



# COUNTY OF HUMBOLDT

For the meeting of: 10/20/2020

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File #: 20-1309

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**To:** Board of Supervisors

**From:** DHHS: Administration

**Agenda Section:** Consent

**SUBJECT:**

Deallocation of Director of Psychiatric Nursing and allocation of Assistant Director of Psychiatric Nursing.

**RECOMMENDATION(S):**

That the Board of Supervisors:

1. Approve the deallocation of one full time equivalent (FTE) 1.0, Director of Psychiatric Nursing (salary range 515, class 0932) position 02, in budget unit (BU) 1170-424, and;
2. Approve the allocation of one FTE 1.0, Assistant Director of Psychiatric Nursing (salary range 504, class 0922) in BU 1170-424; effective the pay period following Board approval.

**SOURCE OF FUNDING:**

Behavioral Health Fund - Fund 1170

**DISCUSSION:**

The current structure within Behavioral Health has two Directors of Nursing (DON) and a single Assistant Director of Nursing (ADON). Based on program and service oversight needs, and to support a clearer, more efficient chain of command, a single Director of Nursing with two Assistant Directors of Nursing structure would be more appropriate. The two Assistant Director of Nursing positions will have oversight of the nursing staff in both the outpatient medication support services in adult and children's programs, the Comprehensive Community Treatment program and the Older Adult program while the other ADON will manage nursing staff at the Community Corrections Resource Center, Humboldt County Correctional Facility, the Crisis Stabilization Unit and Sempervirens programs respectively. Each will report to the Director of Nursing who will have responsibility for all programs and services. This will allow for continuity of care and coordination across all nursing services and systems within Behavioral Health.

**FINANCIAL IMPACT:**

DON and ADON 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 have been approved for FY 2020-21 in Department of Health and

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Human Services - Behavioral Health Administration budget unit 1170-424. The deallocation of 1.0 FTE Director of Psychiatric Nursing and allocation of 1.0 FTE Assistant Director of Psychiatric Nursing is anticipated to result in salary savings of \$33,980 for FY 2020-21.

**STRATEGIC FRAMEWORK:**

This action supports your Board's Strategic Framework by protecting vulnerable populations and streamlines services to reduce further trauma to youth. Increase efficiency and effectiveness.

**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 and would be not be as cost effective as having two ADONs.

**ATTACHMENTS:**

None

**PREVIOUS ACTION/REFERRAL:**

Board Order No.: N/A

Meeting of: N/A

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