



**Contra  
Costa  
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: September 8, 2020

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 \$400,000 to provide qualified temporary social workers for clients of the Children and Family Services Bureau, for the period July 1, 2020 through June 30, 2021.

**FISCAL IMPACT:**

This Contract will increase department expenditures by \$400,000 funded as Administrative Overhead with 10% County revenue, 42% State revenue, and 48% Federal revenue.

**BACKGROUND:**

It is important for the Employment and Human Services Department to maintain staffing levels of Social Workers in Children and Family Services, to effectively address caseloads. Currently, there are eight (8) vacancies in Children and Family Services. Additionally 13 new Social Worker positions are being added to Children and Family Services effective September 1, 2020, as part of the Fiscal Year 20-21 budget.

Human Resources and EHSD continue to closely collaborate to produced candidates to

---

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

---

Action of Board On: **09/08/2020** ☒ 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: September 8, 2020

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

Contact: Gina Chenoweth 8-4961 or  
(925) 812-6795

By: Laura Cassell, Deputy

cc:

adequately

### BACKGROUND: (CONT'D)

fill all vacancies. Significant improvement has been made over previous years. There were 32 Social Worker vacancies in Fiscal Years (FYs) 2017-18 and 2018-19. The amount designated to this contract for temps is correspondingly decreasing from about \$700,000 in FYs 18-19 and 19-20. Despite these improvements, temp work to fill the gaps is sometimes necessary to avoid higher than optimal caseload levels.

Social Service Staffing & Recruiting, Inc. ensures a ready source of temporary, fully qualified social workers to immediately address this situation and ensure child safety. Additionally, social workers obtained through this Contractor may become interested in permanent County positions and apply for current vacancies, which would support the Department's efforts to fill permanent positions with qualified and well-trained applicants 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..