



## Legislation Text

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**File #:** 14-1549, **Version:** 1

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Health and Human Services Agency, Social Services Division, recommending the Board consider the following:

1) Adopt Resolution **232-2014** amending the Authorized Personnel Allocation Resolution for the Health and Human Services Agency to add 1.0 FTE Social Worker I/II/III/IV allocation for Social Services Child Protective Services with no impact to Net County Cost.

**FUNDING:** Federal, State and County required match utilizing Realignment.

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

There is no change in Net County Cost associated with this item. The funds for the allocation have been included in the FY 2014-15 budget and will be included in future budgets.

**Background**

HHSA, Child Protective Services (CPS) strives to ensure safe, permanent and nurturing families for children by protecting them from abuse and neglect while attempting to preserve the family unit through regular mandated face to face visits and crisis response. CPS helps prevent further harm to children from intentional physical or mental injury, sexual abuse, exploitation or neglect by a person responsible for a child's health or welfare. CPS also helps protect children who have no parent, guardian, or custodian to provide care and supervision, or whose parents, guardians or custodian are unable to provide for the care or supervision and lack an appropriate alternative child care arrangement.

In South Lake Tahoe (SLT), CPS has high client caseloads assigned to Social Workers and many of these require mandated out-of-area travel due to a lack of foster homes and services providers to the region. In order to meet State mandates, CPS Social Workers are required to conduct face to face visits with these children on a monthly basis. Over the last three years, the total number of open cases and child abuse or neglect investigations in the SLT region averaged approximately 30 cases per Social Worker, compared to an average of 22 cases per Social Worker on the West Slope for the same time period.

To ensure appropriate caseloads, response times, and the safety of the children served, it is necessary to add 1.0 FTE new Social Worker allocation to reduce caseloads and staff reliance on overtime. Currently, caseloads range from 27-37 cases per Social Worker in the SLT region and many require out of area/overnight travel to meet the mandated visitation requirements. Preferably, the maximum case load per Social Worker would be 20 - 22 open cases at any given time. The addition of a 1.0 FTE Social Worker will allow for caseloads to be reduced and result in a reduction in the amount of overtime worked by the existing Social Workers. Although overtime will always be required, there will be fewer cases assigned to each Social Worker, providing each worker with additional time to meet mandated requirements, allowing for improved services to the children and families.

In the FY 2014-15, budget funding was included to pay for leased space in SLT; however, if the

requested allocation is approved CPS does not intend to relocate out of the El Dorado Center unless Social Services funding increases in future years. At this time, the use of funding is necessary to meet a critical need to provide effective services to CPS clients.

**Reason for Recommendation**

The 1.0 FTE Social Worker I/II/III/IV position is necessary to meet State and Federal program mandates, and provide staffing to reduce caseloads to more effectively support the CPS program and ensure the safety of those clients served. It is necessary to add a new allocation since current CPS Social Worker vacancies are being filled to meet existing service needs. In addition, it will reduce staff reliance on overtime to meet regular mandated case management obligations and provide for greater focus on assigned cases to achieve improved outcomes.

**Clerk of the Board Follow Up Actions**

1. Provide the Health and Human Services Agency, at Briw Rd, with one (1) certified Resolution and Human Resources with one (1) certified Resolution signed by the Chair.

**Contact**

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