



**Contra
Costa
County**

To: Board of Supervisors
From: Kathy Gallagher, Employment & Human Services Director
Date: February 26, 2019

Subject: Add (3) Social Casework Assistant (XDVB), and Cancel (1) Eligibility Worker II, (2) Eligibility Worker III

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22417 to add three (3) Social Casework Assistant (XDVB) (represented) positions at Salary Plan and Grade 255 1434 (\$5,079 – \$6,173), and cancel one (1) vacant Eligibility Worker II (XHVA) (represented) position number 15424 at Salary Plan and Grade 255 1100 (\$3,648 – \$4,435) and two (2) vacant Eligibility Worker III (XHTB) (represented) positions numbers 4974 and 4527 at Salary Plan and Grade 255 1334 (\$4,600 - \$5,591) in the Employment and Human Services Department, Children and Families Services Bureau.

FISCAL IMPACT:

Upon approval of this action, the annual cost will be offset by the cancellation of one vacant Eligibility Worker II position, and two vacant Eligibility Worker III positions, resulting in a net annual salary and benefit cost increase of \$51,809, with pension cost of \$18,132 included. These positions will be funded with 44% Federal, 45% State revenue, and 11% County General Fund revenue resulting in an annual net county cost of \$5,697. The net County cost for the remainder of FY 2018/2019 will be \$2,848. There is no impact to the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **02/26/2019** ☒ 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: Diane Burgis, 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: February 26, 2019

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

By: June McHuen, Deputy

Contact: Bao Tran (925)
608-5027

County General Fund as the action cost will be funded within the Department's current allocation.

BACKGROUND:

Employment and Human Services Department has identified a need to add three Social Casework Assistants in the Children and Family Services Bureau. The Department has also identified three vacant Eligibility Worker II/III positions that will be cancelled to offset the salary and benefits costs. Social Casework Assistants perform services such as visitation supervision, parent training, home visits, transportation, relative notification, family finding, and placement support; all of which are mandated services for Child Welfare. These mandated services meet the "reasonable efforts" findings in court hearings, and assure the Department has met its legal obligation in assisting families and their children.

The Continuum of Care Reform passed by the State Legislature is a major initiative to place children in a family setting rather than residential group care. In order to comply with the mandates of this legislation, the Department needs to build an infrastructure for a robust recruitment, family finding and respite program. Social Casework Assistant will perform these functions for the agency while allowing Social Workers to focus on family service delivery and risk assessment.

CONSEQUENCE OF NEGATIVE ACTION:

If these positions are not added, Children and Family Services will not have sufficient staff to be in compliance with state mandated requirements, thus placing children at risk of multiple placement changes and remaining in long term foster care.

CHILDREN'S IMPACT STATEMENT:

The services provided by the Social Casework Assistant will meet all 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.

ATTACHMENTS

P300 No. 22417 EHSD