



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 1/8/2019

Agenda Placement: 6M

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors

FROM: Nikki Salas - Director
Human Resources

REPORT BY: Kevin Lemieux, Senior Human Resources Analyst - 253-4000

SUBJECT: Adoption of a Resolution Amending the Departmental Allocation List for the Health and Human Services Agency

RECOMMENDATION

Director of Human Resources and Interim Director of Health and Human Services Agency request the adoption of a resolution amending the Departmental Allocation List for the Mental Health Division of the Health and Human Services Agency by adding two 1.0 FTE Forensic Mental Health Counselors, effective January 8, 2019, with a net increase of two full-time equivalents, and a slight increase to the County General Fund.

EXECUTIVE SUMMARY

If approved, this action will add two full-time Forensic Mental Health Counselor (FMHC) Positions within the Mental Health Division of the Health and Human Services Agency (HHSA). The two FMHCs would act as dedicated resources to the Napa County Department of Corrections, providing additional hours of mental health services to inmates in order to maintain compliance with state regulations.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	The proposed new positions are 100% funded by the Department of Corrections' County General Fund appropriation.
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification:	The proposed action is necessary to comply with state laws and regulations, which mandate availability of mental health services for inmates.
Is the general fund affected?	Yes
Future fiscal impact:	The increased cost of salaries and benefits for Fiscal Year 2018-2019 is estimated at \$123,305, which will be offset by salary savings. The increased cost of salaries and benefits for future fiscal years is estimated at \$246,611, which will be budgeted accordingly.
Consequences if not approved:	If the recommended action is not approved, the Napa County Department of Corrections may not be able to provide additional hours of mental health services to inmates, as mandated by state law.
Additional Information:	

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Health and Human Services Agency (HHSA) is responsible for providing mental health services to jailed inmates. The most recent contract negotiations for medical services in the Napa County Department of Corrections identified the need for additional mental health services. Currently, the Mental Health Division of HHSA provides coverage seven days a week, but only between the hours of 8:00 A.M. and 5:00 P.M. The current staffing levels are not adequate for the size of the Napa County Department of Corrections. Additionally, the inmate population includes individuals from Napa State Hospital with much higher mental health acuity than many other jails.

The Napa County Department of Corrections must be able to provide additional mental health services in the evening to meet the needs of inmates with complex mental health issues, and to comply with state mandates and regulations. The addition of two full-time Forensic Mental Health Counselors (FMHCs) will enable the jail to staff mental health professionals from 7:00 AM to 12:00 AM, seven days a week. Napa County crisis staff will cover emergencies from 12:00 A.M. to 7:00 A.M.

Therefore, the Director of Human Resources and Interim Director of Health and Human Services recommend the adoption of a resolution to amend the Departmental Allocation List for the Mental Health Division of the Health and Human Services Agency as shown on "Exhibit A," effective January 8, 2019, with a net increase of two full-time equivalents, and a slight impact to the County General Fund.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi