



**Contra
Costa
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: February 12, 2019

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

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract amendment with Social Service Staffing & Recruiting, Inc. effective February 1, 2019 to increase the payment limit by \$710,000 for a new payment limit of \$1,350,000 for additional and increased services by qualified temporary social workers for clients of Children and Family Services Program and Aging and Adult Services, with no change to the original term ending June 30, 2019.

FISCAL IMPACT:

This contract will increase department expenditures by \$710,000 for a new total payment limit of \$1,350,000, funded as Administrative Overhead with 45% Federal, 45% State, and 10% County revenue.

BACKGROUND:

Children and Family Services Bureau (CFS) and Aging and Adult Services Bureau (AAS) have experienced difficulties in recruiting and retaining qualified social workers. Currently, there are 32 vacancies in CFS and another 11 in AAS, resulting in a higher than optimal caseload for current CFS and AAS social workers. Recruitment efforts through Human

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **02/12/2019** ☒ 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: February 12, 2019

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

By: Laura Cassell, Deputy

Contact: Gina Chenoweth

cc:

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

BACKGROUND: (CONT'D)

source of temporary fully qualified social workers to immediately address this situation to ensure child safety. Additionally, social workers obtained through this contractor may be candidates for permanent County positions, since these applicants would already be trained and familiar with CFS and AAS programs, clients, and procedures.

This amendment adds AAS to the original contract. AAS is currently experiencing a backlog of over 4,000 overdue In-Home Supportive Services (IHSS) cases. This backlog has resulted in IHSS being placed under a corrective action plan by the California Department of Social Services. IHSS must come within 80% of full compliance by the end of the 2018/19 fiscal year. IHSS will utilize the temporary social workers to work only on IHSS backlogged cases to help bring IHSS into compliance. Currently, IHSS has only three (3) social worker vacancies, but, an additional eight (8) IHSS social workers are on protected leave.

CONSEQUENCE OF NEGATIVE ACTION:

The immediate need for more qualified social workers will not be fulfilled, hindering the ability of CFS and AAS to efficiently and effectively serve clients.

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.