

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

DEPT: Community Services Agency

BOARD AGENDA #: B-17

AGENDA DATE: June 28, 2016

SUBJECT:

Approval to Amend the Community Services Agency's Salary and Position Allocation Resolution to add One Manager III and One Administrative Clerk II; Re-Hire Ms. Gloria Ringsby Prior to the 180-Day Waiting Period as Outlined in the Public Employee Pension Reform Act of 2013 to Support Two New Mandated Initiatives: Continuum of Care Reform and Resource Family Approval Program

BOARD ACTION AS FOLLOWS:

No. 2016-350

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow
and approved by the following vote.

Ayes: Supervisors: Chiesa, Withrow, DeMartini, and Vice-Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: Chairman Monteith

Abstaining: Supervisor: None

1) Approved as recommended


2) Denied

3) X Approved as amended

4) Other:

MOTION: Approved Staff Recommendations Nos. 1-3; and, **amended** the item to limit the time of Gloria Ringsby's length of employment to a 6 month period

ATTEST:


ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Community Services Agency
Urgent Routine

BOARD AGENDA #: B-17

AGENDA DATE: June 28, 2016

CEO CONCURRENCE: *phc*

4/5 Vote Required: Yes No

SUBJECT:

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STAFF RECOMMENDATIONS:

1. Amend the Community Services Agency's Salary and Position Allocation Resolution to add one Manager III and one Administrative Clerk II effective the start of the first full pay period after Board of Supervisor's approval, in support of two new mandated initiatives: Continuum of Care Reform and Resource Family Approval Program.
2. Authorize Community Services Agency (CSA) to rehire Gloria Ringsby as an extra-help Manager III of Adult, Child and Family Services Division prior to the 180-day waiting period as outlined in the Public Employee Pension Reform Act (PEPRA) of 2013.
3. Certify as required by PEPRA that the re-hiring of Gloria Ringsby as an extra-help Manager III is necessary to fill a critically needed position prior to the passage of the 180-day waiting period.

DISCUSSION:

The Community Services Agency (CSA) is responsible for the safety, permanency and well-being of children in Stanislaus County. CSA's Adult, Child and Family Services Division (ACFSD) is in the process of implementing two new mandates in Child Welfare focused on improving outcomes for children: Continuum of Care Reform (CCR) and Resource Family Approval (RFA) Program. Both initiatives will require CSA to act as the lead Agency with extensive staffing resources needed to implement by January 1, 2017.

As reported in the Fiscal Year 2016-2017 Adopted Proposed Budget, "The Department anticipates additional staff resources will be required to fully implement the RFA Program, and will return to the Board of Supervisors in the near future for consideration of new positions." Staff has continued to analyze the new mandates and has determined the CCR program will also require additional staff resources. The Department continues to receive information and direction from the State regarding these mandates and it is anticipated that, as part of the 2016-2017 Final Budget process, additional staff resources will be requested in support of CCR and RFA.

Continuum of Care Reform (AB 403) requires a comprehensive reform effort to ensure that youth in foster care have the greatest chance to grow up in permanent and supportive homes including the opportunity to grow into self-sufficient, successful adults. The implementation

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efforts of CCR/AB 403 also includes the following: transformation of group home care into Short-Term, Residential Treatment Centers (STRTC); accreditation requirements for STRTC and Foster Family Agencies (FFA) and certification by counties through their mental health plans; inclusion of Child and Family Team (CFT) to the assessment of the child and families' strengths and needs; revision of the foster care rate structure and evaluation of provider's performance.

All foster youth must be transitioned from group home settings effective January 1, 2017. As indicated above, CCR requires that Child Welfare programs conduct Child and Family Team (CFT) assessments for all youth. Child and Family Team assessments are conducted in a multi-disciplinary team setting. This setting requires coordination amongst all involved parties.

The requested additional Manager III position will be responsible for coordinating CCR program development, implementation, and on-going management in collaboration with Behavioral Health and Recovery Services (BHRS), the Department of Probation, Foster Family Agencies, Relative Care Givers, the local primary educational systems, and community based organizations. The implementation includes the development of policies and procedures, collaboration with County partners and community agencies, outcome and data tracking systems, and training. The Manager III will meet weekly with the County Implementation Team and partners, oversee the County's CCR workgroups, participate in weekly and monthly meetings with California Department of Social Services (CDSS) Implementation Team and participate in CDSS workgroups. The CCR legislation expands the requirements of the Katie A lawsuit for mental health services to all children served within Child Welfare.

The Manager III will also be responsible for the coordination and oversight of the Resource Family Approval (RFA) Program including the development of policies and procedures, training, outcome and data tracking systems.

The implementation of the RFA Program is a key component to the success of Continuum Care Reform (CCR). The RFA process is a part of a comprehensive reform effort (AB 403) to make sure that youth in foster care have their day-to-day physical, mental, and emotional needs met so they have the greatest chance to grow up in permanent and supportive homes; and have the opportunity to grow into self-sufficient, successful adults.

The Resource Family Approval (RFA) Program is a new caregiver certification process designed to improve the way caregivers are approved and to better prepare them to meet the needs of children and youth being served by child welfare and probation staff. These children and youth are removed from their home and are in placement due to abuse, neglect and at risk behavior. The RFA Program provides a single unified approval standard, family friendly and child-centered process for licensing foster family homes, approving relatives and non-relative extended family members as foster care providers or legal guardians, and approving adoptive families. Foster care caregivers upon approval will be called Resource Family. The new approval process will replace the existing processes by combining elements of all the processes into a single approval standard. The new process is thorough, comprehensive and will require more time for social workers to complete.

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The requested additional Administrative Clerk II position will provide overall clerical support to both programs (CCR and RFA) including the scheduling functions and associated work related to the multi-disciplinary teams.

Due to the critical timing and extensive program implementation deliverables required of these two new mandates, CSA is requesting to re-hire Ms. Gloria Ringsby, a retired Program Manager III who previously worked for the Adult, Child and Family Services Division, as an extra-help Manager III to assist in the initial implementation of these programs and to help transition the full time permanent Manager III once hired.

The Public Employee Pension Reform Act (PEPRA) (AB 340 and AB 197) contains limitations on the use of retired annuitants, requiring that an annuitant have a 180-day break in service prior to returning to work for an employer in the same retirement system from which they receive a pension benefit. Under this same legislation, a retired annuitant can return to work for the same agency prior to the 180-day period following retirement if the employer certifies the appointment is necessary to fill a critically needed position and the Board of Supervisors approves the appointment in a public meeting in a non-consent agenda item.

Ms. Ringsby retired on March 5, 2016. Ms. Ringsby is very knowledgeable and able to provide information of the programs within the Adult, Child and Family Services Division. She is able to assist the division with valuable information that she has gained from her years of service with the Adult, Child and Family Services Division. She is available to assist with difficult situations/cases by providing guidance and any additional knowledge that may help with getting the best outcome possible.

The Department will need Ms. Ringsby until the new position is filled and a ninety-day transition has occurred. Ms. Ringsby will be instrumental in helping the Agency meet the mandated deliverables of Continuum of Care Reform and Resource Family Approval Program. The ability to offer retired annuitant Ms. Ringsby extra-help employment prior to the 180-day waiting period is a good investment to the management team of the Adult, Child and Family Services Division.

POLICY ISSUE:

Government Code sections 7522-7522.74 describes the California Public Employees' Pension Reform Act of 2013 (PEPRA). The PEPRA provides that a non-safety retired person shall not be eligible to be employed for a period of 180 days following the date of retirement unless the employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days have passed and the appointment has been approved by the governing body in a public meeting. The appointment may not be placed on the consent calendar. Appointments under this section shall not exceed 960 hours per year.

FISCAL IMPACT:

The total annual cost of the Manager III position includes salaries and benefits of \$147,960. The total annual cost of the Admin Clerk II position includes salaries and benefits of \$70,060. The total annual salary cost of the extra-help Manager III position is \$42,167. Total costs for

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these three positions are \$260,187 which is supported with Federal, State, and Realignment funds of \$221,159 and existing County General Fund Match of \$39,028. The Community Services Agency Fiscal Year 2016-2017 Proposed Budget includes sufficient appropriations and estimated revenues to support these positions. There is no additional impact to the County General Fund.

Cost of recommended action:	\$ 260,187
Source(s) of Funding:	
Federal/State/Realignment Funding	221,159
Existing CSA County General Fund Match	39,028
Funding Total:	<u>\$ 260,187</u>
Net Cost to County General Fund	<u>\$ -</u>

Fiscal Year:	2016/2017
Budget Adjustment/Appropriations needed:	No

Fund Balance as of N/A

BOARD OF SUPERVISORS' PRIORITY:

Approval to re-hire Ms. Gloria Ringsby prior to the 180-day waiting period as required by the PEPRA will enable CSA to coordinate the oversight of the Resource Family Approval Program (RFA) and the Continuum of Care Reform (CCR) including the development of policies and procedures, training and data tracking and this supports the Board of Supervisors' priority of A Healthy Community.

STAFFING IMPACT:

The Community Services Agency is requesting to add two new positions: one Manager III and one Administrative Clerk II effective the first full pay period following Board approval. Additionally, CSA is requesting to rehire Ms. Gloria Ringsby as an extra-help Manager III pursuant to the Public Employee Pension Reform Act (AB 340 and AB 197).

As part of the 2016-2017 Final Budget process, the Department anticipates the need for significant additional positions that may include Social Worker Supervisors, Social Workers, and Administrative Clerks/Legal Clerks. Further, the Department projects a future need for additional Mental Health staff as well as nurse staff. A meeting on July 13, 2016 is scheduled at the State level to continue to refine and understand the requirements of these mandated programs. The Chief Executive Office continues to work with the Department to fully understand its mandates and required resources.

CONTACT PERSON:

Kathryn M. Harwell, Director (209) 558-2500

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ATTACHMENT(S):

None