

HB2622/SB820 Addendum – Oregon Youth Authority

March 31, 2021

This is an addendum to the previously submitted HB2633 Agency Impact Report in 2018. This addendum addresses the impact on the Oregon Youth Authority (OYA) of SB 820, proposed in the 2021 Legislative Session, to remove the government exemption for the requirement of Sex Offense Treatment Board (SOTB) certification for staff who provide sexual abuse specific treatment as defined in ORS 675.365.

IMMEDIATE NEEDS

OYA's initial agency impact report related to HB2633 outlined the impact and resources necessary to create an ideal state within its youth correctional facilities for the provision of sexual offense treatment at that time. Since the writing of that report, OYA's population of youth committed for sex offenses has dropped, resulting in some reductions to the needs originally stated. In planning for the potential passage of SB820, the agency requires the following resources in order to complete action steps that would move it into compliance with the law as quickly as possible, while continuing to work toward the ideal state described within the initial report, with adjustments for the reduction in overall population:

- Position authority and permanent funding to hire 3 SOTB Clinical certified Sex Offense Treatment (SOT) Coordinators. OYA submitted a policy option package for 3 SOT Coordinators that was not included in the Governor's Budget. Successful and timely compliance with SB820/HB2633 would require the position authority and permanent funding for 3 SOT coordinators. These positions are required to assist in the provision of on-going supervision of Qualified Mental Health Professionals (QMHP) currently providing treatment toward their SOTB certification, as well as provision of sex offense treatment at facilities without an SOTB certified QMHP to comply with the requirements of SB820/HB2633. Going forward, these positions will continue to assist with the sex offense treatment workload, as QMHPs are also responsible for the provision of other treatment, individual mental health assessment and treatment, and crisis response and support.
- Funding to support the training and certification of 7 eligible QMHPs currently providing sex offense treatment. All QMHPs currently providing sex offense treatment are eligible to earn the SOTB Associate certification. One QMHP currently providing sex offense treatment has attained the SOTB Clinical certification. OYA would seek to ensure those eligible QMHPs receive the training and practice hours required to obtain the certification.

| Existing Staff Providing Sex Offense Treatment | | |
|--|-----------------------------|-----------------|
| Facility/Location | Staff | SOTB Certified? |
| Central Office | 1 Statewide SOT Coordinator | Yes |
| Camp Tillamook | 1 QMHP | - |
| Eastern Oregon | 1 QMHP | - |
| MacLaren | 2 QMHPs | - |
| Oak Creek | 1 QMHP | - |
| Rogue Valley | 1 QMHP | Yes |
| Tillamook | 2 QMHPs | - |
| Total Current | 9 | 2 |

- Funding to provide a 5% differential to 8 SOTB certified QMHPs (other than SOT Coordinators, whose job description includes a requirement for SOTB certification). QMHPs are part of the Behavioral Health Services 2 job classification and are not required by that classification to have SOTB certification. In requiring QMHPs providing sex offense treatment to become SOTB certified, those QMHPs will have a certification requirement beyond what is expected of others in that classification working at OYA, deeming a differential compensation appropriate.

COST ESTIMATE – 21-23 BIENNIUM

| Immediate Biennial Costs | | |
|---|----------------------------|------------------|
| Salary & Benefits | 3 SOT Coordinators (BHS 2) | \$634,926 |
| Initial SOTB certification (see Appendix A for breakdown) | 7 existing QMHPs | \$7,231 |
| Certification differential | 8 QMHPs* | \$82,121 |
| | | |
| Total 21-23 Biennial Costs | | \$724,278 |

*7 existing staff who are currently uncertified + 1 existing certified staff = 8 staff. The existing Statewide SOT Coordinator and 3 potential additional SOT Coordinators will have SOTB certification as part of their job requirement, thus not requiring differential.

ESTIMATED TIMELINE FOR IMPLEMENTATION

The following timeline represents the best-case scenario estimate for recruiting and hiring SOTB certified SOT Coordinators. The timeline may be affected depending on the outcome of response to the recruitment for the position and the interview process.

| | |
|-----------------|---|
| Immediate | Assess existing QMHPs training and treatment hours counting toward certification. Determine additional training and treatment hour needs and create plan to complete. |
| July 1, 2021 | Begin recruitment for 3 SOT Coordinator positions |
| October 1, 2021 | Begin interview process for 3 SOT Coordinator positions |

| | |
|------------------|---|
| January 1, 2021 | Onboard 3 SOT Coordinators |
| February 1, 2021 | SOT Coordinators assume full roles and responsibilities |
| June 1, 2022 | All eligible QMHPs currently providing treatment certified as SOTB Associates |

ON-GOING NEEDS

Beyond the immediate needs to support OYA in complying with SB820 as quickly as possible, the agency must support its existing pool of certified staff and work to increase that pool to compensate for staff turnover and reassignment. Resources and actions required to support this effort include the following.

- Funding to support on-going certification of SOTB certified staff, including training and certification fees.
- Funding to provide 5% differential to SOTB certified staff.
- Funding to support training, certification and differential for eligible QMHPs and other staff interested in obtaining SOTB certification and providing sex offense treatment. OYA would identify QMHPs and other staff eligible to earn certification at the rate of approximately 4 per biennium and provide opportunities for training and supervised treatment hours to be used toward meeting certification requirements.

COST ESTIMATE – ON-GOING

| On-Going Biennial Costs | | |
|--|---|------------------|
| On-going SOTB certification (see Appendix B for breakdown) | 12 staff* | \$22,992 |
| Certification differential | 8 QMHPs | \$82,121 |
| Initial SOTB certification (see Appendix A for breakdown) | 4 staff per biennium (to increase pool) | \$4,132 |
| Certification differential | 4 staff per biennium | \$41,060 |
| | | |
| Total On-Going Biennial Costs | | \$150,305 |

*8 QMHPs + 1 existing Statewide SOT Coordinator + 3 requested SOT Coordinators = 12 staff

APPENDIX A

Initial SOTB certification cost per staff

| | | |
|--------------------------|---------------------------|------------------|
| SOTB application | | \$75.00 |
| SOTB certification | | \$325.00 |
| OASOTN conference* | | \$633.00 |
| | Conference fee = \$330.00 | |
| | Lodging = \$226.00 | |
| | Per Diem = \$77.00 | |
| TOTAL per staff | | \$1033.00 |
| TOTAL for 7 staff | | \$7231.00 |
| TOTAL for 4 staff | | \$4132.00 |

*The OASOTN conference is the most efficient and likely most cost effective way for staff to acquire the necessary continuing education units to maintain their certification.

APPENDIX B

On-going SOTB certification biennial cost

| | | |
|----------------------------------|---------------------------|-----------------|
| SOTB certification | | \$325.00 |
| OASOTN conference* | | \$633.00 |
| | Conference fee = \$330.00 | |
| | Lodging = \$226.00 | |
| | Per Diem = \$77.00 | |
| TOTAL per staff | | \$958.00 |
| Annual TOTAL for 12 staff | | \$11,496 |
| Biennial TOTAL | | \$22,992 |

*The OASOTN conference is the most efficient and likely the most cost effective way for staff to acquire the necessary continuing education units to maintain their certification.