



Agenda Submittal

Agenda #: 6 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 18-827 **Contact:** Marc Fox, 784-2552
Agenda date: 12/4/2018 **Final action:** 12/4/2018
Title: Adopt a resolution amending the Alphabetical Listing of Classes and Salaries to add the new classification of Behavioral Health Peer Support Specialist with a monthly salary of \$3,200.18 - \$3,889.84
Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. Adopted Resolution, 3. Minute Order

Date	Ver.	Action By	Action	Result
12/4/2018	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ☐ No ☒
Public Hearing Required? Yes ☐ No ☒

DEPARTMENTAL RECOMMENDATION:

The Department of Human Resources recommends that the Board of Supervisors adopt a resolution amending the Alphabetical Listing of Classes and Salaries to add the classification Behavioral Health Peer Support Specialist with a monthly salary of \$3,200.18 - \$3,889.84.

SUMMARY:

The Health and Social Services Department were allocated 3 full-time equivalent (FTE) positions (1 FTE and 4 PT FTE's) during the FY2018/19 budget hearings for the classification of Peer Mentor (TBD). The Health and Social Services Department asked that Human Resources develop this classification to meet one of the goals of the Mental Health Services Act (MHSA), where the goals were to transform the existing mental health system into one that is less medical in nature and more recovery and wellness focused.

FINANCIAL IMPACT:

There is no fiscal impact in adopting the resolution as the recommended action is to set salary. The Board previously approved the staffing allocation. The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2018/19 Adopted Budget.

DISCUSSION:

The Health and Social Services Department made the initial inquiry to establish the class of Peer Mentor (TBD), and the Board of Supervisors previously authorized three full time equivalent (FTE) positions, subject to the classification being approved.

The Behavioral Health Peer Support Specialist will, under general supervision, provide information, support, assistance and advocacy for recipients, and/or caregivers/family members of behavioral health services within established procedures and guidelines. Incumbents in this classification will have successfully completed a

minimum of two years of recovery from mental health or substance abuse challenges, and will possess work or volunteer experience in the advocacy, leadership, or engagement in peer recovery activities. The Behavioral Health Peer Support Specialist will work as part of a team of mental health providers, and will serve as an example of what successful recovery looks like to mental health consumers, those recovering from substance abuse challenges, and their families. Additionally, the Behavioral Health Peer Support Specialist will provide advocacy to mental health consumers and their families as the consumer navigates the recovery process.

The proposed monthly salary is \$3,200.18 per month (Step 1) through \$3,889.84 per month (Step 5).

ALTERNATIVES:

The Board of Supervisors could elect to not amend the Alphabetical Listing of Classes and Salaries to add the classification at the recommended salary; however, this is not recommended as the Board of Supervisors previously approved adding three FTEs and this new classification and recommended salary is commensurate with the responsibilities being performed.

OTHER AGENCY INVOLVEMENT:

Human Resources worked with the Health and Social Services Department in creating the new class specification Behavioral Health Peer Support Specialist. The Behavioral Health Peer Support Specialist classification is represented by SEIU, bargaining Unit 7 (Regulatory, Technical and General Services Employee), and the parties met and conferred on September 27, 2018. The Civil Service Commission approved the new class of Behavioral Health Peer Support Specialist on November 14, 2018.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION