



COUNTY ADMINISTRATOR
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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 Authorize the Hiring Marci Scalera as a Mental Health Program Administrator for Substance Abuse Services at a salary of \$68,000.

BOARD ACTION REQUESTED:

The Board of Commissioners is requested to authorize the hiring Marci Scale at \$68,000 as Mental Health Program Administrator in charge of Substance Abuse Services.

BACKGROUND:

For the past three years, Kathleen Reynolds as served as the Mental Health Director for Washtenaw County and the Substance Abuse Coordinator for Livingston and Washtenaw Counties. As Ms. Reynolds moves on to become the Executive Director of the Washtenaw Community Health Organization she will be unable to continue to manage both organizations. It is now necessary to fill the vacant position of Mental Health Program Administrator for the Substance Abuse Coordinating Agency.

DISCUSSION:

Ms. Scalera comes to Washtenaw County with over twenty years of mental health and substance abuse experience. She currently serves as the Deputy Director of the Southeast Michigan Community Alliance (SEMCA), the Substance Abuse Coordinating Agency for Out-Wayne and Monroe Counties. At SEMCA, Ms. Scalera designed the Medicaid Managed Care Program and implemented the InfoMC information system. She manages a budget of nearly \$12 million dollars and handles provider network management. Ms Scalera is currently earning \$68,000 a year in this position and is willing to transfer to Washtenaw County for the same salary.

Prior to her work at SEMCA, Ms. Scalera spent 17 years in mental health clinics serving in progressively more responsible positions including outpatient management, inpatient administration and clinical supervision of professional staff.

Ms. Scalera is a perfect match for the emerging integrated mental health and substance abuse system here in Washtenaw County. Her experience in both fields allows the organization maximum flexibility in realigning program oversight and administration. While Ms. Scalera's primary responsibility will be with substance abuse services, she will also assume some of the responsibilities in the Adult Program for Persons with Mental Illness. That program recently lost its Program Administrator and a realignment of program management responsibilities is occurring.

In addition to the currently unfilled management responsibilities, Ms. Scalera is being hired to complete negotiations to expand the Coordinating Agency. For over two years, Ms. Reynolds has been participating in conversations with representatives from Livingston, Shiawassee and Monroe County Community Mental Health Centers regarding a regional affiliation for mental health and substance abuse services. The CMH Directors from Shiawassee and Monroe have a strong interest in aligning the mental health and substance abuse funding boundaries. A full time Substance Abuse Coordinator is needed to complete the negotiations regarding these mergers and then to manage the larger substance abuse coordinating agency region.

IMPACT ON HUMAN RESOURCES:

Ms. Scalera is being hired above midpoint of the salary range of \$46,366 - \$68,633 and Board of Commissioner approval is needed. She is filling a currently vacant position.

IMPACT ON BUDGET:

All Substance Abuse Coordinating Agency funding comes from the Department of Community Health. The Substance Abuse Coordinating Agency administrative budget was reworked to accommodate the costs of this position without increasing total administrative costs. There is no net impact on budget.

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:

Ms. Scalera's vitae.

A RESOLUTION AUTHORIZING THE HIRING OF MARCI SCALERA AS THE MENTAL HEALTH PROGRAM ADMINISTRATOR FOR SUBSTANCE ABUSE SERVICES AT AN ANNUAL SALARY OF \$68,000.

WASHTENAW COUNTY BOARD OF COMMISSIONERS

July 5, 2000

WHEREAS, Washtenaw County Community Mental Health has determined that Marci Scalera is the best qualified candidate for the Mental Health Program Administrator position for Substance Abuse Services; and

WHEREAS, Ms. Scalera brings exceptional credentials to the position; and

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

WHEREAS, the Substance Abuse Coordinating Agency can fund the position out of its current budget; and

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

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the hiring of Marci Scalera as the Mental Health Program Administrator for Substance Abuse Services at a salary of \$68,000.