



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: *January 23, 2024*

DATE: January 18, 2024

TO: Board of County Commissioners

FROM: Kate Thomas, Assistant County Manager
775-229-2875, kathomas@washoecounty.gov

THROUGH: Eric P. Brown, County Manager

SUBJECT: Recommendation to add a new Behavioral Health Administrator classification and approve the creation of one new full-time Behavioral Health Administrator position, pay grade 20 (\$140,192.00 - \$196,289.60 annually Office of the County Manager) as reviewed and evaluated by Korn Ferry; and authorize Human Resources to make the necessary changes. This position will be responsible for serving in a collaborative leadership role focusing on regional behavioral health. Among other things, it will include the mapping and implementation of a regional system of care for mental health services in Washoe County, working with departments, community providers of all types (nonprofit, acute care, clinical, substance use), the State of Nevada, and other entities to define gaps in service, develop strategies for securing facilities and programs, and a legislative plan for funding and duty-transition given mental health has been a State-led focus in Nevada. [Total fiscal impact \$67,430; Fiscal Year 2025 impact \$202,289]. Manager's Office. (All Commission Districts.) FOR POSSIBLE ACTION

SUMMARY

Washoe County Strategic Objective supported by this item: Vulnerable Populations, Fiscal Sustainability, Innovative Services

PREVIOUS ACTION

None

BACKGROUND

At the Board of County Commissioners Strategic Planning Meeting on October 24, 2023, the Board directed staff to proceed with hiring a full-time employee and support position responsible for serving in a collaborative leadership role focusing on regional behavioral health. Part of the role would be the mapping and implementation of a regional system of care for Mental Health services in Washoe County. The position would work with departments, community providers of all types (nonprofit, acute care, clinical, substance use), the State of Nevada, and other entities to define gaps in service, develop strategies

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for securing facilities and programs, and a legislative plan for funding and duty-transition given mental health has been a State-led focus in Nevada.

The support position will be developed during the FY 25 budget planning process and will focus on collecting and analyzing data and assisting the administrator in carrying out the duties related to improving the system of care in Washoe County.

Cost savings to the County to be realized by effectively coordinating and increasing mental health resources is significant. Impacts include, but are not limited to, potential reduction in youth congregate care resources, reduction in jail census and time incarcerated, emergency room bed usage, potential reduction in guardianship caseload, public defense/prosecutor/court resource staff and time reductions, and emergency shelter usage reductions. Recent Federal mandates (FFPSA) require preventative services for child welfare, with the goal of resourcing families prior to their entering child welfare and other systems formally. Mental and behavioral health services and coordination are the cornerstone of this requirement. Nevada has historically been at or near the bottom nationally for mental health and mental health services. Having a dedicated position to systematically map out needs and avenues to meet those needs will address this, and significantly benefit Washoe County.

FISCAL IMPACT

If approved, the addition of one new full-time Behavioral Health Administrator in the Office of the County Manager will result in an annual estimated cost of \$202,289. There will be an additional \$2,806 for ancillary costs in FY 2024.

New Position

Department	Job Class	Position Number	Estimated Annual Impact	Effective Date
Office of the County Manager	Behavioral Health Administrator, pay grade 20 (67.40 – 94.37)	TBD	\$202,289	March 18, 2024

RECOMMENDATION

It is recommended that the Board of County Commissioners approve the creation of one new full-time Behavioral Health Administrator position, pay grade 20 (\$140,192.00 - \$196,289.60 annually Office of the County Manager) as reviewed and evaluated by Korn Ferry; and authorize Human Resources to make the necessary changes. [Total fiscal impact \$67,430; estimated Fiscal Year 2025 impact \$202,289]

POSSIBLE MOTION

Should the Board agree with the recommendation, a possible motion would be:

“Move to approve the creation of one new full-time Behavioral Health Administrator position, pay grade 20 (\$140,192.00 - \$196,289.60 annually Office of the County

Manager) as reviewed and evaluated by Korn Ferry; and authorize Human Resources to make the necessary changes. [Total fiscal impact \$67,430; estimated Fiscal Year 2025 impact \$202,289]”.