



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 12/18/2018

Agenda Placement: 6AA

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 Table and Index of Classes by adding Acting Deputy Director of Health and Human Services - Mental Health Director

RECOMMENDATION

Director of Human Resources and Interim Director of Health and Human Services request adoption of a resolution amending the Table and Index of Classes and the Departmental Allocation List for the Mental Health Division of the Health and Human Services Agency, effective December 1, 2018, with no increase of full-time equivalents, and no impact to the County General Fund by:

1. Amending the Table and Index of Classes by adding Acting Deputy Director of Health and Human Services - Mental Health Director (NCO);
2. Amending the Departmental Allocation List for the Mental Health Division of the Health and Human Services Agency by adding one 1.0 FTE Acting Deputy Director of Health and Human Services Agency - Mental Health Director (NCO); and
3. Amend appropriate personnel policies as outlined in "Exhibit A" of the resolution.

EXECUTIVE SUMMARY

Due to a resignation, the Director of Human Resources and the Interim Director of Health and Human Services are requesting appropriate actions to add an Acting Deputy Director of Health and Human Services - Mental Health Director and to appoint Jim Diehl, retroactive to December 1, 2018. The acting assignment will terminate once a new Deputy Director of Health and Human Services - Mental Health Director is appointed at the conclusion of the planned recruitment and selection process.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Health & Human Services Mental Health
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	No
Future fiscal impact:	None
Consequences if not approved:	The work would need to be done by the Interim Director of Health & Human Services and that is not a realistic expectation given the workload associated with that position.

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

Welfare and Institutions Code Section 5607 provides that "local mental health services shall be administered by a local director of mental health services to be appointed by the governing body." Section 5608 calls for the Mental Health Director to be responsible to the Board of Supervisors through such administrative channels as the Board designates. Section 5608 also enumerates the powers and duties of the director, including administration of the community mental health service, making recommendations for the provision of services and establishment of facilities, the negotiation and oversight of service contracts and related matters. The Deputy Director of Health and Human Services - Mental Health Director is an executive level management position within the existing Health and Human Services Agency structure and, as such, is responsible to the Board through the Director of Health and Human Services, who reports to the County Executive Officer.

If approved, this action will create an Acting Deputy Director of Health and Human Services - Mental Health Director position and appoint James Diel retroactive to December 1, 2018. Mr. Diel has an extensive background in Mental Health, working both as a therapist and administrator of public and private mental health organizations. He has served as a Licensed Marriage and Family Therapist for the Families First Children's Residential Program, Regional Director for EMQ-Families First's Yolo and Solano Community Programs, Behavioral Health Director for Aldea Children & Family Services, Clinical Director for Napa County Mental Health, and as a private practice therapist. He is a Licensed Marriage and Family Therapist (LMFT), which meets the standards of training established by the State Department of Health Care Services (DHCS) for local directors, as set forth in Title IX of the California Administrative Code, Section 620.

Therefore, the Director of Human Resources and the Interim Director of Health and Human Services recommend the adoption of a resolution to amend the Table and Index of Classes, the Departmental Allocation List for the Mental Health Division of the Health and Human Services Agency, appropriate personnel policies, as shown in "Exhibit A," effective December 1, 2018, and subsequently deleting the position when the vacant Deputy Director position is filled with no increase of full-time equivalents and no impact to the County General Fund.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi