

THE COUNTY OF SHASTA
<http://agency.governmentjobs.com/shasta/default.cfm>

INVITES APPLICATIONS FOR

**CHIEF OF PSYCHIATRY
HEALTH & HUMAN SERVICES AGENCY
ADULT SERVICES**



Salary:

\$ 111.56 - \$142.38 HOURLY*
\$ 19,337 - \$24,679 MONTHLY*
\$ 232,044 - \$296,148 ANNUALLY*

*Please refer to the appropriate Bargaining Unit Memorandum of Understanding for potential future salary increases. Please visit

http://www.co.shasta.ca.us/index/support_index/personnel/MOUs.aspx

ORAL EXAM IS TENTATIVELY SCHEDULED FOR OCTOBER 2020

FINAL FILING DATE – OCTOBER 12, 2020

ABOUT THE POSITION

Under general direction of the Health and Human Services Agency (HHS) Adult Services Branch Director/Alcohol & Drug Administrator, to act as Chief of Psychiatry for the mental health and alcohol and drug services provided within the HHS, and oversee clinical staff performing outpatient services and providing support for patients residing in institutions and community placements. In addition, the Chief of Psychiatry will serve in a consultative support role for community physicians and clinics providing behavioral health care as part of primary care practice. Remote working with periodic site visits may be considered.

DISTINGUISHING CHARACTERISTICS

This position reports to the HHS Adult Services Branch Director and is distinguished by its responsibility for the professional standards of psychiatric and medical practice within the Adult and Children's Services Branches, and in a consultative capacity on behalf of the HHS in the community. This position is an unclassified, at will position.

IDEAL CANDIDATE STATEMENT

The ideal candidate will be able to provide excellent clinical care to one of the most vulnerable populations in our community. In alignment with our Agency and Branch vision, this candidate will utilize their skill to influence clinical work, site-wide, in the direction of caring for the “whole person”. They must have knowledge and experience working with adults who live with chronic and persistent mental health challenges with or without a co-occurring condition, in either an inpatient or outpatient work setting. They will also have a deep desire for serving those in need while promoting community health and wellness.

The position includes coordination, collaboration and consultation with others responsible for direct program administration using technical leadership skills to promote quality client care. This position may work as/with community partners to provide comprehensive medication support services and oversight for our county’s most vulnerable Medi-Cal recipients who may be high utilizers of community resources. This focus population may also be homeless/chronically homeless, have a mental illness and/or substance use disorder. This individual will be a positive contributor to the site culture and exemplify the agency values of Collaboration, Adaptability, Respect and Excellence. We welcome a candidate who is interested in a fast-paced, team-oriented environment who is hard-working, organized, good with communication and can work collaboratively with internal and external system partners.

EXAMPLES OF DUTIES

Acts as chief advisor in overall mental health medical policy and clinical psychiatric and nursing activities; performs supervisory responsibility for all acts of diagnosis, treatment, and prescribing of medications, which may only be performed by licensed medical staff acting within their scope of practice; may act as chief liaison to the State and Federal agencies that accredit and monitor

outpatient services in regards to medical staff and quality assurance and utilization review; serves as medical chief for outpatient medical services; acts as chief medical liaison to the state department(s) overseeing mental health and alcohol and drug services and the Medi-Cal and Medicare systems; assists branch directors and/or the HHSA Director and other members of the administrative staff in the formulation and development of policies, procedures, clinical plans, positions, and program development as related to psychiatry; maintains liaison with the local medical community, local hospitals, private sector of psychiatry, as well as with psychiatric and medical professional groups on behalf of the HHSA; provides psychiatric, diagnostic, and therapeutic services, applying modern psychiatric principles in the biopsychosocial treatment of patients within the Department; insures referrals from all sources are adequately medically screened; determines the medical treatment most appropriate for patient's recovery; attends meetings as designated; acts as medical liaison to the Mental Health / Alcohol and Drug Advisory Board; monitors the quality of medical care; working closely with the directors, may supervise caseload and client flow of outpatient clinics by meeting with staff assigned to patient scheduling; provides consultative services to physicians in community settings upon request; assists the department in the assessment, planning and design of mental health and alcohol and drug programs to meet community needs; monitors the delivery of acute psychiatric care provided through departmental programs or contracted services; performs liaison services, along with other department medical staff, for department patients placed in institutional or community settings; participates in the review and training of medical staff; participates upon request in the training of community physicians and law enforcement on Welfare and Institution Code Section 5150 and other laws impacting the care and treatment of mentally ill persons upon request; assures that medical staff comply with all aspects of any Compliance Program; maintains up-to-date knowledge associated with the requirements of the Medicare and Medi-Cal reimbursement programs; may be required to act for the Director of Mental Health when so designated.

QUALIFICATIONS

Any combination of education and experience sufficient to directly demonstrate possession and application of the following as applicable to the specific assignment within the HHSA:

Knowledge of:

The general purposes and provisions of the Short-Doyle Act, Realignment, and the State Mental Health Plan contract and State ADP Drug/Medi-Cal program; biological causes and treatment of mental, emotional and substance abuse disorders; current theory and practice related to the prescribing and monitoring of psychiatric medications; recent developments in psychiatric, nursing, and mid-level practitioner protocols for treatment; basic principles of personnel and budget administration, especially related to community mental health and substance abuse programs; Medi-Cal/Medicare utilization review and Federal financial compliance requirements.

Ability to:

Plan, organize, and, perform the duties of Chief of Psychiatry of the MHADP Branch, including the Centers for Medicare and Medicaid Services (CMS); interpret, explain, and apply applicable laws, rules, regulations, and policies, especially as they relate to prescribing and monitoring of medications; prepare and supervise department procedures relating to medical personnel, training, and organization; coordinate activities' with department Clinical Division Chiefs, HHSA branches, and other County departments; diagnose and treat mental and emotional disorders from a

psychiatric and medical perspective; assess the medical needs of mental health and substance abuse clients within the department, and in the community; establish and maintain cooperative working relationships with staff, subordinates, mental health, health, alcohol and other drug treatment and social services professionals, contract providers, elected and appointed County officials, mental health consumers and their family members, community groups, and the general public; and analyze situations, draw sound conclusions and take or recommend appropriate action.

These employment standards are typically attained with completion of the following education and experience:

1. Completion of academic coursework and training as defined in Section 623 of Title IX of the California Administrative Code and possession of M.D. Degree from an accredited college or university and completion of an approved residency in Psychiatry.
2. Graduate training in psychiatry to be supplemented by an additional period of two years of training or practice in the field of psychiatry, one year of which shall be administrative or management experience. Additional specialization or certification in Adult, Older Adult or Youth Psychiatry by a specialty board recognized by the Council on Medical Education of the American Medical Association is highly desired.
3. Possession of a Physician and Surgeon Certificate issued by the California Medical Board.

SPECIAL REQUIREMENTS

- Possession of a Physician and Surgeon Certificate issued by the California Medical Board.
- Incumbents are required to follow the ethical and legal standards required to maintain licensure with the California Medical Board.
- A valid driver's license may be required.

SUPPLEMENTAL QUESTIONS

Responses to the following must be submitted with a completed application:

1. Do you possess a Physician and Surgeon Certificate issued by the California Medical Board?
Yes ___ No ___
2. As a psychiatrist, how would you treat a client with depression?
3. What would you do if you disagreed with another psychiatrist about a client's care?
4. What would you do if you disagreed with another clinical staff about a client's care?
5. How would you treat a client with co-morbid SUD and mental health conditions?

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to stand, walk, sit, and use hands to finger, handle, or feel. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

The employee must frequently lift and/or move up to 25 pounds and will be required to participate in Professional Assault Response Training (PART) and regular PART updates as provided by Shasta County.

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.

OTHER CONSIDERATIONS

- All new employees are required to have their paycheck directly deposited to a bank account.
- Some positions may require a valid California driver's license and acceptable driving record according to County policy.
- Reasonable accommodations may be made for those persons who are disabled under the Americans with Disabilities Act to perform the essential functions of the position.
- As part of the selection process, all individuals provided with a preliminary offer of employment with Shasta County will be subject to a background investigation, including a criminal history check (primarily completed through the taking of fingerprints). An image of your fingerprints will be captured and sent to the California Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI). The resulting report of your conviction history, (if any), will be evaluated along with the other information received in connection with your application. Except as otherwise required by law, a criminal conviction will not necessarily disqualify you from the position. The nature of the offense, the date of the offense, the surrounding circumstances, and the relevance of the offense to the position applied for may, however, be considered.
- Based on the results of the background investigation and criminal history check, applicants may then be provided with an offer of employment conditioned on the results of a medical examination, which includes drug/alcohol testing.
- Shasta County participates in E-Verify. For more information click [here](#). If you do not have internet access, contact Personnel at (530) 225-5515 to request a flier.
- In accordance with Government Code Section 3100, County employees, in the event of a disaster are considered disaster workers and may be asked to respond accordingly.

- Employees in this classification are covered under the CalPERS retirement program. Depending on the provisions of the California Public Employees' Pension Reform Act (PEPRA) and other applicable laws, an employee in this classification will be covered under one of the following CalPERS retirement formulas: (1) 2% at 55, (2) 2% at 60, or (3) 2% at 62. An employee in this classification will also contribute up to 7.75% of his/her pay to this plan, or will contribute such other amount to the plan as authorized by PEPRA and other applicable laws. Please visit our employee benefit page for at [Employee Benefits](#) additional information regarding benefits and CalPERS coverage information. The provisions in this flyer and on the County's website are for information purposes only. To the extent, the provisions of the flyer or the County's website are inconsistent with PEPRA and other applicable laws, PEPRA and other applicable laws shall govern.

ABOUT SHASTA COUNTY

Shasta County covers a large geographic area that includes rivers, lakes, and mountains that offer an abundance of recreational opportunities. An eight-mile river trail, numerous community parks, a local museum alliance and continuous community events contribute to the quality of life. Sacramento is 160 miles to the south and the coast is 150 miles to the west. Shasta Lake, located just a few miles north of Redding, is a play land for water sports enthusiasts and vacationers. Lake Shasta offers 365 miles of shoreline and plenty of opportunities for hiking, mountain biking, fishing, sightseeing and wildlife viewing. Shasta County, the jewel of upstate California, offers a lifestyle that blends the best of rural and urban features.

Health and Human Services Agency

The Shasta County Health and Human Services Agency (HHSA) partners with communities to protect and improve the health and well-being of Shasta County residents. Established in 2006, the HHSA is organized into four branches: Children's Services, Adult Services, Public Health and Economic Mobility, with a centralized administration. The HHSA promotes optimal health for all. The frail, the abused, the mentally ill and those without resources look to the HHSA for services and resources to meet their basic needs, and to protect their health and safety. This transformation improves efficiency, avoids unnecessary duplication of effort, encourages collaboration among programs and organizes the HHSA's services to be more responsive to the needs of the public.

Adult Services focuses on issues that affect people eighteen and older. Adult mental health services include outpatient mental health care, 24-hour crisis stabilization services for people at risk of hospitalization, 24-hour crisis residential services, long-term placement services and referrals to local non-profit organizations that provide additional services. This branch also provides Adult Protective Services to follow-up on elder abuse reports. In-Home Supportive Services help those who need assistance with daily activities in order to remain safely in their own homes, and the Public Authority keeps a registry that helps In-Home Supportive Services recipients find a screened caregiver to provide those services. The Public Guardian helps citizens who are unable to manage their personal and financial affairs and may require guardianship or conservatorship. Mental Health Services Act administration is also housed in the Adult Services Branch.



SALARY & BENEFITS

- **Salary:** \$ 19,337 - \$24,679 per month.
- **Holidays:** 12 days per year.
- **Vacation:** 10 days first 3 years; 15 days 4-9 years; 17 days 10-15 years; 20 days 16 years and thereafter.
- **Sick Leave:** 12 days per year with a generous pro rata payoff when terminating in good standing after at least 5 years of continuous service.
- **Retirement:** CalPERS, coordinated with Social Security.
- **Insurance:** Medical and dental plan, with the County paying for most of the employee and a portion of the dependent cost; a vision plan, a fully-paid life insurance policy and long-term disability plan.
- **Other:** Deferred Compensation plan, IRC Section 125 plan, and credit union membership available.

APPLICATION & SELECTION PROCEDURES

Shasta County Personnel will accept applications and responses to the supplemental questions until 5:00 p.m., on October 12, 2020. A Resume and/or Cover Letter will be accepted in addition to the application form but will not serve as a substitute for a completed application. ***It is not acceptable to complete the application with statements such as, “Refer to Resume and/or Cover Letter,” or “See Attached Resume and/or Cover Letter” the employment application must be completed in its entirety prior to submission. Incomplete applications will not be processed.*** Closing date postmarks or faxes will **NOT** be accepted. This recruitment will establish a list that may or may not be used by other departments. Prior applicants must reapply to be considered.

Applicants will be screened and those considered best qualified will be invited to appear for an oral and/or written examination. Meeting the announced requirements does not guarantee inclusion into the selection process. Depending upon the number of applications received, the selection process may consist of additional application screening, written and/or practical exam(s), oral interview, or any combination thereof.

Veterans' Credit: Veterans (as defined by California Government Code section 18973) who have been discharged from military service under conditions other than dishonorable and who receive a passing score on all components of the employment examinations (up to and including oral examinations) shall receive credit for an additional five points to be added to their final

examination score. To be considered for this credit, a veteran **MUST** provide a copy of his or her discharge document (DD-214 or equivalent) and information as to the type of discharge (honorable, dishonorable, etc.) **WITH THE EMPLOYMENT APPLICATION ON OR BEFORE THE FINAL FILING DATE.**

Applicants are encouraged to apply on-line at <http://agency.governmentjobs.com/shasta/default.cfm> or submit an application to the Shasta County Personnel Office.

Arrangements may be made to accommodate applicants with disabilities. Requests for accommodations may be made to the Shasta County Personnel Office by the filing deadline posted on this bulletin. Shasta County does not discriminate on the basis of disability. If you feel you are being denied service based on a disability, our ADA Coordinator may be reached at (530) 225-5515; relay service (800) 735-2922; fax (530) 225-5345.

SHASTA COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

Shasta County Personnel

1450 Court Street, Suite 348; Redding, CA 96001; (530) 225-5515

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