



County of El Dorado

330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

Legislation Details (With Text)

File #: 08-0345 **Version:** 1

Type: Agenda Item **Status:** Approved

File created: 3/3/2008 **In control:** Board Of Supervisors

On agenda: 3/25/2008 **Final action:** 3/25/2008

Title: Human Resources and Human Services Departments recommending Resolution amending the County's Authorized Personnel Allocation Resolution adding three (3) Social Worker IV-A/B positions, two (2) Eligibility Workers I/II positions, and five (5) Employment & Training Worker I/II positions for the Human Services Department.
RECOMMENDED ACTION: Adopt Resolution 70-2008.

FUNDING: Federal/State Child Welfare Services (CWS) Allocation and Augmentation, Cal Works and Other Public Works (OPW) Allocations.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution DHS Personnel Allocation Increase

Date	Ver.	Action By	Action	Result
3/25/2008	1	Board Of Supervisors	Approved	Pass

Human Resources and Human Services Departments recommending Resolution amending the County's Authorized Personnel Allocation Resolution **adding** three (3) Social Worker IV-A/B positions, two (2) Eligibility Workers I/II positions, and five (5) Employment & Training Worker I/II positions for the Human Services Department.

RECOMMENDED ACTION: Adopt Resolution **70-2008**.

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BUDGET SUMMARY:		
Total Estimated Cost		\$ 0.00
Funding		
Budgeted	\$	
New Funding	\$	
Savings	\$	
Other	\$	
Total Funding Available	\$	
Change To Net County Cost		\$ 000

Fiscal Impact/Change to Net County Cost: No change.

Periodic leaves and vacancies throughout the year will fully offset the cost of filling any newly

allocated positions on an as needed basis. Required County match will be met with existing resources, with no additional Net County Cost.

Reason for Recommendation:

Human Services receives annual allocations from the California Department of Social Services (CDSS) based on prior year caseload levels. Human Services experiences a frequent turnover in employees, resulting in periods of time without full staffing. Additionally, interruptions in active staffing due to vacation, sick and other approved leave time can not be reported to the State for consideration in calculating future funding levels. Because it is necessary to maintain fully functioning staffing levels as budgeted throughout the fiscal year to provide necessary services at a level that will ensure expenditure of all allocated state/federal funds, and thus ensure retention of increased funding levels, the Department believes it would be in the best interest of the County and the clients served to increase the Department's approved allocation for these critical revenue-generating positions. Maintaining additional allocated positions will also allow Human Services the flexibility to immediately fill revenue-generating positions on occasions when the State allocations are finalized subsequent to adoption of the current year County budget at higher than anticipated levels.

As instructed, over the past two years, Human Services eliminated several unfunded positions, thereby eliminating the potential for using underfill or overfill options to recruit staff beyond the approved Personnel Allocation when the need arises to meet service demands and offset fluctuating staffing levels. Human Services is requesting the additional Social Worker Class Series allocations at the higher IVA/B level both to address the increasing frequency of critically severe abuse issues referred and because recent recruitments have elicited a significant number of applicants with the education and experience to qualify at the higher levels. The Department will submit any additional identified and recommended changes to its permanent personnel allocation during the FY 2008/09 County budget process.

The Resolution amending the Authorized Personnel Allocation including a table detailing the increase of 10.0 Human Services positions is attached.

Action to be taken following Board approval:

Board Clerk to provide Human Resources and Human Services, Social Services Division each with one (1) certified resolution confirming the Board action.

Contact: Ted Cwiek, 621-5572 or Doug Nowka, Director, 621-6163