



SUMMARY REPORT

Agenda Date: 7/9/2024

To: County of Sonoma Board of Supervisors
Department or Agency Name(s): Department of Health Services
Staff Name and Phone Number: Tina Rivera, 707-565-4774
Vote Requirement: Majority
Supervisory District(s): Countywide

Title:

Department of Health Services Appointment of Retiree Extra Help

Recommended Action:

Pursuant to Government Code Section 7522.56, approve the appointment of Helene Barney as a Client Care Manager Retiree Extra-Help to fill a critically needed position within 180 days of her retirement, with an appointment date as early as July 9, 2024.

Executive Summary:

Pursuant to the California Public Employees' Pension Reform Act of 2013 (Government Code § 7522.56), the Sonoma County Department of Health Services (hereinafter, "DHS" or "the Department") is recommending an exception be made to appoint a retiree as extra-help provided that the governing body certifies that the appointment is necessary to fill a critically needed position for a limited duration in those circumstances where 180 days from the date of retirement has not yet passed. This approval must be in a noticed public meeting and not on a consent calendar. The Department of Health Services is requesting the appointment of Helene Barney as a Client Care Manager in a retiree extra-help capacity to provide assistance for a period of up to 18 months due to an absence of qualified management. Another Client Care Manager was transferred to a different 24/7 unit (Mobile Support Team), leaving a lack of available Client Care Managers at the CSU. A Client Care Manager is a critical part of an on-call rotation to support their team in a 24/7 environment.

Discussion:

Pursuant to the California Public Employees' Pension Reform Act (PEPRA), Government Code §7522.56, an exception can be made to reappoint a retiree as extra-help provided the governing body certifies that the appointment is necessary to fill a critically needed position, in those circumstances where 180 days from the date of retirement has not yet passed. This approval must be in a noticed public meeting and not on a consent calendar. PEPRA includes other requirements in order for a retiree to be eligible for an Extra-Help appointment, such as not having accepted a retirement incentive and not having accepted unemployment arising out of prior public appointment. The individual and delegated department staff have completed the Retiree Extra-Help Compliance Form certifying the appropriateness of the appointment.

Helene Barney retired from her position as a Client Care Manager with the Department of Health Services on April 15, 2024. Ms. Barney worked within the DHS Behavioral Health Division as a Client Care Manager for 5 years with the Crisis Stabilization Unit (CSU). In this role, she functioned as one of two managers of a 24-hour, 7-day/week CSU. Ms. Barney planned, organized, managed, and evaluated the services of the CSU, supervised

personnel within the program, acted as a liaison with other departmental programs and agencies, assured that the 24-hour program was appropriately staffed; had on-call responsibilities on evenings, nights, and weekends. She managed client care and proper functioning of a 24-hour, 7 day/week CSU and developed, implemented, and monitored standards of care within the unit; led daily team shift meetings; received reports from managers in charge of preceding shift and sent reports to succeeding shift. She planned, developed, implemented and evaluated annual program goals; administered policies, legislative standards, labor agreements. Ms. Barney worked collaboratively with other departmental program managers, participated on inter- and intra- agency committees, and maintained effective working relationships with hospitals and other community partners.

The Department does not currently have the number of extra-help staff necessary to ensure 24-hour, 7 day/week CSU management coverage to provide these vital services during staff vacations, leaves, or position vacancies. DHS has faced clinician staffing challenges for several years, particularly staffing for the unique environment of the CSU, resulting in delays and sometimes reductions of availability to serve clients, thereby causing a back-up of behavioral health clients in the Sonoma County hospital emergency departments. It is a high priority to provide these services, and being able to retain someone as an extra-help manager who is experienced with both the outpatient and the CSU roles is critical. Helene will provide clinical supervision to BH clinicians, case coordination with partners at Emergency Departments, and at the main adult detention facility she will provide direction on accepting and receiving referrals for inpatient treatment. She will authorize direct hospitalizations and other duties as regularly assigned to the Client Care Manager.

DHS has consulted with the Human Resources Department which is supportive of the recommended action.

In accordance with Government Code section 7522.56, DHS is asking the Board to certify as follows:

1. Helene Barney’s appointment to Client Care Manager Extra-Help is necessary to fill a critically needed position within 180 days of her retirement date;
2. Helene Barney did not accept retirement incentives upon her retirement;
3. Helene Barney’s appointment shall not exceed 960 hours per year.
4. Per Internal Revenue Code section 401(a)(36), Helene Barney meets the requirement of being of normal retirement age.

If the Board approves the foregoing certifications, Helene Barney will be hired as of July 9, 2024 as a retiree extra-help Client Care Manager.

Strategic Plan:

N/A

Prior Board Actions:

N/A

FISCAL SUMMARY

Expenditures	FY 24-25 Adopted	FY 25-26 Projected	FY 26-27 Projected
Budgeted Expenses			
Additional Appropriation Requested	\$79,700		

Total Expenditures	\$79,700	0	0
Funding Sources			
General Fund/WA GF			
State/Federal	\$79,700		
Fees/Other			
Use of Fund Balance			
Contingencies			
Total Sources	\$79,700	0	0

Narrative Explanation of Fiscal Impacts:

The cost for the retiree extra-help Client Care Manager (Helene Barney) will be \$72.15 per hour at the I-Step. Based upon a maximum 960 hours the estimated costs for FY 24-25 will be \$79,700. The Department will utilize salary saving budgeted for FY 24-25. Funding sources that typically pay for the job classification filled by Ms. Barney are 50% Federal Financial Participation (FFP) and 50% 1991 Mental Health Realignment.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)

Narrative Explanation of Staffing Impacts (If Required):

Retiree extra-help appointment. No permanent allocations are being added or changed.

Attachments:

None

Related Items "On File" with the Clerk of the Board:

None