

POLICE BEHAVIORAL HEALTH CLINICIAN SERIES

Definition:

Under general direction, provides professional services including: therapeutic casework or counseling and treatment for persons with either behavioral health conditions, neurological conditions, or physical challenges; behavioral health counseling, psychoeducation, outreach and engagement, case management, consultation, and quality assurance review of assigned cases; client assistance with access to the healthcare system and aids in improving their social functioning; and performs related work as required.

Class Titles

**Police Behavioral Health Clinician I
Police Behavioral Health Clinician II**

Essential Duties and Responsibilities:

The following responsibilities and essential duties are performed on a frequent and recurring basis by an incumbent. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

Provides direct casework, and individual and group therapy; secures and evaluates medical or psychosocial data such as behavior patterns, use of coping skills and family relationship; analyzes factors which exert an adverse effect upon health issues, treatment and recovery which contribute to, or are responsible for, behavioral health issues and/or affect the potential for recovery and resiliency.

Interprets the social aspects of physical or behavioral health issues to clients, relatives, other behavioral health and medical care staff and appropriate persons or agencies.

Assists clients in understanding clinical health challenges and their reaction to them, accepting the need for treatment, building on strengths and working toward the solution of challenges and stresses the importance of engaging in treatment to increase social functioning, modifying unrealistic attitudes and strengthening client's effort toward satisfactory adjustments.

Works with relatives, and/or other identified support network, providing psychoeducation and counseling as needed towards gaining their acceptance of clinical recommendations and problem solving any challenges.

Functions as a member of a multidisciplinary clinical team and interprets clinical information for use in diagnosis.

Establishes and maintains effective relationships with contractors and community organizations and other governmental agencies regarding programs and services.

Participates in committees, meetings and conferences.

Provides guidance regarding appropriate social-psychological practices and services.

Makes referrals to intake facilities and government and community resources for appropriate level of care or additional resources.

Visits field locations that may include, but are not limited to residences, schools, institutional settings, and responds to psychiatric emergencies, as appropriate.

Maintains accurate, timely, and compliant case documentation and records; prepares reports and correspondence on evaluation status and case recommendations.

Participates in case conferences; conducts educational and training programs.

May be required to perform crisis interventions and conduct evaluations for involuntary holds.

May serve as a clinical lead to license-eligible staff who are gaining hours in Police Behavioral Health Clinician I classification.

Performs administrative and other related duties as required.

Keeps abreast of emerging trends, innovative practices, and changes to legislation and developments in the field of behavioral health.

Other Duties and Responsibilities:

Performs other projects/tasks as assigned.

Lifts and carries boxes of accounting records and files weighing 30 pounds or less.

Class Characteristics:

Police Behavioral Health Clinician I is an unlicensed classification for the purposes of allowing an incumbent the opportunity to gain qualifying experience and hours towards licensure. The emphasis is on learning casework and treatment methods appropriate to the behavioral health setting.

Police Behavioral Health Clinician II is a licensed journey level classification. This position is distinguished from a Police Behavioral Health Clinician I class in that it requires a California license to practice as Licenses Clinical Social Worker (LCSW), a Licensed Marriage and Family Therapist (LMFT), or a Licensed Professional Clinical Counselor (LPCC).

Incumbents assigned to classifications within this series will be subject to the resolution relating to compensation for Confidential/Nonrepresented and are designated as at will.

Qualification Guidelines:

The following generally describes the knowledge and ability required to enter the job and/or be learned within a reasonable period of time in order to successfully perform the assigned duties:

Knowledge of:

Principles, techniques and knowledge of clinical and case management work.

Understanding the impact and characteristics of emotional and behavioral health disorders, substance abuse disorders, physical disabilities and illness on social systems such as families, communities and the environment.

Laws, constitutional rights, and regulations governing the treatment of behavioral health problems for children, older and dependent adult abuse, and drug and alcohol addiction and/or abuse in the provision of behavioral health services in the community or institutional settings.

Community resources, agencies and other professional disciplines.

Health Insurance Portability and Accountability Act (HIPAA) and its applicability.

Integrated Care.

English usage, spelling grammar and punctuation.

Modern office practices, methods, and computer equipment and applications related to the work.

Techniques for providing a high level of customer services.

AND

Ability to:

Apply, interpret, and explain clinical concepts and principles.

Establish and maintain effective relationships with clients, their families, other Police Department and City staff members and the behavioral health/medical community as a part of a multidisciplinary treatment team to provide integrated high quality and continuity of care.

Secure adequate psychosocial information concerning the client through person interviews and review of case files, make systematic and concise records of such information and prepare individualized care plans.

Communicate and interact in situations requiring instructing, persuading, consulting, counseling, and motivating people and working with clients who may be emotionally

and psychiatrically unstable.

Advocate for clients to receive services necessary for treatment, safety, and well-being.

Provide guidance and feedback to license-eligible staff in the Police Behavioral Health Clinician I classification.

Evaluate situation for crisis and determine if an involuntary psychiatric hold is necessary.

Execute quick and effective decisions impacting a client's health care treatment.

De-escalate hostile or confrontational clients/customers.

Work with participants who may be in crisis.

Work evening, nights, or weekends or be placed on call.

Interpret and apply laws, regulations, policies and procedures.

Interact with persons who may be uncooperative, irrational, upset, or angry, and persons of varying degrees of mental stability.

Maintain accurate records and files.

Deal calmly and effectively with emotional or controversial interactions; use tact, discretion, and sensitivity in dealing with sensitive situations.

Coordinate multiple projects and meet critical deadlines.

Work independently, understand, and follow verbal and written directions, and use independent judgment and initiative.

Communicate clearly, concisely, and effectively; prepare and present oral and written reports.

Operate modern office equipment including computer equipment and applicable and specialized software.

Organize work, adhere to multiple deadlines, and handle multiple projects.

Handle job stress and maintain composure in public settings.

Read and write at the level required for successful job performance.

Establish and maintain effective relationships with those contacted in the course of work.

Education and Experience:

Any combination of education, training, and experience that would likely provide the knowledge, skills, and abilities to successfully perform in the position can be considered as qualifying. A typical combination includes:

Possession of a Doctorate or Master's Degree from an accredited U.S. graduate school, or a certified foreign studies equivalency in social work, psychology, counseling or a closely related behavioral science field.

Special Requirements:

Police Behavioral Health Clinician I - Must be currently registered as an Associate Clinical Social Worker (ACSW), Associate Marriage and Family Therapist (AMFT) or Associate Professional Clinical Counselor (APCC) with the California Board of Behavioral Sciences. Licensure/registration must be maintained as a condition of employment. Failure to maintain licensure/registration may result in immediate termination.

Police Behavioral Health Clinician II – Possession of a current valid license to practice as a Licensed Clinical Social Worker (LCSW), a Licensed Marriage and Family Therapist (LMFT), or a Licensed Professional Clinical Counselor (LPCC), issued by the California Board of Behavioral Sciences. At the time of hire, must provide a valid LCSW, LMFT, or LPCC license. Licensure must be maintained as a condition of employment.

Valid and appropriate California Driver License and acceptable driving record at time of appointment and throughout employment in this position. Employees in this classification will be enrolled in the Department of Motor Vehicles Government Employer Pull Notice Program.

Must be able to work a flexible schedule to accommodate City needs.

Must pass a thorough background investigation prior to job offer.

Per California Government Code §3100 - 3109, all public employees are declared to be disaster service workers and must take and subscribe to the oath or affirmation as required.

Physical Tasks and Working Conditions Include the Following:

Work is performed in an office environment and requires sitting for prolonged periods of time using a computer keyboard and screen. The incumbent stands, walks, twists, reaches, bends, crouches and kneels and may grasp, push, pull, drag and lift boxes of accounting records and files weighing 30 pounds or less. In the field, work may involve situations or locations that are uncertain, unpleasant, or hostile; fieldwork may also involve driving to and entering residences where exposure to biohazardous material, unpleasant sights and odors, animal remains, and hoarding conditions are present. When interacting with persons of varying states of mental stability, may encounter uncooperative, irrational, upset or angry individuals and respond to agitated, hostile, violent or emotionally charged situations.

It is not uncommon to respond to or assist a colleague or clinical team in de-escalating situations; may require use of hands-on restraint; exposure to communicable diseases, pepper spray, or bodily fluids.

The incumbent must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed.

Fair Labor Standards Act Designation: Exempt
Status: At Will

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