



COUNTY OF HUMBOLDT

For the meeting of: 5/28/2019

File #: 19-715

To: Board of Supervisors

From: DHHS: Administration

Agenda Section: Consent

SUBJECT:

Reallocation of the Senior Program Manager - Mental Health position held by Mark Lamers to Licensed Clinical Psychologist II

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the reallocation of the Senior Program Manager - Mental Health (class 0928, salary range 511) position 09 in budget unit (BU) 424 held by Mark Lamers to Licensed Clinical Psychologist II (class 0904B, salary range 511 y-rated) in BU 424, effective June 2, 2019.

SOURCE OF FUNDING:

Mental Health Fund

DISCUSSION:

At the request of the Department of Health and Human Services (DHHS), the Human Resources Department conducted a classification review of the Senior Program Manager - Mental Health position currently occupied by Mark Lamers. The review was requested for the purpose of evaluating the appropriateness of the classification for this position. During the course of the classification study it became evident that Mark Lamers has been performing psychological duties in addition to duties within the scope of Senior Program Manager - Mental Health. In being reclassified to a Licensed Clinical Psychologist II, psychological duties would be expanded to meet the needs of our most vulnerable clients.

FINANCIAL IMPACT:

Approval of this recommendation will result in staffing allocation adjustments for DHHS-Mental Health Administration budget unit 1170-424; deallocation of 1.0 FTE Senior Program Manager, position 0928-09 and allocation of 1.0 FTE Licensed Clinical Psychologist II, position 0909B-xx. When an employee's position is reclassified to a class having a lower salary range, the employee's salary shall remain unchanged (y-rated) if the salary on the old range is higher than Step "E" of the new range, and shall remain unchanged until such time as general salary range adjustments increase the salary for the new class to a level which encompasses the y-rated salary. There will be no financial

impact to the Humboldt County Mental Health Fund and General Fund due to y-rating at salary range 511.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by protecting vulnerable populations.

OTHER AGENCY INVOLVEMENT:

Human Resources

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The board may choose not to approve the reallocation of the Senior Program Manager - Mental Health. However this is not recommended, as it will have a negative impact on the Department of Health and Human Services' ability to meet the needs of the community.

ATTACHMENTS:

1. Classification Review of Mark Lamers, Senior Program Manager - Mental Health

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: 19-715