



**Contra  
Costa  
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: October 22, 2019

Subject: Add Five Social Workers to the In-Home Supportive Services Program

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**RECOMMENDATION(S):**

ADOPT Position Adjustment Resolution No. 22545 to add five (5) full time Social Worker (X0VC) (represented) positions at salary plan and grade 255-1434 (\$5,463 - \$6,641) in the Employment and Human Services Department.

**FISCAL IMPACT:**

The anticipated cost of funding these positions are \$338,500 (salary and benefits) for a six-month period (January through June 2020) and \$677,000 for annual costs. The State allocation (CFL 19/20-28) has been increased to \$4,819,574. This increases budgeted revenue of \$2,836,823 by \$1,982,751, allowing the Department to fund five additional Social Workers in the Aging and Adult Services Bureau (Org Code 0503). Costs will be covered by 48% Federal, 39% State and 13% County funds, with no increase to the County General Fund allocation needed.

**BACKGROUND:**

Employment and Human Services Department (EHSD) is requesting the addition of five Social Workers for the In Home Supportive Services (IHSS) program.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

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Action of Board On: **10/22/2019** ☒ 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

ABSENT: 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: October 22, 2019

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

By: June McHuen, Deputy

Contact: Livienne Manguera, (925)  
608-5022

cc: Livienne Manguera

### BACKGROUND: (CONT'D)

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The IHSS program has been understaffed over the years, which has been exacerbated by significant caseload growth. The program has been under a state-mandated corrective action plan for several years and has not made the progress required because we have not been able to add staff equal to caseload growth and the challenge of recruiting qualified social workers.

### CONSEQUENCE OF NEGATIVE ACTION:

The IHSS program will be unable to hire additional Social Workers so that the Division can make progress on the state-mandated correction improvement plan.

### ATTACHMENTS

P300 No. 22545 Adding 5 Social Workers to IHSS