



Legislation Details (With Text)

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File created: 1/13/2014 **In control:** Board of Supervisors
On agenda: 2/25/2014 **Final action:** 2/25/2014
Title: Health and Human Services Agency and Human Resources recommending the Board adopt Resolution 012-2014 amending the salary schedule for the Merit System Services classification of Social Services Supervisor I.

FUNDING: The Social Services Supervisor I classification is funded through a mix of Federal, State, and realignment dollars.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 2-25-14, 2. Executed Resolution 012-2014 (BOS 2-25-14)

Date	Ver.	Action By	Action	Result
2/25/2014	1	Board of Supervisors	Approved	Pass

Health and Human Services Agency and Human Resources recommending the Board adopt Resolution **012-2014** amending the salary schedule for the Merit System Services classification of Social Services Supervisor I.

FUNDING: The Social Services Supervisor I classification is funded through a mix of Federal, State, and realignment dollars.

Fiscal Impact/Change to Net County Cost

There is no current fiscal impact. There is currently no employee working at the Social Services Supervisor I classification. However, in the future if an employee is employed at this classification, the increase to the budget would be approximately \$4,724.

Background

Prior to 2010, there were five (5) levels in the Social Worker class series, Social Worker I-III, and Social Worker IV-A/B. The County also has 2 levels of supervisors over that series, Social Services Supervisor I/II. The Social Services Supervisor I supervise and direct the work of Social Worker I-III, while the Social Services Supervisor II supervise and direct the work of Social Worker IV-A/B. At that time, the Social Services Supervisor I made approximately 12.7% more than the base salary of the Social Worker III. The Social Worker III was the only class that was assigned to Protective Services. Those who were assigned to Protective Services received a premium that placed their salary 5% below Social Worker IV-B which was equal to Social Worker IV-A. With the added premium, the temporary salary increase was 1.5% higher than the Social Services Supervisor I.

Effective the first full pay period of July 2011, as negotiated in the Local 1 MOU, the Protective Services Premium was eliminated and the salary for Social Worker III was amended to include a built-in Protective Services Premium. With the new salary being equal to the Social Worker IV-A, it was the intention of the new MOU language to eliminate the need to assign the A/B designation and only

have Social Worker I-IV classifications. When the few remaining Social Worker IV-As moved up to the IV-B level, the “B” designation was eventually dropped and the class was renamed Social Worker IV.

Reason for Recommendation

With the Social Worker III's salary now being equal to the former Social Worker IV-A salary, the class is at a higher salary schedule than the Social Services Supervisor I by 1.5%. By changing the salary schedule to be equal to the Social Worker IV, the class will now be 5.2% higher than Social Worker III and 10% lower than Social Services Supervisor II. EDCEA Local #1 has been notified of the proposed change.

Clerk of the Board Follow Up Actions

Board Clerk to provide Human Resources and the Health and Human Services Agency each with one (1) copy of the resolution signed by the Chair.

Contact

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Concurrences

HHSA

EDCEA Local #1