



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

(1) DEPARTMENT Health Agency	(2) MEETING DATE 1/14/2020	(3) CONTACT/PHONE Amy Olson, Program Manager I, 805-781-4729	
(4) SUBJECT Request to hire Kaitlin Cruse-Poe, Licensed Clinical Social Worker, to a Behavioral Health Clinician III position at Step 4 of the salary range. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board hire Kaitlin Cruise-Poe, Licensed Clinical Social Worker, to a Behavioral Health Clinician III position at Step 4 of the salary range.			
(6) FUNDING SOURCE(S) Homeless Mentally Ill Outreach and Treatment (HMIOT) Grant	(7) CURRENT YEAR FINANCIAL IMPACT \$64,639	(8) ANNUAL FINANCIAL IMPACT \$64,639	(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 type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" 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 N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date <u>7-16-2019</u>	
(17) ADMINISTRATIVE OFFICE REVIEW Morgan Torell			
(18) SUPERVISOR DISTRICT(S) All Districts			



COUNTY OF SAN LUIS OBISPO

TO: Board of Supervisors

FROM: Michael Hill, Health Agency Director
Anne Robin, LMFT, Behavioral Health Administrator

DATE: 1/14/2020

SUBJECT: Request to hire Kaitlin Cruse-Poe, Licensed Clinical Social Worker, to a Behavioral Health Clinician III position at Step 4 of the salary range. All Districts.

RECOMMENDATION

It is recommended that the Board hire Kaitlin Cruise-Poe, Licensed Clinical Social Worker, to a Behavioral Health Clinician III position at Step 4 of the salary range.

DISCUSSION

Stationing a full-time licensed clinician, trained in the evaluation and treatment of mental health and substance use disorders at the 40 Prado Homeless Services Center, will fill a gap in services that has existed for many years in our community. Behavioral Health services have been provided to clients in the homeless shelter on a very limited basis through Behavioral Health's contract with Transitions Mental Health Association's (TMHA) Homeless Outreach Team. The Homeless Services Center provides new opportunities for integrated care, such as the Recuperative Care Program for individuals recently discharged from local hospitals, social services and behavioral health care. Integrated, easily accessed care has proven to be an efficient model to increase health outcomes, especially in the homeless population.

Behavioral Health currently has eleven Behavioral Health Clinician vacancies and has been actively recruiting to fill these vacancies, including the position within 40 Prado Homeless Services Center. Behavioral Health Clinician positions are generally difficult to fill due to two factors: a small pool of qualified candidates and stiff hiring competition from other local public and private entities that may offer better compensation packages. An additional challenge is finding employees who are Licensed Clinical Social Workers (LCSWs) and have been licensed long enough to provide clinical supervision to Associate Clinical Social Workers (ACSWs) who require supervision from LCSWs. An applicant, Kaitlin, was identified during the recruitment process who meets all of the qualifications of this position and has 12 years of direct care experience. She has experience treating the adult homeless and dually diagnosed (mental illness plus substance use disorder) populations and is also experienced in mental health assessment, intensive full-service partnership services, Mental Health Evaluation Team collaboration, and is 5150 designated (empowered to detain or transport individuals meeting certain criteria). Additionally, Kaitlin is an experienced trainer which is a necessary skill in this particular liaison position between Behavioral Health and 40 Prado. With these skills, Kaitlin is an ideal candidate for this difficult to fill position.

OTHER AGENCY INVOLVEMENT/IMPACT

None.

FINANCIAL CONSIDERATIONS

On September 11, 2018, the Board of Supervisors approved the acceptance of the Department of Health Care Services' Homeless Mentally Ill Outreach and Treatment Grant (HMIOT) which provided one-time funding for a Homeless Mentally Ill Outreach and Treatment program in San Luis Obispo County. On July 16, 2019 the Board of Supervisors approved a PAL resolution to add a 1.00 FTE Limited Term Behavioral Health Clinician III, dedicated to the program, starting at Step 1 for FY 2019-20 at a cost of \$115,685 for 12 months. However, despite recruitment efforts, Behavioral Health has been unable to find a suitable candidate until the most recent recruitment. Kaitlin Cruise-Poe was identified as a very suitable candidate to fill the position, as she has 12 years direct service care experience, as well as the proper licensure. The original PAL request of \$115,685 covered 12 months of salary expense starting at Step 1. Hiring at Step 4 for the remaining 6 months of FY 2019-20 will reduce the expense to \$64,639. The limited term 1.00 FTE Behavioral Health Clinician III is fully funded in FY 2019-20 with HMIOT grant funds, and the limited term position expiration date is June 30, 2020. However, the MHSA advisory committee has been informed that a request will be made in March 2020 for sustainability funding to start in FY 2020-21 to either extend the position or make the position permanent. There is no impact to the County's General Fund.

RESULTS

It is anticipated that by providing the appropriate staff at the 40 Prado Homeless Services Center, the following results may be achieved during the latter half of FY 2019-20:

- A minimum of 75 Homeless Services Center residents will receive on-site behavioral health evaluation and treatment services/linkages per year;
- Homeless Services Center staff will receive a minimum of 2 training sessions per year to expand their working knowledge of helpful interventions in assisting individuals with mental health and substance use disorders; and
- Homeless Services Center staff will report increased skill in de-escalating resident disturbances resulting from individuals with mental health or substance use disorders.

Providing homeless focused programs and services to County residents and County Behavioral Health clients contributes to proper care and oversight of client treatment. Providing the most appropriate services to County residents and clients increases the probability of positive treatment outcomes. Furthermore, positive treatment outcomes contribute to the wider County vision of a healthy and safe community.

ATTACHMENTS

None.