



COUNTY OF HUMBOLDT

For the meeting of: 10/1/2024

File #: 24-1254

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Departmental

Vote Requirement: 4/5th

SUBJECT:

Approval of an Exception to the Hiring Freeze to hire 1.0 Full-Time Equivalent (FTE) and Temporary Employment of Retired Annuitant as Licensed Clinical Psychologist II for the Behavioral Health Branch of the Department of Health & Human Services. (4/5 Vote Required)

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve an exception to the fiscal year (FY) 2024-25 hiring freeze to hire 1.0 FTE Licensed Clinical Psychologist I/II (class 0904A/B, salary range 461/508) in budget unit 1170424 for the Behavioral Health Branch of DHHS;
2. Approve the employment of Mark Lamers as a temporary retired annuitant Licensed Clinical Psychologist II - Department of Health and Human Services (DHHS) Behavioral Health, (class 0904B, salary range 508, step E) (4/5 vote required) effective the date the recruitment for the permanent appointment of a 1.0 FTE Licensed Clinical Psychologist I/II (class 0904A/B, salary range 461/508) commences; and
3. Adopt the attached resolution for an exception to the 180-day wait period effective the date the recruitment for the permanent appointment of a 1.0 FTE Licensed Psychologist I/II (class 0904A/B, salary range 461/508) commences.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

In light of budget challenges, DHHS continues to find ways to reduce its overall budget by evaluating its core operations to determine if there is a better structure to provide services. The department is evaluating its staffing model to meet mandates and remain operative but also provide operational savings as it moves forward in this budget deficit. DHHS currently has an allocation for a 1.0 FTE Licensed Clinical Psychologist I/II approved in the FY 2024-25 Budget. On August 30, 2024, this position was vacated by the incumbent, Mark Lamers, due to retirement. In reviewing the necessity of this position, DHHS determined a need for a subject matter expert to complete the Lanterman, Petris, Short (LPS) conservatorship re-evaluations. The County of Humboldt has an estimated 150 conserved individuals who need annual re-evaluations for the continuance or discontinuance of their conservatorship status. The re-evaluation is a legal mandate and part of a conserved individual's due process. Additionally, DHHS has identified the need for psychological assessments with treatment recommendations be provided to patients on Sempervirens, the Humboldt County Correctional Facility or in other outpatient programs as requested by the Behavioral health Director or their designee. The minimum qualifications necessary to perform these duties includes the possession of a valid intern registration number from the California State Board of Medical Quality Assurance and the ability to obtain an appropriate license to practice as a Licensed Clinical

Psychologist in the State of California within two years following granting of a PH.D. in psychology. Therefore, DHHS has determined that filling the vacancy for a 1.0 FTE Licensed Clinical Psychologist I/II is necessary to provide coverage of these mandated duties. If approved, DHHS would advertise this recruitment as a 0.5 FTE part-time vacancy to reduce cost. Mark Lamers, Licensed Clinical Psychologist II, retired from county employment on August 30, 2024, with over 15 years of experience working for DHHS Behavioral Health. Mr. Lamers has agreed to stay on in an extra help capacity to provide these critical re-evaluations providing support to our most vulnerable populations. Pursuant to Government Code Sections 7522.56 & 21221(h), a retired annuitant extra help appointment must be a single temporary appointment to a vacant position that is actively being recruited for. The temporary appointment is only permitted from when the active recruitment begins and until an employee is hired into the position. The requested approval of Mr. Lamers as a temporary retired annuitant Licensed Clinical Psychologist II to fill a critically needed role requires that the Board of Supervisors resolve that Mark Lamers’s employment is needed and authorize an exception to the California Public Employees Retirement System one hundred eighty (180) day wait period (California Government Code Section 7522.56(f)(1)). Adoption of the attached resolution will satisfy the requirements for an exception to the 180-day wait period for post-retirement employment.

SOURCE OF FUNDING:
DHHS-Behavioral Health (1170)

FINANCIAL IMPACT:

<i>Expenditures (1170424)</i>	FY24-25 Projected*	FY25-26 Projected*
Budgeted Expenses	\$174,467.00	\$36,478.00
Total Expenditures	\$174,467.00	\$36,478.00

**Projected amounts are estimates and are subject to change.*

<i>Funding Sources (1170424)</i>	FY24-25 Projected*	FY25-26 Projected*
State/Federal Funds	\$174,467.00	\$36,478.00
Total Funding Sources	\$174,467.00	\$36,478.00

**Projected amounts are estimates and are subject to change.*

Narrative Explanation of Financial Impact:

Expenditures related to this extra help assignment will be paid from DHHS-Mental Health 1170424. Funding is 100% from Federal and State financial participation for specialty mental health services to Medicaid beneficiaries.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

DHHS-Behavioral Health will be recruiting for the position of Licensed Clinical Psychologist I/II during the term of the extra help assignment. Should the recruitment for the position of Licensed Clinical Psychologist I/II be successful, projected annual expenditure is \$108,248.85 for 1.0 FTE, or \$54,124.42 for 0.50 FTE.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve this Hiring Freeze Exemption and Temporary Appointment, however, that is not recommended. DHHS has determined the necessity of this position to facilitate the LPS conservatorship re-evaluations mandated for our county’s conserved population.

ATTACHMENTS:

- Attachment 1: Resolution for Exception to the 180-day wait period
- Attachment 2: Government code section 7522.56
- Attachment 3: Government code section 21221(h)

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PREVIOUS ACTION/REFERRAL:

Meeting of: n/a

File No.: n/a