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**2019 RES-265**

**AUTHORIZING RECLASSIFICATION OF SOCIAL WORKER TO BEHAVIORAL HEALTH  
RESOURCE SPECIALIST DCDHS – ACS DIVISION**

The Department of Human Services – Adult Community Services (ACS) Division has a Social Work position #3045, for which we request a reclassification to a Behavioral Health Resource Specialist. This position will be supervised by the Behavioral Health Program Manager. This position is currently vacant. The Department of Administration – Employee Relations has recommended approval of this request.

The Department of Human Services is experiencing a growth in the funding, number of contracts, and complexity of programs in the behavioral health area over the last few years. These programs work with populations that are attempting to recover from both a mental illness and a substance use disorder. There is an increased demand for programs that specifically treat individuals with opioid use disorder, an increased need for more alternative sanction programs, and the increased scrutiny of the population that requires inpatient psychiatric care. There is a clear connection between mental illnesses and substance use disorders. The National Institute on Drug Abuse reports multiple national population surveys show that about half of those who experience a mental illness during their lives will also experience a substance use disorder and vice versa. Other studies show that approximately 25% of those diagnosed with a serious mental illness also have a substance use disorder.

When position #3045 was initially filled in 2016, it was filled as a Senior Social Worker, at a rate of pay that is higher than the Social Worker pay range. After the position became vacant in July 2018, the vacancy was recruited as a Social Worker. This recruitment was unsuccessful in locating a suitable candidate that met the qualifications and requirements of the position. It was clear from this unsuccessful recruitment that a higher pay range for this position was necessary. The reclassification of this position is to a pay range that is the same as that of a Senior Social Worker. One of the requirements of the position is clinical licensure that will allow the person who is hired to play a key role in the DCDHS behavioral health system by monitoring and authorizing behavioral health intake and by helping people navigate the behavioral health system.

**NOW, THEREFORE BE IT RESOLVED** that the Dane County Board of Supervisors does hereby support and authorize reclassification of the Social Worker (SW 16-18) position (Position No. 3045) in the Department of Human Services (org code 6046) to a Behavioral Health Resource Specialist (SW 20) position (org code 6046), commensurate with the Department's request and approval of the Department of Administration – Employee Relations Division.

**NOW, THEREFORE BE IT FINALLY RESOLVED** that Position No. 3045, which has been vacant for more than six months, is authorized to be filled pursuant to Dane County Ordinance 29.52(15), which requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant for longer than six months.