



COUNTY ADMINISTRATOR
220 NORTH MAIN STREET, P.O. BOX 8645
ANN ARBOR, MICHIGAN 48107-8645
(734)996-3055
FAX (734)994-2592

TO: Al Robinson, Chair
Ways & Means Committee

THROUGH: Robert E. Guenzel
County Administrator

FROM: Kathleen Reynolds, Director
Community Mental Health

DATE: July 5, 2000

SUBJECT: Resolution to Approve Hiring Patrick Barrie as the Associate
Director of Community Mental Health (CMH) at the Maximum
Salary of \$76,184

BOARD ACTION REQUESTED:

The Board is requested to approve hiring Patrick Barrie at the maximum salary of \$76,184 as the Associate Director of Washtenaw County Community Mental Health.

BACKGROUND:

For the past two years the Associate Director position of the Mental Health Center has been filled on an interim basis. In October 1999 the position was posted and Patrick Barrie, the Director of Managed Care for Specialty Mental Health Services for the State of Michigan applied. Mr. Barrie was interviewed and selected as the best possible candidate for the position. Mr. Barrie is one of a handful of national experts on managed care for persons with a severe and persistent mental illness and/or a developmental disability. The addition of Mr. Barrie to the Mental Health Department will continue its evolution as a world class service organization.

DISCUSSION:

Mr. Barrie comes to Community Mental Health with over 20 years of progressively more responsible positions in the mental health field. For the past four years Mr. Barrie has worked for the Michigan Department of Community Health. As the Director of Managed Care and Specialty Services, Mr. Barrie is a leading architect of the managed care plan proposed for the State of Michigan. He is viewed as a national expert in the area of managed care for persons with a severe and persistent mental illness and routinely presents across the country on managed care concepts.

Over the past three years, Mr. Barrie has worked closely with the University of Michigan and Community Mental Health on the development of the Washtenaw Community Health Organization. He has essentially served as the state liaison to the project providing consultation and assistance on a variety of technical issues. Through the course of these conversations Mr. Barrie was offered the opportunity to join Washtenaw Community Mental Health as we implement this exciting, innovative programming. In December, Mr. Barrie accepted that offer.

Mr. Barrie is making this move at this time for several reasons. First, he has maintained his strong focus and interest in **consumers run**, consumer directed services. His movement back to a Community Mental Health program will allow him the opportunity to design and implement innovative consumer directed programs. Mr. Barrie is also strongly committed to family members and their role in the recovery process. Again, Washtenaw County has an active Alliance for the Mentally Ill, giving Mr. Barrie ample opportunity to develop creative options for family members of consumers. Mr. Barrie is a strong team player, interested in the community benefit of our services and excited about the opportunities available in Washtenaw County.

The only stumbling block in the negotiations has been the salary. Mr. Barrie currently makes significantly more than the maximum salary available at Washtenaw. After conversation with his family, Mr. Barrie indicated that he could accept the position at \$76,184, the maximum of the County's salary scale for the position. This resolution requests approval of the Board of Commissioners to hire Mr. Barrie at the top of the salary range for the Associate Director.

IMPACT ON HUMAN RESOURCES:

The Associate Director position is currently filled as an interim assignment for a CMH employee. That employee will return to her old position that is funded and was held vacant during her interim assignment. As the interim Associate Director, that employee was involved in the decision to offer Mr. Barrie the position and is supportive and willing to return to her old position to secure Mr. Barrie's services for Washtenaw County.

Hiring Mr. Barrie at the top of a grade 33, non-union position. The pay range for this position is \$51,468 - \$76,184.

IMPACT ON BUDGET:

There is no impact on the budget as the current CMH employee will return to fill a funded position and the Deputy Director position was budgeted at 100% of the maximum salary in anticipation of this hire.

IMPACT ON INDIRECT COSTS

None.

IMPACT ON OTHER COUNTY DEPARTMENTS OR AGENCIES:

None.

CONFORMITY TO COUNTY POLICIES:

This action conforms with all appropriate County policies.

ATTACHMENTS:

Mr. Barrie's application and curriculum vitae.

A RESOLUTION AUTHORIZING THE HIRING OF PATRICK BARRIE AS THE ASSOCIATE DIRECTOR OF COMMUNITY MENTAL HEALTH AT THE MAXIMUM SALARY OF \$76,184.

WASHTENAW COUNTY BOARD OF COMMISSIONERS

July 5, 2000

WHEREAS, Washtenaw County Community Mental Health has determined that Patrick Barrie is the best qualified candidate for the Associate Director position at Community Mental Health; and,

WHEREAS, Mr. Barrie brings impeccable credentials to the position; and

WHEREAS, the department has budgeted the funds necessary for this position and it results in no layoffs or increase in the budget; and

WHEREAS, Community Mental Health can fund the position out of its current (October 1, 1999 through September 30, 2000) budget; and

WHEREAS, this matter has been reviewed by the University of Michigan, the leadership of the Washtenaw County Community Mental Health Board, County Administration, the Finance Department, Human Resources, Corporation Counsel and the Ways and Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the hiring of Patrick Barrie as the Associate Director of Community Mental Health at a salary of \$76,184