

Board of Supervisors Meeting

Meeting Time: 10-11-22 09:00

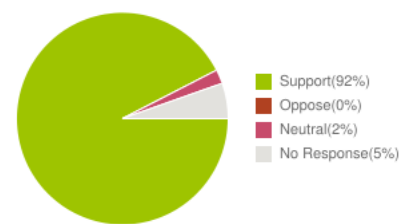
eComments Report

Meetings	Meeting Time	Agenda Items	Comments	Support	Oppose	Neutral
Board of Supervisors Meeting	10-11-22 09:00	29	93	86	0	2

Sentiments for All Meetings

The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



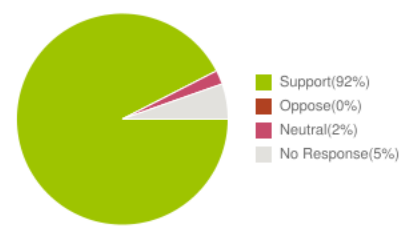
Board of Supervisors Meeting
10-11-22 09:00

Agenda Name	Comments	Support	Oppose	Neutral
10. ADDRESSING THE BEHAVIORAL HEALTH WORKER SHORTAGE IN SAN DIEGO COUNTY	93	86	0	2

Sentiments for All Agenda Items

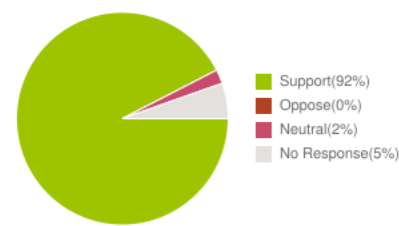
The following graphs display sentiments for comments that have location data. Only locations of users who have commented will be shown.

Overall Sentiment



Agenda Item: eComments for 10. ADDRESSING THE BEHAVIORAL HEALTH WORKER SHORTAGE IN SAN DIEGO COUNTY

Overall Sentiment



Sara Heller

Location: 92116, San Diego
Submitted At: 8:50am 10-13-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I have years of experience in the field and am unable to work due to my unpaid internship, which is a huge financial strain. I spend hundreds of dollars a month on gas, which mostly goes to driving to my internship that's 45 min away from my house.

Moises Baron

Location: 92111, San Diego
Submitted At: 2:03pm 10-11-22

The San Diego Center for Children, the County's oldest nonprofit serving children, strongly supports the implementation of the recommendations listed in the behavioral health workforce report submitted to the Board of Supervisors. Our ability to continue to provide essential behavioral health services in the present and into the future depends on the efforts to effectively address the significant workforce shortages we are experiencing.

Moises Baron

Location: 92111, San Diego
Submitted At: 2:03pm 10-11-22

The San Diego Center for Children, the County's oldest nonprofit serving children, strongly supports the implementation of the recommendations listed in the behavioral health workforce report submitted to the Board of Supervisors. Our ability to continue to provide essential behavioral health services in the present and into the future depends on the efforts to effectively address the significant workforce shortages we are experiencing.

Ryan Wauson

Location: 92103, San Diego
Submitted At: 10:40am 10-11-22

I am Master of Social Work (MSW) at CSUSM. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. Internships are a required part of social work education, with students spending anywhere from 16 to 20 hours per week at field sites, many of which are funded by the County. A paid internship will encourage more students to pursue careers in behavioral health, and to serve in County programs.

Paola Alvarado

Location:
Submitted At: 9:08am 10-11-22

I work in the Behavioral Health field and notice on a daily basis how under resourced our programs are which creates barriers when trying to assist our clients. Our staff is underpaid which leads to a lot of turnover across BH providers around the County, which leads to folks being overwhelmed by the amount of work they have since they have to cover for those staff members. If BH workers were paid a livable wage, we would have less turnover and better services. Please support higher wages!

A C

Location: 92120, San Diego
Submitted At: 8:43am 10-11-22

As a professional in the Behavioral Health field, sometimes we are these people's last hope left to get them the support they need as far as housing and stability for themselves and their families in addition to helping them get a handle on their mental health. Most people in this field do it because they have a passion for it and although we are not necessarily in it for the money we do deserve a living wage for all that we do. Please support higher wages for the BH field. Thank you.

S A

Location:
Submitted At: 7:31am 10-11-22

Prioritizing compensation seems to be essential for recruiting/training/retaining an ethical and integrity driven BH workforce (supervisors/managers included). Taking the cost of living in San Diego and the State of California in general, wages that reflect the value of the provider, individuals being served, and dedication needed to sustain an effective, trauma-informed workforce seems critical. A secure foundation is a protective factor for providers as well. Thank you so much.

S S

Location: 92028, Fallbrook
Submitted At: 9:25pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. Internships are a great way to gain our experience in our future field, but at the cost of our mental health and well-being. Experiencing managing duties, as manageable as I have brought them to be, it has taken a toll on myself for free, a toll that those employees are not dealing with.

Juliana Romero

Location: 92115, San Diego
Submitted At: 9:14pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I think that getting paid for internships will make it possible for students to afford graduate-level schooling and save them the stress of juggling schoolwork, an internship, and a job. A paid internship will encourage many students to pursue higher education, particularly in the field of social work.

Rachele Madrigal

Location: 92115, San Diego
Submitted At: 9:13pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I am currently able to stay at float during my first year of my masters program. However, being that it is mandatory to work 20 hours during my second year I believe my financial I struggles will increase affecting my academic work. If passed this would be a huge relief for my classmates and I.

Amy Isiaho

Location: 92126, San Diego
Submitted At: 8:33pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. While I am a paid employee intern, most of my fellow students are not. I have watched them struggle to choose between paying for books, rent, internship expenses. Our interns are in a vital position to provide crucial services to our community and deserve to be able to meet their basic needs.

Terri Garcia

Location: 92173, San Diego
Submitted At: 8:15pm 10-10-22

Since 1999, I have seen tremendous growth in services, but they never align with the need in our communities. Much of this can be contributed to worker shortages and low wages. Often it is said, "we are not doing this for the money, we do it because we care and want to help." While that is a powerful statement, the complexity of their work deserves to be recognized and rewarded. And, if our vision is harm reduction, then it should be noted that having quality care reduces harm. BH is essential

Samuel Hill

Location:
Submitted At: 7:43pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I feel as though it is a fundamental right for graduate-level interns to be compensated, as many are professions before entering their program and bring as much or more to the table of an agency as any other hired employee.

Gabriela Manriquez

Location: 92115, San Diego
Submitted At: 7:34pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. As a full time masters student being paid for my internship would be incredibly beneficial. Having paid internships is not only ethically important but it also helps the field of social work be more equitable in terms of who is able to get a degree.

Ashley Wright

Location: 92069, San Marcos
Submitted At: 7:34pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I have worked 7 years in social work related fields and 3 of those years were assisting adults and adolescents at an outpatient facility. I feel like I have a lot of experience to offer currently and can no longer work full-time, so a paid placement would be

extremely helpful while I'm in school.

Baylor Sebek

Location: 92115, San Diego
Submitted At: 5:28pm 10-10-22

I am a current MSW student at San Diego State University. Providing payment for placements will allow for students to have the means to continue in the problem and provide a positive reinforcement that our work is worthy and of quality. We need to feel appreciated in our work and shown adequate respect to the degrees we already hold.

Sean Siruno

Location: 92115 , San Diego
Submitted At: 4:06pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. As a Master's student with a background in social work, I have a lot of useful skills that I would love to apply and expand on through becoming a part of the behavioral work force. However, mandated (usually unpaid) internships have stood in the way of me doing this and have also strained me financially.

Pamela Meza

Location: 92154, San Diego
Submitted At: 4:00pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I am currently a full time student, interning 20 hours per week and trying to hold on to my full time job so that I can continue to financially support family while preparing to enter a field that is in crisis and currently severely underpays its workers.

Paul Herrmann

Location: 92104, San Diego
Submitted At: 3:40pm 10-10-22

It is disheartening to watch colleague after colleague decide to leave because the stress and workload of the SUD field tends to exceed compensation, leading to burn out. If the county wants people to continue to spend time and money to become and remain certified for this type of work, wages will have to follow. If not, constant turnover and inexperienced staff will remain the norm, at the expense of our client's wellbeing.

F P

Location:
Submitted At: 3:26pm 10-10-22

As a counselor and former outreach worker, it has been a privilege to work in the behavioral field by giving back to the community and helping others. But for too long, the efforts of all service providers work has gone unnoticed. Although we "don't do it for the money", it's important that the work we put in to save and change lives should be recognized and compensated.

Mathew Snell

Location: 92115, San Diego
Submitted At: 3:16pm 10-10-22

How come people that work for County Contractors don't make County Employee wages or get County Employee benefits? Solve this problem and you will create a field that people want to work in and can afford to live in San Diego. You will be able to attract people to the field and retain them in the field.

S R

Location: 92114, San Diego
Submitted At: 3:10pm 10-10-22

There is need for higher compensation for the behavioral health workforce. We do important work in the field that need to be compensated accordingly. As previously stated, we need help from the County to increase county

contracts. Thank you.

Donna Raynes

Location: 92123, San Diego
Submitted At: 2:57pm 10-10-22

Our clients at residential treatment have increased so much this last fiscal year. Our facility needs way more funding and increased wages to be able to hire more staff to provide additional services at a much higher LOC for this population in SUD services.

D K

Location: 91942, La Mesa
Submitted At: 2:49pm 10-10-22

We need to have competitive wages to offer our employees to retain those we have and those we plan to hire. I support this agenda item.

Melina Mumtzis

Location: 92009, Carlsbad
Submitted At: 2:48pm 10-10-22

I'm an MSW student at SDSU and I support the recommendations laid out for this item. Providing paid placements for students would be extremely beneficial in lowering the already high-stress culture of social work. Compensation for putting in hundreds of hours into field placements would be incredibly life-changing for many students. I strongly urge the Board to vote in favor of these recommendations on behalf of all social work students.

Robert Cook

Location: 92105, San Diego
Submitted At: 2:40pm 10-10-22

AB257: The FAST Recovery Act has placed us in direct competition with fast food in developing and maintaining our workforce. Our workforce is a specialty, and compensation reflective of this would be greatly appreciated.

Amir Vahabinejad

Location: 92104, San Diego
Submitted At: 2:40pm 10-10-22

As a professional that works in the BHW I believe that we deserve a livable wage for the work we do. As a program manager I see the difficulties with hiring new staff when we can not compete with other wages within the same field. I have numerous positions for hire with no one applying. I fully support an increase in wages for people working in the BHW.

Annemarie Sundquist

Location: 91935, Jamul
Submitted At: 2:38pm 10-10-22

Staffing in behavioral health in the community as at an all time high. The Crossroads Foundation, a women's recovery home in Hillcrest is unable to compete with the for profit companies in town. As a result our retention and recruitment efforts are often not met. It is imperative that salaries be brought up to national standards in our efforts to serve these vulnerable women suffering from the disease of addiction.

Julie Ontiveros

Location: 92102, San Diego
Submitted At: 2:34pm 10-10-22

Our SUD clients' mental health acuity has increased ten-fold. Services we provide must address the whole person, not just an SUD perspective. There is a significant shortage of skilled behavioral health professionals in our communities that are vital to our clients' recovery. To recruit trained, qualified professionals we need to compensate them accordingly. I believe an increase in pay will help to bridge the gap in services and attract quality candidates in the field.

Y N

Location: 92113, San Diego
Submitted At: 2:23pm 10-10-22

As a BHW, we don't expect to be paid millions, we do it for the community and people we want to help. A livable wage is the minimum we ask for so we can focus our best on helping those we serve and not worrying about how we'll be paying our bills or getting second/ third jobs. Rising cost of living:

<https://www.americanactionforum.org/insight/considering-californias-22-minimum-wage-at-the-federal-level/>
<https://www.latimes.com/opinion/story/2022-07-26/18-minimum-wage-california-ballot-measure>

Magdalena Cortez

Location:
Submitted At: 2:00pm 10-10-22

It is very important to retain the existing skilled & trained workforce. These workers are familiar with the policies and care management of the new & present clients. This helps avoid any setbacks that could be due to a shortage of case workers, onboarding of new hires and the learning-training curve that comes with new hires. As workers we are continually providing guidance & support in this specialized field. Any & all consideration to an increase in pay for this field is greatly appreciated.

Andrea Ross

Location: 92103, San Diego
Submitted At: 1:18pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. The payment of social work students in internships would increase retention in the field so students can afford to stay. It will also help to continue to diversify our program and be more inclusive of all backgrounds.

Evan Wallace

Location: 92102, San Diego
Submitted At: 12:50pm 10-10-22

As a Behavioral Health Worker, I recognize my role and purpose in helping the individuals we serve improve their quality of life, not only for themselves but for their families and communities at large. I believe this work is vital to our nation's societal well-being, and therefore, I fully support increased compensation for San Diego Behavioral Health Workers. I believe it is essential to retain our existing workforce and fulfill the much-needed demand for professionals in this field.

D L

Location:
Submitted At: 12:19pm 10-10-22

Most of us who work in the BH field are here because we love helping people during what can be some of the most challenging times of their lives. It's a beautiful thing to be able to witness someone become who they want to be. Knowing that we played even a small role is absolutely a reward in itself. However, additional funding for these BH positions would be incredibly appreciated and is actually needed. Thank you for your consideration in this matter.

Sarah Fox

Location: 92107, San Diego
Submitted At: 12:15pm 10-10-22

I am a social work student at SDSU. I am in support of the recommendations laid out for this item and urge the Board of Supervisors to include students in the implementation of recommendations. I have seen my classmates struggling with the burden of the mandatory unpaid internships involved in the education. Offering more paid internships would open up the social work field to a more diverse group of students. Also increasing pay once we graduate is essential to retention.

Sarah Colling

Location: 92026
Submitted At: 12:08pm 10-10-22

Becoming a provider took years of education and training, then more years of supervised experience and training to qualify to provide care. Compensation should reflect what it takes to be qualified to do this work. It also needs to support workers' ability to afford doing this work and not deter those who would enter the field, in order to build and retain a workforce with the capacity to provide vital, timely, quality services to our community's most vulnerable.

M M

Location: 91942, LA MESA
Submitted At: 11:59am 10-10-22

The reward of helping an individual within our resources is constant hard work yet fulfilling when you know you've helped.

Definitely would like to see an increase in pay for our work field to make ends meet. Prices are ridiculously high and it makes it harder to provide for our families. Wages that can actually help provide a modest life to continue living in San Diego county would be compensating to all.

Thank you!

Toni Benites

Location:
Submitted At: 11:53am 10-10-22

I love the work I do, I have worked hard to get certified and become a specialist in my line of work, I love watching the transformation in the consumers I work with .

I would like to see proper compensation in my wages that match the quality of care we provide to the community in so many aspects - we bring wellness to the person / family.

I struggle to make ends meet due to the cost of living which is drastically changing - would like to see proper compensation for my line of work - TY

Stacie Perez

Location: 91950, National City
Submitted At: 11:42am 10-10-22

As a County contractor for Behavioral Health Services the Behavioral Health Workforce Report is an excellent guide of what is needed in our county to address the current worker shortage and what we will be experiencing in the next 5 years. Please consider increasing funding for salaries in current contracts along with new contracts that are released for procurement. The Board of Supervisors attention to this matter is very much appreciated.

Thank you.

Rebecca Whitacre

Location:
Submitted At: 11:39am 10-10-22

People rely on BH workers to meet their individual needs & provide them specialized care. BH workers are a vital role in developing plans & providing services that promote a person's wellbeing & contribute to community health. As a person that has aspired to work & excel in this field, I want to advocate for all BH workers to receive compensation that matches the work so we can support our own families that can have a rippling effect across the person, family, community in which they live in.

Irma Contreras

Location: 91942, La Mesa
Submitted At: 11:36am 10-10-22

Throughout the years, the need for behavioral and mental health has increased substantially, with and without the inclusion of substance abuse, homelessness, domestic violence and abuse. BH should be compensated more to keep up with the cost of living, helping minimize the shortage that is currently occurring, and retaining employees that truly love their job, bettering and empowering the communities we serve. Many change careers for higher pay. Better pay will retain and prevent shortages.

Brian Bauers

Location: 92028, Fallbrook
Submitted At: 11:29am 10-10-22

The Way Back supports addressing the behavioral health worker shortage and increasing current and future staff compensation. Our facility and staff put their lives at risk during the height of the COVID pandemic and continued saving vulnerable San Diegans. Our staff has dedicated their lives to helping others find a new way to live, and for too long, it has gone unnoticed. It's past time that we recognize the value of behavioral health staff and pay them a living San Digo wage.

Christopher Nobbie

Location: 92102, San Diego
Submitted At: 11:15am 10-10-22

I currently work in the behavioral health field and have watched over the last few years as the cost of living as dramatically increased while wages have remained stagnant. In order to improve the BHS network of care and retain valuable employees the pay needs to be increased dramatically. Who would choose a job in Behavioral health with the emotional and mental burdens when working in coffee shop will pay more. Fair wages for BHS employees is the most immediate need for BHS workers in SD.

Jose Vazquez

Location: 92120, San Diego
Submitted At: 11:14am 10-10-22

As a Behavioral Professional it's important that we continue to provide services to our client's in our community. It's also important to be able to provide for our own families. I would definitely like to see an increase in wages to keep up with increased cost living for all of us. Working in the South Bay with predominantly Spanish/Splanglish speakers I would also like to advocate for bilingual pay.

Kristin Mahoney

Location: 91942, La Mesa
Submitted At: 11:00am 10-10-22

As a clinician in the behavioral health field, we have the honor and privilege to assist and impact so many lives within our community, but the cost of living can detour many whom are passionate about this career because it is less than a living wage. My passion is to help people. I do not do it for the money, but by increasing wages to a livable wage would be beneficial for all. As we all know, our community needs us now more than ever. So please help us as we help the community.

H S

Location: 91942, La Mesa
Submitted At: 10:49am 10-10-22

general that behavioral health workforce works really hard, not in it for the money but we need a living wage.

Roxy Walnum

Location: 92103, San Diego
Submitted At: 10:44am 10-10-22

I have been in the SUD Behavioral health field for over 30 years. I remember my son, who was 17 and a life guard for the city, telling me he could not believe he made more money that my counseling staff, who had to pay rent and feed their family. That situation has not changed, our field has incredible challenges and pressure on staff. Yet we are saving lives during a overdose epidemic and mental health crisis. I strongly support wage increases.

Nicole Zappelli

Location: 92116, San Diego
Submitted At: 10:41am 10-10-22

I have worked in the field of treatment for 17 years and the cost of living is increasing. We work hard with a challenging population of women and children by providing the best coordination of care from addiction & mental health with our team of staff and I'm defiantly not working in the field for the money. I want to make a difference in family's lives by providing safety, support & kindness. Please consider a need to increase compensation so we can afford living wage.

Reyna Herrera

Location: 91950, National City

Submitted At: 10:39am 10-10-22

I'm glad this topic is finally being considered. I have worked in the field over 10 years and have always felt BHW have been underpaid for the type of work and care that we provide. Not anyone can work in this field, it takes a special kind of person. This field is very demanding and also very rewarding in many ways just not financially. BH needs salary increases, particularly when the cost of living keeps going up. Thank you.

Sarah Baldwin

Location:

Submitted At: 10:38am 10-10-22

Increased funding for behavioral health employee pay/salary will support the essential behavioral health employees serving high risk populations throughout the County. With market competition and opportunities, it is highly likely the behavioral health field will continue to experience a workforce shortage. These employees do meaningful and important work. Please support these valuable service providers.

Lesley Farquhar

Location: 92065, Ramona

Submitted At: 10:34am 10-10-22

Funding for workers in the field from every level to pay competitive wages is a dire need. We live in one of the most expensive cities in the country, and our SUD care providers are paid some of the lowest salaries in the state. Most of us barely make ends meet on our current salaries and the work is very draining, although worthwhile in every way. Establishing standards and funding to support the SUD Counselors and providers in San Diego with competitive salaries will increase the workforce.

Diana Morales

Location: 92173, San Diego

Submitted At: 10:27am 10-10-22

I've been in the BH field for 7 years now. I've seen the cost of living go up but wages staying the same. You're having to pick between going into a different field and get paid more or stay in the BH field and struggle. I chose this field to help others but with the pay I'm barely able to help myself. I love what I do but I also want my career that allows me to own a house and support my family not have my family support my career because I can't afford it

Blanca Talbott

Location: 92120, San Diego

Submitted At: 10:16am 10-10-22

I can share my excellent experiences with Vista Hill, I can go on and on how I've gone from one program to learn another one and all for the services we provide to the community in need. However the pay we receive for doing what we do for the less fortunate is frankly low, we work hard in the field and we love what we do and the outcomes we provide to the community are amazing, however it be wonderful to be able to do it comfortably with higher pay, cost of living is no joke.... Thank you!!!

Elizabeth RoperStiltz

Location: 92065, Ramona

Submitted At: 10:15am 10-10-22

We all work really hard in this field and are barely making ends meet in living wage. We need higher pay.

Sylvia Katus

Location: 92108, San Diego

Submitted At: 10:10am 10-10-22

We need better wages for MFTs to stay in this field because we are asked to do so much- to be role models, to go above beyond for our clients at times, to be there for our fellow staff members. The expectation of work, with low wages, and the cost of living in San Diego don't exactly make for a happy therapist at the end of the day. I love my clients and my job; however, my bills, my bank account and being able to afford to continue to live a happy life would also like a little love as well.

Lona Misouria

Location: 91942, La Mesa
Submitted At: 10:04am 10-10-22

The BH workforce works diligently to meet the growing needs of various populations. To do so affectively, financial/economical and educational needs of the workers must be a priority. Life will present numerous obstacles, financial provision and/or economical lack/limitations should not be one! We do what we do, as members of the behavioral health workforce, because we care for the betterment of human kind and their mental health. In order to continue successfully, we need a living wage.

Lucina Firman

Location: 91950, National City
Submitted At: 10:04am 10-10-22

This field is very rewarding everything but my bank account. With that said it also is teddies work and emotional draining at time. There is always room for improvement. With inflation in a rising high I hope I can stay in this field and not look for another source of income. I hope this helps Thank you for your time.

Cynthia Casarrubias

Location:
Submitted At: 10:02am 10-10-22

Thank you to the BOS for adding this discussion to your meeting. Most of us who work in the BH field do so because we have a passion for helping others; we instinctively help others when they need support and often we can see these people as they blossom from the services they've received either in the SUD or MH arenas. Additional funding for these BH positions would go very far and these workers can continue to help those in need and excel in jobs they love.

Elizabeth Velazquez

Location: 91950, National City
Submitted At: 10:01am 10-10-22

We need better wages, there is a high increase in the cost of leaving and I believe we work hard, our job requires a lot and we don't get paid enough.

Marisa Varond

Location: 92020, El Cajon
Submitted At: 10:00am 10-10-22

ADSPA fully supports Item 10 and thanks you for your continued commitment to BH, including SUD. The availability and quality of BH services are deeply connected to workforce - we simply cannot meet growing community needs without bold, practical investments such as those considered today. We thank you for including contracted providers and the voices of frontline workers in today's actions and for honoring the important role they play in service delivery.

Nichole M

Location: 92120, San diego
Submitted At: 9:59am 10-10-22

Hello I have been in the behavioral health field for about 8 years now and I am constantly looking for work elsewhere as the wages do not compensate for the work overload and experience needed for these positions. Please consider higher wages as we love our job but deserve so much more.

Lupe Flores

Location: 92114, San Diego
Submitted At: 9:58am 10-10-22

Thanks for the time in discussing this topic as well as considering our comments. Wages are not enough for the kind of work that we do.

Maria Gutierrez

Location: 91950, National City
Submitted At: 9:58am 10-10-22

I have been in the field for 4 years as an SUD Counselor and work directly with our population in need. AS much as I love what I do it take a toll on you mentally, physically, spiritually and emotionally. With all things considered I believe that we should be compensated in our wages for the work that we do to help our community.

Beth Reynolds

Location: 91942, La Mesa

Submitted At: 9:57am 10-10-22

I have been working in this field for thirty years and see an increase need. We who work in the field are doing great things but also need that extra support and monies to keep being successful. I am asking that you look at and increase the wages needed. Thank you

Jessica Gray

Location: 91941, La Mesa

Submitted At: 9:56am 10-10-22

We need to have better wages in order to get more people into the SUD field. It is a lot of work and not enough pay.

Elizabeth Montoya

Location: 91950, National City

Submitted At: 9:55am 10-10-22

More incentives to keep individuals in the field are needed. Better wages that are more reflective of the importance of the work being done.

Gloria Takeda

Location: 91942, La Mesa

Submitted At: 9:55am 10-10-22

As a Mental Health professional working in the field of addiction treatment, I believe that healthcare workers are essential to the forward progress of our societies and neighborhoods. Further funding for mental and behavioral health work would reflect a culture that further prioritizes what creates a sustainable society: family and peer supports that will impact every field of work. Emotionally healthy individuals make up a sustainable society, so please support our efforts with further funds

Cheryl Yancey

Location: 92113, San Diego

Submitted At: 9:52am 10-10-22

I have been working in the behavioral health field in the administrative department for almost 20 years. The need is greater compared to when I first started. I have always admired my company's dedication to the adults and children we serve. I try to let my fellow coworkers know that I admire their tireless commitment and excellent service they give to others. I am asking you to increase wages for the workers. What we do is life-changing for so many families for generations.

Sandy Buendia

Location:

Submitted At: 9:52am 10-10-22

Hello. Sometimes, BH staff are the only people ready to support clients when they have no one. We put our heart and soul into our jobs to make sure the clients can be self-sufficient. Please raise our wages. We also have to deal with rent, bills, etc.

Ana Loberia

Location: 91950, National City

Submitted At: 9:50am 10-10-22

I have worked with many talented, passionate and hardworking people who have had to make the hard choice to transition to different fields, due to the lack of competitive salaries. San Diego is expensive and working in the BH field can be extremely taxing. Workers are expected to work through high stress situations, compensation and benefits must outweigh the challenges. There's an opioid epidemic and the workforce is depleted. Something needs to change. Thank you!

Jayne Ohl

Location: 92071, La mess

Submitted At: 9:49am 10-10-22

It's evident in our communities the desperate need for mental health workers. I drive down the street and see the need EVERYWHERE! As a provider, I am called to help these people. It's tireless work, fueled by the heart. The programs put in place to support these people should be able to compensate their employees. Otherwise good people, driven by the right reasons to help have to look else where to make a living and that is a loss that everyone feels.

Bethany SaBellStoltz

Location: 91977, Spring Valley

Submitted At: 9:45am 10-10-22

Wages are not enough for the kind of work that we do. Staff are consistently leaving the field due to low wages.

cindy kitlinger

Location: 91977, Spring Valley

Submitted At: 9:38am 10-10-22

I've worked in the behavioral health profession for several years, and many of us rely on second (sometimes third) jobs to earn enough to support our families. It's no wonder that the the turn-over rate in this profession is so high; it simply impossible to provide quality care while carrying financial stress. Please consider raising our wages to one that will not only encourage the existing professionals, but also motivate new professionals to join our ranks. Thank you for your time.

Kenny Furchner

Location: 92108, San Diego

Submitted At: 9:37am 10-10-22

I manage one of the only drug and alcohol treatment programs for Deaf/Hard of Hearing adults in the country. The cost of living in San Diego and low compensation rates in the Behavioral Health field are chasing away exceptional candidates. Educating and paying qualified personnel is the only way to sustain this industry. We are out here saving lives in the trenches. Please support us in this fight. We cannot endure what we do on a daily basis, while struggling to survive ourselves.

Rachel White

Location: 92120, San Diego

Submitted At: 9:36am 10-10-22

The demand for behavioral health workers is ever increasing, there are many other career paths for an incoming professional to choose, ones that offer a living wage (especially in San Diego). If we want to attract highly educated and enthusiastic individuals the field must offer appropriate compensation. Many of us have additional part-time jobs, leading us to burn out faster and even forcing us to leave the field all together. Thank you for your consideration on this topic.

Briana Wills

Location:

Submitted At: 8:50am 10-10-22

I love this field that I get to serve in, and have for 7 years-straight out of college! I fully agree with all of my colleagues on this forum when I say that the need for more resources and compensation for workers is large! This field is rewarding but hard, and living is hard, financially, in today's society as well. Better Compensation for mental health workers is crucial! Thank you for hearing us!

M Donegan

Location: 91942, La Mesa

Submitted At: 8:37am 10-10-22

Thank you for your time in discussing this topic as well as considering our comments. I have been blessed to work in the BH field for nearly 15 years now. I'm grateful to see the positive outcomes from substance use, mental health management and homelessness our efforts make. And, burnout is a real problem in such an emotionally wrenching job! Additional resources to add to the BH workforce and additional funding to sustain current workers

is a great way to continue the impact of BH services.

Kaitlyn Connally

Location: 91942, La Mesa

Submitted At: 8:30am 10-10-22

My name is Kaitlyn and I have been working in this field since receiving my degree in social work in 2018. Recently I have been looking for other sources of income since this field is sadly underpaid. I chose social work because I love helping people and advocating for those in need. This time we need to advocate for those in our field to be compensated for the work we do. We work with challenging populations and deserve the pay we work hard for daily to make it difference in clients lives.

Danielle Dellosa

Location: 91942, La Mesa

Submitted At: 8:27am 10-10-22

I work in the BHS assisting clients finding alcohol and drug treatment within the county as well as provide service that promotes sobriety and successful reunifications. There is such a great need in this field and joining you know its not for the money. It's for giving back, it is the lived experience to share and instill hope. Its witnessing reunifications, life skills and recovery tools. I still find it difficult to provide for my own family. We deserve a living wage. Please consider

Cathryn Nacario

Location: 92123, San Diego

Submitted At: 7:42am 10-10-22

We appreciate the BOS continuing to support workforce efforts. Behavioral Health professionals and paraprofessionals have been grossly underpaid for their levels of education, work and lived experience. Supporting those delivering this life saving care to individuals in our community will have a positive ripple effect across the care continuum resulting in a healthier community. We must address and implement solutions for the development and retention of our valued workforce.

Shannah Morrison

Location:

Submitted At: 2:12pm 10-09-22

Having a career in behavioral health is rewarding everything but my bank account. I'm not in this field with the unrealistic expectation of becoming extremely wealthy. I work in this field because, I want to provide opportunities to give others life-changing support. My current wage doesn't suffice the cost of living here in San Diego and I've had to recently pick up a part-time job.

Jacqueline Guan

Location: 92102, San Diego

Submitted At: 4:17pm 10-08-22

I am a MSW student at SDSU and organizer with Payments for Placements, a movement calling for paid field placements for SW students. I urge the Board of Supervisors to include students in the implementation of recommendations. Paid field work will help reduce financial hardship for students and make social work education more equitable, inclusive, and accessible for people considering this important work.

Elana Metz

Location: 92122, SAN DIEGO

Submitted At: 3:54pm 10-08-22

I am an MSW student at SDSU and advocate with Payments for Placements, a movement calling for paid field placements for SW students. Studying SW shouldn't mean sacrificing our financial security, health, and well-being. We need paid field placements to make SW education equitable, accessible, and a better investment for people considering doing this important work. I urge the Board of Supervisors to include students in the implementation of recommendations.

Cynthia Alcantara

Location: 91911

Submitted At: 12:46pm 10-08-22

Working in BH requires so much effort, but there is so little compensation. Especially with the rise in mental health and substance use disorders. Which makes it harder to keep workers in this industry because of the low pay and the need to find a second job to survive. Essential, yet underappreciated, overlooked and yet relied upon.

Hollie Wilson

Location: 91942, La mesa

Submitted At: 6:07pm 10-07-22

I am a peer support/family partner for Vista Hill, prior an intensive Perinatal Case Manager. I am a single mom of a child with special needs and also my elderly disabled parents, I receive no child support. For me to continue my work with clients I need to be compensated appropriately to support my family as head of household. I have an invaluable lived experience, which I share, and better serve my clients+their family, I'm so proud to help others in their journey, to show recovery in action.

Minola ClarkManson

Location: 91945, Lemon Grove

Submitted At: 5:17pm 10-07-22

I am thankful that we are addressing a problem rather than symptoms. The workforce needs to be addressed in recruitment, retention, and advancement in all positions. We also need to expand the definition of effective behavioral services. Thank you for taking this hard look and moving forward with these recommendations.

Markie Myers

Location: 91942, La mesa

Submitted At: 4:40pm 10-07-22

The current rate of pay for BH employees is far from reflecting the importance of the work that is done. You will never be able to retain enough staff and you will not attract new employees to this field, if living paycheck to paycheck, debt, which lead to higher levels of stress and burn out are the reward. County programs have to keep up with the cost of living, make sure staff feel appreciated and compensated, and see a future for themselves if they stay in this field.

L Pargo

Location: 91942, La Mesa

Submitted At: 4:38pm 10-07-22

This is not an easy job and there are many hats to where in this position, Along with the all of the documentation, trainings, and continued on going education that comes with the position and the continued education and yearly certifications to work in this field the pay does not match the work, we are so under paid. Maybe if the pay was better then there wouldn't be a shortage of behavioral healthcare workers. The pay is way low for the amount of work we do.

Claudine Fallow

Location: 91945, La Mesa

Submitted At: 4:32pm 10-07-22

Hello I work in the BH field it is my passion, I have worked in this field for 10 years or so....

However It saddens me as I am having to look for work else where / take a second job out of my scoop of practice due to the raising cost of living - I have worked hard and my compensation / wages does not match my expertise, schooling and crediting I have received. The Work load, knowledge needed and population served takes a special kind of person -

Saskya Caicedo

Location: 92020, San Diego

Submitted At: 12:43pm 10-06-22

The reality is that most of the BH Workforce live paycheck to paycheck. CMH services often see high turnover rates due to job demands, low compensation, and little to no career development, which results in high levels of stress, emotional exhaustion, and poor job satisfaction. Not only does the county need to increase compensation to support the needs of the current BH Workforce, but higher compensation is also needed to increase the BH Workforce.

Stacie Spector

Location: 92120, San Diego

Submitted At: 11:32am 10-06-22

Retention is hard, unless the County provides more flexibility & accountability with prog. funds. County allotment for clinicians is not a living wage. The County benefits by compensation scales/ranges to reflect experience, education, & incentivizing. Why should we commit to County funded programs at this rate of pay? Clinicians in CA have so many choices with remote & and Telehealth, the County must be competitive and incentivize workers so we CAN stay w/ County funded programs.

Angela Rowe

Location: 91942, La Mesa

Submitted At: 11:01am 10-06-22

Huge thanks to the BOS under the leadership of Chair Fletcher for bringing this very important topic When fast food workers are making more than what we can afford to pay our staff- we really need help from the County to augment County Contracts. Thank you for your consideration.

Caryn Sumek

Location: 92123, San Diego

Submitted At: 4:47pm 10-05-22

HASD&IC supports the County's efforts to strengthen the behavioral workforce and action to include in the Board's Legislative Program support for legislation that would address behavioral health worker recruitment, training, and retention.