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ROBIN KAY, Ph.D.
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Medical Director



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DEPARTMENT OF MENTAL HEALTH

<http://dmh.lacounty.gov>

550 SOUTH VERMONT AVENUE, LOS ANGELES, CALIFORNIA 90020

September 23, 2011

TO: Each Supervisor
FROM: *Robin Kay for* Marvin J. Southard, D.S.W.
Director

SUBJECT: DEPARTMENT OF MENTAL HEALTH PLAN TO HIRE STAFF TO PROVIDE MENTAL HEALTH SERVICES PURSUANT TO AB109

On September 20, 2011, based on a recommendation by Supervisor Gloria Molina, your Board requested the Director of the Department of Mental Health (DMH) to report on the role DMH will take to hire the necessary personnel to provide mental health services as a result of the Public Safety Realignment Assembly Bill (AB109). This is to provide your Board with information regarding the following:

- Stages of program implementation and hiring; and
- Strategies to recruit necessary personnel

Program and Hiring Stages

DMH has developed a plan for the sequential implementation of services required as a result of AB109. DMH has submitted the request for positions to the Chief Executive Office (CEO) for inclusion in the comprehensive AB109 staffing plan. We anticipated this plan. We anticipate this plan will be submitted for your Board's consideration on October 11, 2011.

As various program components will need to be operational in different timeframes, DMH has prioritized those that must be in place in the month prior to or on the planned October 1 release date. Other services will be rolled out over the course of the first month of the program. Specific program components and the dates on which DMH is anticipating full program implementation are reflected in the table below:

Program Component*	Service to be delivered	Positions to be filled	Anticipated Date of Implementation
Pre-Screening	Review of California Department of Corrections and Rehabilitation (CDCR) records and DMH history	2.0 FTE Psychiatric Social Workers	Fully implemented on September 6. Staff was redirected to this function on an interim basis

Program Component*	Service to be delivered	Positions to be filled	Anticipated Date of Implementation
Assessment and Linkage	In-person evaluation of individuals with co-occurring disorders and linkage with appropriate service provider	1.0 FTE Supervising Psychiatric Social Worker 6.0 FTE Social Workers 1.0 Sr. Typist Clerk	October 1
Tracking and Reporting	Submission of reports on status of AB109 program and clients	1.0 Sr. Secretary III	October 15
Community Crisis Response	Field evaluation of individuals in mental health crisis post-release	1.0 Clinical Psychologist 1.0 Psychiatric Social Worker	November 1
Clinic Psychiatric Capacity	Augmented psychiatric capacity in heavily impacted areas	No positions being requested. DMH will address needs utilizing existing locum tenens psychiatrists contracted services	November 1

Personnel Recruitment Strategies

The following strategies are being utilized to aggressively recruit the required personnel:

- Use of ordinance items pending item allocation. As authorized by your Board on August 30 and directed by the Chief Executive Officer in his memo of September 15, 2011, DMH is proceeding with hiring on ordinance items in order to initiate recruitment in advance of allocation of specific items. As with the pre-screening activities, other program components will be implemented using staff temporarily reassigned from other duties until the new positions can be filled through the hiring process.
- Transfer opportunity bulletins. Bulletins for the Psychiatric Social Worker and Supervising Psychiatric Social Worker positions have been sent to approximately 4,000 individuals.
- Fast-tracking selection interviews. Additional resources have been dedicated to obtaining and canvassing lists for available positions. During the week of September 19, 15 individuals were canvassed and 14 interviews were scheduled for the Senior Typist Clerk position. All candidates have now been screened. Lists for the Senior Secretary III will be obtained and canvassed during the week of September 26.

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- Priority processing; all paperwork associated with personnel recruited for AB109 will be flagged and prioritized for processing.
- Rapid access to psychiatrists. DMH will utilize existing locum tenens agreements for the recruitment of psychiatrists.

If you have any questions, please call me or your staff may contact Robin Kay, Ph.D., Chief Deputy Director, at (213) 738-4108.

MJS:RK:lw

c: William T Fujioka, Chief Executive Officer
Sachi Hamai, Chief Executive Officer of the Board
Andrea Ordin, County Counsel
Lisa Garrett, Director of Human Resources
Sheila Shima, MH Deputy
Robin Kay, Ph.D.