



COUNTY OF HUMBOLDT

AGENDA ITEM NO.
C-10

For the meeting of: January ¹³ 6, 2015

Date: December 15, 2014
To: Humboldt County Board of Supervisors
From: Phillip R. Crandall, Director
Department of Health and Human Services
Subject: Extension of Extra Help Hours Past the 960 Hour Limit

RECOMMENDATION(S):

That the Board of Supervisors approve the extension of extra help hours for:

1. Barbara Barrett, Mental Health Worker I to 1920 hours through June 30, 2015;
2. Juan Ccachainca-Mendoza, Mental Health Maintenance Custodian to 1920 hours through June 30, 2015;
3. Daniel Anthony Feicco, Mental Health Worker I to 1920 hours through June 30, 2015;
4. Stephanie Mellen, Mental Health Worker I to 1600 hours through June 30, 2015;
5. Jimmy Osborn, Mental Health Worker I to 1920 hours through June 30, 2015;
6. Jennifer Wilson Physician/Psychiatrist to 1920 hours through June 30, 2015.

SOURCE OF FUNDING:

Mental Health Fund

Prepared by Yvonne Winter, Deputy Director-ES

CAO Approval

Amy Olsen

REVIEW:	Auditor <u>MBH</u>	County Counsel	Personnel <u>Def.</u>	Risk Manager	Other
---------	--------------------	----------------	-----------------------	--------------	-------

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT

Upon motion of Supervisor Sandberg Seconded by Supervisor Bohn

Ayes: Sandberg, Lovelace, Kenned, Bohn, Bass
Nays
Abstain
Absent

PREVIOUS ACTION/REFERRAL:

Board Order No. _____
Meeting of: _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: January 13, 2015
By: Kathy Hayes
Kathy Hayes, Clerk of the Board

DISCUSSION:

In support of the 24-hour Psychiatric In-Patient Hospital and Emergency unit are Physician/Psychiatrists Jennifer Wilson; Mental Health Workers Barbara Barrett, Daniel Anthony Feicco, Stephanie Mellen and Jimmy Osborn. Extra help staff support the In-Patient Hospital and Emergency units by providing mandated staffing ratios should regular staff be out due to illness or vacation. Extra Help Mental Health Maintenance Custodian Juan Ccachainca-Mendoza is currently maintaining coverage for 24 hour shifts for staff out on extended leave and other approved leaves. The Department with the assistance of County Personnel continues to recruit heavily for additional extra help staff for the In-Patient and Emergency units; however, it is often difficult to find sufficient numbers of licensed persons interested in back-fill type positions. Should the Department be able to increase the extra help pool it would eliminate the need to extend hours.

The experience and training of these extra help employees necessitate the extension of hours.

The Department is aware that in accordance with the Affordable Care Act (ACA) extra help employees who have been identified as a full time employee under the ACA guidelines will be given the opportunity to enroll in the County's health insurance. Those employees will be identified by using the standard measurement period and associated stability period annual cycle set forth: Standard Measurement Period of November 16, 2013 to November 15, 2014 and/or Stability Period of January 1, 2015 to December 31, 2015.

This action supports the Board's Strategic Framework by providing community-appropriate levels of service and creating opportunities for improved safety and health.

FINANCIAL IMPACT:

Mental Health assignments of Barrett, Ccachainca-Mendoza, Feicco, Mellen, Osborn, and Wilson will be funded through Mental Health fund; cost of these extra help positions are funded by Mental Health revenues from Medicare and Medicaid cost reimbursement, Behavioral Health Realignment allocations, and Federal Mental Health Block Grant. The additional cost of extra help hours is \$230,234. There is sufficient appropriation in Mental Health Administration budget unit 1170-424 due to funded vacant positions for these additional extra help hours.

All extra help employees working beyond 960 hours are subject to paying into the California Public Employee Retirement System (PERS). The additional costs for PERS, calculated at \$35,592 has been included in the above mentioned estimated salary costs.

The financial impact for ACA County health insurance enrollment, calculated at \$22,732 for the extension of extra help positions, is also included in the above stated cost of extra help hours.

OTHER AGENCY INVOLVEMENT:

None.

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may choose not to extend hours; however, this is not recommended due to staffing levels and the workload.

ATTACHMENTS:

None.