



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Kathy Gallagher, Employment & Human Services Director  
Date: January 18, 2022

Subject: Amend Contract with Social Service Staffing & Recruiting, Inc. for Temporary Social Worker Staffing, FY 2021-22

**RECOMMENDATION(S):**

APPROVE and AUTHORIZE the Employment and Human Services Director, or designee, to execute a contract amendment with Social Service Staffing & Recruiting, Inc., a corporation, effective February 1, 2022 to increase the payment limit by \$100,000 to a new payment limit of \$500,000 to provide additional qualified temporary social worker services for clients of Children and Family Services, with no change to term July 1, 2021 through June 30, 2022.

**FISCAL IMPACT:**

This contract amendment will increase expenditures by \$100,000. The cost of the contract is covered as Administrative Overhead.  
(60% Federal, 34% State, and 6% County)

**BACKGROUND:**

Children & Family Services (CFS) has experienced difficulties in recruiting and retaining qualified social workers. Currently, there are 24 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

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **01/18/2022** ☒ 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: January 18, 2022

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

Contact: Noppol Keeratiyakul  
(925) 608-4961

By: Antonia Welty, Deputy



### BACKGROUND: (CONT'D)

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 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.

The original contract, in the amount of \$400,000, was approved by the Board of Supervisors at the June 8, 2021 meeting (c.79). This contract amendment will increase the payment limit to ensure funding to support qualified temporary social workers under the current contract does not deplete before the contract term's end date of June 30, 2022. Under the current contract, funding is projected to be exhausted by March 2022.

### CONSEQUENCE OF NEGATIVE ACTION:

Clients in CFS programs will not be served efficiently by 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.