



**Contra
Costa
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: January 17, 2017

Subject: Amend Contract with Social Service Staffing & Recruiting, Inc.

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract amendment with Social Service Staffing & Recruiting, Inc., to increase the payment limit by \$500,000, to a new payment limit of \$599,000, to assist with the projected department need for qualified temporary social workers for clients of Children and Family Services programs, for the period of October 15, 2016 through June 30, 2017.

FISCAL IMPACT:

\$599,000: 10% County, 45% State, 45% Federal (Administrative Overhead).

BACKGROUND:

Children and Family Services Bureau (CFS) has experienced difficulties in recruiting and retaining qualified social workers. Currently there are 22 vacancies and resulting in a higher than optimal caseload. Recruitment efforts through Human Resources have produced candidates but not adequate numbers to fill all vacancies. Even when new Social Workers are recruited they require extensive training to be ready to assume a caseload. Social Service Staffing & Recruiting, Inc. ensures a ready source of temporary fully qualified social workers to immediately address

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **01/17/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor

Candace Andersen, District II
Supervisor

Diane Burgis, District III Supervisor

Karen Mitchoff, District IV
Supervisor

Federal D. Glover, District V
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: January 17, 2017

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

By: Rolanda Hartfield, Deputy

Contact: Gina Chenoweth
925-313-1648

cc:

BACKGROUND: (CONT'D)

this situation to ensure child safety. Additionally, Social Workers obtained through this contractor may be available to be candidates for permanent County positions in shorter time since these applicants would already be trained and familiar with CFS programs, clients, and procedures.

CONSEQUENCE OF NEGATIVE ACTION:

Clients in Children and Family Services Programs may not be served efficiently by qualified social workers when Contra Costa County does not have enough immediate qualified social workers.

CHILDREN'S IMPACT STATEMENT:

The services provided under this contract support all five of Contra Costa County's community outcomes: (1) "Children Ready for and Succeeding in School"; (2) "Children and Youth Healthy and Preparing for Productive Adulthood"; (3) "Families that are Economically Self-Sufficient"; (4) "Families that are Safe, Stable and Nurturing"; and (5) "Communities that are Safe and Provide a High Quality of Life for Children and Families" by ensuring children and families in Children and Family Services programs are working with qualified staff on a consistent basis.