



**Contra  
Costa  
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: May 2, 2017

Subject: Contract with Social Service Staffing & Recruiting, Inc. for Temporary Social Workers

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**RECOMMENDATION(S):**

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract with Social Service Staffing & Recruiting, Inc. in an amount not to exceed \$640,000 to assist with the projected department need for qualified temporary social workers for clients of Children and Family Services Program, for the period of July 1, 2017 through June 30, 2018. (10% County; 45% State; 45% Federal)

**FISCAL IMPACT:**

\$640,000.00: 10% County; 45% State; 45% Federal (Administrative Overhead)

**BACKGROUND:**

Children and Family Services Bureau (CFS) continues to experience difficulties in recruiting and retaining qualified social workers. Currently there are 30 vacancies, resulting in higher than optimal caseloads. 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

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

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Action of Board On: **05/02/2017** ☒ 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: May 2, 2017

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

By: Rolanda Hartfield, Deputy

Contact: Gina Chenoweth  
3-1648

cc:



### BACKGROUND: (CONT'D)

address the situation to ensure child safety. Additionally, Social Workers obtained through this contractor may become interested in permanent County positions and apply for current vacancies, which would support the Department's efforts to fill permanent positions with qualified and well trained applicants familiar with CFS programs, clients, and procedures.

### CONSEQUENCE OF NEGATIVE ACTION:

Clients in CFS programs may not be served efficiently by qualified social workers when Contra Costa County does not immediately have 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 CFS programs are working with qualified staff on a consistent basis.