



## Mendocino County Health & Human Services Agency

*Healthy People, Healthy Communities*

**Tammy Moss Chandler, Director**

Anne Molgaard, Chief Operations Officer



October 19, 2018

Honorable Board of Supervisors  
County of Mendocino

RE: Extra Help Need

Dear Board Members:

Substance Abuse Treatment Supervisor, Marcia Bonnette, retired in June 2018, leaving a position vacant within Substance Use Disorders Treatment (SUDT) that increased the count of already-existing SUDT vacancies to seven. Vacancies of this kind are troubling for the Health and Human Services Agency for several very important reasons:

First, due to a shortage of SUDT Counselors, Mendocino County has residents seeking help whom the Health and Human Services Agency cannot serve. This is particularly concerning because SUDT Counselors deliver services that help clients address substance use disorders, which allows clients to move toward creating and maintaining a healthy, balanced lifestyle free of alcohol and other drug use. Without ready availability of SUDT services, clients do not have access to resources that could positively impact their lives.

In addition to the human costs, vacancies within SUDT affect the Health and Human Services Agency's ability to fulfill grant deliverables. This ultimately results in decreased revenue for SUDT programs, many of which are grant-funded.

Unfortunately, SUDT vacancies have historically been difficult to fill. This plight continued in the last round of hiring when, despite extensive recruitment, there were few applicants. To address this issue, the Health and Human Services Agency and Human Resources are looking at revision of mandatory SUDT Counselor qualifications to ensure recruitment of the maximum number of applicants who meet California's Drug Medi-Cal billing regulations.

Hiring challenges aside, the Health and Human Services Agency's ongoing goal is to fill existing vacancies quickly. To that end, the Health and Human Services Agency requests approval for Marcia Bonnette to return as an extra help employee prior to the 180-day waiting period. This request is made in accordance with Government Code Section 7522.56.

Thank you,

A handwritten signature in blue ink that reads "Anne Molgaard".

Anne Molgaard, Chief Operations Officer  
Health and Human Services Agency

cc: Carmel Angelo, CEO