



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: September 10, 2019

Subject: P300 No. 22511 - Reallocate Salary Ranges for Social Worker classifications

RECOMMENDATION(S):

ADOPT Position Resolution No. 22511 to increase the salaries of specified social worker classifications by 3.44%, effective October 1, 2019, in the Employment and Human Services Department, Health Services Department, and Public Defender's Office.

FISCAL IMPACT:

Upon approval, the cost of reallocating the salaries of social worker classifications will be absorbed by the Departments utilizing these classifications. The nine month costs for FY 2019/20 are estimated to be \$1.0 million for the Employment and Human Resources Department, \$147,000 for the Health Services Department, and \$9,000 for the Public Defender's Office. The County's share of costs after anticipated revenue offsets is estimated to be \$379,000 for FY 2019/20.

BACKGROUND:

Social Workers provide critical services to the public in the Employment and Human Services Department, Health Services Department, and Public Defender's Office. The County has experienced significant turnover and difficulties recruiting for these positions. The vacancy rate of these 409 authorized positions countywide is currently 12% (11% in

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/10/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

ABSENT: John Gioia, District I 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: September 10, 2019

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

Contact: Dianne Dinsmore, Human Resources Director (925) 335-1766

By: Jami Napier, Deputy

Employment and Human Services, 16% for Health Services, and two of the three Public Defender positions).

BACKGROUND: (CONT'D)

As part of a multi-pronged approach to address these challenges, a salary survey of Bay Area comparators was conducted. The Social Worker III benchmark classification was found to be 3.44% below mean. It is recommended that the following classifications adjusted by 3.44%, effective October 1, 2019:

- Medical Social Worker I (X4WB)
- Medical Social Worker II (X4VH)
- Medical Social Worker-Project (X4V2)
- Social Casework Assistant (XDVB)
- Social Casework Specialist II – Project (X0V1)
- Social Casework Specialist I-Project (X0W2)
- Social Work Supervisor I (X0HB)
- Social Work Supervisor I-Project (X0H1)
- Social Work Supervisor II (XOHA)
- Social Worker (X0VC)
- Social Worker II (XOWB)
- Social Worker III (XOVB)
- Social Worker-Project (X0V2)

CONSEQUENCE OF NEGATIVE ACTION:

Departments may continue to experience difficulty recruiting and retaining social workers, who serve some of the County's most vulnerable population.

CHILDREN'S IMPACT STATEMENT:

Social Workers serve some of the County's most vulnerable population, including children. The primary responsibility of social workers within the Children and Family Services Bureau is to protect and ensure the safety, permanency and well-being of vulnerable children residing in Contra Costa County. This is achieved through abuse investigations, frequent in-person visits, child and family management activities and significant legal and community collaboration. These activities support Contra Costa's community outcome "Families that are Safe, Stable, and Nurturing" and require a qualified, trained and committed workforce. Social Workers within the Health Services Department provide to residents, including children, a full range of casework, counseling, crisis intervention, discharge planning and consultative services utilizing judgement and initiative.

ATTACHMENTS

P300 No. 22511

Attachment to P300 No. 22511