



Contra
Costa
County

To: Board of Supervisors
From: Anna Roth, Health Services Director
Date: May 7, 2019

Subject: Temporary Hire of County Retiree - Waiver of 180-day Sit-out Period

RECOMMENDATION(S):

1. CONSIDER waiving the 180 day 'sit out period' for Karen Ramirez, Psychiatric Technician, in the Health Services Department;
2. FIND that the appointment of Ms. Ramirez is necessary to fill a critically needed position; and
3. APPROVE and AUTHORIZE the hiring of County retiree Ms. Ramirez as a temporary County employee effective May 8, 2019 and serving through May 7, 2020.

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$27,729, which is fully funded by Mental Health Realignment funds.

BACKGROUND:

Karen Ramirez retired from County Service on April 4, 2019 after nearly 19 years of service as a Psychiatric Technician in the County's Mental Health Division.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **05/07/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 7, 2019

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Jami Napier, Deputy

Contact: Jo-Anne Linares,
925-957-5240

cc:

Beginning in February 2018, the California Department of Health Care Services required the County Mental Health Plan (MHP) to comply with Federal Network Adequacy Standards quarterly reporting, imposed by the Center for Medicare and Medicaid Services. The MHP Plan is mandated to complete quarterly GeoMapping of zip codes where mental health consumers live and the service location of providers for both county-operated programs and contracted community-based organizations. This regulation is required to ensure the County has adequate staffing capacity to meet the service needs of its mental health consumers.

Recruitment of psychiatrists in the Bay Area is challenging, even more so in the eastern part of the County. In order improve access and meet the Federal Network Adequacy Standards, the MHP recently hired a psychiatrist to perform Telepsychiatry Services for East County mental health consumers. This service delivery model requires a medical staff to be physically present locally with the consumer, and perform a wide range of services before, during and after the Telepsychiatry visit. Ms. Ramirez is a licensed psychiatric technician (LPT) who has the required training and qualifications to perform all nursing-related duties of Telepsychiatry Services under the direction of the psychiatrist. Hiring Ms. Ramirez in a temporary capacity is necessary in order to support the Telepsychiatry Services for mental health consumers in East County and stay in compliance with the Federal Network Adequacy Standards.

BACKGROUND: (CONT'D)

The recruitment for this classification is open continuous but applications are few and far in between. During the last hiring interview, there were only two (2) names on the eligible list and both candidates declined the interview. The Department is impacted by psychiatric technician staffing shortages across the region and will focus on additional outreach to increase the candidate pool.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Health Services Department will not have adequate staff which negatively impacts the patient services for mental health consumers in East Contra Costa County.

CHILDREN'S IMPACT STATEMENT:

ATTACHMENTS

Cost Sheet