

COMMONWEALTH OF MASSACHUSETTS

CITY OF LOWELL

In City Council

ORDINANCE

An Ordinance deleting two (2) part-time grant funded positions entitled Clinical Recovery Specialist and the salaries in the Health and Human Services Department and creating one (1) new full-time grant funded position entitled Clinical Recovery Specialist and establishing the salary in the Health and Human Services Department.

The City Council, by virtue of Massachusetts General Laws, Chapter 43, Section 105, has the authority to create and/or delete positions.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF LOWELL, as follows:

The Code of Ordinances City of Lowell, Massachusetts, hereinafter called the "Code" adopted by the City Council on December 23, 2008, as amended, is hereby amended as follows:

1. In accordance with Chapter 43, Section 105 Mass. General Laws, the two (2) part time (19 hours per week) Clinical Recovery Specialists and the salaries are hereby deleted in the Health and Human Services Department, effective upon passage; and
2. The following new position and salary is created in the Health and Human Services Department, effective upon passage:

One (1) Full Time Clinical Recovery Specialist
(DH07)
(35 hours per week)
Grant Funded

The above position and salary created by this Ordinance shall be filled only when the necessary funds for said position have been appropriated and said position and salary shall be eliminated when said funds are no longer available.

3. All provisions of the Code of the City of Lowell, as amended, which are not inconsistent with this Ordinance shall continue in effect, but all provisions of said Code inconsistent herewith are repealed.

4. This Ordinance shall take effect upon its passage in accordance with the provisions of Chapter 43 and 40A of the General Laws of the Commonwealth of Massachusetts.

APPROVED AS TO FORM:



Christine P. O'Connor
City Solicitor

Kerran Vigroux, BS, MPH
Director of Health & Human Services
978.674.1050

MEMORANDUM

To: Eileen Donoghue, City Manager

From: Kerran Vigroux, Director, Health and Human Services Department 

Date: February 7, 2019

Subject: Clinical Recovery Specialist Position(s)

In 2016, the City of Lowell Police Department was awarded the Smart Policing: Evidence-Based Law Enforcement Initiative grant, and funds were used to enhance the Lowell Community Opioid Outreach Program (CO-OP). Enhancements to the Lowell CO-OP included creating and hiring two part-time Clinical Recovery Specialist positions (ordinance), which were to be, and currently are, housed within the Lowell Health Department under the Substance Abuse and Prevention Division. Initially, these positions reported directly to the Substance Abuse Coordinator, but now report to the Lowell CO-OP Supervisor, who reports to the Substance Abuse Coordinator. These two part-time positions were approved to work 19 hours/week with a salary range of \$27-\$30/hour.

The two part-time Clinical Recovery Specialists act as part of the clinical component of the Lowell CO-OP; they complete clinical intakes, create individualized treatment plans, refer clients to the most appropriate level of care, and follow clients through the treatment process. When appropriate, these positions follow-up with family members involved in a client's life to collaborate care and offer connection to family services, such as Learn to Cope and GRASP (Grief Recovery After a Substance Passing). The Clinical Recovery Specialists are also expected to work closely with grant research partners from UMass Lowell during the grant evaluation period.

Unfortunately, both staff originally hired in the two part-time Clinical Recovery Specialist positions gave their notice in August 2018 and the other at the beginning of October 2018. After the first part-time Clinical Recovery Specialist resigned, the position was reposted from August 29th, 2018 to September 19th, 2018. Lainnie Emond, Substance Abuse Coordinator, and Maricia Verma, Lowell CO-OP Supervisor, from the Health Department interviewed several candidates, but were unable to find a suitable candidate that met the necessary job description requirements and could work within the desired timeframe (19 hours on various days between Monday-Friday 8-4pm). In addition, when calling to schedule interviews, several candidates who applied for the part-time Clinical Recovery Specialist stated that they had mistaken the posting for a full-time position and were not interested in interviewing for a part-time job.

Currently, Lowell CO-OP Outreach Specialist, Gianna Sandelli, from Lowell House Addiction Treatment and Recovery has agreed to take on some clinical responsibilities; however, she also

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has outreach responsibilities and cannot commit all of her weekly working hours to clinical work. In addition, Lowell CO-OP Supervisor, Maricia Verma, has also temporarily taken on clinical responsibilities. The Lowell CO-OP team members and management staff have reevaluated the two part-time Clinical Recovery Specialist positions. It was agreed upon that the Clinical Recovery Specialist is needed as part of the Lowell CO-OP, but that the current desired criteria (necessary clinical credentials, ability to work 19 hours between Monday-Friday 8-4pm) was too restrictive.

I am respectfully requesting to dissolve the two part-time 19 hours/week Clinical Recovery Specialist positions (ordinance) and create one 35 hours/week Clinical Recovery Specialist position (ordinance) with an annual salary range of \$43,284.80 (min) - \$54,10548 (max). Once approved, the Lowell Health Department can move forward with the subsequent hiring of the most qualified candidate. The position would continue to be housed within the Lowell Health Department and funded by the Lowell Police Department's Smart Policing: Evidence-Based Law Enforcement Initiative grant. Please find attached the job description for the part-time Clinical Recovery Specialist position.

Thank you,



Kerran Vigroux, Director, Lowell Health and Human Services Department