



AGENDA COVER MEMO

Memorandum Date: October 18, 2024

Order Date: October 29, 2024

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Inga Wood, Labor Relations Manager

AGENDA ITEM TITLE: In the Matter of Approving a Fifty-Dollar (\$50.00) Shift Stipend for Non-Represented, Licensed Qualified Mental Health Professional (QMHP) Supervisors and Managers to Take Evening, Night, Weekend, and Holiday Shifts for Mobile Crisis Support

I. MOTION

Move approval of order 24-10-29-02 In the Matter of Approving a Fifty-Dollar (\$50.00) Shift Stipend for Non-Represented, Licensed QMHP Supervisors and Managers to Take Evening, Night, Weekend, and Holiday Shifts for Mobile Crisis Support.

II. AGENDA ITEM SUMMARY

The purpose of this item is to provide a fifty-dollar (\$50.00) stipend for each evening, night, weekend, and holiday mobile crisis shift worked by Non-Represented Supervisors and Managers who are Licensed QMHPs.

The Board is being asked to adopt this Order.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Lane County launched a mobile crisis service on August 18, 2024. This service is mandated by the State and provides much needed increased access to mobile crisis care for all Lane County residents. At the time of the program's start, Health and Human

Services was in the process of hiring an evening shift supervisor. Meanwhile, existing Behavioral Health leaders stepped in to cover shifts nightly, anticipating the new supervisor would take over. Unfortunately, the supervisor withdrew, and since then, multiple candidates have applied, but have also withdrawn. We recognize that a key recruitment challenge is the day shift supervisor positions, which require no evening, night, weekend, or holiday work, are compensated the same as the mobile crisis role, which requires off hours (evening or night), weekend, and holiday shifts. Additionally, as an exempt position, the classification also does not receive any additional compensation for extended hours. Working extended hours is common in mobile crisis care.

In order to address the unique needs of providing this service, Lane County is proposing a fifty-dollar (\$50.00) stipend per shift for licensed QMHP supervisors and managers when covering evening, night, weekend, or holiday shifts. This stipend is proposed to be retroactively applied from August 18, 2024, to acknowledge the staff who have been balancing their daytime roles while also covering evening, night, weekend, and holiday mobile crisis responsibilities.

B. Policy Issues

None

C. Board Goals

Providing mobile crisis services relates to the Lane County Strategic Plan “Strategic Goal 2, Focus on community health and well-being, especially for those with highest needs: Develop an integrated approach to health, behavioral health, public safety, and housing insecurity.” Ensuring Behavioral Health Clinical Supervisors are taking mobile crisis shifts at times of peak usage will support positive community outcomes.

D. Financial and/or Resource Considerations

This stipend could incur wages in the amount of \$52,962 for the remainder of fiscal year 24-25. The costs of the stipend are funded by the Oregon Health Authority County Financial Assistance Agreement (CFAA) and resources from local Coordinated Care Organizations.

E. Health Implications

This stipend could improve outcomes for those within Lane County experiencing

Behavioral Health crises. This stipend may attract more candidates, leading to better staffing levels. This would ensure that mobile crisis services are available when needed, improving response and overall care.

F. Analysis

A fifty-dollar (\$50.00) shift stipend is recommended to assist with adequate supervisory oversight related to Mobile Crisis response. The stipend could help alleviate some pressure on current staff who are covering additional shifts. With more supervisory staff available, the mobile crisis service can reach more individuals in need, particularly during evenings, nights, weekends, and holidays when demand may be higher.

G. Alternatives/Options

Option 1: Approve the order to provide a fifty-dollar (\$50.00) stipend for each evening, night, weekend, or holiday mobile crisis shift worked by a Non-Represented, Licensed QMHP Supervisor and Manager.

Option 2: Do not approve the order to provide a fifty-dollar (\$50.00) stipend for each evening, night, weekend, or holiday mobile crisis shift worked by a Non-Represented, Licensed QMHP Supervisor and Manager.

IV. RECOMMENDATION

Human Resources and Health & Human Services staff recommend Option 1.

V. TIMING/IMPLEMENTATION

Upon approval, staff will implement the stipend retroactively to August 18, 2024.

VI. ATTACHMENTS

A. Board Order 24-10-29-02

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 24-10-29-02

In the Matter of Approving a Fifty-Dollar (\$50.00) Shift Stipend for Non-Represented, Licensed Qualified Mental Health Professional (QMHP) Supervisors and Managers to Take Evening, Night, Weekend, and Holiday Shifts for Mobile Crisis Support

WHEREAS, the Board of Commissioners has authority to make compensation adjustments for non-represented employees; and

WHEREAS, the County is committed to maintaining appropriate response to Mobile Crisis calls, as well as market competitiveness for Supervisors and Managers working additional shifts, and consistency among employee groups in a fiscally responsible manner.

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

1. That non-represented Supervisors and Managers who are licensed QHMP's will be eligible for a fifty-dollar (\$50.00) shift stipend for each evening, night, weekend, and holiday shift worked related to Mobile Crisis Support.

ADOPTED this 29th day of October 2024.

Laurie Trieger, Chair
Lane County Board of Commissioners