



C A L I F O R N I A D E P A R T M E N T O F
Mental Health

2007 – 08 THIRD QUARTER

UPDATE ON THE
STAFF HIRING PLAN

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Director

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This report is submitted in fulfillment of the requirement of the 2007 Budget Act
Item # 4440-011-001, Provision (9)

**REPORT TO THE LEGISLATURE
UPDATE ON THE STAFF HIRING PLAN
2007 - 08 Third Quarter**

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DEPARTMENT OF MENTAL HEALTH REPORT

Summary

2007 – 08 Third Quarter Update Staff Hiring Plan

Enclosed is the “Department of Mental Health’s Report on the progress of the Hiring Plan.” This report is prepared in accordance with the Budget Act 2007, Item 4440-011-0001, Provision (9) which requires quarterly reports to the Legislature to identify positions and the number of staff hired at State hospitals in the Coleman classifications.

The requirements for the content of the report to the Legislature identify the number of staff hired in the Coleman classifications at State hospitals. The report will be updated quarterly to reflect the Department’s progress on the hiring plan of the Coleman classifications. The Department’s hiring plan is based on the monthly Coleman reported vacancies.

Future reports to the Legislature shall include quarterly updates on the Department’s hiring plan. If you have further questions regarding the content of these reports, you may call Cynthia A. Radavsky, Deputy Director, Division of Long Term Care Services, at (916) 654-2413.

STAFF HIRING PLAN

This report is submitted as required by the 2007 Budget Act, Item 4440-011-0001 Provision (9) which reads:

“The State Department of Mental Health (DMH) shall provide the fiscal and policy committees of the Legislature, including the Chairperson of the Joint Legislative Budget Committee, and the Department of Finance with a quarterly update on the progress of the hiring plan to ensure appropriate active treatment for patients, state licensure requirements, and in meeting the Consent Judgment with the federal United States Department of Justice regarding the federal Civil Rights of Institutionalized Persons Act (CRIPA). This quarterly update shall be provided within 10 working days of the close of the quarter to ensure the exchange of timely and relevant information.”

The Department of Mental Health has followed the Governor’s direction. The following is the third quarter update on staff hiring plan¹ for state hospitals.

Staffing Plan for Department of Mental Health

The Department of Mental Health is required to provide quarterly updates to the Legislature on the progress of the hiring of staff at State hospitals. DMH developed a hiring plan to fill vacant positions in order to meet licensure requirements, and to ensure appropriate active treatment for patients according to requirements contained in the Consent Judgment with the federal United States Department of Justice.

Third quarter hires are compared to the vacancies reported to the court in the DMH Staffing Classifications/Vacancy Rate Report. The information provided for this third quarterly update is for the period of January 1, 2008 through March 31, 2008.

The total number of new hires during the third half of the current budget year is a total of four hundred and eighty (480). The attached table reflects the number of staff hired by month and classification at all State hospitals from January 1, 2008 through March 31, 2008. This total reflects fifty-three hires for January, thirty-five hires for February and seventy hires for March. Therefore, the first quarter reflects one hundred and seventy-one new hires, the second quarter reflects one hundred and fifty-one new hires and the third quarter reflects one hundred and fifty-eight new hires. This report also includes a revised first quarter table which reflects a correction to the number of staff hired and the addition of two supervisory classifications.

¹ The staff hiring plan relates to pay letters based on the provisions provided by the Federal court order No. CIV S-90-0520 LKK JFM O, Coleman vs. Schwarzenegger, filed on June 28, 2007, impacting the Department of Mental Health. The pay letter is also in accordance with Agreements between the Department of Personnel Administration and the American Federation of State, County, and Municipal Employees (AFSCME), the California Association of Psychiatric Technicians (CAPT), and the Union of American Physicians and Dentists (UAPD) regarding Coleman equity salaries for the Departments of Developmental Services and Veterans Affairs.

It is anticipated that DMH will increase the number of staff hired when the Department of Personnel Administration (DPA) completes the process to hire a contractor to assist with the hiring process. DMH is expecting to hire five additional staff per hospital with the aid of the contractor.

DMH has achieved the goal of hiring in excess of over 400 new staff during the first, second and third quarter ending on March 31, 2008. The delay of the Budget and the release of the pay letters identifying what classifications were to be impacted delayed our recruitment effort. The bills authorizing the Coleman salary increase were chaptered on October 8, 2007.

The Department has continuously recruited for additional staff using the following methods: onsite recruitment at colleges and universities, word of mouth, conferences, job fairs, newspapers, internet advertisements, professional journals, mailers/flyers, out-of-state recruitment opportunities, and internships. With the advent of the pay letters and implementation of the Coleman salary increase, DMH expects to meet the goal of hiring seven hundred and fifty staff by June 30, 2008.

**Positions Hired
For Third Quarter 2007-08**

COLEMAN RELATED CLASSES

Quarter Update (Jan. 1, 2008-- Mar. 31, 2008)

Class	Vacant Positons	Staff Hired by Month												
		as of 3/31/08	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
7577 Medical Director, SH/DC	0.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
7594 Medical Director/SH/DC, CEA	3.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
8253* Psychiatric Technician (Safety)	527.90	27.0	11.0	24.0	25.0	18.0	18.0	25.0	15.0	45.0				208.0
8252 Senior Psychiatric Technician (Safety)	47.00	3.0	5.0	7.0	5.0	3.0	0.0	1.0	0.0	0.0				24.0
9873 Psychologist (Health/Fac-Clinical-Safety)	66.75	3.0	4.0	14.0	12.0	6.0	7.0	7.0	6.0	10.0				69.0
9839 Senior Psychologist (Health Fac) (Spec)	20.10	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0				1.0
9288 Senior Psychologist, Corr Facility (Sup)	23.80	3.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	0.0				7.0
7619 Staff Psychiatrist (Safety)	96.75	3.0	5.0	3.0	6.0	5.0	1.0	3.0	2.0	3.0				31.0
9758 Staff Psychiatrist, Corr & Rehab Svcs (Safety)	18.90	2.0	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0				4.0
7616 Senior Psychiatrist (Spec)	11.90	12.0	1.0	0.0	3.0	0.0	0.0	0.0	0.0	1.0				17.0
9759 Senior Psychiatrist (Specialist, Corr & Rehab Svcs) (Safety)	0.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
7609 Senior Psychiatrist (Sup)	33.70	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
9761 Senior Psychiatrist (Sup), Corr and Rehab Svcs (Safety)	0.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
9271 Senior Psychiatrist, Corr Facility (Sup)	0.00	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
8321 Rehab Therapist (State Fac)-Music/Safety	17.85	1.0	2.0	4.0	1.0	0.0	1.0	0.0	2.0	1.0				12.0
8323 Rehab Therapist (State Fac)-Occ/Safety	2.00	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0				2.0
8324 Rehab Therapist (State Fac)-Rec/Safety	61.40	0.0	3.0	3.0	1.0	2.0	2.0	1.0	4.0	2.0				18.0
8420 Rehab Therapist (State Fac)-Art/Safety	23.10	0.0	1.0	3.0	4.0	2.0	1.0	3.0	0.0	2.0				16.0
8422 Rehab Therapist (State Fac)-Dance/Safety	1.10	1.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0				2.0
9872 Clinical Social Worker (Health/Corr Fac)-Safety	81.60	8.0	7.0	7.0	3.0	7.0	4.0	5.0	6.0	4.0				51.0
8104 Unit Supervisor (Safety)	29.00	0.0	2.0	0.0	3.0	0.0	0.0	2.0	0.0	1.0				8.0
9859 Chief Psychologist	1.00	0.0	0.0	0.0	4.0	2.0	4.0	0.0	0.0	0.0				10.0
9867 Supervising Psychiatric Social Worker	5.50	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0
Totals	1072.35	64.0	42.0	65.0	67.0	45.0	39.0	53.0	35.0	70.0	0.0	0.0	0.0	480.0

Note:

*Pre-licensed Psychiatric Technicians and Psychiatric Assistants are included in the Psychiatric Technician line item.