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Agenda Date: 3/12/2019

Agenda Placement: 6M

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**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 Alcohol and Drug Services Division of the Health and Human Services Agency

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### **RECOMMENDATION**

Director of Human Resources and Director of Health and Human Services Agency request adoption of a resolution amending the Departmental Allocation List for the Alcohol and Drug Services Division of the Health and Human Services Agency, as follows, effective March 12, 2019, with no net increase to full-time equivalents and no increase to the County General Fund:

1. Deleting one 1.0 FTE Supervising Mental Health Counselor II; and
2. Adding one 1.0 FTE Supervising Mental Health Counselor II - Licensed.

### **EXECUTIVE SUMMARY**

If approved, this request deletes a vacant Supervising Mental Health Counselor II position and replaces it with a Supervising Mental Health Counselor II - Licensed position. The Alcohol and Drug Services (ADS) Division of the Health and Human Services Agency (HHSA) has a growing need for licensed staff to manage the complex interactions between severe mental illness and substance abuse disorders within their client population. Replacing a vacant unlicensed clinician allocation with a licensed clinician will provide additional expertise to meet client needs.

### **FISCAL IMPACT**

Is there a Fiscal Impact?            Yes

Is it currently budgeted?            No

What is the revenue source?	This position is funded by Medi-Cal reimbursement (35%), 2011 Realignment (35%), SAPT Block Grant (15%), and the Health and Human Services Agency (HHSA) General Fund (15%).
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	By approving this action, HHSA will have the ability to hire a licensed clinician with the professional education and training necessary to provide comprehensive client care.
Is the general fund affected?	No
Future fiscal impact:	The increased cost of salary and benefits for the remainder of Fiscal Year 2018-2019 for the requested Supervising Mental Health Counselor II – Licensed is estimated at \$2,697. The increased annualized cost for this position is estimated at \$13,237, and will be budgeted accordingly in future fiscal years.
Consequences if not approved:	Keeping an unlicensed allocation will require the additional resources of a licensed staff person to review and approve all clinical documentation for a large case load.

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 Alcohol and Drug Services Division (ADS) at the Health and Human Services Agency (HHSA) offers prevention, treatment, and intervention services to clients. On January 29, 2019 the Board of Supervisors approved a new Supervising Mental Health Counselor II position for ADS. The position was approved to assist ADS in meeting its increased responsibilities related to the supervision of contract providers under the new managed care model. The new managed care model is being implemented under the Interagency Agreement for the provision of "Drug Medi-Cal Organized Delivery System" services between the County of Napa and the California Department of Healthcare Services. The agreement commenced on December 15, 2017 (Napa County Agreement No. 180182B).

The vacant Supervising Mental Health Counselor II position is funded with revenues from various uncapped and capped State and Federal funding streams, without the use of the County General Fund. HHSA has determined that the draw down of funding from uncapped streams will be maximized by designating the position as "license required." For this reason, it is requested that the position be upgraded from unlicensed to a Supervising Mental Health Counselor II - Licensed.

Therefore, the Director of Human Resources and the Director of the Health and Human Services Agency recommend the adoption of a resolution to amend the Departmental Allocation List for the Alcohol and Drug Services Division of the Health and Human Services Agency as shown in Exhibit "A," effective March 12, 2019, with no net increase to full-time equivalents, and no increase to the County General Fund.

**SUPPORTING DOCUMENTS**

A . Resolution

CEO Recommendation: Approve

Reviewed By: Helene Franchi