



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

Senior Mental Health Counselors are assigned the more complex and difficult cases, and the majority of positions in this class require a license. This level typically has the responsibility as a lead worker, providing guidance, consultation, and direction to lower-level professionals and paraprofessionals as a team leader within a given shift or function, and in crisis situations.

County-operated programs with this position include:

- Adult Day Reporting Center
- Adult Psychiatric Support Services (APSS)
- Assisted Outpatient Treatment (AOT)
- 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 and Resource Center (JDTRC)
- Mental Health Access Team
- Mental Health Treatment Center - Inpatient Psychiatry Health Facility
- Mental Health Treatment Center - Intake Stabilization Unit
- Mobile Crisis Support Team
- Qualified Individual Team (QI)
- Quality Management (QM) Unit
- Substance Use Prevention and Treatment (SUPT)
- SUPT Adult System of Care
- SUPT Options for Recovery (OFR)
- SUPT Specialty Court Services Programs
- SUPT Youth System of Care
- Youth Detention Facility (YDF) Mental Health Team

THE PROGRAMS

Adult Day Reporting Center (ADRC)

Adult Day Reporting Center (ADRC) is a collaboration between the Sacramento County Division of Behavioral Health Services (BHS) and the Sacramento County Probation Department. The Senior Mental Health Counselors (SMHC) provide mental health assessments and support, as well as linkages to community services based on identified needs. This is a clinic-based position within the ADRC, providing an array of supports to clients, including intensive supervision by Probation and case management services by BHS.

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, vocational and benefits coordination.

Assisted Outpatient Treatment (AOT)

AOT is an intensive outpatient recovery-oriented, strengths-based, client-centered treatment program that will assist individuals in reducing the symptoms of mental illness or substance use disorders (or both), prevent mental health crises, reduce the number of hospitalizations or incarcerations due to untreated mental health issues, and provide ongoing support through a step-down process as symptoms subside. The overarching goal of the AOT program is to connect referred persons to the least restrictive, high-intensity, community-based full-service partnership program utilizing a "whatever it takes" model of service provision. SMHC's will conduct clinical assessments, work as a team with a peer specialist, develop a diagnostic formulation, refer and link to an appropriate level of care, and provide crisis interventions.

THE PROGRAMS CONT.

CalWORKs Wellness Team

Senior Mental Health Counselors (SMHCs) 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. SMHCs 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. SMHCs 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 Child Protective Services (CPS) Mental Health Team is a collaborative program with Child Protective Services. The program serves children and youth, 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, Senior Mental Health Counselors 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. SMHC 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.

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, wellbeing, 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, receives 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 over time. We follow the pace set by the residents, which means it can be weeks or years before someone is ready for the changes 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. SMHC's and MHC's provide mental health and substance use assessments, link individuals to needed services. SMHC's and MHC's also coordinate with service providers to engage in services.

THE PROGRAMS CONT.

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. SMHC will determine eligibility for services by conducting a phone screening and assessment. SMHC determines the level of service needed and links 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. Senior Mental Health Counselors 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 with outpatient providers, facilitating a level of care decisions, and collaborating with family members, the conservator's office, and other stakeholders.

MHTC - Intake Stabilization Unit (ISU)

Intake Stabilization Unit (ISU) is a 24-hour crisis stabilization program serving adults and minors. Senior Mental Health Counselors 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.

Mobile Crisis Support Team

Seeking licensed mental health clinicians to join our exciting Mobile Crisis Support Team (MCST) program to provide crisis intervention services and supports in partnership with law enforcement to individuals who are experiencing a mental health crisis in the community.

To help maintain safety and prevent unnecessary incarcerations or hospitalizations, MCST clinicians:

- Respond in partnership with law enforcement in a ride-a-long model to mitigate risks in the community by providing crisis intervention for individuals experiencing a mental health crisis.
- Build upon individual, family and community strengths and skills.
- Access resources and services within the community to support safety planning.
- Mobilize authorized County Behavioral Health service providers to support de-escalation and ongoing care.
- Educate key individuals, family members or natural supports on how to improve health and wellness.
- Submit referrals to Peer support services for follow-up system navigation to ongoing care.

Qualified Individual Team (QI)

SMHCs on the Qualified Individual Team complete the objective and independent assessments for children and youth considered for placement in Short Term Residential Therapeutic Programs (STRTP), Community Treatment Facilities, or out-of-state residential treatment facilities. The goal of the QI assessment is to determine the setting which will provide the child with the most effective and appropriate level of care in the least restrictive environment. SMHCs engage members of the Child and Family Team (CFT) and review assessments and records to make a determination if the needs of the child can be met with a family member or in a family-based setting. If not, recommendations are made for the most appropriate level of care, interventions and treatment for the child.

THE PROGRAMS CONT.

Quality Management (QM) Unit

Sacramento County Behavioral Health Quality Management Unit is responsible for oversight and quality improvement activities for both Mental Health Services and Substance Use, Prevention, and Treatment Services. Sr. Mental Health Counselors are responsible for several activities that support assuring quality of care for Sacramento County Medi-Cal beneficiaries including Member Services response, review of quality of services for outpatient and inpatient services, training of providers on issues of compliance with Federal, State, and local regulations and quality of care best practices. These positions require a license (LMFT, LCSW, or LPCC) due to the knowledge needed to provide the clinical review activities.

Substance Use Prevention and Treatment (SUPT)

Substance Use Prevention and Treatment (SUPT) Services Senior Mental Health Counselor serves in a lead role, which may include facilitating educational groups, providing substance use disorder assessments, case management, and crisis intervention. This position also includes assessing the level of care needs and linking individuals to ongoing services and or community supports. Services may be delivered via telephone and/or in person.

SUPT Adult System of Care (SOC)

Adult SOC is the entry point for residents of Sacramento County seeking substance use disorder treatment. The SUPT Adult SOC SMHC provides substance use disorder assessments to determine level of care and linkages to community treatment providers. The assessments are conducted either in person or via telephone.

SUPT Options for Recovery (OFR)

OFR SMHC provides mental health assessments, psychotherapy, clinical documentation, and support to pregnant and parenting individuals. The OFR SMHC provides psychotherapy sessions once per week either in person or via telephone. This position also participates in multi-disciplinary team meetings and works in collaboration with CPS, Probation, and other community partners to coordinate client services.

SUPT Specialty Court Services (SCS) Programs

SCS programs provide substance use disorder assessments, intensive case management, and support, to parents involved with Family Treatment Court and individuals involved with Sacramento County Collaborative Courts, as well as linkages to community treatment services based on the level of care identified by the assessment. The SCS SMHC conducts assessments both in person at designated locations throughout the county including Probation Offices, Main Jail, and other county-partner agencies, and via telephone. This position also participates in multi-disciplinary team meetings, Justice Partners, and other community partners to coordinate client services.

SUPT Youth System of Care (SOC)

Youth SOC SMHC provides substance use disorder assessments and support, to youth ages 12-17 years, as well as linkages to community treatment services based on the level of care identified by the assessment. The Youth SOC SMHC conducts assessments both in person at designated locations throughout the county including Youth Detention Center, Probation Offices, and other county-partner agencies, and via telephone. This position also includes case management, conducting education groups, and working in collaboration with the Juvenile Justice and Child Protective Services (CPS) Systems.

Youth Detention Facility (YDF) Mental Health Team

YDF SMHCs provide intake screenings, assessment, crisis intervention and counseling to youth in the Probation Department's Youth Detention Facility (Juvenile Hall). The team coordinates care with staff Psychiatrists, Substance Use clinicians, Health clinic staff, Education providers, and Probation staff to ensure the safe and secure detention of the youth in the facility. YDF SMHCs in the Valley Oak Youth Academy (VOYA) provide assessment and utilize evidence-based programming to provide suicide and risk assessments and interventions to youth and transition-aged adults who have exhibited issues with conduct, suicidal behavior, substance use/withdrawal, adjustment issues, sex offending behavior, mental health disorders, and issues related to exposure to traumatic events and loss.

MINIMUM QUALIFICATIONS

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

The Minimum Qualifications for this position are:

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.

AND

Either: 1. Two years of post-Master's degree supervised experience in a mental health-related setting providing direct services to mentally or emotionally disabled persons., including dual diagnosis and addiction issues for those assigned to substance abuse settings.

Or: 2. Two years of experience in the class of Mental Health Counselor in Sacramento County service.

In addition to the above:

- Selected positions require possession of a valid Class C California Driver's License, or the ability to arrange for field travel, at the time of appointment.
- Current certification of training in CPR is required within 6 months of employment for positions assigned to the Sacramento County Mental Health Treatment Center.
- Many positions require current licensure by the State of California to practice as a marriage, family, and child counselor (MFT), clinical social worker (LCSW), Licensed Professional Clinical Counselor (LPCC), clinical psychologist, registered nurse, or psychiatrist.
- Selected Substance Use Prevention and Treatment (SUPT) positions require possession of an Addiction Counselor Certificate from an accredited entity.

COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. As of June 18, 2023, the salary range for this position is \$102,256.88 - \$112,723.60.

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%	\$107,369.72-\$119,502.46
Homeless Engagement and Response Team (In the Field/Encampments)	5%	\$107,369.72-\$119,502.46
Mental Health Treatment Center	7.5%	\$105,678.68-\$121,177.87
Mobile Crisis Support Team	10%	\$108,136.33-\$123,995.96
Community Wellness Response Team	10%	\$108,136.33 - \$123,995.96
YDF - Valley Oak Youth Academy	15%	\$113,051.61 - \$129,632.14

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.

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.saccountyjobs.net or scan the QR code below.

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@saccounty.gov

