

COUNTY OF MILWAUKEE
Behavioral Health Division Administration
INTER-OFFICE COMMUNICATION

DATE: August 23, 2012

TO: Marina Dimitrijevic, Chairwoman, Milwaukee County Board of Supervisors
Kerry Mitchell, Director of Human Resources

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

SUBJECT: Request to abolish one position of Clinical Psychologist III upon vacancy and create one position of Clinical Program Director - Psychology within the Behavioral Health Division

Background and Discussion

The Psychology Department at the Behavioral Health Division (BHD) utilizes both Clinical Psychologist III and Clinical Program Director - Psychology (CPD) positions to deliver patient care services to the Division. Both Medical Staff positions are doctoral level and share some credentialing privileges. The CPD's have additional Attending Treatment Director privileges and, as such, have primary responsibility for the Multidisciplinary Treatment Team, write medical orders, and direct overall patient care in regard to treatment plan development, disposition, and commitment proceedings. In addition, they have responsibilities in the areas of program development, management, and/or supervision.

Currently, one Clinical Psychologist III position is dedicated to the delivery of direct patient care in the 24/7 Crisis Services (Observation Unit [OBS] and Mobile Crisis Team), with a focus on addressing the unique needs of individuals with co-occurring developmental disabilities and severe and persistent mental illness. Due to continued difficulty recruiting full-time psychiatrists, OBS has had a psychology model of care and this position is the only Medical Staff member assigned to OBS on a full-time basis. The duties that the position are expected to perform and the Medical Staff privileges required are substantially different and above and beyond those of the Clinical Psychologist III position.

In addition, this position's role has been recently expanded to include serving as the Director of Psychology Training. The BHD Psychology Department receives numerous requests from colleges and universities requesting potential training opportunities for doctoral level psychology students and psychiatry residents. The retirement of the former Director of Psychology Training has resulted in the need to reassign this responsibility and this position is the most natural fit. Given the emphasis on training and the importance of developing prospective future employees, overseeing the application process, provision/assignment of

supervisory responsibilities, and collaborating with institutions of higher education, this new role will be an essential aspect of the newly created position.

Due to the additional Director of Psychology Training responsibilities and the position assuming overall medical responsibilities for patient care on OBS, BHD is now requesting to abolish upon vacancy one position of BH Clinical Psychologist III and create one position of BH Clinical Program Director - Psychology, which will better reflect the duties of the position.

Fiscal Effect

The fiscal impact of the proposed abolish/create is detailed below. BHD plans to pay for the increase through vacant psychiatry positions.

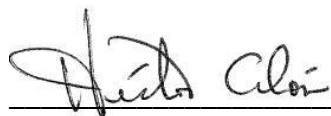
Current Position	Current Pay Range	Proposed Position	Proposed Pay Range	2012 Fiscal Impact*	Annual Fiscal Impact*
BH Clinical Psych III (TC 57024)	31PT	BH Clinical Program Director – Psychology (TC 57093)	34MP	\$8,117	\$26,381

*Note: The fiscal impact is based on a salary of step 2 in the new pay range. Fiscal impact includes salary, social security, and active fringe benefits and assumes a start date of October 3, 2012.

Recommendation

To reflect revised duties and assignments for the Crisis Services area, BHD recommends the County Board authorize the Director, Department of Health and Human Services, or his designee, abolish upon vacancy one position of BH Clinical Psychologist III and create one position of BH Clinical Program Director – Psychology.

Respectfully Submitted,



Héctor Colón, Director
Department of Health and Human Services

- cc.: County Executive Chris Abele
- Tia Torhorst, County Executive’s Office
- Kelly Bablitch, County Board
- Pat Farley, Director – DAS
- Craig Kammholz – Fiscal & Budget Administrator – DAS
- CJ Pahl, Assistant Fiscal and Budget Administrator – DAS
- Antionette Thomas-Bailey, Fiscal and Management Analyst – DAS
- Steve Cady, County Board Staff
- Carol Mueller, County Board Staff