

COUNTY OF MILWAUKEE
INTEROFFICE COMMUNICATION

Date: August 30, 2012

To: Supervisor Marina Dimitrijevic, Chairwoman, County Board of Supervisors

From: Craig Kammholz, Fiscal and Budget Administrator, DAS – Fiscal

Subject: Request to abolish upon vacancy 1.0 FTE Clinical Psychologist III (Title Code 00057024, Pay Range 31PT) and create 1.0 FTE BH- Clinical Program Director-Psychology (Title Code 00057093, Pay Range 34MP) within the Behavioral Health Division (BHD).

REQUEST

The Department of Health and Human Services is requesting to abolish 1.0 FTE Clinical Psychologist III (Title Code 00057024, Pay Range 31PT) upon the creation and filling of 1.0 FTE BH Clinical Program Director- Psychology (Title Code 00057093, Pay Range 34MP) within the Crisis Services Division of BHD.

BACKGROUND/ANALYSIS

Crisis Services is composed of multiple programs that assist individuals in need of immediate mental health intervention to assess their problems and develop mechanisms for stabilization and linkage. This division consists of the Psychiatric Crisis Service/Admission Center (PCS), Mental Health Crisis Walk-In Clinic, an Observation unit, the Crisis Line, Mobile Crisis Teams, a Geriatric Psychiatry Team and two eight-bed Crisis Respite houses.

The Crisis Services Observation (OBS) unit uses the Psychology Treatment model to provide care to clients. This requires that the primary Attending is a Psychologist, which would typically be a BH Clinical Program Director-Psychology. Currently, the OBS unit has 1.0 FTE Clinical Psychologist III that is the only medical staff assigned to this unit full time. The other medical staff that work in this unit are Attending Psychiatrists. These are part-time doctors that work rotating shifts in various service areas in Crisis Services such as the Observation Unit, Access Walk-In Clinic and Psychiatric Crisis Services (PCS) or are also employed elsewhere.

The Psychology department uses Clinical Psychologist III and BH Clinical Program Director-Psychology positions to provide patient care. Both positions call for the same education requirements and credentialing privileges. The difference between the two positions is that the

BH Clinical Program Director-Psychology has additional Attending Treatment Director privileges and responsibilities in program development, management, and/or supervision.

The primary responsibilities of a Clinical Psychologist III is to provide testing, diagnosis and treatment for patients with mental illness in the Crisis Services division; act as member of the mobile crisis team; collaborate with multidisciplinary teams and assist in the development of treatment interventions and implementation. In addition, the current incumbent in this position specializes in the treatment of individuals with co-occurring developmental disabilities and severe and persistent mental illness.

Because the Clinical Psychologist III is the only full time medical staff position assigned to the OBS Unit, the position is acting as the Attending Psychologist, and has taken on the additional responsibilities that would be required of that position. As a result, the department is requesting to abolish upon vacancy 1.0 FTE Clinical Psychologist III and create 1.0 FTE BH Clinical Program Director-Psychology.

In addition to continuing many of the responsibilities of the Clinical Psychologist III, the BH Clinical Program Director-Psychology would be the Attending Psychologist and primarily responsible for providing psychological services for patients in Crisis Services; functioning as Treatment Director for a Multidisciplinary Team; developing and implementing treatment interventions; supervising and providing clinical coverage for the Mobile Crisis Team Psychologist; performing risk assessments and management as well as stabilization of symptoms and psychological/quality of life issues; providing clinical expertise and consultation regarding the population of adults with co-occurring developmental disabilities and severe persistent mental illness; serves as liaison with Milwaukee County's Disabilities Services Division regarding all patients with developmental disabilities; and assuming the role of the Director of Psychology Training for all of the student practicums, observer-ships, and fellowships in the Psychology Department.

RECOMMENDATION

Based upon the duties that are currently being performed by the Clinical Psychologist III position, the Department of Administrative Services, Fiscal Affairs recommends that the request to abolish 1.0 FTE Clinical Psychologist III upon the creation and filling of 1.0 FTE BH Clinical Program Director Psychology, effective September 27, 2012, be approved.

FISCAL NOTE

Although DHHS/BHD submitted a second quarter report projecting a deficit of \$419,514, DAS-Fiscal is recommending this position action for approval. Approval of the request to abolish upon vacancy 1.0 FTE Clinical Psychologist III and create 1.0 FTE BH Clinical Program

Director Psychology, effective September 27, 2012, will result in an increase in expenditures of \$4,020 for 2012 and \$26,132 for subsequent years.

Prepared by:
Antionette Thomas-Bailey
278-4250



Craig Kammholz
Fiscal and Budget Administrator

pc: Chris Abele, County Executive
Kerry Mitchell, Interim-Director of Human Resources
Amber Moreen, Chief of Staff, County Executive's Office
Kelly Bablitch, Chief of Staff, County Board
Jennifer Collins, County Board Fiscal and Budget Analyst
Hector Colon, Director, Department of Health and Human Services