



# COUNTY OF HUMBOLDT

For the meeting of: 1/5/2021

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File #: 20-1604

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**To:** Board of Supervisors  
**From:** DHHS: Administration  
**Agenda Section:** Consent

**SUBJECT:**

Deallocation of Psychiatric Physician's Assistant and Allocation of Psychiatric Mid-Level Practitioner

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve the deallocation of one full time equivalent (FTE) 1.0, Psychiatric Physician's Assistant (salary range 504, class 0921) position 01, in budget unit (BU) 1170-424; and
2. Approve the allocation of one FTE 1.0, Psychiatric Mid-Level Practitioner (salary range 555, class 0912) in BU 1170-424; effective the pay period following Board approval.

**SOURCE OF FUNDING:**

Behavioral Health Fund (1175)

**DISCUSSION:**

The current Psychiatric Physician's Assistant position has been vacant for an extended period and has been difficult to fill due to the limited number of applicants with the type of licensure needed for the job classification. Allocating a Psychiatric Mid-Level Practitioner would expand the license types available to fill the position and allow for more flexibility in recruiting and filling much-needed positions in the Department of Health and Human Services - Behavioral Health (DHHS - Behavioral Health). Given the competitive job market and Humboldt County being a critical need area for licensed practitioners, it is advantageous for the DHHS-Behavioral Health to broaden this position to accommodate similarly scoped licenses into one job category.

A Psychiatric Physician's Assistant is required to have a Supervising Physician present in the building, while different license types under a Psychiatric Mid-Level Practitioner may allow the practitioner to work independently or in collaboration with a physician, expanding and strengthening continuity of care at DHHS - Behavioral Health while allowing the reduction in usage of contracted providers.

**FINANCIAL IMPACT:**

Psychiatric Physician's Assistant and Psychiatric Mid-Level Practitioner positions are funded by Mental Health revenues from Medicare and Medicaid cost reimbursement, Behavioral Health & Public

Safety Realignment allocations and Mental Health Services Act. Budget appropriations for this position have been approved for fiscal year (FY) 2020-21 in DHHS-Behavioral Health Administration budget unit 1170-424. The deallocation of 1.0 FTE Psychiatric Physician's Assistant and allocation of 1.0 FTE Psychiatric Mid-Level Practitioner is anticipated to result in salary increase of \$22,464 annually. In the event that Psychiatric Mid-Level Practitioner position is filled in current fiscal year, there are sufficient salary savings due to vacant positions to accommodate the salary increase for FY 2020-21. Additional savings will be realized by reduced utilization of Locum Tenens contract for Medication Support services.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by providing community-appropriate levels of service and protecting vulnerable populations.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to approve the recommended reallocation. However, the alternative is not recommended as it would have a negative impact on DHHS ability to efficiently coordinate service delivery to consumers between programs and service providers.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

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