



Napa County

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Legislation Text

File #: 23-0477, Version: 1

TO: Board of Supervisors

FROM: Christine Briceño, Director of Human Resources

REPORT BY: Kevin Lemieux, Staff Services Manager

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

RECOMMENDATION

Director of Human Resources and Director of Health and Human Services Agency (HHSA) request adoption of a Resolution amending the Departmental Allocation List for multiple divisions of the Health and Human Services Agency, with no net increase in full-time equivalents (FTEs), and no impact to the County General Fund.

EXECUTIVE SUMMARY

If approved, this request extends one existing 1.0 FTE Staff Services Analyst I/II - Limited Term within the Public Health Division of HHSA through June 30, 2024. The requested action also deletes two vacant 1.0 FTE Staff Psychiatrist positions, and adds two Mental Health Counselor -Licensed positions to the Mental Health Division of HHSA, effective March 28, 2023.

FISCAL & STRATEGIC PLAN IMPACT

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|-----------------------------------|-----------|
| Is there a Fiscal Impact? | Yes |
| Is it currently budgeted? | No |
| Is it Mandatory or Discretionary? | Mandatory |
| Is the general fund affected? | No |

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| Future fiscal impact: | The increased cost of salary and benefits for the extension of the Staff Services Analyst I/II - Limited Term position for the remainder of the current fiscal year is approximately \$53,200. The annual cost of salary and benefits is approximately \$135,200, which will be budgeted accordingly. The decreased cost of salary and benefits for the requested Mental Health Counselor - Licensed positions for the remainder of the fiscal year is approximately \$38,317. The annual savings in salary and benefits for this requested action is approximately \$459,800. |
| Consequences if not approved: | The County will not have adequate staffing levels for multiple Health and Human Services Agency functions, including continued support for COVID-19 health equity in the community, and mental health case management services. |
| County Strategic Plan pillar addressed: | Effective and Open Government |

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 Public Health Division of the Health and Human Services Agency (HHSA) is requesting extension of a Staff Services Analyst I/II - Limited Term position through June 30, 2024. If approved, this position will continue supporting the existing COVID-19 Team in preventing and mitigating disparities in COVID-19 and other health outcomes (direct and secondary impacts of the pandemic) by using strategies and practices aligned with the COVID-19 Health Equity Playbook for Communities. This position will be mostly funded through the California Equitable Recovery Initiative grant, which has extended funding through the end of the 2023-24 Fiscal Year.

The job duties of the Staff Psychiatrist positions are currently covered by outside providers. If this request is approved, HHSA will delete two vacant Staff Psychiatrist positions within the Mental Health Division and replace them with two Mental Health Counselor- Licensed positions, which will be filled to support the Mental Health Diversion Program in Forensic Adult Services. More specifically, the requested Mental Health Counselor - Licensed positions will provide case management services by working with at risk clients with a mental health diagnosis who meet criteria for the Diversion Program and have been ordered by the court in order to enhance social wellbeing and behavioral and physical health. The Mental Health Counselor - Licensed positions will also assist in the development and enhancement of recovery skills to increase stabilization and reduce the likelihood of incarceration for clients.

Therefore, the Director of Human Resources and Director of HHSA request adoption of a Resolution amending the Departmental Allocation List for multiple divisions of the Health and Human Services Agency, effective March 28, 2023, with no net increase in FTEs, and no impact to the County General Fund.

