



Contra
Costa
County

To: Board of Supervisors
From: Marla Stuart, Employment and Human Services Director
Date: May 24, 2022

Subject: Amend/Extend 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 amendment with Social Service Staffing & Recruiting, Inc., a corporation, to extend the term from June 30, 2022 to June 30, 2023, and increase the payment limit by \$740,000 to a new payment limit of \$1,240,000, effective May 10, 2022, to provide qualified temporary social workers for clients of the Children and Family Services Program.

FISCAL IMPACT:

This contract amendment will increase department expenditures for Fiscal Year (FY) 2021-2022 by \$115,000 and the contract extension will increase department expenditures for FY 2022-2023 by \$625,000. (60% Federal, 34% State, and 6% County)

BACKGROUND:

Children & Family Services (CFS) Bureau has experienced difficulties in recruiting and retaining qualified social workers. Currently, there are 23 vacancies in addition to staff on LOA, FMLA and COVID-19 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

Action of Board On: **05/24/2022** ☒ 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: May 24, 2022

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

By: Laura Cassell, Deputy

Contact: V. Kaplan, (925)
608-5052

cc:

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 (Item

BACKGROUND: (CONT'D)

C.79). A contract amendment, increasing this contract by \$100,000 to a new payment limit of \$500,000 was approved by the Board of Supervisors at the January 18, 2022 meeting (Item [C.56](#)). This contract amendment is to extend the contract term an additional twelve (12) months from its current term end date and to increase the payment limit to ensure funding to support qualified temporary social workers under the current contract does not deplete before the vacancies are filled. This contract amendment also includes the use of County-owned cell phones for specific fieldwork duties of the contracted temporary social workers.

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.