



County of San Mateo

Inter-Departmental Correspondence

Department: HEALTH

File #: 24-293

Board Meeting Date: 4/23/2024

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Louise F. Rogers, Chief, San Mateo County Health
Jei Africa, Director, Behavioral Health, and Recovery Services

Subject: Participation Agreement with California Mental Health Services Authority for the Greater Bay Area Regional Partnership Workforce Education and Training Grant

RECOMMENDATION:

Adopt a resolution authorizing a Participation Agreement with California Mental Health Services Authority to participate in the Behavioral Health Workforce Program for the term of July 1, 2023, through June 30, 2026, in an amount not to exceed \$1,250,000.

BACKGROUND:

In 2004, California voters passed Proposition 63, known as the Mental Health Services Act (MHSA), which created additional State funds to expand mental health services. MHSA resources and expenditures have been approved by the Board as part of the larger County Health budget.

Since the passage of MHSA in 2004, the MHSA Workforce Education and Training component has provided a unique opportunity to expand and improve the public behavioral health workforce, including evidence-based and promising approaches to training and capacity building for providers responding to behavioral health issues; trainings for and by client/consumers and family members; career pathways to address ongoing vacancies in hard-to-fill positions, and stipends to trainees who contribute to the diversity and equity issues of Behavioral Health Recovery Services (BHRS).

California Mental Health Services Authority (CalMHSA) is a public entity created under authority of a Joint Powers of Authority, formed in 2009 by California counties including San Mateo County. CalMHSA provides administrative and fiscal services for behavioral health workforce priorities and other areas of work. Most recently, CalMHSA supported the implementation of the statewide California Department of Health Care Access and Information (HCAI) Regional Behavioral Health Workforce Grant to address the shortage of behavioral health practitioners. With CalMHSA's support, San Mateo County BHRS implemented an educational loan repayment program and retention program, which launched in FY 2022-23 and FY 2023-24, respectively. Thirty-five qualified, eligible

employees in “hard to fill/retain” BHRS and contracted provider positions were awarded up to \$15,000 toward repayment of educational loans in exchange for a 12-month service obligation.

During FY 2022-23, the County started a community program planning process to develop the County’s FY 2023-26 MHSA Three-Year Plan, which included a comprehensive needs assessment, stakeholder and community input sessions, and prioritization by the MHSA Steering Committee. Priority expansions for MHSA funding were developed, which included addressing the behavioral health workforce capacity and shortage of practitioners in public behavioral health systems.

On September 12, 2023, this Board approved the FY 2023-26 MHSA Three-Year Plan, following the Behavioral Health Commission public hearing, 30-day public comment period and recommendation that this Board approve the plan.

DISCUSSION:

Starting in the Spring of 2024, BHRS will award up to \$10,000 towards qualifiable educational loans to eligible clinicians, and another \$10,000 towards qualified employees working in a public mental health or integrated behavioral health setting who can commit to a 12-month service obligation.

Since implementation of HCAI’s Regional Behavioral Health Workforce Grants and based on feedback from California counties, CalMHSA has expanded its menu of services to include temporary clinical staffing, remote supervision, training, and certification, including for peer support specialists.

San Mateo County BHRS is opting to partner with CalMHSA to bring these much-needed workforce staffing supports to the behavioral health workforce.

CalMHSA has been coordinating with all California counties to draft a standardized agreement across the state and with counties individually to customize portions of the agreement to address local needs. This coordination led to a delay for CalMHSA to submit a customized agreement to San Mateo County BHRS for processing.

The resolution contains the County’s standard provision allowing amendment of the County’s fiscal obligations by a maximum of \$25,000 (in aggregate).

The agreement and resolution have been reviewed and approved by the County Attorney as to form.

It is anticipated that 86% of behavioral health workforce strategies identified in Exhibits C-G of the Participation Agreement will be implemented. By FY 2025-26 100% of workforce strategies identified will be implemented.

PERFORMANCE MEASURES:

Measure	FY 2023-24 Estimated	FY 2024-25 Projected
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Percentage of behavioral health workforce strategies identified in Exhibits C-G of the Participation Agreement that are implemented	43% 3 of 7 items	86%* 6 of 7 items
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*It is expected that 100% of workforce strategies identified (7 out of 7 items) will be implemented by FY 25/26

FISCAL IMPACT:

The term of the agreement is July 1, 2023, through June 30, 2026. The amount of the agreement is not to exceed \$1,250,000 for the three-year term. Funds in the amount of \$500,000 are included in the BHRS FY 2023-24 Adopted Budget. Funds in the amount of \$750,000 will be included in FY 2024 -25 and FY 2025-26 Recommended Budgets. Of the FY 2023-24 amount, it is anticipated that \$500,000 will be funded by MHSA funds.