



**HEALTH AND MENTAL HEALTH CLUSTER
AGENDA REVIEW MEETING**

DATE: Wednesday, July 5, 2023

TIME: 11:30 A.M.

THIS MEETING WILL CONTINUE TO BE CONDUCTED VIRTUALLY AS PERMITTED UNDER THE BOARD OF SUPERVISORS' JUNE 27, 2023, ORDER SUSPENDING THE APPLICATION OF BOARD POLICY 3.055 UNTIL AUGUST 31, 2023

TO PARTICIPATE IN THE MEETING, PLEASE CALL AS FOLLOWS:

DIAL-IN NUMBER: 1 (323) 776-6996

CONFERENCE ID: 322130288#

[MS Teams link](#) (Ctrl+Click to Follow Link)

AGENDA

Members of the Public may address the Health and Mental Health Services Meeting on any agenda item. Two (2) minutes are allowed for each item.

THIS TELECONFERENCE WILL BE MUTED FOR ALL CALLERS. PLEASE DIAL *6 TO UNMUTE YOUR PHONE WHEN IT IS YOUR TIME TO SPEAK.

12:00 P.M. NOTICE OF CLOSED SESSION

CS-1 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Dana Tompkins Barnett, et al. v. County of Los Angeles, et al.

United States District Court Case No. 2:20-cv-02530

Department of Health Services

Los Angeles Sheriff's Department

- I. Call to order
- II. **Discussion Item(s):**

DMH/DPH/DHS: Solidifying the Role of Promotoras de Salud in County Services (Quarterly Update)
- III. Items Continued from a Previous Meeting of the Board of Supervisors or from the Previous Agenda Review Meeting

- IV. Items not on the posted agenda for matters requiring immediate action because of an emergency situation, or where the need to take immediate action came to the attention of the Department subsequent to the posting of the agenda
- V. Public Comment
- VI. Adjournment



BOARD MOTION UPDATES: SOLIDIFYING THE ROLE OF PROMOTORAS DE SALUD IN COUNTY SERVICES

JUNE 28, 2023
QUARTERLY UPDATE



TABLE OF CONTENTS

- Background
- DHS Updates
- DPH Updates
- DMH Updates

BACKGROUND

- On February 15, 2022, the Board of Supervisors instructed CEO in collaboration with Department of Health Services, Department of Public Health, Department of Mental Health and the Alliance for Health Integration to identify funding to sustain Community Health Worker/Promotoras/es programs and provided updates on opportunities to expand the range of services and opportunities to connect more residents to culturally and linguistically accessible care. (Motion Linked [Here](#))
 - Included in this Motion are specific directives to each Health Department
- Report Backs were submitted on June 21, 2022, and January 30, 2023. (Report Backs Linked [Here](#))
- The following slides reflect each Department's quarterly update on the work reflected in the Report Back and as required by the Board Motion

BACKGROUND INFORMATION ON MEDI-CAL FUNDING FOR CHWS

NOTE: Under CalAIM Enhanced Care Management and Community Supports, CHW/IP services are not recognized as a separate billable services. A contracted provider may opt to use the MCP's capitated payment to cover CHW/IP services but are not required to do so.

	Community Health Worker Benefit	SB 803/ Peer Support Benefit
Benefit Description	<p>Preventive health services provided by skilled and trained CHWs who work directly with individuals who may have difficulty understanding and/or interacting with providers due to cultural and/or language barriers.</p> <p>CHW services are considered medically necessary for beneficiaries with one or more chronic health conditions (including behavioral health) or exposure to violence and trauma, who are at risk for a chronic health condition or environmental health exposure, or who face barriers meeting their health or health-related social needs, and/or benefit from preventive services.</p>	<p>Health recovery services due to mental health diagnosis or behavioral health condition are provided by Peer Support Specialists (PSS) under the Specialty Mental Health Service System, Drug Medi-Cal (DMC), and Drug Medi-Cal Organized Delivery system (DMC-ODS) programs for counties that opt in to cover the service) DMH and DPH-SAPC are leading the implementation of the certified peer specialist within their respective systems.</p> <p>PSS are individuals with lived experience who receive PSS certification. Covered PSS service include:</p> <ul style="list-style-type: none"> - Educational skill building groups - Engagement - Therapeutic activity
Funding	<p>Most Medi-Cal beneficiaries in Los Angeles County are enrolled in a managed care plan (LA Care or Health Net and their delegated plans), where reimbursement for covered services is governed by contractual arrangements between the County department and the health plan.</p> <p>This is not a key state funding source for the Health Departments.</p>	<p>This is a new state funding source that will be drawn down. The benefit rolled out on July 1, 2022.</p>

EXPLANATION: CHW VACANCY DATA

As requested by the Board Offices, each Health Department is including vacancy and position funding data for their respective CHW positions.

On the following slides, you will see this chart (right).

We have included an explanation of the types of roles and data you will review.

Temporary County employees do not have full benefits and are “at-will”; they work alongside DMH, DHS, DPH permanent staff; they are managed by County managers.

Contracted CHWs are employed by personnel agencies to quickly respond to emergencies and/or funded by short-term grants

CHWs at CBOs are employed by community organizations that have contracts with DPH, DMH and/or DHS.

	Permanent County Employees Filled/Vacant	Temporary County Employees Filled/Vacant	Contracted CHWs Through Personnel Agencies Filled/Vacant	CHWs Through CBO Contracts
CHW	<u>Example:</u> Filled: 200 Vacant: 250	<u>Example:</u> Filled: 100 Vacant: 50	<u>Example:</u> Filled: 40 Vacant: 200	<i>The Health Departments do not track vacancies of CHWs employed at CBOs and therefore this data is not included in this report.</i>

DHS: CHW VACANCY DATA



As requested by the Board Offices, each Health Department is including vacancy data for CHW positions (point-in-time)

	Permanent County Employees <i>Filled/Vacant</i>	Temporary County Employees <i>Filled/Vacant</i>	Contracted CHWs Through Personnel Agencies <i>Filled/Vacant</i>
CHW	Filled: 107 Vacant: 14	N/A	Filled: 27 Vacant: 17
Senior CHW	Filled: 38 Vacant: unavailable	N/A	Filled: 31 Vacant: unavailable
Supervising CHW	N/A	N/A	Filled: 1 Vacant: 0

UPDATES FROM THE DEPARTMENT OF HEALTH SERVICES



Directives

1. Assess and report on which CalAIM programs may be best suited to incorporate and expand the use of promotoras and the timelines for their implementation.
2. Report on status of available Medi-Cal revenue, future CalAIM funding and other sources of funding to support the continuation of the MAMA's Neighborhood program.
3. Report on how any residually available ARPA funding, as identified by CEO per above directive, may be repurposed to launch a pilot program that would expand the role of DHS Community Health Workers to engage residents and connect them with DHS resources and care services.

Updates

1a. Meetings with Health Plans on leveraging the CHW benefit within the construct of public hospital financing (creative financing opportunities) for current Enhanced Care Management services and other programs including pediatrics (in progress)

1b. Exploring opportunities within the Trauma Recovery/Hospital Based Violence Intervention Programs and the Housing for Health Street Based Engagement and Mobile Clinics. Grant funding primarily supports the CHWs in the HBVIP. Housing for Health Street Based Engagement and Mobile Clinics are seeking to hire county CHWs.

1c. Ongoing meetings and advocacy with HR regarding the review and revision of class specifications, special pay practices to promote hiring and retention. WERC is involved to create training curriculum to support CHW hiring and onboarding. On 3/2/23 the CEO approved a temporary pay increase for CHWs such that all current and incoming CHWs will start at Step 6 of the salary schedule. Discussions regarding a potential bonus/differential for street-based engagement are still ongoing.

2. The MAMA'S Neighborhood model of care continues as the standard of comprehensive perinatal medical and psychosocial care enterprise wide, with its most recent staffing integration into both Obstetric ACN and delivery hospital/tertiary sites to sustain it beyond WPC. The MAMA'S team continues to be comprised of a multidisciplinary team of medical and psychosocial professionals, including physicians, midwives, nurses, nutritionists, social workers as therapists, health educators, and CHWs, which by scope of practice is mandated by CPSP and MCO/Ps. This full team *collaborates* with existing on-site staff in BHI, specialty care, in-patient, and community organizations on medical treatments, therapeutic supports, transitions of care, and helpful resources.

3. Did not receive funding for the proposed apprenticeship program/pilot. We are leveraging our current CHW support for field visits, engaging patients, outreach, linkage to services in our current and expanding programs (i.e. Enhanced Care Management/Community Supports).

UPDATES FROM THE DEPARTMENT OF HEALTH SERVICES



Barriers

- Low pay for CHWs makes hiring and retention challenging.
- Limitations of CHWs' promotional opportunities.
- Complexity of work environments (street-based engagement teams, mobile clinics) makes hiring and retention difficult.

Opportunities

- Ongoing meetings with HR and ongoing discovery for special pay practices.
- Advocacy and creativity related to promotional opportunities.
- Review and revision of CHW class specifications.
- Health plan engagement on reimbursement opportunities related to CalAIM.
- Capacity building (WERC supporting).

DPH: CHW VACANCY DATA



As requested by the Board Offices, each Health Department is including vacancy data for CHW positions (as of April 30, 2023)

	Permanent County Employees <i>Filled/Vacant</i>	Temporary County Employees <i>Filled/Vacant</i>	Contracted CHWs Through Personnel Agencies <i>Filled/Vacant</i>
CHW	Filled: 66 Vacancies: 16	Filled: 1 Vacancies: 0	Filled: 42 Vacancies: 0
Senior CHW	Filled: 1 Vacancies: 0	N/A	N/A
Supervising CHW	N/A	N/A	Filled: 3 Vacancies: 0

UPDATES FROM THE DEPARTMENT OF PUBLIC HEALTH



Directives

2. Assess the need and viability of utilizing any additional funding to sustain and expand promotores use in pandemic response, while also expanding their role to provide outreach and education in other health conditions like chronic diseases and sexually-transmitted diseases.

Updates

- \$7.5M from American Rescue Plan Act (ARPA) Tranche 2 funding will extend the CHW Outreach Initiative (Community-Based Outreach) programming from September 1, 2023-August 31, 2024. Funding will support outreach/education for ongoing COVID activities and other health conditions or emergent health issues in high need communities.

- DPH's Public Health AmeriCorps program is ongoing and has recruited 40 of the 96 allocated AmeriCorps members to serve in a CHW capacity supporting COVID outreach/education and other countywide public health activities and campaigns. Members will serve a one-year term from their date of hire and earn a modest living allowance. The program will begin Year 2 in August 2023 and is funded through July 2025 (pending annual renewal approval).
- The Equity Fund Program will close August 2023. CBOs who have been able to successfully meet their contract targets and draw down funds are being moved over to the COVID-19 Equity Community Project (ECP) to support with priority populations. Currently, 11 of the 43 will close their Equity Fund contracts between May – August and move to the ECP program.
 - Through the ECP 12 CBOs are continuing to outreach to other CBOs that serve young children to educate families about COVID-19 and host vaccination opportunities to improve pediatric vaccination rates. These contracts will run through November 2023.
 - Also, through ECP, 9 CBOs are currently funded to provide COVID-19 education and host vaccination opportunities directed at the LGBTQIA+ community or individuals living with disabilities. With the transition of the Equity Fund CBOs, the number will increase to 20. These funds currently run through November but will be extended through February 2024.

UPDATES FROM THE DEPARTMENT OF PUBLIC HEALTH



Directives

- I. Assess and report on how CalAIM funding streams can be utilized to provide further support vulnerable populations served by DPH, including but not limited to those with substance use and treatment disorders.

Updates

- CalMHSA's certification application and scholarship program was open between May 2022 and December 31, 2022. This Spring, CalMHSA released remaining scholarships to prospective peers from all counties on a first come, first served basis.
 - As of June 21, 2023, SAPC has elevated 87 individuals for grandparenting scholarships; CalMHSA has approved 48.
 - As of June 21, 2023, SAPC has elevated 158 individuals for initial certification scholarships; CalMHSA has approved 121 so far.
- CalMHSA's certification exam and certified peer registry now live.
 - As of June 21, 2023, 52 individuals are officially certified and eligible to provide Medi-Cal reimbursable Peer Support Services (PSS).
- SAPC released Peer Support Specialist Certification and PSS policy and procedural guidance in April 2023. A SAPC-developed implementation training was delivered for the first time in May 2023.
- SAPC continues to support program implementation through:
 - Ongoing collaboration with DMH; and
 - Targeted technical assistance provision.

UPDATES FROM THE DEPARTMENT OF PUBLIC HEALTH



Barriers

- Ongoing delays of certification program rollout at the state level have delayed local implementation.
- Prospective peers continue to elevate challenges with the CalMHSA application and examination process. Targeted technical assistance has helped to address these issues.
- Medi-Cal reimbursement limited to DHCS-defined PSS activities, which do not include preventive services and supports delivered prior to client enrollment in treatment.

Opportunities

- DPH-SAPC has identified funding to cover the cost of future training and certification to ensure ongoing support for building this new part of the SUD workforce once state-funded scholarships are no longer available.
- In partnership with DMH, SAPC has opened cross-departmental training and technical assistance opportunities (e.g. exam preparation, implementation training) to support peers across the County's behavioral health systems.
- DPH-SAPC continues to promote the Peer Support Specialist Certification program in meetings with providers and with the recently launched training to encourage agencies to hire peers and utilize PSS.
- Under CalAIM payment reform efforts launching July 2023, rates for peers have increased, which may increase interest in hiring and utilizing peers.

DMH: CHW VACANCY DATA



As requested by the Board Offices, each Health Department is including vacancy data for CHW positions (point-in-time)

	Permanent County Employees <i>Filled/Vacant</i>	Temporary County Employees <i>Filled/Vacant</i>	Contracted CHWs Through Personnel Agencies <i>Filled/Vacant</i>
CHW	Filled: 289 Vacant: 196	Filled: 116 Vacant: 184	N/A
Senior CHW	Filled: 28 Vacant: 10	N/A	N/A
Supervising CHW	Filled: 13 Vacant: 5	N/A	N/A

UPDATES FROM THE DEPARTMENT OF MENTAL HEALTH



LOS ANGELES COUNTY
DEPARTMENT OF
MENTAL HEALTH
hope. recovery. wellbeing.

Directives

1. Provide an updated report regarding current efforts within the Department to retain and expand upon the Promotores de Salud Mental program and provide long-term participants of the program with a pathway to full-time employment.
2. Report back on existing allocations of CARES Act and ARPA funding for the Promotores de Salud Mental program and plans for its use to preserve and expand upon the program.
3. Report back on initiatives to include the promotores and Community Ambassador Network programs in the Department's Anti-Racism, Diversity, and Inclusion initiatives.

Updates

1. The program has diligently utilized the approved conversion of 150 part-time CHW/Promotores de Salud Mental positions to 150 permanent full-time positions to offer a pathway to full-time employment, allowing 46 incumbents to seek full time status. An additional 50 part-time positions will be converted to full-time positions in FY 23-24.
2. A new solicitation, funded with both ARPA and MHSA Prevention dollars, will be released shortly to expand the Promotores de Salud Mental/United Mental Health Promoters (UMHP) to contracted providers.
3. The Promotores / UMHP Programs are working together to coordinate cross-training and service coordination in the Service Areas. The Community Ambassadors will become UMHP.

UPDATES FROM THE DEPARTMENT OF MENTAL HEALTH



Barriers

1. Barriers to hiring permanent positions have been low salary, recruitment of culturally and linguistically diverse workforce, assistance with navigating county job application process i.e., translating knowledge and experience to the County's job application that is relevant to the County, onboarding HR process is slow, difficulty securing technology resources, no field-based bonus provided and high burn out.

Opportunities

1. DMH is implementing the County-approved critical shortage recruitment rate for the CHW position effective 3/1/23 through 6/30/2024, moving incumbents and starting new hires and promotions at Step 6 of the salary scale. Similar County-approved changes are being implemented for Senior CHW and Supervising CHW positions effective 6/1/2023 through 6/30/2024.
2. DMH is working with the Department of Economic Opportunity (DEO) to present the open positions to the American Job Career Centers.
3. Continuing efforts to promote job openings to diverse communities, including at the Speaker's Bureau multi-cultural community conference, Korean specific media and organizations, at Promoter workshops and outreach events.