


**Communication from the Office of the ACBH Director -**

**DATE:** April 7, 2020

**TO:** All ACBH Team Members

**CC:** ACBH Stakeholders, Community, & County Partners

**FROM:** Karyn L. Tribble, PsyD, LCSW, ACBH Director 

**SUBJECT:** ACBH Departmental Reorganization – UPDATE

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As we all know, these past several weeks the nation has seen an unprecedented amount of change and hardship as a result of the Novel Coronavirus (COVID-19). Your personal commitment to public service and weathering these events is commendable. Please know that the impact that this pandemic has had upon your personal lives and the lives of the broader community is recognized by all of our ACBH Executive Team.

After much deliberation, our Executive Team members have determined that it is important to provide some operational stabilization despite the ever-changing events occurring nationwide. To that end, I have attached the **NEW ACBH Organizational Chart** that reflects several months of collaboration, planning, and dialogue across many of our ACBH systems of care, divisions, and units.

Nearly three years ago, ACBH and Alameda County Health Care Services Agency (HCSA) leaders partnered in an effort to explore the county's behavioral health obligations and examine whether our system could be better organized to position us to take on current and new challenges on the horizon ("Reimagining").

To begin our system transformation work a few years ago, a thorough inventory of all ACBH contractual and legal obligations for the administration and delivery of behavioral health care services was developed. Specifically, leaders examined the requirements included in the three contracts the county holds with the California Department of Health Care Services. Additionally, ACBH managers were interviewed in an effort to understand current strengths and challenges our staff face in fulfilling our obligations.

Based upon what we learned through this process, we established two new key positions: the HCSA Chief Compliance Officer (*which is required in our contract with DHCS and responsible for developing and implementing policies, procedures, and practices designed to ensure compliance with the requirements of the contract*); and the new Deputy Director, Plan Administrator position to oversee and create linkages among ACBH's core administrative functions (*Quality Improvement/Quality Management, Information Systems, and Financial Services*).

Any organization's structure is never fully "complete" – as it evolves over time in response to its environment, new demands, or when new tools become available. We have made important



strides in more clearly understanding ACBH's legal obligations, and we knew that our work was clearly not complete.

In January of 2020, we resumed the organizational review and departmental planning process to include other areas within ACBH: Operations, Office of the Medical Director, and the Office of the ACBH Director. Additionally, key functions that required greater focus and resourcing emerged during this time. As a result, several strategic changes were made to the organizational structure in an effort to reflect and inform our commitment to the broader community. These changes include shifts in working titles, reporting structure, executive team membership, and the development of new positions.

**Key Highlights & Organizational Changes reflected in the new Organizational Chart:**

- ▶ (2) Departmental Deputy Directors (Clinical Operations & Plan Administrator)
- ▶ Substance Use Continuum of Care Director – Operations (Title Change)
- ▶ “Associate Director” & “Assistant Director” & Finance Leaders (Title Changes)
- ▶ ACCESS Division – Operations (From Quality Management → To System Operations)
- ▶ Vocational Services – Operations (Adult SOC → System)
- ▶ Office of the Medical Director – “Chief Medical Officer” (Title Change to include CMO)
- ▶ Crisis Services Division – Office of the Medical Director (Re-Combined Division → System)
- ▶ **NEW POSITION:** *Forensic & Diversion Services Director – Operations*
- ▶ **NEW POSITION:** *Nursing Services Manager – Office of the Medical Director*
- ▶ **NEW POSITION:** *Health Equity Officer – Office of the ACBH Director*
- ▶ **NEW POSITION:** *ACBH Public Information Officer – Office of the ACBH Director*
- ▶ **NEW POSITION:** *ACBH Compliance & Privacy Officer – Office of the ACBH Director*

Please see the newly updated organizational chart. Although some of the positions have yet to be filled, we will continue to plan for a time where we might prudently realign our departmental resources in order to ultimately fill them. In the future, program, division and system level organizational charts currently in circulation **will be modified to reflect these changes**. I encourage you to share any questions or feedback you may have regarding the new structure with your direct supervisor.

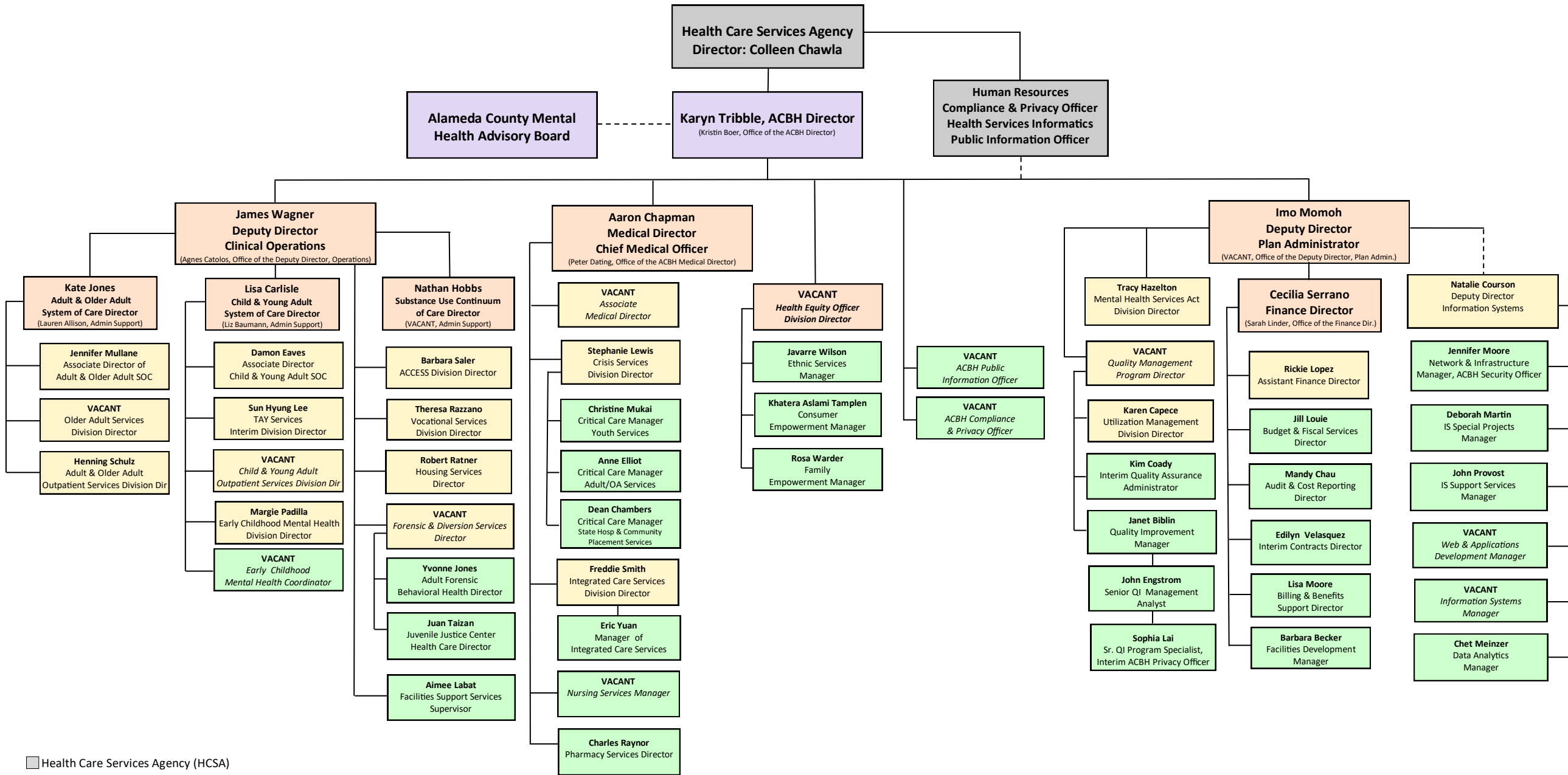
We have been engaging leaders during the change process, and have also shared this new organizational structure with them. Together, we are committed to whatever lies ahead for our organization and our leaders will continue to keep you updated in the future. In the spirit of transparency – we will also be sharing our new departmental structure with our county and community partners with the hope that these changes may also spark a renewed interest in learning more about ACBH, collaborating with us through this change process, and helping to shape our departmental vision.

Thank you for your continued support to our organization, and most importantly, to the community. We are all in this together.

Respectfully,

**Karyn L. Tribble, PsyD, LCSW | Director**  
Alameda County Behavioral Health Department

**Alameda County Behavioral Health (ACBH)**  
**Leadership and Management Organizational Structure**  
 February 2020



- Health Care Services Agency (HCSA)
- ACBH Director & ACBH Mental Health Advisory Board
- Senior Executive & Executive Team Leaders
- System of Care Operational Leads & Division Directors
- Senior Administrative & Program Managers/Directors

Mental Health & Substance Use Disorder Services are provided across the department and/or administered by:  
 Alameda County Behavioral Health  
 2000 Embarcadero Cove, Suite 400, Oakland, CA 94606  
 (510) 567-8100