



BOARD OF COMMISSIONERS

AGENDA REQUEST & STAFF REPORT

MEETING DATE: Monday, July 26, 2021

SUBJECT: Discussion of Request to Convert 14.5 FTE Stabilization Center Limited Duration Positions to Regular Positions, and Shift Differentials for Afterhours Positions

RECOMMENDED MOTION:

Move approval of converting 14.5 FTE limited duration positions to regular and adding a 10% differential to night shift and a 7.5% differential to swing shift positions for Deschutes County Stabilization Center.

BACKGROUND AND POLICY IMPLICATIONS:

Deschutes County Stabilization Center (DCSC) serves children and adults who are in need of short-term, mental health crisis assessment and stabilization, but do not require the medical capabilities of an acute care hospital or longer-term residential care. DCSC welcomes individuals who walk in when they are experiencing a mental health crisis, or who are referred by local law enforcement or other community partners.

Currently there is sustainable funding to support DCSC operations from 7am to 9pm, Monday through Friday. Additional funding was sought through grants which will allow DCSC to operate 24/7 through June 30, 2022. Staffing alternative shifts outside of traditional business hours is challenging but even more so when there is uncertainty of their future. In addition, recruitment and retention for these positions has been extremely challenging in a time when the behavioral health workforce has been dramatically impacted by the pandemic. Converting positions from limited duration and including a 10% shift differential for DCSC night shift positions and a 7.5% shift differential for DCSC swing shift will help improve recruitment, retention, and the overall stability of the DCSC.

BUDGET IMPACTS:

No increase in appropriation to Fiscal Year 2022 is necessary; staff differentials will be absorbed with current resources due to vacancy savings. Fiscal Year 2023 and beyond will hold an unfunded liability that will be subject to the budget process, either identifying additional funds from external or County sources or be subject to a reduction in staffing. Please see the attached five year Cost Estimate.

ATTENDANCE:

Holly Harris, Crisis Services Program Manager
Cheryl Smallman, Business Intelligence Officer
Janice Garceau, Behavioral Health Director