

---

**AGENDA COVER MEMO**

---

AGENDA DATE: July 14, 2004

TO: Board of County Commissioners

DEPARTMENT: Health & Human Services

PRESENTED BY: Rob Rockstroh



AGENDA TITLE: IN THE MATTER OF INCREASING A MENTAL HEALTH SUPERVISOR POSITION FROM .80 FTE TO 1.0 FTE; INCREASING ONE MENTAL HEALTH SPECIALIST POSITION FROM .65 FTE TO 1.0 FTE; AND ONE MENTAL HEALTH SPECIALIST POSITION FROM .90 FTE TO 1.0 FTE EFFECTIVE JULY 1, 2004.

---

**I. MOTION**

In the Matter of Increasing a Mental Health Supervisor Position from .80 FTE to 1.0 FTE; Increasing one Mental Health Specialist Position from .65 FTE to 1.0 FTE; and one Mental Health Specialist from .90 FTE to 1.0 FTE Effective July 1, 2004.

**II. ISSUE OR PROBLEM**

Lane County Mental Health budget for Fiscal Year 2002-2003 required a significant reduction in staff. Subsequently, three positions have become vacant. These reductions have placed increased burden on remaining staff to meet the mental health needs of Lane County residents.

Lane County Mental Health currently has two vacant mental health specialists positions and one vacant mental health supervisor position. These positions are vacant due to people leaving employment at Lane County Mental Health. The two mental health specialists positions and the mental health supervisor position are not full time positions. Lane County Mental Health is requesting that the two vacant mental health specialist positions and the mental health supervisor position be increased to full time.

**III. DISCUSSION**

A. Background

Lane County Mental Health has two vacant mental health specialist positions and one mental health supervisor position vacant due to people leaving employment. Lane County would like to increase the FTE of all three positions to full time filling vacancies. Specifically, the mental health specialist position, currently .65 FTE Step 11, will be increased to 1.0 FTE at Step 2. The mental health specialist position currently, .90 FTE Step 8, will be

increased to a 1.0 FTE at Step 2. The mental health supervisor position, currently .80 FTE at Step 12, will be increased to 1.0 FTE Step 4.

**B. Analysis**

Because of the reduction in step for each position, there will not be additional costs associated with the increase of FTE to full time.

**C. Alternative / Options**

1. To increase the FTE for these three positions. This will allow Lane County Mental Health to better meet the mental health needs of our community. Increase two mental health specialists position from .65 FTE to 1.0 FTE and .90 FTE to 1.0 FTE and increase the mental health supervisor position from .80 FTE to 1.0 FTE.
2. To not increase the FTE for the three positions. This will mean that additional staff time will not become available to meet the need for mental health services in Lane County.

**D. Recommendation**

To approve the motion stated above.

**E. TIMING**

Upon Board approval, the mental health supervisor position #14781 will be increased to 1.0 FTE; mental health specialist position #43520 will be increased to 1.0 FTE and mental health specialist position #34791 will be increased to 1.0 FTE effective July 1, 2004.

**IV. IMPLEMENTATION / FOLLOW-UP**

Upon approval by the Board of County Commissioners, there will be internal reassignment; vacancy review and then posting of the vacate positions, if necessary.

**THE BOARD OF COUNTY COMMISSIONERS, LANE COUNTY, OREGON**

**RESOLUTION** ) IN THE MATTER OF INCREASING A MENTAL HEALTH  
**AND ORDER:** ) SUPERVISOR POSITION FROM .80 FTE TO 1.0 FTE;  
 ) INCREASING ONE MENTAL HEALTH SPECIALIST POSITION  
 ) FROM .65 FTE TO 1.0 FTE; AND ONE MENTAL HEALTH  
 ) SPECIALIST POSITION FROM .90 FTE TO 1.0 FTE  
 ) EFFECTIVE JULY 1, 2004

WHEREAS, Lane County Mental Health currently has one vacant mental health supervisor position and two vacant mental health specialist positions; and

WHEREAS, these three positions are currently not full time and Lane County Mental Health would like to increase these positions to full time; and

WHEREAS, the additional funds to increase the positions full time will come from the reduction in the step level in each of these vacant positions.

NOW THEREFORE, IT IS HEREBY ORDERED that the Board of County Commissioners increase a Mental Health Supervisor position #14781 from .80 FTE to 1.0 FTE; increase mental health specialist position #34791 from .65 FTE to 1.0 FTE and mental health specialist position #43520 from .90 FTE to 1.0 FTE in the Department of Health & Human Services effective July 1, 2004.

DATED this \_\_\_\_\_ day of July 2004

---

Bobby Green, Sr., Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM:  
Date 7/6/04 lane county  
[Signature]  
OFFICE OF LEGAL COUNSEL