

April 29, 2025

County of Ventura Board of Supervisors

**Subject:**        **Adoption of a Resolution Deleting Six Regular Full-Time Positions and Adding Six New Regular Full-Time Positions; Authorization to Transfer Fifty-Seven Regular Position Allocations Between Budget Units within Ventura County Behavioral Health, at No Additional Net Cost to the County, Effective May 11, 2025, to Align Positions with Department Staffing Needs and State Initiatives.**

**Recommendations:**

1. Adoption of a Resolution (Exhibit 1) deleting six full-time equivalent (FTE) vacant positions and adding six new FTE positions, effective May 11, 2025 to align positions with department staffing needs and state initiatives as set forth below:

Six (6) positions to delete:

<b>Position Number</b>	<b>Job Code</b>	<b>Classification Title</b>	<b>Unit</b>	<b>FTE</b>	<b>Annual Salary</b>
10265	1474	Alcohol/Drug Treatment Spe II	3225	1.0	\$48,895.92- \$68,467.21
27860	343	Psychiatric Technician-IPU	3273	1.0	\$71,689.08- \$77,172.08
27861	343	Psychiatric Technician-IPU	3273	1.0	\$71,689.08- \$77,172.08
26815	430	Behavioral Health Clinician III	3205	1.0	\$72,995.69- \$102,248.54
26167	430	Behavioral Health Clinician III	3205	1.0	\$72,995.69- \$102,248.54
10064	1332	Management Assistant II	3201	1.0	\$46,871.57 - \$65,619.38

Six (6) positions to add:

Position Number	Job Code	Classification Title	Unit	FTE	Annual Salary
NEW	558	Peer Specialist III	3273	1.0	\$49,145.61 - \$68,803.85
NEW	2196	Intensive Services Clinician IV	3273	1.0	\$76,613.35 - \$107,333.59
NEW	233	Sr Registered Nurse-Mental Health	3273	1.0	\$117,258.19 - \$140,204.29
NEW	233	Sr Registered Nurse-Mental Health	3273	1.0	\$117,258.19 - \$140,204.29
NEW	1074	Intensive Services Coordinator	3273	1.0	\$63,276.37 - \$88,704.30
NEW	0031	Administrative Assistant II	3201	1.0	\$59,913.23 - \$84,029.24

2. Authorization for the Director of Human Resources to transfer fifty-seven regular position allocations and incumbents between HCA budget units (Exhibit 2) in order to align positions with department staffing needs and state initiatives, effective May 11, 2025.

**Fiscal Impact:**

**Mental Health (MHL) Division #3200**

	FY 2024-25	FY 2025-26
Revenues	\$30,160	\$536,687
Costs	\$30,160	\$536,687
Net County Cost	\$0	\$0

Funding Source(s): Short-Doyle/Medi-Cal (SD/MC) Federal Financial Participation (FFP); 1991 Realignment, 2011 Realignment; and State General Fund (SGF)  
Match Requirement: None

**Substance Use Services (SUS) Division #3220**

	FY 2024-25	FY 2025-26
Revenues	(\$81,629)	(\$972,801)
Costs	(\$81,629)	(\$972,801)
Net County Cost	\$0	\$0

Funding Source(s): Drug Medi-Cal Organized Delivery System (DMC-ODS) Federal Financial Participation (FFP); 2011 Realignment; SGF; Substance Use Prevention, Treatment, and Recovery Services Block Grant (SUBG) and Opioid Settlement Funds (OSF)

Match Requirement: None

**Driving Under the Influence (DUI) Division #3240**

	FY 2024-25	FY 2025-26
Revenues	(\$237,932)	(\$2,228,471)
Costs	(\$237,932)	(\$2,228,471)
Net County Cost	\$0	\$0

Funding Source(s): Client Fees and Substance Use Prevention, Treatment, and Substance Use Prevention, Treatment, and Recovery Services Block Grant (SUBG)

Match Requirement: None

**Mental Health Services Act (MHSA) Division 3260**

	FY 2024-25	FY 2025-26
Revenues	\$306,497	\$3,144,219
Costs	\$306,497	\$3,144,219
Net County Cost	\$0	\$0

Funding Source(s): SD/MC FFP and Proposition 63 Mental Health Services Act (MHSA); Department of State Hospitals (DSH) Diversion Grant

Match Requirement: None

**Public Guardian (PUG) Division 3280**

	FY 2024-25	FY 2025-26
Revenues	(\$22,241)	(\$567,022)
Costs	(\$22,241)	(\$567,022)
Net County Cost	\$0	\$0

Funding Source(s): 1991 Realignment

Match Requirement: None

**Discussion:**

**Recommendation #1:**

To comply with a state mandate related to the Community Assistance, Recovery, and Empowerment (CARE) Act and various service delivery needs, Ventura County Behavioral Health (VCBH) is requesting to delete six position allocations and add six new position allocations that will allow the department to meet service delivery and member care needs. A summary of the positions being added is provided below.

**Clinical Positions**

In December of 2024, VCBH, in collaboration with the Ventura County Superior Court, Public Defender's Office, County Counsel's Office, and other county partners launched a county-based CARE Act program. The CARE Act program provides community-based behavioral health services and supports for individuals living with schizophrenia spectrum disorders. This program provides Assertive Community Treatment (ACT) services and meets the definition of a "full-service partnership" (FSP). The intensive, field-based services provided by FSPs are reliant upon a 15:1 client-to-staff ratio and, in turn, fidelity to the ACT model provides for a higher rate of reimbursement and qualifies this program for MHSa funding.

This program was initially launched with existing staff to gauge community need, to then make an informed decision related to future staffing needs. Now that the program has been operational for some time, VCBH has a better understanding of the demand for CARE Act program services and expects to deliver services to fifty to seventy-five (50-75) members at a time. To meet this service need, an increase in staffing is needed to maintain the 15:1 client-to-staff ratio required of an FSP-level treatment program. VCBH is requesting to add the following three positions to meet treatment service delivery requirements: (1) one Peer Specialist III, (2) one Intensive Services Coordinator, and (3) one Senior Registered Nurse-Mental Health.

In addition to the CARE Act program initiative, VCBH is also launching a Trans-Cranial Magnetic Stimulation (TMS) treatment program to serve our Behavioral Health Plan (BHP) members. TMS is an evidence-based treatment that has been proven to be beneficial for the treatment of several mental health conditions, including but not limited to depression, especially for individuals who are resistant to more traditional treatment models. To support these services, VCBH will require one Senior Registered Nurse - Mental Health to aid in the administration of the treatment. Medi-Cal reimbursement for the administration of TMS will exceed and cover the cost of the proposed staff. Developing the internal TMS capacity will also save the current expense of using outside contractors.

Last, VCBH will require one Intensive Services Clinician IV in the VCBH Adult Clinic to provide FSP level clinical services to the high acuity members served in the clinic which require more intensive services to meet their mental health needs.

#### Administrative Position

The VCBH Managed Care Operations (MCO) Division manages the VCBH BHP. In managing the BHP, VCBH MCO has adopted a Health Plan management structure. Under this new structure, VCBH MCO is responsible for ensuring regulatory compliance, efficient service delivery, and high-quality care coordination. This structure separates administrative oversight from operational functions, promoting accountability, streamlined workflows, and data-driven decision-making while aligning with State and Federal managed care standards. To meet the VCBH MCO Division administrative support functions, VCBH will require the addition of one Administrative Assistant II.

#### **Recommendation #2:**

As VCBH moves forward with implementation of Proposition 1 Behavioral Health Services Act (BHSA) regulations and full integration of Substance Use Services (SUS) and mental health services under the BHP by 2027, it is necessary for VCBH to reorganize its service lines to transform our system of care to meet the California Department of Health Care Services (DHCS) requirements and member service delivery needs.

VCBH will be transferring fifty-seven regular position allocations and incumbents between various HCA budget units to align positions with department staffing and BHP needs. The largest transfer of positions, twenty positions, once belonged to VCBH's former driving under the influence program and are now being reassigned into new divisions. The remaining positions, thirty-seven positions, span across other programs such as Educationally Related Social Emotional Services (ERSES), Diversion, and other programs. The ERSES positions are being reassigned as local school districts have now taken on school-based mental health services, thereby allowing these positions to be reassigned to support FSP and BHSA staffing needs. The Diversion positions are being reassigned to support forensic staffing needs. Other positions are being reassigned to meet other service delivery needs.

While a variety of position adjustments are being requested in this board letter, VCBH expects to present additional adjustments in the coming year as the department further transforms its system of care and BHP.


VCBH recommends: (1) adoption of the attached resolution (Exhibit 1) to delete six full-time vacant position allocations and add six full-time position allocations and (2) the transfer of fifty-seven regular position allocations and incumbents among HCA budget units as set forth in Exhibit 2, effective May 11, 2025.



**Strategic Plan Priority:**

The items presented in this board letter tie to both the healthy, safe, and resilient communities and diverse and innovative workforce dedicated to service excellence strategic priorities of the County Strategic Plan as they are designed to meet the goal of providing equitable and timely access to quality healthcare by expanding the continuum of services for people with a substance use disorder and mental health services

This Board letter has been reviewed by the County Executive Office, Auditor-Controller's Office, Human Resources and County Counsel. If you have any questions regarding this item, please contact VCBH Director Loretta L. Denering, DrPH, MS at (805) 981-2214 or Health Care Agency Assistant Chief Financial Officer Narcisa Egan at (805) 973-5357.

  
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**Attachments:**

Exhibit 1 – VCBH Positions Resolution

Exhibit 2 – HCA Budget Unit Regular Positions Transfer Summary