

CLARK COUNTY
STAFF REPORT



DEPARTMENT: Human Resources
DATE: December 17, 2013
REQUEST: Approve the addition of a new classification, Clinical Psychologist, range M2.823, to the pay plan. Reclassify JUV0089 position to Clinical Psychologist, range M2.823, effective December 1, 2013.
CHECK ONE: Consent CAO

BACKGROUND

This request is to provide a definitive classification description for the Juvenile Court Clinical Psychologist that reflects the required educational and experience level as well as position responsibilities. When the position was initially created in 2003 it was classified as Program Coordinator II, a generic classification intended to reflect professional level job responsibilities and requirements. Since then, it has become increasingly important to define the specialized duties and advanced educational requirements in order to more fully reflect the needs of Juvenile Court, including Juvenile Detention Alternative Initiatives (JDAI). This proposed classification requires considerable knowledge and experience in psychological assessments; case management techniques; principles and practices of rehabilitation and social casework; supervision, rehabilitation and counseling of juveniles with serious behavioral issues, substance abuse issues and/or antisocial behavior patterns; leadership efforts in the community related to juvenile mental health; and clinical supervision of pre-doctoral interns.

COMMUNITY OUTREACH

This recommendation relates to an internal support matter and there was no community outreach specific to this request.

BUDGET AND POLICY IMPLICATIONS

The addition to the pay plan of new classification Clinical Psychologist, range M2.823 and resulting reclassification of the position's job-share incumbents result in a cost of \$4,303 for the remainder of the 2013-14 biennium, and an estimated cost of \$7,944 for the next biennium.

FISCAL IMPACTS

Yes (see attached form) No

ACTION REQUESTED

Approve addition to the pay plan of new classification Clinical Psychologist, range M2.823 and reclassify position JUV0089 job-share incumbents effective December 1, 2013.

DISTRIBUTION

Jeremy Hammrich, Judy Alexander - Human Resources
Pat Escamilla, Eric Gilman - Juvenile Court

Judy Alexander for
Francine Reis Approved: *Francine Reis*
Director of Human Resources

ESM

Steve Stuart, Chair
BOARD OF COMMISSIONERS

DEC. 17, 2013 SR 272-13

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FISCAL IMPACT ATTACHMENT

Part I: Narrative Explanation

Add the cost of the new classification Clinical Psychologist, range M2.823 from the resulting reclassification of the position's job-share incumbents which results in a cost of \$4,290 for the remainder of the 2013-14 biennium, and an estimated cost of \$7,920 for the next biennium.

Part II: Estimated Revenues

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		GF	Total	GF	Total	GF	Total
N/A							
Total							

II. A – Describe the type of revenue (grant, fees, etc.)

N/A

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	Current Biennium 1/1/13-12/31/14		Next Biennium 1/1/15-12/31/16	
		GF	Total	GF	Total
0001/231 Clinical Psychologist	1	\$4,303.00	\$4,303.00	\$7944	\$7,944.00
Total		\$4,303.00	\$4,303.00	\$7944	\$7,944.00

III. B – Expenditure by object category

Fund #/Title	Current Biennium 1/1/13-12/31/14		Next Biennium 1/1/15-12/31/16	
	GF	Total	GF	Total
Salary/Benefits 0001/231/110	\$4,303.00	\$4,303.00	\$7944	\$7,944.00
Total	\$4,303.00	\$4,303.00	\$7944	\$7,944.00

CLARK COUNTY EMPLOYEE/POSITION ROSTER CHANGE FORM

CLARK COUNTY

DEC 02 2013

Human Resources

Department: Juvenile Court Services

Staff Report Effective Date: 1-Dec-13

Employee	Fund/Dept	A/D/C ¹	Pos. No.	Pos. Type ²	Current Classification	To Classification	Current*			Proposed*			Effective Date	Monthly Wage Change	Monthly Benefit Change	Total Change	Months Left in Biennium	Remaining Biennial Impact	Months in Next Biennium	Estimated Next Biennial Impact					
							R G	S T	Mo. Salary	R G	S T	Mo. Salary													
Shirley Shen*		C	JUV0089*	Operating	PCII	Clinical Psychologist	820	13	6,464	823	12	6,795	12/1/2013	331	0	331	13	4,303	24	7,944					
Christine Viola-Krause*														0	0	0	24	0	24	0					
														0	0	0	24	0	24	0					
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GRAND TOTAL																							4,303		7,944

Comments: *NOTE: This is one job-share position. Incumbents each work .5 FTE

¹ A=Add; D=Delete; C=Change.
² Position Type = Operating, Project, Revenue, Temporary, Parttime (less than 75%), Parttime-Project (less than 75%)
 *Step 1 for hourly nonexempt positions; Top of Q2 for M1 & M2 positions; or actual cost of reclassification (actual % change).

Prepared by: Judy Alexander Date: 25-Nov-13
 Department Approval: [Signature] Date: 11/26/13
 Budget Approval: [Signature] Date: 12/5/13
 Human Resources Approval: [Signature] Date: 12/3/13

System Update
 Entered By: _____
 Approved By: _____
 Amount Currently Encumbered: _____

CLINICAL PSYCHOLOGIST

JOB PURPOSE AND SUMMARY

This classification has primary responsibility for providing consultation, assessments and psychological evaluations, group and individualized counseling and therapy for selected youth who are involved with the Juvenile Court.

SUPERVISION RECEIVED AND EXERCISED

The Clinical Psychologist receives general direction from a Program Manager, and may provide functional and technical supervision of pre-Doctoral interns. The Clinical Psychologist is recognized as the final authority for appropriate mental health responses and interventions for high risk youth, and makes decisions within established policies and standards.

KEY OR TYPICAL TASKS AND RESPONSIBILITIES

- Review daily detention population, referrals and collateral information (e.g., case notes, safety alerts, emails, telephone messages, etc.), and triages cases in order of acuity.
- Meet with youth in detention to determine risk for harm to self or others; make staffing and environmental recommendations.
- Maintain records of mental health contacts with Juvenile Court youth.
- Respond to request of the Court by providing mental health assessments and psychological evaluations and consultations. Assess level of risk for harm to self or others; develop appropriate safety plan dependent on risk level; make recommendation regarding treatment and/or educational interventions. Administer psychological tests to youth involved with the Court. Score and interpret results. Create a written report and provide feedback to client, family and probation staff.
- Coordinate mental health care with outside agencies, including facilitation of mental health intakes, therapy appointments, psychiatric appointments and psychiatric hospitalization when necessary.
- Provide individual and group therapy to detainees or supervise such services provided by doctoral-level psychology interns.
- Collaborate with juvenile court probation and detention staff in supervision of youth by effectively communicating mental health information (i.e. risks and needs).

- Provide consultation and training to probation and detention staff regarding needs of youth in Juvenile Court.
- Planning and organizing training schedule, interview and therapy schedules for pre-doctoral interns.
- Provide clinical supervision to pre-doctoral interns regarding clinical sessions with youth and authorize/sign off on reports placing youth on/off observation status due to issues of possible harm to self/others. Evaluate the work of interns.
- Provide didactic clinical training to psychology interns about relevant issues related to mental health needs of detained/incarcerated youth.
- Performs other related duties as required.

QUALIFICATIONS

Education and Experience: Doctoral degree (Ph.D or Psy.D), plus a year-long pre-doctoral internship program recognized by the American Psychological Association; and, licensed in the State of Washington as a Psychologist. A Clinical Psychology doctor program is desired. The following experience is desirable: working with children and adolescents, treating children and adolescents and their families with individual, family and group psychotherapy; interacting and supervising a multidisciplinary team; experience with the criminal justice system. All combinations of education, experience and training that demonstrate the ability to perform the work will be considered.

Knowledge of: Planning, scheduling, monitoring and problem solving; strength-based assessments; case management techniques; balanced and restorative justice principles and values; principles and practices of rehabilitation and social casework; effective team work and team facilitation; supervision, rehabilitation and counseling of juveniles with serious behavioral issues, substance abuse issues and/or antisocial behavior patterns; juvenile court laws; resources to address the needs of youth and families.

Ability to: Effectively plan, assign, supervise and evaluate the work of others; assist in program development and evaluation; analyze problems, identify alternative solutions, project consequences of proposed actions, and formulate recommendations; prepare clear and concise reports; contribute to and insure the evaluation of program performance; identify client and family needs and assist in development of individualized service plans; assist in rehabilitation of juvenile offenders; maintain effective working relationships with clients and others; effective oral and written communication; utilize various PC applications.

Other Special Requirements: Successful criminal background check as required by law.

WORK ENVIRONMENT

Work is typically performed in an office setting with variations in temperature and noise levels, but work may also include field work and travel to meeting, training/seminars, and various public events to include evening meetings and as a result a valid driver's license may be required. Environment includes volume and temperament of people encountered in the course of work. In addition to sitting, some walking, standing, bending and carrying of light items may be required. Essential tasks involve speaking, listening, phone usage, reading and review of written documents and the use of personal computer software applications; oral communications both in person and via telephone; competing time demands; and, may involve interaction with dissatisfied or angry youth/family members.

06/10/2013