



**Contra  
Costa  
County**

To: Board of Supervisors

From: Kathy Gallagher, Employment & Human Services Director

Date: June 8, 2021

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

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**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 assist with the projected department need for qualified temporary social workers for clients of Children and Family Services Program, for the period July 1, 2021 through June 30, 2022.

**FISCAL IMPACT:**

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

**BACKGROUND:**

Children & Family Services (CFS) has experienced difficulties in recruiting and retaining qualified social workers. Currently, there are 12 vacancies in addition to staff on LOA, FMLA and COVID related absences, resulting in a higher than optimal caseload. Recruitment efforts through Human Resources have produced candidates but not adequate

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **06/08/2021** ☒ 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: June 8, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

Contact: Antoinette  
Bailey-Nesbitt 608-4930

By: Laura Cassell, Deputy

numbers to fill all vacancies.

### BACKGROUND: (CONT'D)

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 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.