



County of El Dorado

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Legislation Text

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

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 (HHSA) 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 HHSA's professional credibility within the court system; and improving HHSA'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. HHSA 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

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Concurrences

HHSA, Human Resources; Local 1 has been notified.