



Board Agenda Item 61

DATE: August 9, 2022

TO: Board of Supervisors

SUBMITTED BY: Sanja Bugay, Director, Department of Social Services

SUBJECT: Waiver of Extra-Help Weekly Maximum Hour Limitation

RECOMMENDED ACTION(S):

Authorize a waiver of the 28 hours per week maximum limitation for the Extra-Help Deputy Director position in the Department of Social Services as listed on Attachment A, pursuant to the provisions set forth in Salary Resolution, section 1100 and Personnel Rules 2040 and 4240.

There is no additional Net County Cost associated with the recommended action. Approval of the recommended action will ensure the Department of Social Services' Child Welfare Services Division continues to have critical support and oversight of continuous quality improvement measures. This item is countywide.

ALTERNATIVE ACTION(S):

There is no viable alternative action as the continued review and development of policies and practices will lead to better outcomes for Child Welfare families. Should your Board not approve the recommended action, the work will be delayed, which may stall improvement in service delivery for children and families served by the Department.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. The cost for 960-hour maximum Extra-Help Deputy Director position (\$78,810) will be offset with State and Federal Social Services funds (\$67,940), 2011 Realignment (\$7,164) in lieu of State General Fund for Child Welfare Services and Adult Protective Services programs that were realigned to counties through Assembly Bill (AB) 118, 1991 Social Services Realignment (\$3,067), and the required Net County Cost (\$639) which offsets the General Relief program share of cost which will be absorbed by existed budgeted appropriations. Sufficient appropriations and estimated revenues are included in the Department's Org 5610 FY 2022-23 Recommended Budget.

DISCUSSION:

On January 13, 2015 and June 7, 2016, the Board reiterated County policy that the use of Extra-Help employees should:

- be of limited duration;
- not be used as a first response to staffing requirements;
- not supplant work regularly performed by permanent employees; and
- only be used to meet the critical, seasonal, or temporary work needs of departments on a limited

basis.

On April 25, 2022, the newly appointed Department Director began her tenure. The Director intends to use the Extra-Help Deputy Director position to oversee Child Welfare Services continuous quality improvement and Program Specialist staff, complete in-depth case reviews of high-need youth child welfare cases, identify policy and practice issues that lead to current issues and low outcomes for families, develop case review processes for the Department, and develop the infrastructure to incorporate these functions into day-to-day activities to maintain success.

It is anticipated that the need for Cathi Huerta to work in the Extra-Help Deputy Director capacity will continue until the Department has demonstrated measured progress on the previously listed tasks, but certainly at least throughout the rest of calendar year 2022. In this full-time, extra-help capacity, Cathi Huerta will serve as an Extra-Help Deputy Director and not work more than 960 hours during the calendar year as set forth in California Public Employees' Pension Reform Act (PEPRA). The Department will be subject to, and will comply with, all other extra-help rules and requirements.

REFERENCE MATERIAL:

BAI #37, June 7, 2016
BAI #19, January 13, 2015

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Attachment A

CAO ANALYST:

Sonia M. De La Rosa