

County of Santa Clara
Santa Clara Valley Health & Hospital System



79246 A

DATE: December 15, 2015

TO: Board of Supervisors

FROM: Maryann Barry, Director, Custody Health Services

SUBJECT: Salary Ordinance Amendment to Add Positions for Custody Health Staffing

RECOMMENDED ACTION

Adoption of Salary Ordinance No. NS-5.16.80 amending Santa Clara County Salary Ordinance No. NS-5.16 relating to compensation of employees, adding twelve Attending Psychologist, one Executive Assistant II or Executive Assistant I, three Health Care Program Manager II, one Office Management Coordinator, three Office Specialist III, six Psychiatric Nurse II or Psychiatric Nurse I, 12 Psychiatric Social Worker II or Marriage & Family Therapist II or Marriage & Family Therapist I or Psychiatric Social Worker I, one Quality Improvement Manager - Acute Psychiatric Services, one Senior Management Analyst, one Senior Health Care Program Manager and one Senior Mental Health Program Specialist positions in Custody Health Services and adding one Pharmacist, one Pharmacist Specialist or Pharmacist, one Pharmacy Technician, twelve Psychiatrist and one Senior Health Care Financial Analyst positions in Valley Medical Center. (Santa Clara Valley Health and Hospital System)

- Action to Introduce and Preliminarily adopt on December 15, 2015; Roll Call Vote to waive reading, Roll Call Vote to adopt.
- Action for Final Adoption on January 12, 2016; Roll Call Vote to adopt.

FISCAL IMPLICATIONS

The recommended action transfers \$5,777,236 from the General Fund Contingency Reserve to the Behavioral Health Services Department-Mental Health Services to allow the Department to reimburse Custody Health Services for the cost of providing expanded Mental Health and Substance Use Treatment Services to clients housed in the jail. Other budget modifications include increasing expenditures and reimbursements for those expenditures in the Santa Clara Valley Medical Center budget and the Behavioral Health Services Department-Substance Use Treatment Services budget. The salary expenditures assume a start date of April 2016 for all 59 positions. The recommended Salary Ordinance only includes 58 of the 59 positions. The Department will bring a Legislative File to the Board in January 2016 to add an Administrative Services Manager after further discussions with the

Employee Services Agency. Approximately \$2,946,625 of this allocation is for services and supplies.

The approximate FY 2017 cost of this action is approximately \$16,666,929 and will be included in the County Executive's FY 2017 Recommended Budget.

The Department of Correction will work with the Office of Budget and Analysis to see what level of overtime funding might be needed to support these teams for FY 2016 and will likely need to receive additional overtime funding to support this work. The Department of Correction will also need to add positions to work with these teams in FY 2017 and that is expected to happen as part of the FY 2017 Recommended Budget.

REASONS FOR RECOMMENDATION

For the past ten years, the number of mentally ill inmates who are detained in the Santa Clara County jails has increased on an annual basis. For the past three years, the increase has risen dramatically, to the point of reaching 48% of the incarcerated population, totaling 1,800 inmates.

Since 2011, with the inception of AB109, the jail population census has ranged from 3,500 in 2011 to 4,100 in 2014; in addition, the inmates are incarcerated for extended periods of time, which has required a far more extensive provision of health care services to this population of inmates than that which had been provided historically to the inmate population that was only detained for a few months. The jails have become more reflective of the state prisons, rather than the short-term detention facilities that they were prior to 2011.

Due to the significant increase in the mentally ill population in the jails and the longer incarcerations of inmates, the Custody Health Services Department has had difficulty expanding services to meet the needs of this population within the Department's existing operations and existing approved budget.

A new staffing plan has been developed to meet the behavioral health care needs of the inmate population, particularly the Serious Mentally Ill (SMI) inmate population, SMI inmates with complex medical cases, as well as inmates with intellectual disabilities. It is anticipated that upon implementation of the proposed pilot plan, the SMI inmates and those with intellectual disabilities or Substance Use disorders will be provided an array of behavioral health services throughout their period of incarceration, which will also assist this population of inmates in successfully re-integrating into the community upon their release. The intent of this pilot is to begin with five (5) teams in Fiscal Year 2015-16, increasing to 12 teams during FY 2017 as the Sheriff's Office is able to address space and security concerns. As a pilot program, progress would be evaluated and modifications made, as deemed necessary to best provide these behavioral health services. Additional staffing will be needed for the Department of Correction to support these teams, and that will be handled utilizing overtime in FY 2016 and potentially with new Correctional Deputy positions in FY 2017.

CHILD IMPACT

The recommended action will have no/neutral impact on children.

SENIOR IMPACT

The recommended action will have no/neutral impact on seniors.

SUSTAINABILITY IMPLICATIONS

The recommended action will have no/neutral sustainability implications.

BACKGROUND

The following positions would be added to staff 12 teams and provide necessary infrastructure support:

Classification	Job Code	5-Day week FTE
Psychiatrist	P55	12.0
Attending Psychologist	P95	12.0
Marriage Family Therapist (MFT)/Psychiatric Social Worker (PSW)	P96/Y41	12.0
Psychiatric Nurse	S57	6.0
Senior Health Care Program Manager	C82	1.0
Health Care Program Manager II	C83	3.0
Senior Management Analyst	B1N	1.0
Senior Healthcare Financial Analyst	B9F	1.0
Administrative Services Manager II/III	B2J/B2K	1.0
Office Management Coordinator	C76	1.0
Quality Improvement Manager - Acute Psychiatric Services	S72	1.0
Senior Mental Health Program Specialist	P13	1.0
Pharmacist Specialist	P40	1.0
Pharmacist	R27	1.0
Pharmacy Technician	R29	1.0
Office Specialist III	D09	3.0
Executive Assistant II - Confidential clerical	X15	<u>1.0</u>
Total:		59.0 FTE

CONSEQUENCES OF NEGATIVE ACTION

Custody Health Services would not be able to implement the enhanced staffing plan to effectively serve the behavioral health needs of the inmate population in the County's jail system.

STEPS FOLLOWING APPROVAL

The Clerk of the Board of Supervisors is requested to send MinuteTraq notification of completed processing to Maryann Barry (maryann.barry@hhs.sccgov.org), Amy Carta (amy.carta@hhs.sccgov.org) and Melissa Erickson (melissa.erickson@hhs.sccgov.org).

LINKS:

- **Linked From:** 79301 : Consider recommendations related to the provision of behavioral health services to the inmates incarcerated in the County Jails through the development of twelve (12) teams of behavioral health professionals. (Santa Clara Valley Health and Hospital System)

ATTACHMENTS:

- NS-5 16 80 - Custody Health Staffing (DOCX)

ORDINANCE NO. NS-5.16.80

NO. NS-5.16 RELATING TO THE COMPENSATION OF EMPLOYEES

The Board of Supervisors of the County of Santa Clara ordains as follows:

SECTION 1:

In SECTION 41 – CUSTODY HEALTH SERVICES – BU 414 the following shall be added:

- 12 P95 Attending Psychologist
- 1 C19 Executive Assistant II
- OR C29 Executive Assistant I
- OR C60 Administrative Assistant
- 3 C83 Health Care Program Manager II
- 1 C76 Office Management Coordinator
- 3 D09 Office Specialist III
- 6 S57 Psychiatric Nurse II
- OR S58 Psychiatric Nurse I
- 12 Y41 Psychiatric Social Worker II
- OR P96 Marriage & Family Therapist II
- OR P97 Marriage & Family Therapist I
- OR Y42 Psychiatric Social Worker I
- 1 S72 Quality Improvement Manager – Acute Psychiatric Services
- 1 B1N Senior Management Analyst
- 1 C82 Senior Health Care Program Manager
- 1 P13 Senior Mental Health Program Specialist

Attachment: NS-5 16 80 - Custody Health Staffing (79246 : Salary Ordinance Amendment to Add Positions for Custody Health Staffing)

SECTION 2:

In SECTION 51 –VALLEY MEDICAL CENTER – BU 921 the following shall be added:

1		R27	Pharmacist
1		P40	Pharmacist Specialist
	OR	R27	Pharmacist
1		R29	Pharmacy Technician
12		P55	Psychiatrist
1		B9F	Senior Health Care Financial Analyst

SECTION 3:

This Ordinance shall take effect January 12, 2016. This Ordinance shall be implemented on January 18, 2016.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Clara, State of California, on _____ by the following vote:

AYES: Supervisors,
 NOES: Supervisors,
 ABSENT: Supervisors,

 Dave Cortese, President
 BOARD OF SUPERVISORS

Attest:

 Megan Doyle
 Clerk of the Board of Supervisors

Attachment: NS-5 16 80 - Custody Health Staffing (79246 : Salary Ordinance Amendment to Add Positions for Custody Health Staffing)