

Fiscal Impact on DOCS if the law is not amended: **\$5.601 million**

Based on average salary, DOCS expends \$4.729 million on sixty-eight psychologist and social work type titles. If the result of this law change is that DOCS can no longer fill these positions with qualified candidates and has to contract for these services, the estimated contract cost would be \$8.303 million. **(Net Impact \$3.574 million)**

Additionally, DOCS reimburses OMH for approximately forty-six psychologist and social work type titles operating in the Intermediate Care Programs within DOCS facilities. DOCS would have reimbursed OMH \$3.142 million for these forty-six items. The estimated contract cost for the same items would be \$5.169 million. **(Net Impact \$2.027 million)**

Regarding licensure, DOCS currently has one Psychologist 1/SG-21 and twenty-four Psychologist 2/SG-23 positions. If licensure is mandated, DOCS will have to reclassify these items to the Licensed Psychologist/SG-25 title. The fiscal impact of this change would be \$212,484. If this was to occur, DOCS would likely experience difficulty recruiting to the Licensed Psychologist title and would again have to rely on contract staff at a higher cost as detailed above.

Footnote: In addition to the sixty-eight psychologist and social worker type titles, DOCS also has 909 counselor type titles. If the change in State Education Law impacts these titles as well, the cost to DOCS would be significantly higher.

Psychologist and Social Worker Type Titles in DOCS

Cost Center Name	Title	#
Health Services		
Mental Health Direction	Licensed Psychologist	1
Unit for the Cognitively Impaired Fishkill	Licensed Psychologist	1
	Lie Mstr Soc Wrkr 2	1
Psych & Psych - Green Haven	Psychologist 1	1
Merle Cooper - Clinton	Psychologist 2	2
APPU - Clinton	Psychologist 2	1
Special Needs Unit-Woodbourne	Lie Mstr Soc Wrkr 2	1
BHU - Sullivan/Great Meadow	Lie Mstr Soc Wrkr 2	2
RMHU - Five Points, Marcy, Attica	Lie Mstr Soc Wrkr 2	5
Reception Screenings	Psychologist 2 (NS)	3
	Total Health Services	18
Program Services		
205 Academic & General Education	Psychologist 2	6
	Psychologist 1	1
202 Guidance	Lie Mstr Soc Wrkr 2 (NS)	
219 Domestic Violence	Soc Work Supv 1	1
	Lie Mstr Soc Wrkr 2	3
223 ASAT	Lie Mstr Soc Wrkr 2	2
237 Sex Offenders	Licensed Psychologist	1
	Psychologist 2	9
	Lie Mstr Soc Wrkr 2	23
276 Extended Classification	Psychologist 2	2
999 Federal - Lakeview	Psychologist2	1
	Total Program Services	50
	TOTAL ALL PROGRAMS	68

Potential Impact on DOCS to cover positions with contract staff.

Title	Salary Grade	Average Salary	Number of Positions	PS Annual Cost	Average OGS Hourly Contract Rates	Annual Contract Cost
Psychologist 1	21	\$67,844	1	\$67,844	\$85	\$177,673
Psychologist 2	23	\$75,165	24	\$1,803,948	\$85	\$4,264,155
Licensed Psychologist	25	\$83,371	4	\$333,484	\$85	\$710,693
Licensed Master Social Worker 2	20	\$64,445	38	\$2,448,891	\$39	\$3,069,899
Social Work Supervisor 1	23	\$75,165	1	\$75,165	\$39	\$80,787
			68	\$4,729,331		\$8,303,207
				IMPACT	\$3,573,876	

Potential Impact on OMH Staff Working in DOCS Intermediate Care Programs

Title	Salary Grade	Average Salary	Number of Positions	PS Annual Cost	Average OGS Hourly Contract Rates	Annual Contract Cost
Psychologist 1	21	\$67,844	2	\$135,687	\$85	\$355,346
Psychologist 2	23	\$75,165	9	\$676,481	\$85	\$1,599,058
Licensed Psychologist	25	\$83,371	4	\$333,484	\$85	\$710,693
Licensed Master Social Worker 2	20	\$64,445	28	\$1,804,446	\$39	\$2,262,031
Social Work Supervisor 1	23	\$75,165	1	\$75,165	\$39	\$80,787
Social Worker 1	18	\$58,229	2	\$116,458	\$39	\$161,574
			46	\$3,141,720		\$5,169,488
				IMPACT	\$2,027,768	

Title mix based on final invoice from FY 10-11. Titles vary by OMH's ability to find candidates and fill items.

Potential impact on DOCS to convert all Psychologist titles to Licensed Psychologist

Title	Salary Grade	Average Salary	Number of Positions	PS Annual Cost
FROM				
Psychologist 1	21	\$67,844	1	\$67,844
Psychologist 2	23	\$75,165	24	\$1,803,948
icensed Psychologist	25	\$83,371	4	\$333,484
		TOTAL	29	\$2,205,276
TO				
icensed Psychologist	25	\$83,371	29	\$2,417,759
			IMPACT	\$212,484

OGS Price List		Lowest Bidder	Second Lowest	Third Lowest	Highest Bidder	Average Hourly Rate	Average Annual
Region	Region	Hourly Rate	Bidder	Bidder	Hourly Rate	Excluding High & Low	Salary by Region
Psychologists, Clinical	1 Capital District	\$45.64	\$79.80	\$86.56	\$89.24	\$83.18	\$173,680
	2 Central NY	\$39.87	\$80.33	\$86.56	\$94.50	\$83.45	\$174,233
	3 Finger Lakes	\$40.43	\$79.80	\$86.56	\$89.24	\$83.18	\$173,680
	4 Hudson Valley	\$54.77	\$86.56	\$89.24	\$99.75	\$87.90	\$183,535
	5 Long Island	\$54.64	\$86.56	\$89.24	\$94.50	\$87.90	\$183,535
	6 Mohawk Valley	\$80.33	\$86.56		\$89.24	\$86.56	\$180,737
	7 New York City	\$50.35	\$86.56	\$89.24	\$89.24	\$87.90	\$183,535
	8 North Country	\$40.06	\$81.38	\$86.56	\$89.24	\$83.97	\$175,329
	9 Southern Tier	\$39.27	\$80.33	\$86.56	\$89.24	\$83.45	\$174,233
	10 Western NY	\$39.91	\$80.33	\$86.56	\$99.75	\$83.45	\$174,233

Statewide Average Hourly Rate and Salary **\$85.09** **\$177,673**

		Lowest Bidder	Second Lowest	Third Lowest	Highest Bidder	Average Hourly Rate	Average Annual
Region	Region	Hourly Rate	Bidder	Bidder	Hourly Rate	Excluding High & Low	Salary by Region
Mental Health/Substance Abuse Social Worker	1 Capital District	\$26.15	\$26.25	\$37.75	\$45.68	\$32.00	\$66,816
	2 Central NY	\$25.84	\$37.75	\$39.38	\$45.68	\$38.57	\$80,524
	3 Finger Lakes	\$25.59	\$26.25	\$37.75	\$44.63	\$32.00	\$66,816
	4 Hudson Valley	\$30.56	\$37.75	\$59.32	\$66.15	\$48.54	\$101,341
	5 Long Island	\$31.27	\$37.75	\$45.15	\$57.75	\$41.45	\$86,548
	6 Mohawk Valley	\$37.75	\$41.45		\$48.30	\$41.45	\$86,548
	7 New York City	\$29.25	\$37.75	\$54.60	\$60.90	\$46.18	\$96,413
	8 North Country	\$26.25	\$37.75	\$38.33	\$44.63	\$38.04	\$79,428
	9 Southern Tier	\$25.13	\$33.08	\$37.75	\$38.85	\$35.42	\$73,947
	10 Western NY	\$26.13	\$30.97	\$35.59	\$37.75	\$33.28	\$69,489

Statewide Average Hourly Rate and Salary **\$38.69** **\$80,787**

The above titles are the only two within the OGS statewide contract for temporary personnel that appear to match the titles within the agency. It is not clear at what level they can function.