



**SAN BENITO COUNTY  
AGENDA ITEM  
TRANSMITTAL FORM**

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Vice Chair

Peter Hernandez  
District No. 3  
Chair

Bob Tiffany  
District No. 4

Bea Gonzales  
District No. 5

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**Item Number: 1.1**

**MEETING DATE:** 09/13/2022

**DEPARTMENT:** HUMAN RESOURCES

**AGENDA ITEM PREPARER:** Henie Ring

**DEPT HEAD/DIRECTOR:** Ray Espinosa

**SUBJECT:**

**COUNTY ADMINISTRATION OFFICE - R. ESPINOSA**

Update on the Director of Behavioral Health recruitment.  
SBC FILE NUMBER: 630

**AGENDA SECTION:**

REGULAR AGENDA

**BACKGROUND/SUMMARY:**

The County began the recruitment process and accepting applications on January 12, 2022. On March 3, 2022 all eligible applicants were reviewed and rated by the Behavioral Health Board. The top 5 applicants were invited to interview on April 1, 2022. From those interviews, a candidate was selected but declined the offer. A 2nd candidate was selected but also declined the offer. Human Resources reposted the position as continuous and as of Sept. 1st, and the current status of the recruitment is: there are 5 new applicants that meet minimum qualifications. At this time, interviews have not been scheduled.

In addition to the continuous recruitment, the Board of Supervisors authorized a contract with the consultant firm, MRG Solutions to conduct an Organizational Assessment to assist San Benito County leadership and senior management to assess the current status of the Behavioral Health Department and identify organizational gaps, transformational risks evolving issues. This assessment will be conducted in 3 phases. MRG has currently finished Phase 1 and is in the process of Phase 2. The assessment is on track to be completed by the end of September 2022.

**RESOLUTION OR ORDINANCE NEEDED FOR THIS ITEM:**

N/A

**CONTRACT NEEDED FOR THIS ITEM:**

N/A

**CONTRACT AND RFP HISTORY:**

N/A

**LAST CONTRACT AMOUNT OR N/A:**

N/A

**STATE IF THIS IS A NEW CONTRACT/ HOW MANY PAST AMENDED CONTRACTS/ OR N/A:**

N/A

**STRATEGIC PLAN GOALS: 1. Operational Development & Excellence**

Yes

**STRATEGIC PLAN GOALS: 2. Planning And Sustainable Growth**

Yes

**STRATEGIC PLAN GOALS: 3. Technology**

No

**STRATEGIC PLAN GOALS: 4. Community Engagement**

Yes

**STRATEGIC PLAN GOALS: 5. Health & Safe Community**

Yes

**BUDGETED:**

Yes

**BUDGET ADJUSTMENT NEEDED:**

N/A

**SOURCE OF FUNDING:**

General Fund

**UNFUNDED MANDATE:**

N/A

**SBC BUDGET LINE ITEM NUMBER:**

630

**CURRENT FY COST:**

The position was included in the FY 22/23 budget, additional savings within the department will come from the current vacancy with no direct impact to this years budget.

**STAFF RECOMMENDATION:**

Reassess the recruitment process after the Behavioral Health Assessment is completed by MRG Solutions.

**BOARD ACTION RESULTS:**

Presentation only, no action taken.

**ATTACHMENTS:**

[BHA Director Recruitment Update](#)