

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

DEPT: Chief Executive Office

BOARD AGENDA # *B-2

Urgent Routine

AGENDA DATE May 19, 2015

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval to Amend the Salary and Position Allocation Resolution to Include a New Classification of Social Worker V and Related Actions

STAFF RECOMMENDATIONS:

Amend the Salary and Position Allocation Resolution to include a new classification of Social Worker V as outlined in the Staffing Impact section of this report and detailed in Attachment A, block budget current employees based on qualifications; and, other related actions effective the first full pay period on or after July 1, 2015.

FISCAL IMPACT:

It is recommended to create a new Social Worker V classification at 5% above the current Social Worker IV salary range. The Social Worker V proposed salary range is \$57,533 to \$69,909 annually. The current salary range for a Social Worker IV is \$54,787 to \$66,581 annually. The proposed annual salary and benefits for the new Social Worker V classification at Step 5 is \$111,300 compared to \$107,000 for the Social Worker IV at Step 5.

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BOARD ACTION AS FOLLOWS:

No. 2015-218

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) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST: Elizabeth A. King
ELIZABETH A. KING, Assistant Clerk

File No.

FISCAL IMPACT: (Continued)

The Community Services Agency (CSA) currently has 127 allocated Social Worker IV positions and is requesting to reclassify downward 15 of the allocated positions to Social Worker III (block budgeted) and to block budget 112 positions to the new Social Worker V classification. CSA estimates that the maximum economic impact would be \$481,600 should all proposed 112 Social Worker V positions meet the minimum requirements for the new Social Workers V classification.

At this time, approximately 60 current incumbents will meet the minimum qualifications of the new Social Worker V classification with an estimated economic impact of \$258,000 in the 2015-2016 Budget Year. The additional cost will be included in the Budget Year 2015-2016 Recommended Final Budget.

The new Social Worker V classification will be funded from existing appropriations in the Community Services Agency budget. There is no additional General Fund cost for this action.

DISCUSSION:

Stanislaus County employs Social Workers in three County Departments; the Community Services Agency (CSA), the Health Services Agency (H.S.A) and the Area Agency on Aging and Veterans Services (AAA/Vets). These Social Workers provide a variety of services to adults and children in our community and often serve those most fragile or those in crisis. Adult Protective Services (APS) and In Home Supportive Services (IHSS) provide services to the most vulnerable adults in Stanislaus County. The Social Workers in these two units are classified depending on assignment as a Social Worker I/II/III. Social Workers in Child Protective Services (CPS) are responsible for protecting the children in our community from neglect and abuse. Social Workers in this unit are currently classified as Social Worker III/IVs depending on assignment. Social Worker IVs are required to have a Masters in Social Work (MSW) due to the complexity of case management in Child Protective Services (CPS) and Adoptions. CSA SW IV's provide twenty-four hour protective services to the children of our community.

While HSA and AAA/Vets both employ Social Workers, CSA provides a majority of services in this area and as a result has the largest allocation of Social Workers with 155 positions. Currently, the Social Worker classification series consists of four levels, Social Worker I/II/III/IV. The Social Worker series is unique in that an individual does not typically move through all four levels during the course and scope of normal career progression. Depending on the assignment and scope of work, many individuals move through the Social Worker I/II/III as a normal career ladder.

Currently the Social Worker IV classification is the highest level and requires a Master's Degree in Social Work (MSW). Many individuals enter the classification series upon

obtaining the MSW Degree; the only career ladder for these individuals is to remain a Social Worker IV or to enter into supervision or management.

Historically, Stanislaus County and our neighboring Counties have had great difficulty recruiting Social Workers with the MSW Degree and have considered the MSW level Social Worker as a hard-to-recruit classification. There are only a limited number of colleges and universities locally offering the MSW Degree. Demand for the graduates is high among local government, hospitals, and Community Based Organizations (CBO). Stanislaus County has conducted continuous Social Worker IV recruitments for many years. CSA Social Worker IV applications are screened and interviewed monthly with passing candidates receiving conditional offers of employment. In addition, the County conducts a Social Worker IV Trainee Program in cooperation with California State University Stanislaus allowing candidates within two years of obtaining an MSW Degree to work in the Social Work field gaining knowledge, skills and abilities; these individuals transition to full-time Social Worker IV positions upon graduation. Despite these on-going efforts, vacancies and turnover continue to exist in this field.

Neighboring Counties, including Madera, Merced and San Joaquin Counties offer a career pattern for the Master's Degree level Social Worker. In these Counties the Social Worker IV classification serves as the entry level classification, generally only requiring a Master's in Social Work (MSW). These organizations then have a higher classification that recognizes an MSW Social Worker with years of experience. In recent years, CSA has lost experienced staff to other organizations that have classifications that recognize the more experienced Social Workers with an MSW. The County has also experienced turnover as the result of staff leaving for positions at local hospitals, recent graduates finding positions in their home community, promotions to Behavioral Health and Recovery Services (BHRS) and lateral transfers to neighboring Counties, mainly Merced and San Joaquin.

During 2014 labor negotiations, the Service Employees International Union (SEIU), Local 521 and the County agreed to review the Social Worker workload and Classification Series. On November 11, 2014 the Board approved agenda item #2014-557, labor agreement with SEIU that included language that stated in part:

"Stanislaus County and the Community Services Agency agree to review the Social Worker classification series to evaluate the restructuring of the classification series to include a new classification level requiring a Master's Degree in Social Work with commensurate experience. The parties agree to meet and review this classification analysis to determine if a recommendation should be made to the County's Board of Supervisors regarding any classification changes. The goal of any proposed classification changes would be to assist CSA in recruitment, retention, training, and workload distribution."

The County's Chief Executive Office, the Community Services Agency and SEIU met multiple times reviewing potential changes to the Social Worker classification series.

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The parties agreed to recommend the addition of another level of Master’s Degree Social Worker. The recommended Social Worker V classification recognizes the MSW Degree and two (2) additional years of work experience. This is consistent with the survey Counties listed below. In addition, in 2011-2012, CSA in conjunction with the CEO’s Office contracted with Cooperative Personnel Services (CPS) to review the classification series. At that time, Cooperative Personnel Services developed a model which included another classification level recognizing the MSW Degree and experience. The salary survey below compares the County’s current Social Worker IV salary range with the salary range for the top MSW Social Worker classification in the eight comparable Counties. Also included in this chart is the recommended Social Worker V salary range. It is recommended to create this salary range at 5% above the Social Worker IV salary range.

Survey Group			
County Agency	Classification Title	Low	High
San Joaquin	Social Worker V	\$4,895	\$5,948
Merced	Social Worker IV (B)	\$4,647	\$5,654
Tulare	Social Worker III CWS Lead	\$4,206	\$5,126
Fresno	No Equivalent Classification	-	-
Madera	Social Worker IV (B)	\$4,529	\$5,504
Sacramento	No Equivalent Classification	-	-
Kern	Social Worker V	\$4,772	\$5,826
Monterey	Social Worker V	\$4,672	\$6,381
	Survey Average	\$4,620	\$5,748
Stanislaus	Social Worker IV	\$4,565	\$5,548
Stanislaus	Recommended Social Worker V	\$4,793	\$5,825

Below are the number of Social Worker positions allocated by the three County Departments and the recommended allocation change. The Community Services Agency is the only Department requesting to have upgrade staff to Social Worker V in order to recognize the complexity of the work in Child Protective Services. In addition to recommending block budgeting 112 Social Worker IV positions to Social Worker V it also recommended to downgrade 15 positions to Social Worker III (block budgeted) in order to reflect the assignments within each program. This will align the classification to the employee’s current assignment and not impact the employee’s salary or classification.

Department	Classification	Current Allocated Positions	Requested Allocation
AAA/Veterans Services	Social Worker III	1	No Change
AAA/Veterans Services	Social Worker IV	1	No Change

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Community Services Agency	Social Worker I/II (Block Budgeted)	9	No Change
Community Services Agency	Social Worker III	19	34
Community Services Agency	Social Worker IV	127	0
Community Services Agency	Recommended Social Worker V	0	112
Health Services Agency	Social Worker IV	2	No Change

While it is recommended to upgrade 112 positions to the Social Worker V classification it is estimated that 60 employees currently meet the minimum qualifications for Social Worker V at this time. This number will vary based on turnover and employee longevity within the Department.

POLICY ISSUES:

The Board of Supervisors should consider the effect of this labor agreement on the fiscal and policy direction and priorities of the organization. Approval of this item addresses the Board of Supervisors' priorities of ensuring A Healthy Community and Efficient Delivery of Public Services.

STAFFING IMPACT:

It is recommended to add the new proposed Social Worker V classification to the County's Position Allocation Resolution. The recommended salary range is \$57,533 to \$69,909 annually. The new classification will be designated as classified service and assigned to the Community and Health Services bargaining unit for labor relations purposes.

The following position changes are recommended:

Department	Positions	Classification	Recommended
Community Services Agency	15	Social Worker IV	Reclassify Downward to SW III to reflect employees current position assignment
Community Services Agency	112	Social Worker IV	Reclassify upward to SW V (Block Budget)

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Attachment A outlines the proposed classification changes by position number. The recommended salary band is illustrated below:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Social Worker V	\$27.66	\$29.04	\$30.49	\$32.01	\$33.61

CONTACT:

Nancy Bronstein, Deputy Executive Officer (209) 525-6333 and
Kathy Harwell, Director, Community Services Agency (209) 558-2500

TECHNICAL ADJUSTMENTS TO POSITION ALLOCATION			
BUDGET UNIT	POSITION NUMBER	CLASSIFICATION	RECOMMENDATION
Services & Support	150	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	6540	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8051	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8186	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8187	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8873	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8878	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8879	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	8967	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	10048	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	10855	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	10857	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	11204	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	11475	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	11481	Social Worker IV	Reclassification Downward to SW III (block-budgeted)
Services & Support	108	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	117	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	122	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	131	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	137	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	146	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	149	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	164	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	174	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	178	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	188	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	210	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	224	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	244	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	253	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	265	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	271	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	279	Social Worker IV	Reclassification Upward to SW V (block-budgeted)

TECHNICAL ADJUSTMENTS TO POSITION ALLOCATION			
BUDGET UNIT	POSITION NUMBER	CLASSIFICATION	RECOMMENDATION
Services & Support	295	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	328	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	343	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	354	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	384	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	394	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	399	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	400	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	418	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	428	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	436	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	440	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	449	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	469	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	493	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	551	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	555	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	578	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	588	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	601	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	606	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	613	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	617	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	732	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	740	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	1072	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	1142	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	2125	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	3534	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6163	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6179	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6535	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6536	Social Worker IV	Reclassification Upward to SW V (block-budgeted)

TECHNICAL ADJUSTMENTS TO POSITION ALLOCATION			
BUDGET UNIT	POSITION NUMBER	CLASSIFICATION	RECOMMENDATION
Services & Support	6537	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6538	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6542	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	6574	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	7120	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	7121	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	7122	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	7123	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8050	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8125	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8127	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8183	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8188	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8874	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8875	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8876	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8877	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8880	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8881	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8889	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8963	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8964	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	8965	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9213	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9217	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9219	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9220	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9371	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9680	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9681	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9683	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9684	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9688	Social Worker IV	Reclassification Upward to SW V (block-budgeted)

TECHNICAL ADJUSTMENTS TO POSITION ALLOCATION			
BUDGET UNIT	POSITION NUMBER	CLASSIFICATION	RECOMMENDATION
Services & Support	9816	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9817	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	9818	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10762	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10763	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10853	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10854	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10952	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10953	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10954	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	10955	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11476	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11477	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11478	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11479	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11480	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	11482	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13240	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13241	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13242	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13705	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13706	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13707	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13708	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13829	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13830	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13831	Social Worker IV	Reclassification Upward to SW V (block-budgeted)
Services & Support	13832	Social Worker IV	Reclassification Upward to SW V (block-budgeted)