Side Letter with Butte County Management Employees Association (BCMEA) Regarding Licensure Requirement

Approval is requested for side letter agreement with the Butte County Management Employees Association (BCMEA) extending the time required to obtain licensure from 5 years to 7 years for staff in the Behavioral Health Clinician I job classification. These changes will better meet the operational needs of the Behavioral Health Department and have been agreed to by BCMEA.

Fiscal Impact:
There is no additional budget impact to the General Fund.

Personnel Impact:
Staff in the Behavioral Health Clinician I job will now have seven years to obtain relicense.

Action Requested:
Approve side letter agreement and authorize the Chair to sign.

Administrative Office Review: Meegan Jessee, Deputy Chief Administrative Officer
SIDE LETTER AGREEMENT BETWEEN
THE COUNTY OF BUTTE (COUNTY)
AND
THE BUTTE COUNTY MANAGEMENT EMPLOYEES’ ASSOCIATION –
MID-MANAGEMENT (UNION)

Whereas, on November 6, 2012, Butte County modified the job classification of Behavioral Health Clinician I to include language that employees hired into this classification had five (5) years from date of hire to obtain licensure as a Marriage and Family Therapist (MFT) or Licensed Clinical Social Worker (LCSW) in the state of California. Employees failing to do so would be terminated or demoted to an appropriate lower classification in which they meet the minimum qualifications for, within the Behavioral Health Department, if one is available.

NOW THEREFORE, County and Union hereby agree that:

• Current and future employees in the Behavioral Health Clinician I job classification have seven (7) years from November 6, 2012 to obtain licensure as a Marriage and Family Therapist (MFT) or Licensed Clinical Social Worker (LCSW) in the state of California. Employees failing to obtain licensure by November 6, 2019 will be terminated or demoted to an appropriate lower classification in which they meet the minimum requirements for within the Behavioral Health Department, if one is available.

• Licensed Professional Clinical Counselor (LPCC) has been added to the Behavioral Health Clinician I classification since November 6, 2012. All agreements contained within this side letter will apply to the employees with an intern number working towards obtaining licensure as an LPCC.

• Employees will inform supervisor of licensure status on a quarterly basis (hours accrued, progress in scheduling and taking licensing exams, outcome of exams).

• Supervisors will be responsible for monitoring and evaluating employees’ progress on annual performance evaluation.

• Parties further agree that this agreement is non-precedent setting.

• The terms described herein constitute the complete and entire agreement between the parties.
FOR THE COUNTY OF BUTTE

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Pamela Knorr
Human Resources Director
Date: ________________

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Bill Connelly
Butte County Board of Supervisors, Chair
Date: ________________

FOR BCMEA

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Terry Edwards
BCMEA President
Date: ________________

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Cheryl Schiele
Association Representative
Date: ________________