



Legislation Text

File #: 21-1322, **Version:** 1

Health and Human Services Agency and Human Resources Department recommending the Board adopt and authorize the Chair to sign Resolution **110-2021** to:

- 1) Approve the deletion of two (2.0) vacant full time equivalent (FTE) Social Service Aide allocations; and
- 2) Approve the addition of two (2.0) FTE Social Worker I/II allocations in the Health and Human Services Agency.

FUNDING: 24% Federal Funds; 23% State Funds; 53% Social Services Realignment.

DISCUSSION / BACKGROUND:

On July 16, 2021, the Child Welfare Services (CWS) Division submitted a classification request to delete two (2) vacant Social Service Aide (SSA) allocations and add two (2) Social Worker I/II allocations to Human Resources. SSA's in CWS have historically had primary responsibility for transporting clients and for scheduling and supervising visits for families receiving family reunification services. However, over the past 10 years the landscape in foster care services has begun to shift. Since 2010, the total kids in foster care has steadily declined, as well as the number of new kids brought into foster care each year, resulting in a nearly 50% decrease of kids in foster care. While the number of kids in foster care has declined, the numbers of families being served through voluntary and court-ordered family maintenance cases has increased. This shift increases the need for Social Workers and reduces the need for Social Service Aides to do transports and visitation.

Additionally, the Family's First Prevention Services Act begins implementation effective October 2021, which places an increased emphasis on the provision of prevention services to families in an effort to keep them out of foster care. This request for deletion of 2.0 FTE SSA allocations and addition of 2.0 FTE Social Worker I/II classifications aligns better with the current focus on working directly with families to prevent foster care, and the future of Child Welfare Services.

ALTERNATIVES:

Should the Board decline to adopt the attached Personnel Allocation Resolution, HHSA would not have the option to recruit/fill two new Social Worker I/II positions; therefore, CWS would move forward with recruiting and filling the existing SSA vacancies and shifting higher level work among existing social worker staff. This would result in higher caseloads and increased complexity for existing Social Worker I/II staff.

PRIOR BOARD ACTION:

June 22, 2021; Item 21-0994, Agenda No. 4; Resolution 064-2021- Fiscal Year 2021-22 Personnel Allocation

OTHER DEPARTMENT / AGENCY INVOLVEMENT:

Human Resources

CAO RECOMMENDATION:

Approve as recommended.

FINANCIAL IMPACT:

The addition of two FTE Social Worker I/II allocations and deletion of the two FTE SSA allocations has an estimated cost increase to the CWS budget of \$40,193, which is \$20,096 per FTE. Due to vacancies, there are sufficient appropriations in the Fiscal Year 2021-22 Budget.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) Clerk of the Board to obtain signature of Chair on the attached Personnel Allocation Resolution.
- 2) Clerk of the Board to return one (1) certified copy of the signed Resolution to HHSA Contracts Unit at 3057 Briw Road, Placerville.
- 3) Clerk of the Board to submit one (1) certified copy of the signed Resolution to Human Resources (Jordan Meyer)

STRATEGIC PLAN COMPONENT:

N/A

CONTACT

Don Semon, Director