



MENTAL HEALTH COUNSELOR



SACRAMENTO
COUNTY





INTRODUCTION TO SACRAMENTO COUNTY

The State of California, Department of Finance estimates the 2020 population of Sacramento County to be approximately 1.5 million. With more than a half million residents living in unincorporated Sacramento County, it makes our unincorporated county population the fifth largest in the state. As such, Sacramento is considered a large county, especially in comparison with the populations of surrounding counties.

Sacramento is one of the most ethnically and racially diverse communities in California. The Sacramento American Indian/Alaska Native community includes tribal people from many different states and regions with unique cultures and histories, including the first indigenous communities of Sacramento; The Nisenan people, The Southern Maidu, Valley and Plains Miwok, Patwin Wintun peoples, and Wilton Rancheria, Sacramento's only federally recognized Tribe. Historically, Sacramento County has been one of three counties with the highest number of newly arriving refugees in California. In recent years, Sacramento County has resettled the most Refugees and Special Immigrant Visa holders (SIVs) as compared to any other county in California. Global events transpiring over the past year have resulted in an increase in the number of refugees arriving from Afghanistan and Ukraine, thereby enriching the diversity of our community. Sacramento County is one of the most diverse communities in California with seven threshold languages (Arabic, Cantonese, Farsi, Hmong, Russian, Spanish, and Vietnamese).

BEHAVIORAL HEALTH SERVICES' VISION, MISSION AND VALUES

The following vision and mission statements and core values define BHS' mental health system of care objectives. They also provide direction and guiding principles for how all services are delivered through the mental health system of care:

BHS Vision: We envision a community where persons from diverse backgrounds across the life continuum have the opportunity to experience optimum wellness.

BHS Mission: To provide a culturally competent system of care that promotes holistic recovery, optimum health, and resiliency.

BHS Values:

- Respect, Compassion, and Integrity
- Client and/or Family Driven
- Equal Access for Diverse Populations
- Cultural Competence, Adaptive, Responsive and Meaningful
- Prevention and Early Intervention
- Coordinated Near Home and Natural Settings
- Strength-Based Integrated and Evidence-Based Practices
- Innovation and Outcome-Driven Practices and Systems
- Wellness, Recovery and Resilience Focus
- Full Community Integration and Collaboration

THE POSITION

Under direction, Mental Health Counselors (MHC) to provide professional mental health treatment services for severe mental disorders in in-patient or outpatient settings, including assessment, diagnosis, crisis intervention, individual and group counseling, non-medical psychotherapy, and initiation of involuntary holds; to prepare reports and maintain records related to patient or client services; and to perform related duties as assigned.

County-operated programs with this position include:

- Adult Psychiatric Support Services (APSS)
- CalWORKS Wellness Team
- Child and Adolescent Psychiatric Services (CAPS)
- Child Protective Services (CPS) - Mental Health Team
- Community Support Team (CST)
- Community Wellness Response Team (CWRT)
- Homeless Engagement and Response Team (HEART)
- Jail Diversion Treatment Center (JDTRC)
- Mental Health Access Team
- Mental Health Treatment Center - Inpatient Psychiatry Health Facility
- Mental Health Treatment Center - Intake Stabilization Unit
- Quality Child Care Collaborative (QCCC)

THE PROGRAMS

Adult Psychiatric Support Services (APSS)

Adult Psychiatric Support Services (APSS) clinicians provide recovery-based behavioral health services to clients, age 18 and over, who meet the criteria for specialty mental health services. Clinicians work with a multi-disciplinary team to provide integrated mental health and substance use treatment. Services include assessment, group counseling, brief focused therapy, family and peer support, and vocational and benefits coordination.

CalWORKs Wellness Team

MHCs on the CalWORKs Wellness team perform a wide variety of duties in coordinating and providing mental health and substance abuse services for referred clients receiving CalWORKs benefits. MHCs are embedded in the Department of Human Assistance bureaus. Services provided include assessment, treatment planning, therapy, crisis intervention, and case management. Services are provided in appropriate settings including the office, field, virtually, and home.

Child and Adolescent Psychiatric Services (CAPS)

The Child and Adolescent Psychiatric Services (CAPS) Clinic is a multi-disciplinary, outpatient, community mental health provider serving children and youth ages 0-21 and their families. MHCs provide assessment, therapy and case management to a diverse population. The team also includes psychiatrists, psychologists and Youth and family advocates who partner with the team to provide integrated peer support services.

Child Protective Services (CPS) – Mental Health Team

The CPS Mental Health Team is a collaborative program with Child Protective Services. The program serves children and youth, from birth through age 20, by working alongside their families and CPS to identify supports, mental health referrals, and other services needed to achieve permanency and enable the child to live in the least restrictive family setting. The goal of the program is to decrease the number of entries into the CPS system or to prevent entry. In addition, MHCs provide mental health assessments to consenting adults who are interfacing with CPS Emergency Response and Informal Supervision social workers in an effort to support linkage to health and behavioral health services.

Community Support Team (CST)

The Community Support Team serves individuals of all ages and diversity in the community with interventions, education, navigation, resources and connection to services. The goal is to provide services in a culturally and linguistically competent manner to promote recovery, resiliency, well-being, and reduce the risk of suicide. MHCs provides flexible, field-based assessments, builds upon individual, family and community strengths, and provides early intervention to reduce or avoid the need for crisis services.

THE PROGRAMS CONT.

Community Wellness Response Team (CWRT)

Sacramento's Behavioral Health Services (BHS) includes services that meet the cultural, ethnic and language needs of the community and promotes health and wellness; resilience, well-being, and healing from traumatic experiences; prevention, support, and treatment for mental health and/or substance use challenges; and support of those who experience and/or are in recovery from these conditions, along with their families and communities. The mental health counselor and a peer with lived experience receive requests from 988 that may benefit from in-person de-escalation services, assess needs and risks, and create safety plans. This includes identifying and leveraging individual strengths and natural supports; coordinating with existing Mental Health Plan (MHP) and Substance Use Prevention and Treatment (SUPT) providers as appropriate; linking to ongoing services; voluntary transport to urgent/emergency resources and accessing Community Support Team (CST) or other emergency responders when necessary.

CWRT Goals:

- Safely de-escalate crises
- Provide linkages to accessible culturally responsive behavioral health resources to decrease repeat crises and emergency department visits
- Offer a response team that meets the cultural, ethnic and language needs of the community and does not include law enforcement staffing
- Ensure the model is community-based
- Decrease criminalization of mental health and homelessness

Homeless Engagement and Response Team (HEART)

HEART uses a phased approach to help encampment and shelter residents link to needed behavioral health services and support. Through the initial phase, HEART develops rapport and trust with repeated engagement. We follow the pace set by the residents, which means it can be weeks or months before someone is ready for the services and supports we offer. The team's ultimate goal is to reach linkage phase so that encampment and shelter residents will consent to and can obtain the behavioral services they need. Senior Mental Health Counselors (SMHCs) and MHCs provide mental health screenings and substance use assessments to link individuals to needed services. SMHCs and MHCs also coordinate with service providers to coordinate engagement in services.

Jail Diversion Treatment and Resource Center (JDTRC)

The JDTRC is a comprehensive County jail diversion and resource center for Misdemeanor Mental Health Diversion Court participants 18 years and older who are living with mental illness and/or co-occurring substance use disorder, and/or suffering from trauma. Most importantly, the project will divert individuals from jails and prisons and provide mental health treatment, substance use disorder treatment, and trauma-centered services.

This one-stop center provides easily accessible, community-based, individualized support services and linkages for adult individuals in a convenient location. Participants, including those recently released from custody, may receive a myriad of services including:

- Mental and Substance Use Prevention Treatment evaluations and linkage to services
- Onsite therapeutic classes
- Referrals to community-based service providers
- Contact with a probation officer
- Onsite meetings with legal representation

Mental Health Access Team

Mental Health Access links Sacramento County residents of all ages to culturally and linguistically responsive, recovery-focused mental health services. MHCs will determine eligibility for services by conducting a phone screening and assessment. Additionally, MHCs determine the level of service needed and link the individual with an appropriate provider.

Mental Health Treatment Center (MHTC)

Mental Health Treatment Center offers a rich and diverse clinical opportunity to work with an interdisciplinary team providing crisis stabilization services assisting children and families experiencing a mental health crisis.

MHTC - Inpatient Psychiatric Health Facility (PHF)

Our Psychiatric Health Facility (PHF) is a 50-bed licensed inpatient unit. MHCs work the morning shift (7 a.m. – 3:30 p.m.), with some weekend and holiday coverage required. Duties include initiating/writing legal holds as appropriate, assessing clients, coordinating service linkage and working without patient providers, facilitating a level of care decisions, and collaborating with family members, the conservator's office, and other stakeholders.

THE PROGRAMS CONT.

MHTC - Intake Stabilization Unit (ISU)

Intake Stabilization Unit (ISU) is a 24-hour crisis stabilization program serving adults and minors. MHCs work on three shifts (7 a.m. -3:30 p.m., 3 p.m. - 11:30 p.m., 11 p.m. - 7:30 a.m.). Duties include initiating/writing legal holds as appropriate, coordinating service linkage and working with outpatient providers, screening referrals generated by emergency rooms and coordinating client transfers, completing clinical assessments, and working as part of a multidisciplinary team.

Quality Child Care Collaborative (QCCC)

The Mental Health Counselor (MHC) on the Quality Child Care Collaborative (QCCC) provides consultation to early care education providers and child care teachers to assist with issues of children's mental health, inclusion of children with special needs, quality of care, curriculum, and staff-parent communication. The QCCC MHC provides childcare staff and parents with specialized workshops, training, support groups, and team-building exercises. The MHC assists childcare staff in a collaborative and culturally informed manner to understand and problem-solve challenging child behaviors, both in and out of the classroom.



MINIMUM QUALIFICATIONS

Applicants must meet the minimum qualifications for their application to be accepted.

The Minimum Qualifications for this position are:

Either: A Master's degree from an accredited four-year college or university in a mental health-related field such as psychology, counseling, social work, or psychiatric nursing.

Or: Current enrollment in the final semester of a master's program at an accredited college or university leading to a master's degree in a mental health-related field such as psychology, counseling, social work, or psychiatric nursing.

Note: Failure to submit proof of completion of master's degree within six months of appointment may be cause for release from probation or discipline in accordance with Civil Service Commission Rules.

Note: Persons who were employed by the Sacramento County Health Department, held permanent or probationary status in Sacramento County Civil Service, and were engaged in the direct delivery of mental health service in the Mental Health or Alcohol Division on July 24, 1980, may substitute their mental health experience for the required education on a year-for-year basis.

Employees qualifying under this provision must have a combined minimum of six years of acceptable experience and/or education in a mental health field, such as psychology, counseling, social work, rehabilitation counseling, public health, pastoral counseling, occupational therapy, special education, or psychiatric nursing.

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$82,430.90 - \$95,416.59.

Note: Vacancies may be permanent or intermittent on-call (per-diem). Shift differential may be available in addition to base salary. PM (swing) shift - 7.5%. NOC (grave) - 10%.

The following table illustrates the salary range for this position should you be assigned to one of the programs that receives a differential:

Program	Differential Amount	Combined Salary
Community Support Team	5%	\$86,552.45 - \$100,187.42
Homeless Engagement and Response Team (In the Field/Encampments)	5%	\$86,552.45 - \$100,187.42
Mental Health Treatment Center	7.5%	\$88,613.22 - \$102,572.83
Community Wellness Response Team	10%	\$90,673.99 - \$104,958.25

The attractive benefits program includes:

- **Retirement** – The County's defined-benefit pension plan is provided by the County Employees' Retirement Law of 1937 and is managed by the Sacramento County Employees' Retirement System (SCERS) Board of Retirement.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), including Kaiser, Sutter, and Western Health Advantage.
- **Dental Insurance** – Includes 100% of the dental plan premium for the employee and eligible dependents.
- **Life Insurance** – \$18,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon the length of service).
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan.
- **Other Benefits** –
 - The County contributes \$25.00 per pay period into a Retiree Health Savings Plan.
 - Language differential may be available.
 - Various student loan repayment programs are available.
 - Up to \$1,500, education reimbursement is available (continuing education is qualifying.)
 - Hybrid or remote schedules are available for certain programs.
 - Employee Assistance Program services available.
 - Many programs offer clinical supervision to staff registered with Board of Behavioral Sciences.

HOW TO APPLY

To be considered for this incredible opportunity, applicants must complete and submit an online County of Sacramento employment application via the County's job site, at www.sacounty.net.

Following the establishment of the eligible list, the most qualified candidates will be invited to participate in the interview and selection process.

For questions, additional information, or accommodation requests, please contact:

Recruitment and Talent Acquisition Team at
DPS-Recruitment@sacounty.gov

