

Carolina Rook

From: Silas Halloran-Steiner
Sent: Friday, October 04, 2019 7:57 AM
To: Mary Starrett; Ken Huffer
Cc: Christina Malae; Justin Hogue; Carolina Rook; Keri Hinton; Lindsey Manfrin; Brittany Zylstra-Stanhope; Andrea Paola
Subject: Board Consideration: HHS Position Management Changes

Hi Mary and Ken,

I would like to request board consideration to change current position management authority within our HHS Adult Behavioral Health Division. This is largely due to the retirement of Marie McDaniel-Bellisario after 36 plus years of service here at the County. Marie has led the Adult Behavioral Health Division with excellence. As we prepare to fill her job duties, I am recommending we split out some of the operational components of her division management. Most notably I want to have distinct management functions over Housing and Recovery Services such as our Transition Treatment Recovery Services and some other Supportive Housing programs, as well as Crisis Outreach, Intake, and Criminal Justice Behavioral Health division programs. We will still need a manager function over the Adult Outpatient Programs which includes mental health and substance use disorder treatment services. If approved, all of these changes will be position management neutral but require some changes to classifications as outlined below.

However, I do need to request one mid-year addition to my roster in order to make this transition management plan functional; I would like to add a Manager II for the Newberg outpatient clinic services. The request to add a manager in Newberg follows years of clinical services growth. Currently we have the position covered with a split Supervisor who spends time in both Newberg and McMinnville clinics plus several other remote manager supports that are only partial full time equivalent (FTE) positions. Here are some interesting data points to note regarding Newberg services:

- Between 2015 and 2018 we've experienced growth in services to Yamhill Community Care Organization (YCCO) members in the Newberg area in all ages groups; as a reminder YCCO constituents between 75-80% of our population for total behavioral health services.
- Rates of YCCO members accessing behavioral health services increased in the following – as a percent of the total membership:
 - 0-11 – Increased from 6.1% to 9.8%
 - 12-17 – Increased from 15.4% to 20.9%
 - 18-25 – Increased from 18.4% to 22.7%
 - 26-64 – Increased from 21.0% to 29.6%
 - 65+ – Increased from 8.6% to 9.5%
- We've increased our services to YCCO Newberg residents who receive services at the Newberg clinic from 154 unique clients per year in 2015 to 341/year in 2018; a 55% increase.
- We've experienced a 39% increase in YCCO Newberg residents who receive service in McMinnville during this same time period of 2015 to 2018 which means there may be other services we can effectively transfer to the Newberg clinic with planning, space needs analysis, and management support.

Specifically, I would like to request the following changes:

Add 1.0 FTE of Program Manager II (401.28) in order to provide supervision for expanded adult and youth outpatient services at HHS' Newberg Clinic.

Delete 1.0 FTE of Program Manager IV (401.55) and add 1.0 FTE of Program Manager III (401.35) for Adult Outpatient Program due to reduced FTE responsibility as a result of adding a Program Manager for Crisis/Criminal Justice Services and Housing Services.

Delete 1.0 FTE of Program Manager I (401.37) and add 1.0 FTE of Program Manager III (401.35) for Crisis/Criminal Justice Services.

Delete 1.0 FTE of Program Manager I (401.37) and add 1.0 FTE of Program Manager II (401.28) for Supported/Supportive Housing Programs.

While this model represents a change to position management authority within our Adopted 2019-2020 budget, we have sufficient expense authority for the change.

If approved, the change will allow us to provide better oversight over the adult safety net services that we provide to our community. We also anticipate other benefits to our business practices and efficiencies related to improving the delivery of care to our most vulnerable citizens.

Please let me know if you have any questions.

Carolina/Keri, please place this item on the next Board Agenda for approval. Suggested Board Agenda language:

“Delete 2.0 FTE of Program Manager I (401.37) and 1.0 FTE of Program Manager IV (401.55); Add 2.0 FTE of Program Manager III (401.35) and 2.0 FTE of Program Manager II (401.28) in the Health and Human Services position management roster.”

Thanks,

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Our Mission: To promote the public’s physical, emotional and social well-being through services, prevention, education, and partnerships.



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Board of Commissioners on
10/10/19 by Board Order
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