



Agenda Date: 2/6/2007
Agenda Placement: 6P

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Barbara Scriven for Mark Gregersen - Director
Human Resources
REPORT BY: Barbara Scriven, Human Resources Analyst III, 253-4000
SUBJECT: Agreement Amending Shift Differential Pay for the Psychiatric Emergency Response Unit of the Health & Human Services Agency

RECOMMENDATION

Human Resources Director requests adoption of a resolution approving a Side Letter Agreement with SEIU Local 614 - NAPE regarding increasing Night Shift Pay for employees working in the Psychiatric Emergency Response Unit in the Mental Health Division of the Health and Human Services Agency, effective February 10, 2007.

EXECUTIVE SUMMARY

Upon approval by the Napa County Board of Supervisors, Section 31.0 of the current Memorandum of Understanding between the County and SEIU, Local 614 - NAPA pertaining to Night Shift Pay would be amended to add a provision for employees working the "P.M." or "Overnight" Shifts in the Psychiatric Emergency Response Unit (ERU) in the Mental Health Division of the Health and Human Services Agency. Night Shift pay for eligible employees would be increased from \$1.00 an hour to 5% more than the standard hourly rate of pay for ERU employees working between 6:00 p.m. and 10:00 p.m. (P.M. Shift) and 10% more than the standard hourly rate of pay for ERU employees working between 10:00 p.m. and 6:00 a.m. (Overnight Shift).

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	The Mental Health Division of the Health and Human Services Agency will absorb the cost of the Emergency Response Night Shift Pay differential within its current budget. The additional cost for the remainder of this fiscal year would be approximately \$6,920. The annualized cost for the increased Night Shift Pay differential would be approximately \$26,000.

Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	The requested action is discretionary in that there is no mandate to have this increase in Night Shift Pay. However, the Psychiatric Emergency Response Unit provides mandated 24-hour crisis mental health services for the County. The Agency has had ongoing recruitment and retention difficulties in the Psychiatric Emergency Response Unit and this action would assist with filling positions and retaining staff to maintain the necessary staffing levels. The additional cost this fiscal year would be approximately \$6,920, which would be fully funded by salary savings in the Mental Health Budget.
Is the general fund affected?	Yes
Future fiscal impact:	The increased Night Shift Pay differential will apply to permanent positions in the Mental Health Division. Appropriations for future fiscal years will be budgeted accordingly.
Consequences if not approved:	If the requested action is not approved, the Agency will continue to have trouble filling long-term vacant positions in the Mental Health Psychiatric Emergency Response Unit, which may affect the ability to provide Crisis Mental Health services at the level necessary to meet the needs of the community.
Additional Information:	There are substantial salary savings in the Emergency Response program due to vacancies from hard to fill positions. Emergency Response is funded in the Mental Health budget by a combination of Federal Financial Participation dollars (25%), Realignment (25%), and County General Fund dollars (50%).

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 Psychiatric Emergency Response Unit (ERU) in the Mental Health Division of the Health and Human Services Agency is a 24 Hour / 365 Day a year licensed outpatient mental health facility. Its primary purpose is to evaluate persons referred by family, law enforcement, medical providers, or other sources to determine if they are gravely disabled or a threat to themselves or others as the result of a mental illness. In such cases, the ERU will provide short term intervention services and, when appropriate, detain the person and place them in an appropriate facility for further evaluation and treatment pursuant to Section 5150 of the Health and Safety Code.

In addition to requiring specific crisis experience and/or licensure, ERU employees undergo months of extensive unit training prior to being deemed qualified to assume full counseling responsibilities. Filling vacated positions quickly and retaining existing trained staff is therefore critical to the successful and efficient operation of this Unit. Despite creative recruiting efforts, the Unit has experienced ongoing retention and recruitment issues, particularly related to the "P.M." (6:00 - 10:00 p.m.) and "Overnight" (10:00 p.m. - 6:00 a.m.) shifts. The Board's approval of Human Resources' recommendations in September of 2006 to create classifications specific to the ERU that allow for the hiring and subsequent promotion of Registered Interns upon receiving their licensure has greatly improved recruitment success within the Unit.

However, retention of night shift personnel assigned to the P.M. and Overnight Shifts continues to be an issue. A survey conducted by Human Resources indicated that Napa County recruits and trains new night shift staff often to lose them to neighboring County ERU's that offer considerably higher shift differential pay than the County's current \$1.00 an hour. In order to be competitive and retain staff, Human Resources is recommending that the Board approve the proposed Side Letter Agreement to amend Section 31.0 of the MOU between SEIU, Local 614 - NAPE Supervisory and Non-Supervisory to increase the Night Shift compensation of ERU employees working the P.M. and/or Overnight shift as follows: 5% more than the standard hourly rate of pay for the P.M. Shift and 10% more than the standard hourly rate of pay for the Overnight Shift.

This Agreement has been ratified by the members of PSE pursuant to the constitution and bylaws of SEIU, Local 614 - NAPE, and shall be binding upon approval by the Napa County Board of Supervisors and shall be effective February 10, 2007 and expire on June 30, 2007, unless continued by mutual agreement of the parties.

SUPPORTING DOCUMENTS

- A . Resolution
- B . Exhibit A - Side Letter Agreement

CEO Recommendation: Approve

Reviewed By: Karen Gratton