

Development of Mental Health Peer Support Worker and Impact on Dependent Contractor Positions

The Department currently retains thirty-six dependent contractors and two Community Workers for the Consumer Affairs Office, and fifty-seven dependent contractors for the Ethnic and Cultural Community Advisory Committees (ECCAC's) program. The total dollars for these dependent contractor positions are \$646,000 for the Consumer Affairs Office, \$1,016,000 for the ECCAC. There is an additional \$275,000 unfunded for the Family Affairs Office. The hourly compensation for a dependent contractor ranges from a minimum of \$15.00 to a maximum of \$23.00 per hour.

The Department has been working on development of a full time position for consumers and family members since 2007. The Employment Service Agency has recently completed the analysis and scope of work for the position. Hiring is projected to begin in June or July of this year for the new MHPSW codes.

The new position will be the **Mental Health Peer Support Worker** (MHPSW). The MHPSW will be assigned the same compensations at that of a Community Worker. The monthly salary (exclusive of benefits) will be \$3274-\$3947 depending on seniority step. This position will also be eligible for lead position designation. This allows the position to act as a coordinator with an additional five-percent salary adjustment.

MHPSW positions will offer both full-time (forty hours per week) and half-time (twenty hours per week) job codes. This will allow flexibility for consumers and family members in choosing a work schedule that best meets their needs. The department will retain dependent contractor positions that will average ten hours per week.

The Department is also implementing the Office of Family Affairs. The office will have one full-time MHPSW, five half-time positions and four dependent contractor positions.

With the additions of the MHPSW position and the retention of ten hour a week dependent contractors the total complement of staff and contractors for the Consumer Affairs, Family Affairs and ECCAC programs will be seventy-five positions. This is a net decrease of nineteen positions from the current complement of dependent contractors. The decrease is due to the additional costs that are associated with the benefits provided to county employees. The department has attempted to balance this increased cost per position with the overall needs of each office by integrating both full, part-time and contract positions.

The table summarizes the current status of contract and county positions and the new distribution based on the employment of the MHPSW a code.

Office	Positions	Current Total	Full-time	Half-time	Total
<i>Consumer Affairs</i>					
County Employee	Community Workers	2.0 FTE	2.0 FTE		2
County Employee	MHPSW	0.0	2.0FTE,	11 (0.5)FTE	13
Contract	Dependent Contractors	36.0		15.0	15
<i>ECCAC</i>					
County Employee	MHPSW	0.0	7.0 FTE	14 (0.5)FTE	21
Contract	Dependent Contractors	56.0		14	14
<i>Family Affairs</i>					
County Employee	MHPSW	0.0	1.0 FTE	5 (0.5) FTE	6
Contract	Dependent Contractors	0.0		4.0	4
Total		94	12.0	63	75