AGENDA COVER MEMO

Memorandum Date: November 29, 2023

Order Date: January 9, 2024

TO: Board of County Commissioners

DEPARTMENT: Department of Health & Human Services

PRESENTED BY: Eve R. Gray, Director

AGENDA ITEM TITLE: ORDER/IN THE MATTER OF ADDING FIVE FULLTIME REGULAR MENTAL HEALTH ASSOCIATE POSITIONS, FIVE REGULAR PEER SUPPORT SPECIALIST POSITIONS, AND FOUR REGULAR SENIOR MENTAL HEALTH SPECIALIST POSITIONS IN FUND 286 WITHIN THE DEPARTMENT OF HEALTH & HUMAN SERVICES.

I. MOTION

IN THE MATTER OF ADDING FIVE FULLTIME REGULAR MENTAL HEALTH ASSOCIATE POSITIONS, FIVE REGULAR PEER SUPPORT SPECIALIST POSITIONS, And FOUR REGULAR SENIOR MENTAL HEALTH SPECIALIST POSITIONS IN FUND 286

WITHIN THE DEPARTMENT OF HEALTH & HUMAN SERVICES.

II. AGENDA ITEM SUMMARY

The Board is being asked to approve the addition of fourteen full-time regular positions in Behavioral Health to provide mobile crisis services in Lane County.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

There have not been any formal presentations to the Board regarding mobile crisis, but the potential to move mobile crisis in-house has been discussed during budget and as part of discussions regarding the Stabilization Center.

B. Policy Issues

The State of Oregon requires that mobile crisis intervention services (MCIS) shall be delivered in person, by the County through its' Community Mental Health Programs (CMHP), to any individual experiencing a behavioral health crisis, regardless of insurance type. Services shall be provided to individuals in community-based settings, 24 hours a day, seven days a week, 365 days per year.

C. Board Goals

This action meets the strategic priority goal of a Safe and Healthy County through a partnership between Lane County and City of Eugene to support individuals experiencing mental health crisis.

D. Financial and/or Resource Consideration

The anticipated salary and benefit cost of these positions for the remainder of the fiscal year is as follows, using a February 1, 2024 start date:

Position Title	**Requested FTE**	**Anticipated Start Date**	Cost for Remainder of FY	**Total Cost per Classification**
Sr MHS	4	2/1/2024	$55,337	$221,348
MHA	5	2/1/2024	$40,717	$203,585
Peer	5	2/1/2024	$34,137	$170,685
Total Cost				$595,618

These positions will be paid for with funding from Lane County's Financial Assistance Agreement for the remainder of this year and for subsequent years. Revenue has already been appropriated. Expenditures will be appropriated in Supplemental 3 in March, 2024.

E. Health Implications

Lack of access to mental health services is strongly associated with poor health outcomes, reduced life expectancy, and increased strain to local communities.

F. Analysis

To date, Lane County has subcontracted with Community Based Organizations to provide mobile response services to adults in Western Lane and the Eugene/Springfield metro areas up to the point of the urban growth boundary. In addition, Lane County has subcontracted with a community mental health agency to provide mobile response services for youth across Lane County. Lane County has been out of compliance with our state contract in that we have not had access for all regions of Lane County for adults in need of mobile response services. Law enforcement and other first responder teams have partially met those needs, but those response system do not represent true mental health services in line with regulatory standards. Further, the Oregon Administrative Rules (OARs) have been updated to increase requirements to include more stringent requirements for the response model and team worker types and subcontractors are indicating not all requirements will be met through their existing programs.

Community planning sessions with key stakeholders and subcontractors, over the course of 2023, have indicated there is consensus and need for Lane County Behavioral Health (LCBH) to directly provide MCIS through a program of Lane County-staff. LCBH met with OHA in August 2023 and received approval of our implementation plan to launch a LCBH MCIS Program in early 2024 to meet unmet community needs and reach compliance with our state contract. As this is a new program for LCBH, there will be a pilot period in which program functions are subject to change. Once established, program scope may still be subject to change dependent upon annual subcontract changes, and regulatory standard updates. These requested positions will allow LCBH to provide MCIS programming in supplement to regulatory-compliant subcontractor programs, thus providing

all Lane County residents access to mobile crisis response programming regardless of coverage status or location.

G. Alternatives/Options

1. Approve the addition of 5 full-time regular Mental Health Associate positions, 5 full-time regular Peer Support Specialist positions and 4 full time regular Sr. Mental Health Specialist positions.
2. Approve the addition some of the requested, positions
3. Do not add any positions at this time.

IV. RECOMMENDATION

Approve number one above.

V. TIMING/IMPLEMENTATION

Upon Board approval, H&HS will work with the County's Human Resources and Budget Office to start recruitment for the positions. H&HS will appropriate expenditures in Supplemental 3.

VI. ATTACHMENT

Order

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

RESOLUTION & ORDER NO: 24-01-09-20	ORDER/IN THE MATTER OF ADDING FIVE FULLTIME REGULAR MENTAL HEALTH ASSOCIATE POSITIONS, FIVE REGULAR PEER SUPPORT SPECIALIST POSITIONS, AND FOUR REGULAR SENIOR MENTAL HEALTH SPECIALIST POSITIONS IN FUND 286 WITHIN THE DEPARTMENT OF HEALTH & HUMAN SERVICES.

WHEREAS, Lane County is required to ensure that 24/7 mobile mental health crisis services are available throughout Lane County; and

WHEREAS, Community planning sessions with key stakeholders and subcontractors, over the course of 2023, have indicated there is consensus and need for Lane County Behavioral Health (LCBH) to directly provide MCIS; and

WHEREAS, Fourteen positions must be added in order to offer mobile mental health crisis services through Lane County; and

WHEREAS, funding for these positions will come from the County's Financial Assistance Agreement with Oregon Health Authority ; and

WHEREAS, Appropriation of FY24 expense for the positions will be made during the next supplemental budget process in March, 2024;

NOW, THEREFORE, the Board of County Commissioners of Lane County **RESOLVES** and **ORDERS** as follows:

1. The total approved regular FTE for fiscal year that began July 1, 2023, be increased as follows

Health & Human Services Fund (286)

	FTE
Health & Human Services	**14.0**

ADOPTED this 9th day of January, 2024

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Chair

Lane County Board of Commissioners