

FCC FORREST CITY
PSYCHOLOGY DEPARTMENT
SHARED SERVICES AGREEMENT

August 25, 2005

The following is a thorough but not all-inclusive list of duties that psychologists routinely perform. Some duties are performed by all psychologists while others are performed by a particular psychologist in an agreed upon method, rotation or bid on by seniority. Psychologists are assigned primarily to the institution for which they were hired and it is that institution that will serve as their primary duty assignment. Staff will not be moved from their assigned institution to another institution on a permanent assignment by management. Staff may request and change parent institutions by mutual agreement. In no way does this preclude any Psychology Services staff member the opportunity to volunteer for any duty or assignment at either institution.

This agreement will in no way decrease or negatively affect the quality or continuity of care. If this is found in any area, this will be stopped and corrected immediately. The goal is to assure efficiency in that it avoids redundancy of effort across facilities and affords individual staff members the opportunity to focus on particular programming areas of interest and/or expertise.

- Psychology intake screenings. All inmates are screened by psychologists in accord with policy. These intake screenings will ordinarily be conducted at each facility by psychologist assigned to that facility. There may be times of heavy bus arrivals at one institution that require assistance from the other institution. This type situation is denoted in the R & D agreement and this agreement will be consistent with the prior agreement.
- On-call coverage. All psychologist provide on call coverage in a fair and equitable manner.
- Crisis Interventions, Suicide Risk Assessments, and referral of inmates. Psychologists consult about and respond as needed to mental health crises and other referrals as they arise at each facility in the Complex. This will normally be done by the Psychologist assigned to their parent institution. It may be necessary for a psychologist with a special skill or expertise (such as a foreign language or expertise with a particular disorder) to see a patient other than at their parent institution. Staff will be recognized for their special abilities.
- >● Inmate Companion Training. All psychologists certify and train inmate companions at their parent institution.
- EAP consultation, assessment, and referral. Psychologists provide EAP-related services to all staff employed at the Complex. This is the responsibility of the Chief Psychologist.
- Staff training. Psychologists may volunteer to provide a range of training programs for all staff in the Complex.
- Panel interviews. All psychologists will participate in interview panels for job applicants in a

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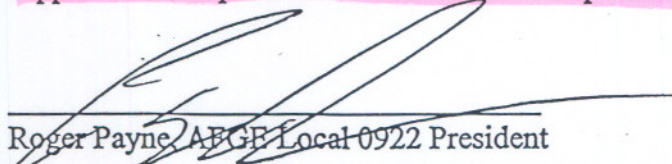
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rotating and equitable manner.

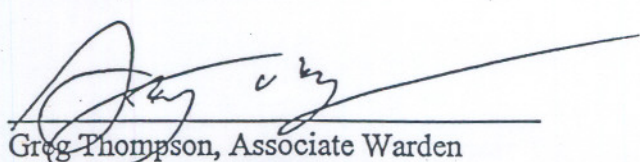
- Hostage Negotiation Team (HNT) and Crisis Support Team (CST) membership. A psychologist will be a member of HNT and a member of the CST team if dictated by policy or if they volunteer. This will be on a voluntary basis with seniority being a consideration on selection.
- All required and regularly scheduled meetings will be consolidated between both facilities on an equitable manner. Meeting notifications will be made in accordance with the Master Agreement and Title 5.
- SHU Reviews and SHU rounds. These reviews and rounds will be rotated semiannually during the time that one SHU is utilized. If both SHU units open, staff will be assigned to each from their parent institution.
- > ● Management of the mentally ill. Psychologists consult about and are involved in the provision of treatment to mentally ill inmates at each facility. This will be rotated quarterly between psychologist assigned to the LOW and MEDIUM facilities.
- Individual psychotherapy, individual counseling, and group counseling programs. Psychologists consult about and are involved in the provision of these services at each facility in the Complex.
- > ● Psychiatry clinic/consultations. This will be rotated annually between psychologist assigned to their parent institution. Psychologists will consult with the psychiatrist and will assist in scheduling patient visits and follow-up and will monitor inmate compliance with psychotropic medication prescribed by the psychiatrist. The consults and call out procedures will remain unchanged. It will be the responsibility of the psychiatrist to assure proper DSM assignments are documented on the problem summary sheet in the medical record. Health Services bargaining unit staff will not be required to perform any duties other than Medical Records staff by making computer SMD entries and pulling medical records.

Duties of Drug Treatment Specialists (DTSS). DTSSs consult about and are involved with the drug treatment needs of inmates at their facility. Drug treatment specialist will not rotate between institutions. There are various drug treatment services provide by the DTSSs.

Duties of administrative support staff. Psychology administrative support staff provide administrative support to the department's activities at their parent facility.


Roger Payne, ABGE Local 0922 President

8/26/05
Date


Greg Thompson, Associate Warden

8/29/05
Date