



COUNTY OF HUMBOLDT

For the meeting of: 5/19/2020

File #: 20-547

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Consent

SUBJECT:

Authorize a Temporary Increase in Pay for Janine Davis, Behavioral Health Clinician II pursuant to Section 12.4.1 of the American Federation of State, County and Municipal Employees (AFSCME) Memorandum of Understanding (MOU)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Authorize a temporary increase in pay for Behavioral Health Clinician II, Janine Davis, (class 0909B, range 457) as though promoted to Supervising Behavioral Health Clinician (class 0916, range 481) beginning May 16, 2020 and continuing until the incumbent returns from approved leave.

SOURCE OF FUNDING:

Behavioral Health Fund

DISCUSSION:

The current Supervising Behavioral Health Clinician is on approved leave effective March 21, 2020. On April 20, 2020, Janine Davis assumed the principle duties of the Supervising Behavioral Health Clinician in accordance with Section 12.4.1 of the AFSCME MOU for a total of 20 consecutive work days; which ended May 15, 2020. Accordingly, the Department of Health and Human Services (DHHS) is requesting that the Board of Supervisors approve continuance of the acting supervisor salary until the incumbent returns from approved leave.

FINANCIAL IMPACT:

The temporary assignment of 1.0 FTE Behavioral Health Clinician II to 1.0 FTE Supervising Behavioral Health Clinician is calculated to cost \$274.12 for salary and benefits per pay period. Salary and benefit costs related to the Supervising Behavioral Health Clinician position are included in the approved fiscal year 2019-2020 and proposed 2020-2021 budgets for DHHS - Behavioral Health Administration budget unit 1170-424. This expenditure will be reimbursed through federal Medi-Cal financial participation and state Mental Health Services Act and realignment revenues received by DHHS - Behavioral Health.

There will be a temporary impact to the Humboldt County General Fund until such time as the revenue journals submitted for posting are caught up to current for Fund 1170 Budget Unit 424 and will pay back the interfund loan from the General Fund.

STRATEGIC FRAMEWORK:

The recommended actions support the Board of Supervisors' Strategic Framework by protecting vulnerable populations, creating opportunities for improved safety and health and providing appropriate levels of services.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your board could choose not to approve the recommended temporary increase in pay. However, this alternative is not recommended as it would have a negative impact on DHHS - Behavioral Health's ability to meet the needs of our communities' most vulnerable populations.

ATTACHMENTS:

1. Assignment of Supervisor Duties 12.4.1

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

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