

Wellness Crisis Call Center and Response Team

Summary Description:

Sacramento's Behavioral Health Services (BHS) includes the promotion of 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 Wellness Crisis Call Center and Response Team (WCCCRT) receives calls from community members experiencing a mental health crisis. Mental Health Counselors (MHC) and Senior Mental Health Counselors (SMHC) dispatch Mental Health Response Teams which include Mental Health Counselors/Senior Mental Health Counselors and Peers assigned to locations throughout the County. These Call Center and Response Teams staff provide immediate, 24/7 crisis intervention and 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 Mobile Crisis Support Teams or other emergency responders when necessary.

WCCCRT Goals:

- Safely de-escalate crises
- Provide linkages to accessible and affordable mental health resources to decrease repeat crises and emergency department visits
- Offer a response team that does not include law enforcement staffing
- Ensure the model is community-based
- Decrease criminalization of mental health and homelessness

Timeline (*all dates in the following timeline are subject to change):



Wellness Crisis Call Center & Response Team Project Plan – Monthly Updates

July – September 2021:

- Sacramento County Behavioral Health Service planned and held 4 virtual community stakeholder workgroup meetings in the month of August about the Wellness Crisis Call Center and Response to collect input from community members.
- Wellness Crisis Call Center & Response Team (WCCCRT) model and protocols were developed.
- Initial recruitment planning began: Job descriptions & recruitment materials were developed and posted to begin hiring for positions.

October – December 2021:

- Hiring and recruitment continues: 2 of 2 Health Program Managers hired. 1 of 1 Administrative Services Officer 2 hired. 10 candidates for Mental Health Program Coordinator contacted for interview opportunity, 5 responses, 1 declined, 4 interviews, 1 offered and accepted position. Additional recruitment materials developed (i.e. Position specific flyers and full announcements for each position).
- Equipment: equipment/technology needed for the WCCCRT researched and identified.
- Call Center Software/Hardware: research of call center software options.
- Sacramento County Behavioral Health Services hosted a virtual report back from the Community Stakeholder Workgroup Meeting on Monday, December 13, 2021, from 3:00 – 5:00 PM. The purpose of this meeting was to report and share the community input gathered to inform the design of the Wellness Crisis Call Center and Response Team (formerly Alternatives to 911 for Mental Health).
- Sacramento County Mental Health Board (SCMHB) reviewed and approved proposed amended bylaws that included the need of a Behavioral Health Services Wellness Crisis Call Center and Response Team Advisory Committee on December 15, 2021.

January 2022

- Hiring and recruitment continues: position recruitment flyers for each position (five) were posted to the job opportunities website. <https://www.governmentjobs.com/careers/sacramento>. 1 of 1 Administrative Services Officer 1 hired, 7 candidates for Mental Health Program Coordinator contacted for interview opportunity, 3 responses, 2 declined, 1 interview, 1 accepted position.
- Evaluated Emergency Response call data to identify peak call times to inform the program staffing model, and identify key geographic placement of the response teams within Sacramento County: Data was reviewed by Research Evaluation Performance Outcomes (REPO) and reports provided to Project Development Team. Project Development Team is reviewing data relative to staffing. Additional data is needed for further consideration.

*Timeline is subject to change due to: timelines for other county departments and labor organizations; delays in equipment procurement, staff recruitment and hiring, and facility acquisition and implementation.

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Wellness Crisis Call Center & Response Team Project Plan – Monthly Updates

January 2022 (cont.)

- Software for call center identified. In process of purchasing.
- Community Stakeholder Presentations:
 - 1) Cultural Competence Committee
 - 2) Mental Health Board Adult System of Care Subcommittee
 - 3) Expert Pool

February 2022

- Recruitment Marketing Strategies: [Sac County Application Workshop](#) (monthly) 02/24/2022
- Program Description: revision in process
- SCMHB's amended bylaws were approved by the Board of Supervisors on 02/15/2022 which includes the WCCCRT Advisory Committee as a subcommittee of the Mental Health Board.

March 2022

- Mental Health Program Coordinators will develop a training plan based on recommendations from the community input.
- Recruitment Marketing: LGBT Center "You Betta Work" Job Fair 03/10/2022.
- 33 candidates for Senior Office Assistant contacted for interview opportunity, 5 responses, 3 declined, 2 interviews scheduled.

April 2022

- Hiring and recruitment continues:
 - WCCCRT hiring information is being posted across Sacramento County social media. [Join the Behavioral Health Crisis Response Team \(saccounty.gov\)](#)
 - 2 candidates for Mental Health Program Coordinator contacted for interview opportunity, 2 responses, 1 declined, 1 interview, 0 offered position.
 - Updated Senior Office Assistant list was made available the first week of April and is currently being reviewed to build a list of interview candidates for interviews to be scheduled tentatively the first week of May. March update: 2 responses, 2 interviews scheduled, 0 interviews occurred, 0 offered position.
 - Response Team Health Program Manager was on the local news to share about WCCCRT program and recruitment information.

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Wellness Crisis Call Center & Response Team Project Plan – Monthly Updates

April 2022 (cont.)

- Staff training has not begun due to hiring challenges. Mental Health Program Coordinator that was hired to support interviewing and develop training is currently continuing previous job duties while supporting replacement. This delay is due to hiring challenges in other BHS positions.
- Facilities: Looking into separate back-up power source to support 24/7 call center operation due to current system inability to support call center needs.
- Equipment: Delays in equipment needed to support call center and response team staff include laptops, call center software, headsets on backorder.

May 2022

- Hiring and recruitment continues:
 - Refreshed lists requested for all positions, 1 new Program Coordinator added to list, did not respond to request for interview.
 - 2 Mental Health Counselors hired and in the process of onboarding.
 - 10 candidates for Senior Behavioral Health Peer Specialist contacted for the interview opportunity, 4 responses, 1 decline, 3 interviews scheduled.
 - 96 candidates for Senior Office Assistant contacted for the interview opportunity, 22 responses, 11 declines, 5 interviews completed.
- Recruitment Marketing:
 - NAMI Walks 05/07/2022: 5 staff attended and distributed program and recruitment information to 50 attendees.
 - Sacramento County Career Fair 05/17/2022: Discussed program and positions with 15 attendees. Follow up emails were sent to 3 potential candidates.
- Staff training further delayed due to hiring challenges. Mental Health Program Coordinator that was hired to support interviewing and develop training continues previous job duties while supporting replacement. This delay is due to hiring challenges in other BHS positions.
- Begin developing response protocols and workflows influenced from the community input sessions.
- Mental Health Program Coordinator will begin developing staff training.
- Call Center and dispatch software training to begin.
- Equipment: Continued delays in equipment needed to support call center and response team staff include laptops, call center software, headsets on backorder.
- Facilities: Continue to look into separate back-up power source to support 24/7 call center operation due to current system inability to support call center needs. Recommendation received.

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As of 05/20/2022

Timeline (*all dates in the following timeline are subject to change):



Wellness Crisis Call Center & Response Team Project Plan – Monthly Updates

June 2022 (cont.)

- Hiring and recruitment continues:
- Developing a marketing strategy influenced by community input to ensure program outreach and communication.
- Expanding the Mental Health Urgent Care Clinic to a 24/7 operation.
- Developing a strategy for coordinating services with Community Based Organizations as recommended in the community input sessions.
- Call Center and dispatch software training continues.
- Continue developing response protocols and workflows influenced from the community input sessions.
- Mental Health Program Coordinator will begin staff training for any new staff.

July 2022

- Hiring and recruitment continues:
- Call Center and dispatch software training continues.
- Continue developing response protocols and workflows influenced from the community input sessions.
- Mental Health Program Coordinator will begin staff training for any new staff.

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As of 05/20/2022

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August 2022

- Hiring and recruitment continues:
- Equipment: tentatively equipment for WCCCRT staff will be deployed early August
- Call Center and dispatch software training continues.
- Continue developing response protocols and workflows influenced from the community input sessions.
- Mental Health Program Coordinator will begin staff training for any new staff.

September 2022

- Hiring and recruitment continues:
- Mental Health Program Coordinator will begin staff training for any new staff.

October 2022

- Hiring and recruitment continues:
- Mental Health Program Coordinator will begin staff training for any new staff.
- Tentative Program Go-live: Due to delays in hiring, equipment, and software the Program Go-live date has been moved to October 2022.
- Until the WCCCRT Advisory Committee is seated through recommendation by the WCCCRT Advisory Selection Committee and appointment by the Board of Supervisors, the WCCCRT Advisory Selection Committee shall serve in an interim advisory capacity to Behavioral Health Services staff as a process to increase transparency and accountability to the broader community through the sharing of information about the WCCCRT design and planning process at regular intervals and consideration of advisement received by this interim advisory committee.

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