



**County of Humboldt**  
**Human Resources/Risk Management**  
**825 5<sup>th</sup> Street, Room 100**  
**Eureka, CA 95501**

**Date:** May 2, 2019

**To:** Connie Beck, Director of the Department of Health and Human Services

**From:** Human Resources

**Subject:** Classification review of Mark Lamers, Senior Program Manager – Mental Health

At your request, the Human Resources Department conducted a classification review of the Senior Program Manager – Mental Health position currently occupied by Mark Lamers, LP. The review was requested for the purpose of evaluating the appropriateness of the classification for this position and as part of the ongoing organizational changes and redistribution of duties within the department.

Currently, Mark Lamers, LP serves as a Senior Program Manager – Mental Health position within the Department of Health and Human Services in the Humboldt County Correctional Facility and the Community Corrections Resource Center. Based upon review of the position held by Mr. Lamers, the Human Resources Department has determined that the Senior Program Manager – Mental Health position currently occupied by Mark Lamers is not appropriately classified. Based on the duties and responsibilities described below, the Human Resources Department recommends Mr. Lamers be reclassified and y-rated to the more appropriate classification of Licensed Psychologist II.

During the course of the classification study it became evident that Mark Lamers, LP has been performing psychological duties in addition to duties within the scope of Senior Program Manager - Mental Health. Psychological duties performed for LPS clientele include assessing client mental status, reviewing client records, interviewing clients, presenting client history and behavioral impressions to psychiatric allied mental health staff for further review, working effectively with appropriate County, community, hospital, school, and other involved agencies; providing annual psychological evaluations of clients, assessing client LPS conservatorship status, reviewing LPS conservatorship appeals, preparing detailed case summaries and documentation and maintaining accurate client records in compliance with local, state and federal rules and regulations; protecting client's rights and providing advocacy for the mentally ill, and providing court expert witness services for the County as a licensed psychologist.

In being reclassified to a Licensed Psychologist II, psychological duties would be expanded to possessing and maintaining a license to practice as a Licensed Clinical Psychologist in the State of California, creating and implementing client treatment plans, conducting mental health education and training programs, evaluating clients for medication referral, and utilizing the most current version of the Diagnostic and Statistical Manual for performing diagnoses.

Based on the duties and responsibilities described above, Human Resources recommends that Mark Lamers, LP be reclassified to the more appropriate classification of Licensed Psychologist II.

You will need to prepare a report to the Board of Supervisors with following specific recommendations:

“That the Board of Supervisors:

1. Approve the reallocation of the Senior Program Manager – Mental Health (salary range 511, class 0928) position 09 in budget unit 424 to Licensed Psychologist II (salary range 511, class 0904B); effective June 2, 2019”.

Following Board approval of the June 2, 2019 effective date of reallocation Mr. Lamers, LP will be reclassified. Please include a copy of this report with your report to the Board of Supervisors for informational purposes

You will need to prepare a Personnel/Position Action Form along with a copy of the Board Order for Mr. Lamers, LP to complete the action.

If you have any questions regarding this report please feel free to contact Human Resources at 707-476-2349.

Attachment: Job specification for Licensed Psychologist I/II

cc: Mark Lamers, LP  
Yvonne Winter, Deputy Director – Employee Services  
Kelly Barns, Assistant Director – Human Resources