



**Contra
Costa
County**

To: Board of Supervisors
From: Kathy Gallagher, Employment & Human Services Director
Date: October 13, 2015

Subject: Add four Social Work Supervisor II positions in Children and Family Services Bureau/Employment and Human Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 21756 to add four (4) Social Work Supervisor II (XOHA) (represented) positions at Salary Plan and Grade 215 1745 (\$6,265 - \$7,614) in the Employment and Human Services Department, Children and Family Services Bureau.

FISCAL IMPACT:

Upon approval, the costs associated with this action will be approximately \$570,878 annually with benefits, including \$121,834 in pension costs. These positions will be funded 45% Federal revenue, 45% State revenue, and 10% County cost.

BACKGROUND:

The Children & Family Services Bureau (CFS) requests to add four (4) Social Work Supervisor II positions. The work of Children & Family Services (CFS) is crucial to the community in that they are mandated to ensure the safety of children. Two (2) of the Social Work Supervisor

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **10/13/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I
Supervisor
Candace Andersen, District II
Supervisor
Karen Mitchoff, District IV
Supervisor
Federal D. Glover, District V
Supervisor

ABSENT: Mary N. Piepho, District III
Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: October 13, 2015

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: Anne Crisp (925)
313-1527

BACKGROUND: (CONT'D)

II (SWSII) positions will be dedicated to the Continuous Quality Improvement/Quality Assurance Division; a new state mandated program to ensure the implementation of the state Child and Family Services Reviews (CFSR). These 2 positions will be responsible for reviewing Child Welfare cases to meet the new state mandated Continuous Quality Improvement process. Social Work Supervisor IIs will identify data and trends associated with the department's mandated system improvement plan, work with staff to ensure strategic approaches to best practice, federally mandated compliance, and ensure that CFS policies and protocols are up-to-date and accurate.

The additional two (2) Social Work Supervisor II positions will be dedicated to Child Welfare Operations. During the last year the Department has added 18 Social Casework Specialist (SCS) positions without additional supervisory staff. One (1) position will support the West County Emergency Response Unit. There is currently 1 full time employee Supervisor in West County Emergency Response which is not adequate to supervise 10 full time employee SCS I of SCS II positions to ensure timely referral responses and closures. The final SWS II assignment will be determined based on the operational needs. With the increase in Social Casework Specialists and the growth in the number of new state requirements, there is the need for supervisors to supervise staff, review casework and direct and train staff in the new requirements and ensure compliance.

CONSEQUENCE OF NEGATIVE ACTION:

If these Social Work Supervisor II positions are not added the Department will have insufficient supervisory staff to supervise staff. This will impact compliance, quality control, and services to families to ensure that children are safe and receiving appropriate services. The result may place the Department at risk of not being in compliance with Federal mandates of state Title IV-B and IV-E program requirements.

CHILDREN'S IMPACT STATEMENT:

These services are essential to the child's and family's safety. Not having appropriate level of supervisory staff to supervise line staff can result in a child being placed in and out of home care due to lack of "reasonable services" available to families. In order to continue to identify and provide quality and measurable outcomes to children and families, Contra Costa County CFS must develop and maintain a review and accountability process to ensure timely, adequate, and relevant services are being offered to families and children in the community, and to ensure that children brought into care are reunified quickly or are maintained with biological and birth families.

ATTACHMENTS

P300 No. 21756 EHSD