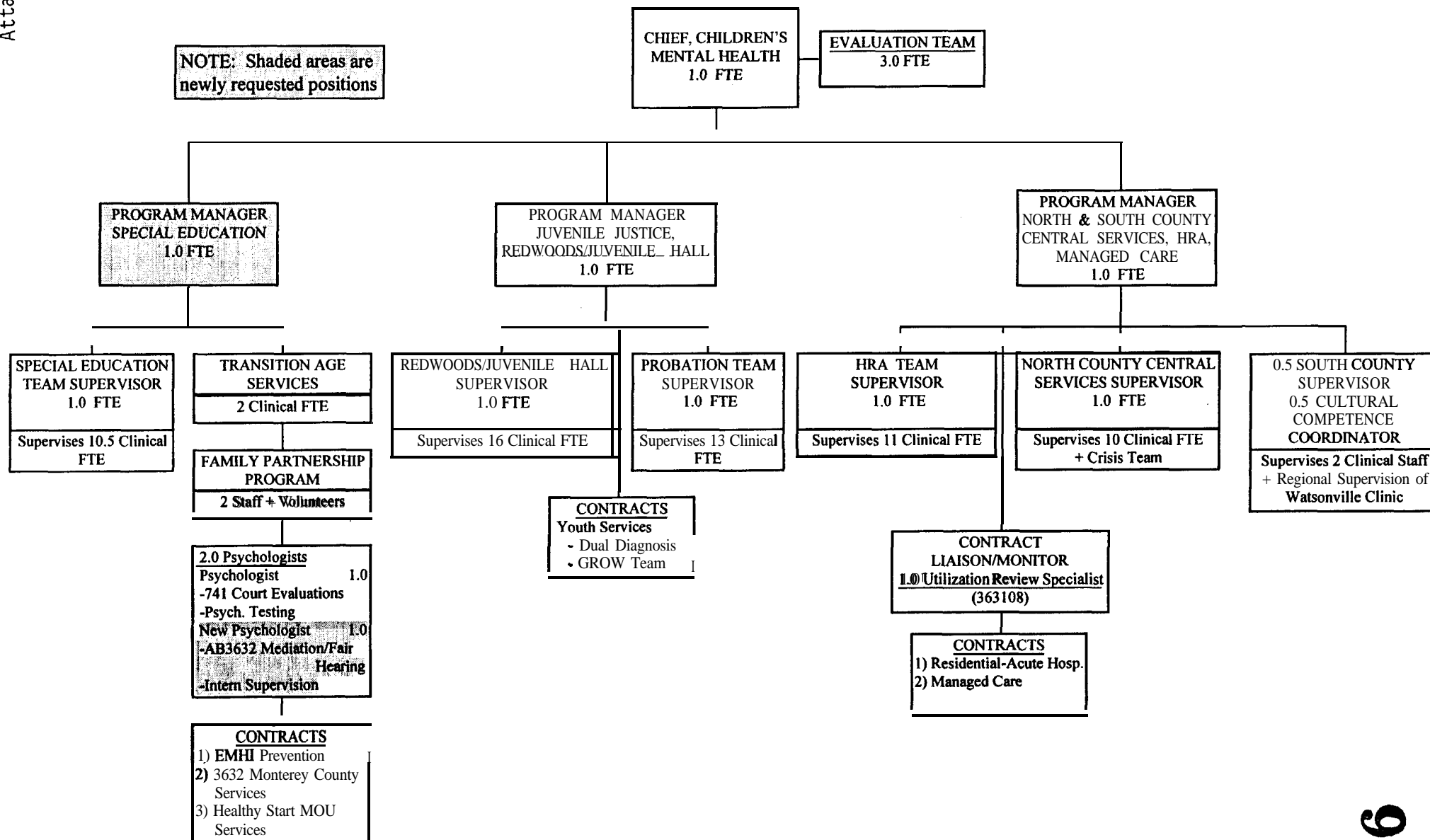
- A. Proposed Children's Organizational Chart
- B. Personnel Budget Detail

Position & contract changes child mc 2999.bos.doc | 1.26.99

SANTA CRUZ COUNTY CHILDREN'S MENTAL HEALTH ORGANIZATION CHART

RESTRUCTURE OF SPECIAL EDUCATION, JUVENILE JUSTICE HRA/CENTRAL SERVICES PROGRAM
AREAS WITH REQUESTED NEW PROGRAM MANAGER FOR THE SPECIAL EDUCATION PROGRAM

NOTE: Shaded areas are newly requested positions



Mental Health Changes

Personnel

Index	Position	Start Date	Pay Periods	Fte	Hourly Rate	Regular Pay	Retire-ment	OASDI	Employee Insurance	Differ-ential	cost
							0.1423	0.0765			
Childrens Management											
363112	MH Program Mgr	3/8/99	a.30	0.50	28.63	9,505	1,353	727	1,016		12,601
363116	MH Program Mgr	3/8/99	a.30	0.50	28.63	9,505	1,353	727	1,016		12,601
363112	Psychologist	3/8/99	a.30	1.00	25.17	16,713	2,378	1,279	1,016		21,385
	Subtotal Additions			2.00		35,723	5,083	2,733	3,047	0	46,587
363112	Sr MHCS	3/8/99	a.30	-0.75	22.91	-11,409	-1,624	-a73	-1,016		-14,921
363112	Sr MHCS	3/8/99	a.30	-0.75	22.91	-11,409	-1,624	-a73	-1,016		-14,921
363116	Sr MHCS	3/8/99	a.30	-0.50	22.91	-7,606	-1,082	-582	-1,016		-10,286
363116	Salary Savings	3/8/99				-5,299	-754	-405	0		-6,458
	Subtotal Deletions			-2.00		-35,723	-5,083	-2,733	-3,047	0	-46,587
Total Personnel Cost				0.00		0	0	0	0	0	0