



THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Community Services Agency

BOARD AGENDA # *B-3

Urgent

Routine

AGENDA DATE March 10, 2015

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the Appointment of a Social Worker IV at Step Five (5) of the Salary Range at the Community Services Agency

STAFF RECOMMENDATIONS:

Authorize the Community Services Agency to offer employment to Howard Courney as a Social Worker IV at Step 5 of the salary range, \$32.01, less the current one percent salary deduction.

FISCAL IMPACT:

The estimated annual cost associated with this position is \$104,225, including benefits. This position is subject to the one percent salary deduction. The salary range for a Social Worker IV is \$54,787 to \$66,581 annually. The estimated cost of appointing at Step 1 would be \$89,321, including benefits. The additional cost is included in the Fiscal Year 2014-2015 Adopted Final Budget.

BOARD ACTION AS FOLLOWS:

No. 2015-92

On motion of Supervisor Chiesa, Seconded by Supervisor O'Brien
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, De Martini, and Chairman Withrow

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

- 1) Approved as recommended
- 2) Denied
- 3) Approved as amended
- 4) Other:

MOTION:



ATTEST:

CHRISTINE FERRARO TALLMAN, Clerk

File No.

DISCUSSION:

The Community Services Agency (CSA) is requesting to fill a current vacancy in the Social Worker IV Classification. The Department has used an open continuous Social Worker IV recruitment for many years trying to attract qualified candidates for this position. Despite diligent recruitment efforts, filling the vacancies has been a challenge. Due to specific minimum qualifications, including a Master's Degree in Social Work (MSW), qualified candidates are highly sought after statewide both in the public and private sector. The result is a high vacancy rate in this classification which creates low staffing levels in Child Welfare programs.

The Agency focuses recruitment efforts on universities and colleges offering the MSW Degree. Recruitment efforts are generally focused around graduation. In addition, the Agency recruits for Social Worker IV Trainees, individuals who are within one year of graduation, as an effort to attract individuals prior to graduation.

Howard Courney is an excellent candidate with twenty-five years social work experience. Mr. Courney worked for thirteen years at CSA as a Social Worker IV and a Social Worker Supervisor. Mr. Courney was at Step 5 when he left County employment. Additionally, Mr. Courney has spent over twelve years as a Social Work Officer/Captain and Social Work Officer/Major with the US Army. Since Mr. Courney has previously worked in CSA's Social Worker IV classification at Step 5, his broad range of experience will greatly reduce the training period normally required for new staff. Mr. Courney possesses Bachelor's and Master's Degrees obtained from the University of Georgia. Candidates with Mr. Courney's range of experience are difficult to attract in this field.

The Community Services Agency is requesting to employ Mr. Courney at an hourly rate of \$32.01 per hour, less the one percent salary reduction to secure employment. Mr. Courney plans to retire from the US Army effective March 20, 2015 and is not willing to accept an hourly rate below the fifth step. This is a hard to recruit position and the ability to offer Mr. Courney employment at Step 5 will allow the Department to better meet the needs of the Community.

POLICY ISSUE:

Approval by the Board of Supervisors is required to appoint a candidate at Step 5 of the classification. Filling this position is consistent with the Board of Supervisor's priority of A Healthy Community and Efficient Delivery of Public Services.

STAFFING IMPACT:

This action will fill an approved County vacancy at the Community Services Agency.

CONTACT PERSON:

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