



## Legislation Details (With Text)

**File #:** 13-1380      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 10/24/2013      **In control:** Board of Supervisors

**On agenda:** 12/17/2013      **Final action:** 12/17/2013

**Title:** Health and Human Services Agency and Human Resources Department recommending the Board adopt Resolution 191-2013 establishing the salary schedule and bargaining unit for the Merit System Services classification of Social Worker Clinician.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - SW Clinician reso 12/17/13, 2. B - MSS SW Clinician Class Spec 12/17/13, 3. Executed Resolution191-2013

Date	Ver.	Action By	Action	Result
12/17/2013	1	Board of Supervisors	Approved	Pass

Health and Human Services Agency and Human Resources Department recommending the Board adopt Resolution **191-2013** establishing the salary schedule and bargaining unit for the Merit System Services classification of Social Worker Clinician.

**Fiscal Impact/Change to Net County Cost**

None. Accounted for in 2013/2014 budget.

**Reason for Recommendation**

The Health and Human Services Agency (HHS) has identified a need for specialized clinical supervision for social workers. This position will provide to current staff the necessary oversight and guidance in a clinical environment in order to obtain professional licensure, increasing employee retention; enhancing HHS's professional credibility within the court system; and improving HHS's ability to provide timely, cost effective services to families in crisis. Although this position provides clinical "supervision", this is not a supervisory position in the traditional sense. This position is not responsible for providing performance evaluations or initiating disciplinary actions, although they are not restricted from providing input to either. HHS has determined that the Merit classification of Social Worker Clinician is appropriate to provide this clinical supervision and can be utilized as a County classification. When using a Merit classification for Merit positions, the County is responsible for assigning a job classification number (JCN), salary schedule and bargaining unit. After an analysis of salaries of similar and comparable classifications, it is recommended that the salary be set equal to the Merit System Services classification of Social Services Supervisor II.

**Action(s) to be taken following Board approval**

Human Resources will amend the salary schedule to include the Merit class of Social Worker

Clinician.

**Contact**

Mike Strella, Sr. Human Resources Analyst

**Concurrences**

HHSA, Human Resources; Local 1 has been notified.