



**Contra
Costa
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: May 21, 2019

Subject: 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 with Social Service Staffing & Recruiting, Inc. in an amount not to exceed \$700,000 to provide qualified temporary social workers for clients of Children and Family Services Program, for the period of July 1, 2019 through June 30, 2020.

FISCAL IMPACT:

This contract will increase expenditures by \$700,000 funded as Administrative Overhead with 10% County revenue, 42% State revenue, and 48% Federal revenues.

BACKGROUND:

Children and Family Services Bureau (CFS) has experienced difficulties in recruiting and retaining qualified social workers. Currently, there are fourteen (14) vacancies, 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

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **05/21/2019** ☒ 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: May 21, 2019

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

By: Laura Cassell, Deputy

Contact: Gina Chenoweth
8-4961

cc:

BACKGROUND: (CONT'D)

address this situation to ensure child safety. Additionally, social workers obtained through this contractor may 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 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.