

RESOLUTION
ROCK COUNTY BOARD OF SUPERVISORS

Kate Luster
INITIATED BY

Human Services Board
SUBMITTED BY



Greg Winkler
DRAFTED BY

March 13, 2017
DATE DRAFTED

Reclassifying Position from 1.0 FTE Psychiatric Technician to 1.0 FTE Behavioral Health Clinician

1 **WHEREAS**, the Human Services Department strives to provide excellent service to individuals
 2 experiencing a psychiatric crisis through its Crisis Intervention Unit; and,
 3
 4 **WHEREAS**, the Department has had a vacant Psychiatric Technician position since November 2016,
 5 which it wishes to reclassify to a Behavioral Health Clinician; and,
 6
 7 **WHEREAS**, there are programmatic and community service advantages to increasing the number of
 8 Master's Level Behavioral Health Clinicians in the Crisis Unit thereby enhancing the skill level of
 9 employees making critical decisions; and,
 10
 11 **WHEREAS**, the addition of a Behavioral Health Clinician will allow for Crisis Worker coverage during
 12 third shift hours and eliminate the use of an on-call Crisis Worker reducing stress on other emergency
 13 response agencies in the community; and,
 14
 15 **WHEREAS**, the Human Services Department therefore requests that the County Board reclassify the
 16 vacant Psychiatric Technician position assigned to Crisis Services to a Behavioral Health Clinician
 17 position; and,
 18
 19 **WHEREAS**, this reclassification is consistent with more comprehensive staff restructuring in Crisis
 20 Services that will be proposed as part of the 2018 HSD budget; and,
 21
 22 **WHEREAS**, this change is cost neutral in 2017 because of the reduction in use of an on-call Crisis
 23 Worker and the three-month vacancy in the Psychiatric Technician position.
 24
 25 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly assembled
 26 this 13th day of APRIL, 2017 does hereby reclassify the 1.0 FTE vacant Psychiatric Technician
 27 to a 1.0 FTE Behavioral Health Clinician and authorize the Human Services Department to fill the
 28 position.

Respectfully Submitted,

ROCK COUNTY HUMAN SERVICES BOARD

Brian Knudson
Brian Knudson, Chair

Absent
Sally Jean Weaver-Landers, Vice Chair

Karl Dommershausen
Karl Dommershausen

Terry Fell
Terry Fell

Linda Garrett
Linda Garrett

Ashley Kleven
Ashley Kleven

Kathy Schulz
Kathy Schulz

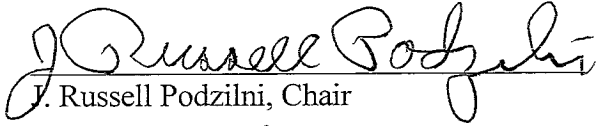
Terry Thomas
Terry Thomas

Shirley Williams
Shirley Williams

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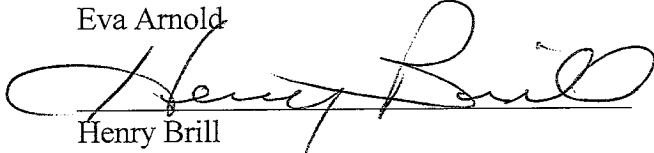
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COUNTY BOARD STAFF COMMITTEE

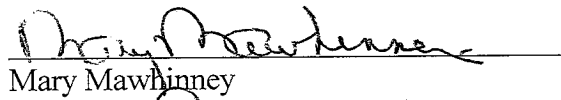

J. Russell Podzilni, Chair

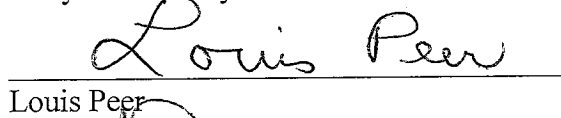

Sandra Kraft, Vice Chair

Absent
Eva Arnold

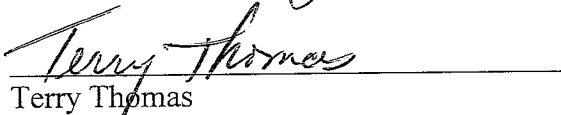

Henry Brill

Absent
Betty Jo Bussie


Mary Mawhinney

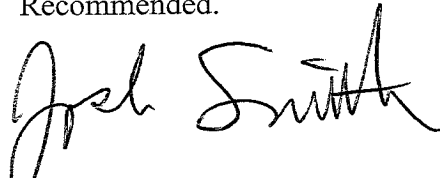

Louis Peer


Alan Sweeney


Terry Thomas

ADMINISTRATIVE NOTE:

Recommended.


Josh Smith
County Administrator


FISCAL NOTE:

Funding is available in the HSD budget for the cost of reclassifying a Psychiatric Technician position to a Behavioral Health Clinician due to staff vacancies.


Sherry Oja
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to § 59.22(2), Wis. Stats.


Jeffrey S. Kuglitsch
Corporation Counsel

Executive Summary

Reclassifying Position from 1.0 FTE Psychiatric Technician to 1.0 FTE Behavioral Health Clinician

This resolution authorizes the reclassification of a vacant Psychiatric Technician position to a Behavioral Health Clinician position. This request represents part of a larger plan to reorganize the Crisis Unit staffing structure in 2018 to increase Master's level staff providing crisis assessments. To avoid staff layoffs as we make these changes, HSD proposes to reclassify positions through attrition when we have a position vacancy beginning in 2017.

The reclassification provides Crisis Services with a more skilled, clinical position in the role of making critical decisions in the face of a psychiatric crisis, thus increasing the chances of improved consumer outcomes and reduced acute hospitalizations. This change also increases coverage for the Crisis Unit by eliminating the current "on-call" crisis worker on 3rd shift, which has been difficult to consistently maintain. Instead, HSD will staff this shift with a scheduled worker to improve response times and therefore reduce stress on other emergency responders in the community.

This reclassification is cost-neutral for 2017 as it is offset by three months of vacancy in the Psych Tech position and a reduction in the use of on-call Crisis Workers. HSD will propose a restructure in the 2018 budget that further integrates these principles into the training and staffing pattern in Crisis Services.