

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

DATE: January 3, 2011

TO: Supervisor Lee Holloway, County Board Chairman

FROM: Héctor Colón, Director, Department of Health and Human Services
Prepared by: Paula Lucey, Administrator, Behavioral Health Division

SUBJECT: From the Director, Department of Health and Human Services, Requesting Authorization to Unfund 0.5 FTE BH Medical Program Director-CATC and Create 1.0 FTE BH Clinical Program Director Psychology within the Acute Inpatient Service at the Behavioral Health Division

Issue

The Director, Department of Health and Human Services (DHHS), is requesting authorization to make personnel changes related to Acute Inpatient Medical Staffing at the Behavioral Health Division (BHD), by unfunding 0.5 FTE BH Medical Program Director-CATC to create 1.0 FTE BH Clinical Program Director Psychology. This change in positions will not result in any layoffs.

Background

BHD is currently undertaking Acute Inpatient unit reconfigurations, including the opening of the new Women's Treatment and Intensive Treatment Units and other treatment modifications. Inpatient medical staffing for the reconfigured units was carefully planned out based on present staffing (as of Fall 2011) and the special needs of each patient unit. An unexpected inpatient Staff Psychiatrist resignation in December 2011, with an additional 2.5 FTEs of Staff Psychiatrist already vacant, now requires BHD to re-evaluate how to best staff each unit.

For many years, BHD has utilized a Psychology Attending Treatment Model where 2.0 FTEs of BH Clinical Program Director Psychology function as the attending staff members on a unit, teamed with 1.0 FTE Staff Psychiatrist for consultation and medication management. In the best interest of patient care, BHD has determined that the addition of 1.0 FTE BH Clinical Program Director Psychology would help offset the immediate psychiatrist shortage on the acute service.

To help pay for the cost of the new position, BHD is requesting to unfund 0.5 FTE BH Medical Program Director-CATC. There are no present plans to fill the vacant 0.5 FTE BH

Medical Program Director-CATC position, due to the recent addition of a child-trained Staff Psychiatrist assigned to both the Adult and Child Acute Inpatient Services. Recruitment efforts to fill Staff Psychiatrist vacancies are ongoing, and BHD continues to work with the Department of Administrative Services – Division of Human Resources on the recently approved recruitment/retention measures.

Recommendation

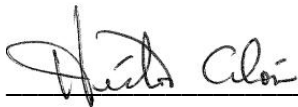
To alleviate and offset the inpatient psychiatry vacancy rate using the most immediate means available, BHD recommends the County Board authorize the Director, Department of Health and Human Services, or his designee, to unfund a vacant half-time position and create one new full-time position, as detailed below.

Position	Action	Pay Range	2012 Fiscal Impact*	Annual Fiscal Impact*
0.5 FTE BH Medical Program Director-CATC (Org. 6383/TC 50856)	Unfund	45PM	(\$101,095)	(\$119,476)
1.0 FTE BH Clinical Program Director Psychology (Org. 6373/TC 57093)	Create	34MP	\$118,294	\$139,802
TOTAL			\$17,199	\$20,326

*Note: The fiscal impact is based on a salary of step 1 in the respective pay range, but actual annual costs would depend on the step in the pay range at which a candidate is appointed.

Fiscal Impact

The recommended position actions contained in this report would increase BHD expenditures by a total of \$17,199 in 2012, and by \$20,326 in the first full year of implementation. BHD will absorb the increased cost within its existing budget for salaries. A fiscal note form is attached.



Héctor Colón, Director
Department of Health and Human Services

- cc: County Executive Chris Abele
- Terrence Cooley, County Board
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