



CALIFORNIA DEPARTMENT OF
Mental Health

UPDATE ON THE STAFF HIRING PLAN

2011-12 FIRST QUARTER

Cliff Allenby
Acting Director

October 2011

This report is submitted in fulfillment of the requirement of the 2011 Budget Act
Item # 4440-011-0001, Provision (7)

REPORT TO THE LEGISLATURE

UPDATE ON THE STAFF HIRING PLAN

2011–12 First Quarter

Executive SummaryPage 1

Staff Hiring PlanPage 2-3

Table of Positions HiredPage 4

DEPARTMENT OF MENTAL HEALTH REPORT

Executive Summary

Staff Hiring Plan Update

Enclosed is the Department of Mental Health's (DMH's) Report, "Update on the Staff Hiring Plan" for Fiscal Year (FY) 2011-12. This report is prepared in accordance with the Budget Act of 2011, Item 4440-011-0001, Provision (7), which requires quarterly updates 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).

DMH's hiring plan addresses both the Consent Judgment and the *Coleman* salary increase provided to California Department of Corrections and Rehabilitation (CDCR) employees but not DMH employees. The inequity in pay triggered an exodus of DMH's *Coleman*-impacted employees from State Hospitals, resulting in a deficiency in staffing and the call for this quarterly update. Subsequently, the *Coleman* salary increase was extended to DMH employees. Although the situation has been resolved, DMH continues to track all of its recruitment and hiring efforts.

If you have further questions regarding the content of this report, you may call Jon De Morales, Acting Deputy Director, State Hospital Operations, at (916) 654-2413.

STAFF HIRING PLAN

This report is submitted as required by the 2011 Budget Act, Item 4440-011-0001, Provision (7) 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 following is the FY 2011-12 first quarter update on the staff hiring plan¹ for State Hospitals.

Staff Hiring Plan for the Department of Mental Health

DMH 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 treatment for patients according to requirements contained in a 2006 settlement (“Consent Judgment”) with the United States Department of Justice (USDOJ). The Consent Judgment concerned civil rights violations at California State Hospitals and required extensive reforms to ensure that individuals in the hospitals are adequately protected from harm and provided adequate services to support their recovery and mental health.

Quarterly staff hires are compared to the number of vacancies reported to the *Coleman* court in the quarterly DMH Staffing Classifications/Vacancy Rate Report. The number of vacancies can fluctuate from quarter to quarter based on filling positions, staff attrition and increased position authority associated with program expansion.

In FY 2007-08, when the pay inequity was corrected, the goal was to hire 750 staff in *Coleman*-related classes. During that fiscal year, DMH succeeded in hiring 648 new staff, 102 short of the goal. It should be noted that the delay in approving the Budget Act of 2007 more than three months into FY 2007-08, and the delayed release of the pay letters identifying what classifications were to be impacted, had the negative effect of reducing the applicant pool, thereby hampering DMH’s recruitment effort in that fiscal

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.

year. Within the first quarter of FY 2008-09, DMH hired an additional 206 staff in *Coleman*-related classes. This brought the total number of new hires to 854, exceeding the goal of 750 by 104 hires. DMH continues to report additional hires in these classifications in accordance with the 2011 Budget Act, Item 4440-011-0001, Provision (7).

This report update transmits a summary of the total new hires made at all State Hospitals for FY 2011-12 as displayed below. In addition, the attached table (page 4) reflects the detail on the number of staff hired by month and classification and vacancies at all State Hospitals for the periods identified below.

FY 2011-12

First Quarter

- July 1, 2011 to July 31, 2011: **26 New Hires**
- August 1, 2011 to August 31, 2011: **38 New Hires**
- September 1, 2011 to September 30, 2011: **48 New Hires**

Total of 112 new hires

The following table demonstrates that considerable progress has been made in hiring needed staff. This update indicates that there is a constant need for new hires in the State Hospitals and recruitment is continuous.

**Positions Hired
For FY 2011-12**

COLEMAN RELATED CLASSES

Class
Code

7577 Medical Director, SH/DC
 7594 Medical Director/SH/DC, CEA
 8253 Psychiatric Technician (Safety)
 8252 Senior Psychiatric Technician (Safety)
 9873 Psychologist (Health/Fac-Clinical-Safety)
 9839 Senior Psychologist (Health Fac) (Spec)
 9288/9831 Senior Psychologist, Corr Facility (Sup)
 7619 Staff Psychiatrist (Safety)
 9758 Staff Psychiatrist, Corr & Rehab Svcs (Safety)
 7616 Senior Psychiatrist (Spec)
 9759 Senior Psychiatrist (Spec, Correc & Rehab Svcs)(Safety)
 7609 Senior Psychiatrist (Sup)
 9761 Senior Psychiatrist (Sup), Corr and Rehab Svcs (Safety)
 9271 Senior Psychiatrist, Corr Facility (Sup)
 8321 Rehab Therapist (State Fac)-Music/Safety
 8323 Rehab Therapist (State Fac)-Occ/Safety
 8324 Rehab Therapist (State Fac)-Rec/Safety
 8420 Rehab Therapist (State Fac)-Art/Safety
 8422 Rehab Therapist (State Fac)-Dance/Safety
 9872 Clinical Social Worker (Health/Corr Fac)-Safety
 8104 Unit Supervisor (Safety)
 9859 Chief Psychologist
 9867 Supervising Psychiatric Social Worker

Vacant Positions as of 7/1/2011	Staff Hired by Month												Total Hires (All Quarters)	
	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter				
	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun		
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
363.1	12.0	17.0	28.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	57.0
44.0	0.0	2.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0
50.0	1.0	9.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.0
8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
97.7	5.0	3.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.0
21.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
13.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
20.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
10.4	1.0	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
34.1	0.0	1.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0
11.3	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
61.1	6.0	3.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	17.0
8.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Totals	767.0	26.0	38.0	48.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	112.0

Note:

Pre-Licensed Psychiatric Technicians and Psychiatric Assistants are included in the Psychiatric Technician line item. Classification codes include 8253,8236 and 8254.