



Legislation Text

File #: 22-0195, **Version:** 1

Health and Human Services Agency recommending the Board adopt and authorize the Chair to sign Resolution **030-2022** to:

- 1) Approve the deletion of one (1.0) Full Time Equivalent (FTE) vacant Social Service Aide allocation; and
- 2) Approve the addition of one FTE (1.0) 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 June 22, 2021, the Board of Supervisors approved the Fiscal Year (FY) 2021-22 Personnel Allocation Resolution 064-2021, thereafter amended September 28, 2021 by Resolution 124-2021 which reflects HHSA's personnel allocations for FY 2021-22.

On July 16, 2021, the Child Welfare Services (CWS) Division submitted a classification request to delete two (2) vacant Social Service Aide allocations and add two (2) Social Worker I/II allocations to Human Resources. Social Service Aide's in CWS have historically had primary responsibility for transporting clients and for scheduling and supervising visits for families receiving family reunification services. While this has been the norm historically, over the past 10 years, the landscape in foster care services has been shifting its standards for service, which is thereby shifting our staffing needs. 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 have 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, effective October 2021, the Family's First Prevention Services Act began implementation, 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 1.0 FTE vacant Social Service Aide allocation and addition of 1.0 FTE Social Worker I/II allocation aligns with the current focus on working directly with families to prevent foster care, and the future of child welfare services. The job duties that are required to meet these new and evolving expectations fall within the Social Worker I/II classification, whereas they do not in the Social Service Aide classification.

Working directly with the Human Resources Department, HHSA has developed the attached Personnel Allocation Resolution that was approved by County Counsel on January 31, 2022.

ALTERNATIVES:

The Board could decline to adopt and authorize the Chair to sign the attached Personnel Allocation, thereby retaining the current allocations. HHSA would then not have the option to recruit/fill one new Social Worker I/II position; therefore, CWS would move forward with recruiting and filling the existing

Social Service Aide vacancy and shifting higher-level work among existing Social Worker staff.

PRIOR BOARD ACTION:

June 7, 2021, File ID: 21-0922; Agenda No. 1 “CAO Budget Hearing”

June 22, 2021, File ID: 21-0994; Agenda No. 4 “Personnel Allocation”

September 28, 2021, File ID: 21-1519; Agenda No. 2 “CAO Budget Adoption”

OTHER DEPARTMENT / AGENCY INVOLVEMENT:

Human Resources

CAO RECOMMENDATION:

Approve as recommended.

FINANCIAL IMPACT:

The addition of one FTE Social Worker I/II allocations has an estimated annual cost increase to the CWS budget of \$20,600. For the current fiscal year, the cost increase is estimated at a total of \$8,400. There are sufficient appropriations in the Fiscal Year 2021-22 Budget to cover the increased cost.

CLERK OF THE BOARD FOLLOW UP ACTIONS

- 1) Obtain signature of Chair on the attached Resolution.
- 2) Provide one (1) certified Resolution to HHSA-Contracts at 3057 Briw Rd and one (1) certified Resolution to Heather Andersen in Human Resources at 330 Fair Lane.

STRATEGIC PLAN COMPONENT:

Good Governance

CONTACT

Don Semon, Director, Director, Health and Human Services Agency