



## Health Services

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Health Services

*Providing Mental Health, Environmental Health, Public Conservator,  
Public Health, and Substance Use Disorders Treatment Services*

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### Health Services – Recruitment Request

Health Services includes Behavioral Health, Public Health, Emergency Medical Services, Environmental Health, and the Public Conservator's Office. Behavioral Health, Public Health, and the Public Conservator's Office do not receive General Fund support beyond the Maintenance of Effort required by the State to access state and federal funding. Emergency Medical Services and Environmental Health receive General Fund support to sustain operations. Overall, Health Services is primarily funded through realignment, grants, permit fees, and state and federal revenue sources. The Department has also implemented a six percent budget reduction in each of the past two fiscal years, demonstrating its commitment to fiscal responsibility and efficiency.

Health Services requests Board authorization to fill 18 budgeted positions and to backfill any currently filled positions that become vacant, without requiring additional Board approval for each hire, provided the positions are fully funded in fiscal years 2025–2026 and 2026–2027. This authorization will streamline hiring, reduce administrative delays, and enable the Department to respond more efficiently to workforce needs while maintaining continuity of essential health services.

The current requirement to seek individual Board approval introduces both operational and fiscal risks. Operationally, vacancies can reduce service capacity, limit access to care, increase wait times, disrupt programs, and affect compliance with State and federal mandates. Fiscally, delayed hiring limits the Department's ability to fully utilize available funding and maximize reimbursement tied to service delivery, particularly for Medi-Cal, grants, and state and federally funded programs. Health Services depends on sufficient staffing to meet patient demand, maintain regulatory compliance, and ensure access to care for vulnerable populations. Failure to meet these requirements may result in financial penalties, sanctions, or loss of funding.

Providing Health Services with the authority to fill the 18 budgeted positions and backfill vacancies will improve operational efficiency, protect critical revenue streams, and support workforce stability, particularly for vulnerable populations who rely on timely access to care and services. This streamlined approach reduces administrative burden, ensures compliance with funding and regulatory requirements, and enables the Department to deliver consistent, high-quality services while remaining responsive to the community's health needs.

#### Requested Positions

**Behavioral Health & Recovery Services** – These positions are funded through Drug Medi-Cal, Medi-Cal, MHSA, and Realignment funds.

- **Mental Health Clinician I/II** – Provides mandated clinical services for juvenile hall and conducts QI assessments for foster care youth. This position is currently vacant due to a resignation. It is budgeted and generates revenue.

- **Crisis Intervention Specialist** – Provides mandated 24/7 mobile crisis services. This position is currently vacant due to a resignation. It is budgeted and generates revenue.
- **Mental Health Rehabilitation Specialist** – Provides discharge planning services for individuals in jail. This position is currently vacant due to a recent resignation. It is budgeted and generates revenue.
- **Substance Use Counselor I/II (2 positions)** – Provide mandated substance use disorder treatment services. Both positions are currently vacant (one due to retirement and one due to resignation). These positions are budgeted and generate revenue.
- **Senior Substance Abuse Counselor** – Provides mandated substance use disorder treatment services. This position is currently vacant due to a promotion. It is budgeted and generates revenue.
- **Program Specialist I/II** – Supports BHSA/BHCONNECT program implementation and ensures compliance with new evidence-based practice requirements. This position is budgeted and funded through state and federal sources that are drawn down based on service delivery.

**Active Recruitments:** 4 open; 1 promotion-only.

**Environmental Health** – These positions are funded through permit fees, realignment, and general funds.

- **Environmental Health Specialist I/II (2 positions)** – Conduct inspections, investigations, and enforcement activities to ensure compliance with public health and environmental regulations, including food safety, water quality, and land use. These positions are currently vacant and budgeted. As a result, processing times have increased, impacting stakeholders.

**Active Recruitments:** 2 open; 0 promotion-only.

**Public Health** – These positions are funded through Grants, State and Federal funds, Intergovernmental Transfer funds, and Realignment funds.

- **Program Specialist I/II** – Provides tobacco prevention activities, including oversight of tobacco sting operations. This position is currently vacant due to a resignation. This position is budgeted and funded through state and federal sources that are drawn down based on service delivery.
- **MCAH/Perinatal Services Coordinator Manager/Home Visiting** – Provides management-level nursing oversight for MCAH and home visiting programs and serves as the County's Perinatal Services Coordinator. This position is currently vacant due to a resignation. This position is budgeted and funded through state and federal sources that are drawn down based on service delivery.
- **Registered Nurse** – Provides nursing case management for children and youth with chronic or terminal illnesses to ensure access to appropriate care. This position is currently vacant due to a resignation. This position is budgeted and funded through state and federal sources that are drawn down based on service delivery.
- **Senior Public Health Nurse** – Works within the Health Care Program for Children in Foster Care, providing public health nursing expertise to address the medical, dental, mental health, and developmental needs of children and youth in out-of-home placement. This position is currently vacant due to a resignation. This position is budgeted and funded through state and federal sources that are drawn down based on service delivery.

**Active Recruitments:** 6 open; 0 promotion-only.

**Health Services** – These positions are funded through a combination of Drug Medi-Cal, Medi-Cal, MHSA/BHSA, Grants, State and Federal funds, Intergovernmental Transfer funds, and Realignment funds.

- **Client Services Representative** – Provides administrative support for Behavioral Health, Public Health, and MHSA programs at the Fort Bragg office. This is the only staff support position at this location and is critical for assisting individuals in accessing services. This position is currently vacant due to a retirement. It is budgeted and supported by multiple funding sources.
- **Senior Department Analyst** – Provides fiscal oversight for all MHSA/BHSA services and budgets. This position is currently vacant due to a resignation. It is budgeted and supported by BHSA funding that is drawn down based on service delivery.
- **Senior Department Analyst** – Provides contract, grant, and RFP support across Health Services. This position is currently vacant due to a resignation. It is budgeted and supported by multiple funding sources.
- **Principal Department Analyst** – Provides supervision, oversight, and support for Health Services administrative functions, including employee resources, public relations, community health needs assessment, community health improvement initiatives, and support for three boards. This position is currently vacant due to a resignation. This position will be recruited as a Promo Only. It is budgeted and supported by multiple funding sources.
- **Senior Program Specialist** – Provides quality assurance and performance improvement support across Health Services. This position is currently vacant due to a resignation. It is budgeted and supported by multiple funding sources.

**Active Recruitments:** 2 open; 1 promotion-only.

#### Staffing Overview

- FY 24/25 Budgeted Positions: 167
- FY 25/26 Budgeted Positions: 140
  - Filled: 98
  - Vacant: 42
  - Vacancy Rate: 30%

#### Budgeted Staffing Cost Reduction

- Decrease from FY 24/25 to FY 25/26: \$1,496,212

#### FY 25/26 1000 Series Projected Savings

- Health Services 1000 Series Budget FY 25/26: \$19,238,703
- Projected End-of-Year FY 25/26: \$14,933,248
- Overall Reduction: 22.4%