

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

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| (1) DEPARTMENT Behavioral Health | (2) MEETING DATE 3/12/2013 | (3) CONTACT/PHONE Jeff Hamm / 781-4719 | |
| (4) SUBJECT Submittal of a Resolution amending the Position Allocation List for FC 166—Behavioral Health by adding one half-time Mental Health Therapist position to replace an equivalent number of temporary Mental Health Therapist hours. | | | |
| (5) RECOMMENDED ACTION It is recommended that the Board approve a Resolution amending the Position Allocation List for FC 166—Behavioral Health by adding one half-time Mental Health Therapist position. | | | |
| (6) FUNDING SOURCE(S) | (7) CURRENT YEAR FINANCIAL IMPACT \$0.00 | (8) ANNUAL FINANCIAL IMPACT \$0.00 | (9) BUDGETED? Yes |
| (10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___) | | | |
| (11) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A | | | |
| (12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A | | (13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A | |
| (14) LOCATION MAP No | (15) BUSINESS IMPACT STATEMENT? No | (16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____ | |
| (17) ADMINISTRATIVE OFFICE REVIEW Reviewed by Leslie Brown | | | |
| (18) SUPERVISOR DISTRICT(S) All Districts - | | | |

County of San Luis Obispo



TO: Board of Supervisors

FROM: Behavioral Health / Jeff Hamm / 781-4719

DATE: 3/12/2013

SUBJECT: Submittal of a Resolution amending the Position Allocation List for FC 166—Behavioral Health by adding one half-time Mental Health Therapist position to replace an equivalent number of temporary Mental Health Therapist hours.

RECOMMENDATION

It is recommended that the Board approve a Resolution amending the Position Allocation List for FC 166—Behavioral Health by adding one half-time Mental Health Therapist position.

DISCUSSION

One of the responsibilities of the Behavioral Health Department is to operate the County's Psychiatric Health Facility (PHF). The PHF is a State-licensed, 16-bed locked facility which operates 24 hours a day, 365 days a year. The facility's license requires that it be staffed to minimum levels at all times, without exception. In order to meet those strict staffing requirements, the department utilizes a significant number of temporary help employees as well as the use of overtime for regular staff and, on rare occasion, registry nurses to complement the existing allocation of regular employees. Relying on temporary help positions is problematic in several ways, including high rates of orientation, training and turnover. Overtime and registry nurse utilization are expensive.

Staff is recommending that an equivalent number of Mental Health Therapist (MHT) I/II hours (approximately 900) be converted from non-regular employee hours (temporary help, overtime, registry nurses, etc.) to an additional 0.5 (half-time) regular position. This change will result in a more stable compliment of staff, increasing efficiency and reducing the substantial patient and staff health risks associated with operation of the PHF.

OTHER AGENCY INVOLVEMENT/IMPACT

The Human Resources Department has produced the attached resolution, and concurs with the recommended action.

FINANCIAL CONSIDERATIONS

The total annualized cost of this position, including salary and benefits, is initially \$42,190, increasing to approximately \$49,000 at the top step. Because of benefits, the annual cost of a regular half-time Mental Health Therapist II is approximately \$16,000 higher than the equivalent number of hours of temporary help staff. However, at about \$40 per hour for total compensation, the cost of a regular MHT II is substantially less than the equivalent number of hours of overtime or the use of registry nurses, which range from \$60 to \$68 per hour. It is management's hope and expectation that the increased availability of regular staff hours will be used primarily to reduce the higher cost overtime and registry nurse hours, rendering the change cost neutral. If the change ends up causing relatively small increases in cost, those increases will be absorbed by the Department by expense reductions or revenue increases elsewhere, causing no increase in the need for General Fund support.

RESULTS

The recommended conversion of non-regular hours to regular hours will produce an increased level of predictability and consistency to meeting our staffing obligations on the PHF. While difficult if not impossible to measure accurately, improved staffing characteristics will increase the quality of care provided to patients and therefore increase the positive affect their care has on their overall health. Improving the health of the patients in our care contributes to our efforts of achieving the County's vision of a safe and healthy community.

ATTACHMENTS

1. PAL resolution adding 0.5 MHT II to FC 166 - Behavioral Health